

**MISSISSIPPI**  
***DRAFT* Policy Number 15, Change 2**  
**WIA PERFORMANCE MEASURES AND GOALS**  
**Workforce Investment Act**  
**Office of Grant Management**

**I. SCOPE AND PURPOSE**

This policy sets forth the State's interpretation and requirements for performance measures as prescribed by Section 136(c) (1) and 20 CFR 666.300 and 666.310. The U. S. Department of Labor negotiates state performance levels with each state and, in turn, each state negotiates local levels with each Local Workforce Investment Area. The State is authorized to adjust these measures with each local area, and to require additional measures if appropriate.

The purpose of this policy is to empower the Local Workforce Boards to maintain and/or increase activities with occupational skills training, on-the-job training (OJT) and customized training, and to serve groups such as TANF recipients who will need longer-term investment to succeed in the job market. Further, this policy reflects the strong emphasis of the U.S. Department of Labor on increasing expenditures, enrollments, and exits.

Each local area may set local performance measures for its providers. Locally prescribed measures may be set higher than measures set by the State.

If these modifications result in a loss of federal funds, the cost will be absorbed at the state level from the State's portion of WIA funds. This policy shall be in effect from July 1, 2005 through June 30, 2007 or until revised or replaced.

**II. REQUIREMENTS**

WIA Requirements - Section 136(c)

*Local Performance Measures. -- (1) In general.--For each local area in a state, the local performance measures shall consist of—*

*(A)(i) The core indicators of performance described in subsection (b) (2) (A), and the customer satisfaction indicator of performance described in subsection (b) (2) (B), for activities described in such subsections, other than statewide workforce investment activities; and*

*(ii) additional indicators of performance (if any) identified by the state under subsection (b) (2) (C) for activities described in such subsection, other than statewide workforce investment activities; and*

*(B) a local level of performance for each indicator described in subparagraph (A).*

**A. Core Indicators**

Mississippi is an early implementer of the common measures and is therefore not subject to sanctions or incentives for Program Year 2005.

**1. Indicators and Measures**

Unless otherwise negotiated, the State will hold each local area to the proposed levels of performance under the new Common Measures. For each measure whose proposed level of performance is lower than that of the State's, the local area should provide a written rationale. Final local area negotiated levels for each area for PY 2005 and PY 2006 shall be included in each local area's 2-Year Strategic Plan.

Performance Indicator	Negotiated Measures			
	PY 2005		PY 2006	
	State	Local	State	Local
<b>ADULT</b>				
Entered Employment Rate	75.00%	75.00%	77.00%	77.00%
Employment Retention Rate	79.00%	79.00%	81.00%	81.00%
Earnings Change	\$ 2,675	\$ 2,675	NA	NA
Average 6-Month Earnings-Proposed	NA	NA	\$ 7,656	\$ 7,656
<b>DISLOCATED WORKERS</b>				
Entered Employment Rate	80.00%	80.00%	85.00%	85.00%
Employment Retention Rate	83.00%	83.00%	84.00%	84.00%
Earnings Change	\$ 721	\$ 721	NA	NA
Average 6-Month Earnings-Proposed	NA	NA	\$ 8,800	\$ 8,800
<b>YOUTH</b>				
Placement in Employment or Education	65.00%	65.00%	66.00%	66.00%
Attainment of Degree or Certificate	48.00%	48.00%	49.00%	49.00%
Literacy or Numeracy Gains	40.00%	40.00%	45.00%	45.00%

2. Failure to Meet Standards

In accordance with 20 CFR 666.240(d), only performance that is less than 80 percent of the negotiated levels will be deemed to be failure to achieve negotiated levels of performance.

3. Negotiation

All of the standards described above are negotiable. To negotiate, a local area must submit a written request to the State. The request must explain the rationale for the needed request and must include quantifiable data to support the request.

4. Incentives

a. Incentive Awards to the State

If the state is awarded incentive funds, 100 percent of those funds will be awarded proportionately to those areas that meet the standards on all measures as described above.

b. State Set-aside Funds

For Program Year 2005 performance, the state shall set aside a minimum of \$500,000 for incentives for exceeding the core performance standards and to provide technical assistance to local areas that fail to meet local performance measures. For Program Year 2006 performance, the State shall set aside a minimum of \$400,000 for the same purpose. These funds shall be divided equally among the areas that exceed all of the standards prescribed above and those requiring technical assistance.

5. Sanctions

If a local area fails to meet the negotiated levels of performance for the core indicators of performance for a program for two consecutive program years, the Governor must take corrective actions. The corrective actions may include the development of a reorganization plan under which the Governor:

a. Requires the appointment and certification of a new Local Board;

b. Prohibits the use of particular service providers or One-Stop partners that have been identified as achieving poor levels of performance; or

c. Requires other appropriate measures designed to improve the performance of the local area.

Also, if a local area fails to meet each standard for any year, the area will not participate in the receipt of any incentive funds and will not be eligible to receive additional grants.

6. Technical Assistance

The State will provide technical assistance to each local area on a regular basis. If an area fails to meet a standard for the year, the area must develop a corrective action and technical assistance plan. The plan must be

approved by the State. The State will monitor the implementation of the plan. The State will also set aside funds to provide technical assistance to those local areas that fail to meet the negotiated standards.

B. State Indicators

1. Indicators and Measures

The following performance indicators and standards will be in effect from July 1, 2005 through June 30, 2007.

<b>WIA Local Funds (All Sources Combined) –PY 2005 - PY 2006</b>		
<b>Performance Indicator</b>	<b>State &amp; Local Standard</b>	<b>Explanation</b>
Expenditures	75% of First Year Allocations	Major Emphasis by USDOL
Participants	2005	Increase the Levels of Service to better meet Mississippi's needs.
	> 100% of Program Year 2004	
	2006	
Exits	> 100% of Program Year 2005	Emphasize Placements and Program Improvements
	2005	
	75% of Program Year 2004 Registrants	
	2006	
	75% of Program Year 2005 Registrants	

2. Failure to Meet Standards

Any performance that is less than 100 percent of the negotiated levels will be deemed to be failure to achieve negotiated levels of performance.

3. Negotiation

The standards described above are negotiable. To negotiate, a local area must submit a written request to the State. The request must explain the rationale for the needed request and must include quantifiable data to support the request.

4. Incentives

The State may set aside funds to provide incentive awards. These funds will be divided equally among the local areas that meet or exceed all three standards two years consecutively.

5. Sanctions

If a local area fails to meet the negotiated levels of performance for a program for two consecutive program years, the State may take corrective actions as it deems necessary.

6. Technical Assistance

The State will provide technical assistance to each local area on a regular basis. If an area fails to meet a standard for the year, the area must develop a corrective action and technical assistance plan. The plan must be approved by the state. The State will monitor the implementation of the plan.

III. EFFECTIVE DATE

This policy shall be effective immediately. It shall remain in effect until modified or replaced by the Office of Grant Management.

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