

## **Workforce Innovation and Opportunity Act (WIOA) – H.R. 803 as amended Common Measures and Some Uncommon WIOA Measures**

The Act likely replacing WIA includes some changes to Common Measures and at least 8 new performance measures. Although ETA will craft final definitions and clarifications, the table below summarizes the changes and includes some questions and comments as **FutureWork Systems** begins our dialogue with workforce professionals to enhance our decision support reporting and analysis web applications.

The table below compares the current **WIA Common Measures** with the measures as outlined under the **Workforce Innovation and Opportunity Act (WIOA) – H.R. 803**. The WIOA performance measures apply across multiple programs.

**In addition to Adult, Dislocated Worker and Youth WIOA programs, these WIOA measures apply to:**

1. Adult Ed & Literacy under Title II
2. Wagner-Peyser (Adult Measures Only and New Employer Measure)
3. Selected programs under Title I of Rehabilitation Act of 1973
4. Job Corps – (Youth Measures and possibly New Employer Measure)

WIOA; Section 505 (b) **Effective Dates** includes a provision that these new measures shall apply **after the first full program year after enactment** or presumably **July 1, 2016**. As with WIA, we expect some states could adopt these new measures earlier.

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### **FutureWork Systems Prepares for WIOA Performance Metrics**

As providers of web-based decision support systems for the reporting and analysis of workforce system performance, FutureWork Systems is paying close attention to the progress of this new Act.

FutureWork Systems is prepared to make any updates and enhancements to its Performance Matters web apps to meet the reporting and analysis needs of the workforce system under this new Act.

To stay connected with our progress, join the discussion on Twitter, [https://twitter.com/FutureWork\\_sys](https://twitter.com/FutureWork_sys)

WIA Common Measures 9 Measures	WIOA Measures 15 Measures (+employer measures)	What is Different?	Comments & Questions
<b>ADULT</b>			
Entered Employment Rate	<b>REVISED</b> Employment Rate (Q2 post-exit)	Now Employed <b>Q-2</b> after exit	Adds additional quarter lag to reporting, makes managing programs/performance more challenging
Employment Retention Rate	<b>REVISED</b> Employment Rate (Q4 post-exit)	Now Employed <b>Q-4</b> after exit	Adds additional quarter lag to reporting, makes managing programs/performance more challenging
Average Earnings	<b>REVISED</b> Median Earnings	<b>Median</b> earnings <b>Q-2</b> after exit only	Earnings measure will be reported 1 qtr earlier than Common Measures
	<b>NEW</b> Credential Rate	<b>New Measure</b>	Will require follow-up for 1 yr after exit
	<b>NEW</b> Measurable Skills Gain	<b>New Measure</b>	Real Time Measure, not exit based. How report & document skill gains toward credential or employment?
<b>DISLOCATED WORKER</b>			<b>SAME AS ADULT COMMENTS</b>
Entered Employment Rate	<b>REVISED</b> Employment Rate (Q2 post-exit)	Now Employed <b>Q-2</b> after exit	"
Employment Retention Rate	<b>REVISED</b> Employment Rate (Q4 post-exit)	Now Employed <b>Q-4</b> after exit	"
Average Earnings	<b>REVISED</b> Median Earnings	<b>Median</b> earnings <b>Q-2</b> after exit only	"
	<b>NEW</b> Credential Rate	<b>New Measure</b>	"
	<b>NEW</b> Measurable Skills Gain	<b>New Measure</b>	"
<b>YOUTH</b>			<i>New 75% of funds to O/S Youth – Now defined as ages 16-24</i>
Placement in Emp/Ed/Train	<b>REVISED</b> Placement in Emp/Train/Ed (Q2 post-exit)	Now <b>Q-2</b> after exit	Adds additional qtr lag in reporting
Literacy & Numeracy Gains	<b>DELETED</b> <i>Eliminated</i>		Eliminates most complex Common Measure
	<b>NEW</b> Placement in Emp/Train/Ed (Q4 post-exit)	<b>New Q-4</b> after exit	Will require follow-up for 1 yr after Exit
	<b>NEW</b> Median Earnings	<b>New Median</b> earnings <b>Q-2</b> after exit only	New for Youth. Will it include In-School Youth?
Attain Degree/Certificate	<b>REVISED</b> Credential Rate	<b>Similar</b> Measure	Applies to all Youth not just in Ed/Training?
	<b>NEW</b> Measurable Skills Gain	<b>New Measure</b>	Real Time, not exit based – see Adult comment
<b>Employer Measures</b>			
	<b>NEW</b> <i>Employer Measure (TBD)</i>	<b>New</b> At least one Employer Measure to be implemented in Year 2	Will this apply separately to Adult, Dislocated & Youth resulting in 18 measures?

