

City and County of Honolulu Department of Community Services

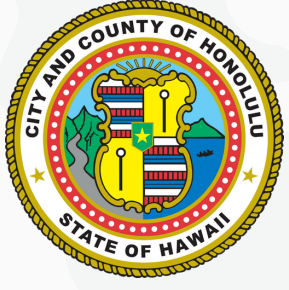
WORKHAWAII'I

UNDERSTANDING WIOA

PERFORMANCE & SANCTION POLICY

Educational Overview for the O'ahu Workforce Development Board





GOALS



Explain adjusted performance levels



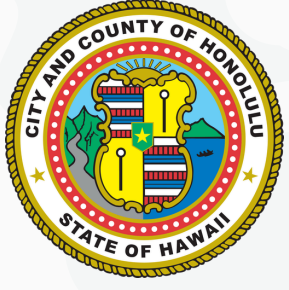
Clarify how sanctions are determined



Distinguish Provider accountability from LWDB accountability



Provide current local performance context



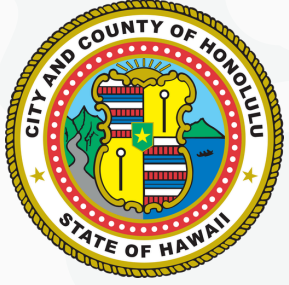
ACCOUNTABILITY

Service Provider

- Evaluated by the OWDB
- Negotiated goals
- Contract performance
- Current operational accountability

LWDB

- Evaluated by the State WDD/USDOL
- Adjusted levels
- Federal Sanction Framework
- Multi-year sanction review



3 PERFORMANCE LEVELS

Negotiated Level

Original target before the year starts, negotiated between LWDB and State

The goals OWDB gives us

Actual Level

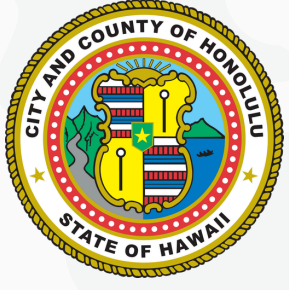
Raw data of what the Service Provider reports

How we did, and how the OWDB evaluates us

How the Fed evaluates the State, and how the State evaluates the OWDB - the Provider not actually evaluated with this

Adjusted Level

Recalculated target after year closes, provided by State

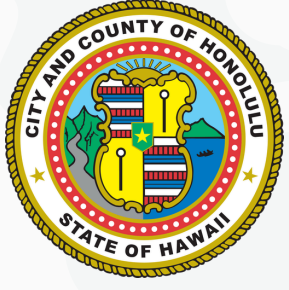


WHY ADJUSTED LEVELS?

Adjusted Performance Accounts For:

- unemployment conditions,
- disability,
- homelessness,
- justice involvement,
- literacy barriers,
- work history limitations,
- labor market conditions.

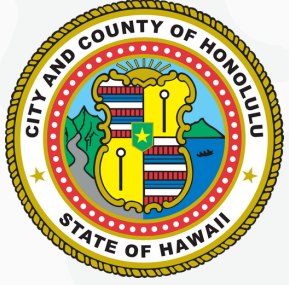
Source: WIOA Bulletin 02-23



THE "CURVE"

Understanding Adjusted Performance

- Everyone still aims for **100%**
- Sanction determinations are based on:
 - Adjusted expectations
 - Participant barriers
 - Economic conditions



WHY TIMING MATTERS

1. Program Year

2. Provider Monitoring and Evaluation

Actual Levels reported

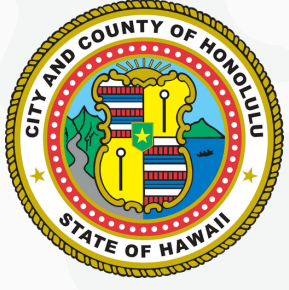
Typically released a year or more after PY close, so OWDB and State won't be evaluated until then

3. Program Year Closes

4. Federal Reporting

All data must be reported by October following PY close

5. Adjusted Levels Released



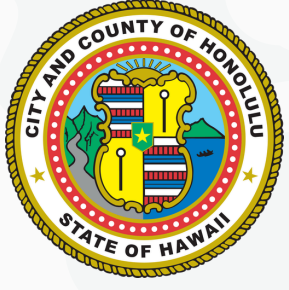
CALCULATING SCORES

Actual Performance ÷ Adjusted Performance = Indicator Score

Table 2. Example of Calculation of Overall Local Area Program Score

Primary Indicator of Performance	Actual Level of Performance (Numerator/Denominator)	Adjusted Level of Performance	Individual Indicator Score Calculation
Employment 2 nd Quarter After Exit	$\frac{75}{100}$	80.1%	$\left(\frac{75}{100}\right) \div 80.1\% = 93.6\%$
Employment 4 th Quarter After Exit	$\frac{40}{110}$	75.4%	$\left(\frac{40}{110}\right) \div 75.4\% = 48.2\%$
Median Earnings 2 nd Quarter After Exit	\$5,500	\$6,000	$\$5,500 \div \$6,000 = 91.6\%$
Credential Attainment	$\frac{60}{90}$	72.8%	$\left(\frac{60}{90}\right) \div 72.8\% = 91.5\%$
Measurable Skill Gains	$\frac{80}{95}$	82.5%	$\left(\frac{80}{95}\right) \div 82.5\% = 102.0\%$
Overall Local Area Program Score (Average of Individual Indicator Scores for One Program)	—	—	85.3%

