

**WASHINGTON STATE
WORKFORCE TRAINING AND EDUCATION COORDINATING BOARD
MEETING NO. 171
JUNE 27, 2013**

STATE CORE MEASURES

During 2013, the Board has conducted a review of the State Core Measures for Washington's workforce development system, as directed by *High Skills, High Wages*. The Board reviewed the statutory basis for the State Core Measures and the history of their development. The Board considered the option of moving from the current State Core Measures to the measures developed through the Integrated Performance Information (IPI) project and endorsed by the National Governors Association (NGA).

Washington has encouraged Congress to adopt the NGA recommended measures as part of reauthorizing the Workforce Investment Act (WIA), and Congress is currently considering reauthorizing WIA. The U.S. House of Representatives has already passed a reauthorization bill that would establish new performance measures for WIA. The U.S. Senate is also expected to pass a WIA reauthorization bill. The Senate bill is expected to include the NGA recommended measures.

During the Board's reconsideration of the State Core Measures a number of issues have been raised. Among these are: concern over making changes to the State Core Measures at a time when Congress may soon be adopting new measures; interest in reducing the number of measures; and the value of aligning with the NGA recommended measures that were developed through the Washington-led IPI project.

Based on the reconsideration of State Core Measures, this tab contains three options for the Board's consideration.

1. Retain the current State Core Measures.
2. Modify the State Core Measures by deleting the participant and employer satisfaction measures.
3. Adopt the NGA recommended measures to replace the current State Core Measures.

At the end of this tab is a table that shows the current State Core Measures and the measures recommended by NGA.

Board Action Requested: Adoption of one of the Recommended Motions.

RECOMMENDED MOTION #1

WHEREAS, One of the key statutory functions of the Workforce Training and Education Coordinating Board is to establish common standards for evaluating workforce development programs; and

WHEREAS, The Board adopted the State Core Measures in 1996 after two years of discussion among representatives of the affected programs at the state and local levels, and has used the measures ever since; and

WHEREAS, *High Skills, High Wages* 2012 states that the Workforce Training and Education Coordinating Board will reconsider the State Core Measures and the Workforce Training and Education Coordinating Board has conducted that review; and

WHEREAS, Congress is currently considering reauthorizing the Workforce Investment Act and making changes to the performance measures required for the Workforce Investment Act;

THEREFORE, BE IT RESOLVED, The Workforce Training and Education Coordinating Board makes no changes at this time to the State Core Measures for workforce development.

RECOMMENDED MOTION #2

WHEREAS, One of the key statutory functions of the Workforce Training and Education Coordinating Board is to establish common standards for evaluating workforce development programs; and

WHEREAS, The Board adopted the State Core Measures in 1996 after two years of discussion among representatives of the affected programs at the state and local levels, and has used the measures ever since; and

WHEREAS, *High Skills, High Wages 2012* states that the Workforce Training and Education Coordinating Board will reconsider the State Core Measures and the Workforce Training and Education Coordinating Board has conducted that review; and

WHEREAS, The Board is interested in reducing the number of State Core Measures in order to lessen any burden they pose for workforce programs; and

WHEREAS, The Board has found the participant and employer satisfaction measures to be of insufficient value to justify their continued use as performance accountability measures;

THEREFORE, BE IT RESOLVED, The Workforce Training and Education Coordinating Board retains the current State Core Measures with the exception of the measures of participant and employer satisfaction. The participant and employer satisfaction measures are deleted from the State Core Measures.

RECOMMENDED MOTION #3

WHEREAS, One of the key statutory functions of the Workforce Training and Education Coordinating Board is to establish common standards for evaluating workforce development programs; and

WHEREAS, The Board adopted the State Core Measures in 1996 after two years of discussion among representatives of the affected programs at the state and local levels, and has used the measures ever since; and

WHEREAS, In 2004 the U.S. Department of Labor asked the Workforce Training and Education Coordinating Board to lead the states in designing the next generation performance measurement system. This project came to be known as the Integrated Performance Information Project; and

WHEREAS, The Integrated Performance Information measures were developed and vetted by state and local policy and technical staff from the affected programs from 16 states, as well as national evaluation experts, and stakeholder organizations; and

WHEREAS, The National Governors Association considered the Integrated Performance Information measures and adopted a resolution endorsing them (with one change) for Workforce Investment Act reauthorization; and

WHEREAS, Congress is expected to move toward the National Governors Association recommended measures in Workforce Investment Act reauthorization; and

WHEREAS, *High Skills, High Wages* 2012 states that the Workforce Training and Education Coordinating Board will reconsider the State Core Measures;

THEREFORE, BE IT RESOLVED, The Workforce Training and Education Coordinating Board adopts the performance measures for workforce development programs that were developed through the Integrated Performance Information Project and recommended by the National Governors Association, and the Board directs staff to work with stakeholders to develop a plan and timeline for transitioning from the current State Core Measures to the National Governors Association recommended measures.

State Core Measures and National Governors Association Recommended Performance Measures for Workforce Development

The chart below shows Washington’s State Core Measures and the measures recommended by the National Governors Association (NGA). Differences between the measures are underlined.

Outcome	State Core Measures	NGA
Skill Gain	<u>Percent or number</u> of program participants leaving the program who achieved <u>appropriate skill gains</u> or an education or training credential.	<u>Percent</u> of program participants leaving the program who obtain an education or training credential.
Employment	Percent of former participants with employment during the <u>third quarter</u> after exit. (For programs serving youth - employed or enrolled in education.)	Short-term: Percent of program participants who are employed during the <u>2nd quarter</u> after exit. (For youth, employed or enrolled in education.) Long-term: Percent of program participants employed during the <u>4th quarter</u> after exit. (For youth, employed or enrolled in education.)
Earnings	Median earnings of program participants during the <u>third quarter</u> after exit. Measured <i>only</i> among former participants not enrolled in education during the quarter.	Median earnings of program participants during the <u>2nd quarter</u> after exit. (For youth, earnings only among those not enrolled in education.)
Employer Satisfaction	Percent of employers who report satisfaction with new employees who are program completers as evidenced by survey responses.	<u>None</u>
Participant Satisfaction	Percent of former participants who report satisfaction with the program as evidenced by survey responses.	<u>None</u>

In addition, both Washington and NGA support formal measures of the net return on investment. These measures, however, are intended as general indicators of program performance, as opposed to accountability measures that are frequently measured against numeric targets—due to the expense and imprecision of these measures.