

Performance Issues and Performance Reporting Under WIOA

Prepared by FutureWork Systems - August 2014

Background

Performance accountability is a major feature of WIOA. The Act references “performance” nearly 300 times within the 298 page Bill. The purpose of these documents is to promote a dialogue among workforce professionals around the many issues related to how this performance system will be implemented.

What we know from the Act

Chapter 4 Section 116 on Performance Accountability includes a surprising amount of detail on what will be required. FutureWork Systems has reviewed these requirements and drafted some additional documents and resources to generate further discussion prior to DOL and ED finalizing definitions and regulations. These resources will be continually updated:

1. [Comparison of WIA and WIOA Performance Measures](#)
2. [Countdown to Changes in Performance Measures under WIOA](#)
3. [WIOA Exit/Activity Cohorts for Performance Measures](#)
4. [Performance Reporting Requirements under WIOA](#) (*State, Local and Training Provider Reports*)

Comments:

- As referenced in Item 1 above, the detailed definition of a few of the measures is very significant, particularly the “In-Program Skills Gain”. This could be a major reporting challenge similar to the current Lit/Num Measure.
- As detailed in Item 2 above, except for some early implementing states, the WIOA measures will not be implemented until July 2016. However, as presented in Item 3 above, the exit cohorts for some of these new measures begin as early as January of 2015, or less than 6 months from now.
- The extensive annual performance reporting requirements discussed in Item 4 above raise a number of issues. **Note these are minimum requirements. Regulations could add more.**
 - Additional data elements for employment barriers will need to be collected
 - Since Adult Ed, Voc Rehab and Wagner-Peyser frequently have different Information systems than WIA/WIOA, the required combined reporting will be a challenge.
 - Thousands of static reports will need to be generated to cover 4 years and six programs at the state and WIB level and for Training Providers.