Taken from WIOA Bulletin 02-23



WHAT TRIGGERS FAILURE

Trigger 1

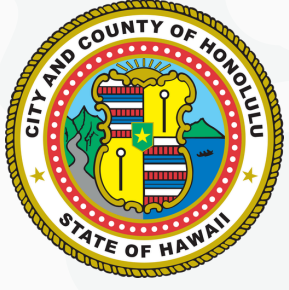
Single indicator below 50%

Trigger 2

Overall program score below 90%

Trigger 3

Overall indicator score below 90%



PROGRESSIVE RESPONSES

LWDB multi-year escalation process:

Year 1

Technical Assistance

Failures must be consecutive every year, or escalation process resets

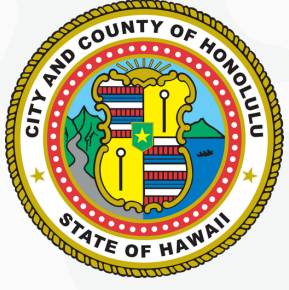
Year 2

Performance Improvement Plan

USDOL can potentially sanction State after 2 consecutive years of failure

Year 3

Potential Sanctions

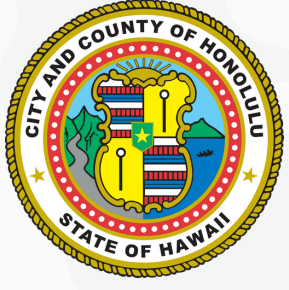


HISTORICAL DATA

	PY20 Indicator Scores			PY23 Indicator Scores		
	Adult	DW	Youth	Adult	DW	Youth
Employment 2nd quarter after exit	154.1%	127.7%	67.8%	134.4%	96.7%	100.1%
Employment 4th quarter after exit	178.8%	125.8%	148.9%	120.8%	87.8%	113.4%
Median earnings in the 2nd quarter after exit	118.2%	115.0%	186.7%	135.5%	137.2%	88.4%
Credential attainment rate	78.6%	127.4%	66.4%	121.1%	120.5%	88.4%
Measurable skill gains	97.0%	419.3%	64.5%			
Overall	125.3%	183.0%	106.9%	128.0%	110.6%	97.6%

*Individual scores exceed 50% and overall scores exceed 90%
No sanction thresholds reached*

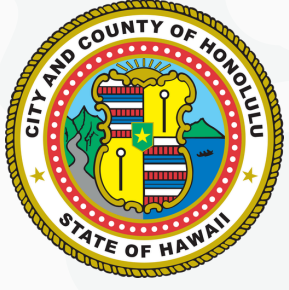
Sources: SN-48 and SN-75-WIOA-Bulletin-No.-01-25



PY24 ACTUAL LEVELS

	PY20			PY23			PY24		
	Adult	DW	Youth	Adult	DW	Youth	Adult	DW	Youth
Employment 2nd quarter after exit	80.0%	74.1%	59.1%	80.2%	69.7%	65.9%	72.4%	80.0%	68.4%
Employment 4th quarter after exit	83.3%	75.9%	57.6%	75.9%	68.5%	64.7%	79.5%	76.5%	67.7%
Median earnings in the 2nd quarter after exit	\$7,415	\$9,514	\$3,958	\$8,244	\$11,349	\$3,603	\$7,872.97	\$10,559.38	\$4,804.45
Credential attainment rate	79.3%	68.2%	40.9%	71.2%	81.8%	66.7%	42.4%	28.6%	77.4%
Measurable skill gains	58.1%	60.4%	41.8%				47.3%	28.0%	58.3%

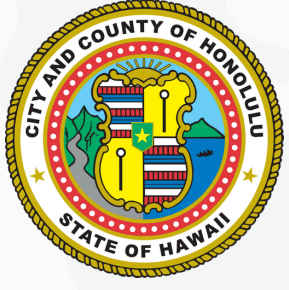
Based on historical trends, monitoring Adult and DW Credential attainment and DW MS6



PY25 ACTUAL LEVELS

	PY20			PY23			PY25		
	Adult	DW	Youth	Adult	DW	Youth	Adult	DW	Youth
Employment 2nd quarter after exit	80.0%	74.1%	59.1%	80.2%	69.7%	65.9%	72.0%	76.7%	54.6%
Employment 4th quarter after exit	83.3%	75.9%	57.6%	75.9%	68.5%	64.7%	64.6%	83.9%	72.2%
Median earnings in the 2nd quarter after exit	\$7,415	\$9,514	\$3,958	\$8,244	\$11,349	\$3,603	\$7,756.99	\$10,125.42	\$6,752.25
Credential attainment rate	79.3%	68.2%	40.9%	71.2%	81.8%	66.7%	61.7%	81.8%	73.3%
Measurable skill gains	58.1%	60.4%	41.8%				70.6%	82.1%	48.8%

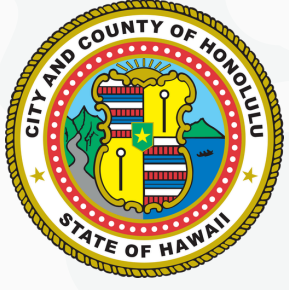
- Based on historical trends, monitoring Youth employment in Q2 and Adult employment in Q4
- Significant improvement to PY24 metrics of concern
- Trending improvement overall, PY25 data expected to improve



IMPROVEMENT STRATS

Current Focus Areas

- Credential attainment
- MSG tracking
- Employment retention
- Follow-up documentation
- Employer engagement
- Case management oversight



FINAL TAKEAWAYS

Provider Accountability.

- Negotiated goals
- Contract performance
- Internal oversight

LWDB Sanction Methodology.

- Adjusted levels
- Indicator scores
- Multi-year escalation

These systems are connected – but distinct.