

# BIENNIAL REPORT COORDINATION OF WORKFORCE DEVELOPMENT

§2.2-435.7 (A)(10) of the Code of Virginia calls for the Governor to submit a report to the General Assembly on a biennial basis on 1) program success rates in relation to performance measures established by the Virginia Workforce Council and 2) obstacles to workforce program and resource coordination and 3) strategies for facilitating statewide workforce program and resource coordination.



## Background

The performance on federal measures in FY 2013/PY 2012 (July 1, 2012 to June 30, 2013) are provided to: (1) to show where the state and local areas met or failed to meet performance measures and (2) provide an update on actions to be taken by the state on areas where performance targets were not met.

According to the federal workforce investment law and regulations, the expected level of performance for each of the core indicators and the customer satisfaction indicator for the first three years of the state plan will be negotiated by the United States Secretary of Labor with each Governor, and each Governor with local areas (the boards and chief elected officials), respectively. Negotiations are to take into account special economic and demographic factors and levels agreed to will be incorporated into the state and local plans prior to approval. The secretary and each Governor will renegotiate levels of performance for the indicators for the fourth and fifth years of the state plan. Failure to meet expected levels of performance will lead to sanctions, and exceeding expected levels would lead to receipt of incentive funds.

State level performance: As of FY 2011, Virginia is a Common Measures state for its Workforce Investment Act (WIA) grant. This means that the state reports performance in WIA through nine measures. Six apply to the Adult and Dislocated Worker programs (entered employment, retention in employment and average earnings) and three apply to the youth program (literacy and numeracy gains, placement in employment, and degree or certificate attainment rate). In FY 2013, the state met or exceeded all of the negotiated targets for the adult, dislocated worker, and youth programs. If the state attains at least 80 percent of what had been agreed upon, then they are considered having "met" the measure. The table on the following page provides the data for FY 2013 for Virginia. These data are also available on the Virginia Workforce Council (VWC) website ([www.vaworkforcecouncil.com](http://www.vaworkforcecouncil.com) Council tab).

\* Failing to meet performance is based on actual performance results in comparison to negotiated targets. For all measures, except the CRC, performance below 80 percent of the target rate results in failure to meet performance. For CRC, at the local area level, the area must meet the statewide target.

\*\*Targets established beginning FY 2013

WIA Statewide Performance						
Measure	FY 2012		Performance	FY 2013		Performance
	Actual	Target		Actual	Target	
<b>Adult</b>						
Entered Employment	67.7	74.0	➡	67.3	75.0	➡
Employment and Retention	84.3	82.0	⬆	85.2	84.0	⬆
Average Earnings	\$11,451	\$10,500	⬆	\$11,182	\$11,000	⬆
Credential and Employment*	61	50.5	➡	60.6	61	➡
<b>Dislocated Workers</b>						
Entered Employment	81.8	79.0	⬆	80.5	81.0	⬆
Employment and Retention	92.3	87.0	⬆	92.1	90.0	⬆
Average Earnings	\$19,833	\$13,300	⬆	\$17,245	\$17,000	⬆
Credential and Employment*	65	56.9	➡	58.1	65	➡

<b>Youth</b>						
Literacy/Numeracy	42.3	50.0	➡	54.8	51.0	⬆
Placement in Employment or Education	54.1	59.0	➡	59.8	60.0	➡
Degree/Certificate Attainment	61.0	51.0	⬆	68.4	60.0	⬆
<b>Overall Measures</b>						
Career Readiness Certificate*	15.7	**		27.7	12.0	⬆
Note:						
* Virginia Workforce Council Measures						
** Targets set beginning PY2012/FY2013 by Virginia Workforce Council						
 : Exceeded target  : Met target within 80% threshold  : Failed to meet target						

Performance by Local Area: Seven areas failed to meet performance in FY 2013. Three of those areas have failed to meet the same measure for two consecutive years. The performance measures failed and the number of areas not meeting performance is provided below.

Areas Failing to Meet Performance*		
Measures	Number of Areas Failing in FY 2013	Number of Areas Failing Two Consecutive Years
Literacy/Numeracy	3	3
Adult Employment and Credential Rate	2	0
Dislocated Worker Employment and Credential	1	0
Career Readiness Certificate	2	**

### Next steps for areas that fail to meet performance

Completion of Program Improvement Plan: All areas that failed to meet performance received notification and must complete a Program Improvement Plan, which must be approved by VCCS.

- o (VWC Policy 05-02). In addition, areas are required to submit quarterly reports to update the VCCS on actions to improve performance. VCCS provides technical assistance to the areas during this time.
- o Site visits to areas that failed two consecutive years: VCCS staff have visited and met with the WIB leader at each of the three areas to discuss program improvement. In addition, training on performance and reporting has been provided over the last quarter to these areas
- o WIB certificationprobationary status: Areas that failed to meet performance are also in probationary WIB certification status during the year. WIBs will need to demonstrate improvement by the end of the fiscal year in order to determine if the WIB can be certified.

### Strategies for facilitating coordination and addressing obstacles to program and resource coordination

- o The Commonwealth's first Workforce Development Report Card was launched to provide state and regional data on outcomes in the areas of STEM-H Pipeline Development, College and Career Readiness, Secondary and Postsecondary Credential Attainment, Employment and Training Capacity. In the past four years, Virginia's workforce system has shown a steady record of increase against all but two Virginia Workforce Council endorsed measures of work readiness.-from postsecondary education attainment to certifications and licensures. A copy of the Report Card is available at: <http://vaperforms.virginia.gov/extras/WorkforceReportCard.php>
- o The role of the Virginia Workforce Council was expanded to advise the Governor on leadership and administration of more than 25 career and technical education and workforce programs targeted to Virginians from middle school to retirement age.
- o Assisting the work of the Virginia Workforce Council, representatives of nine agencies with responsibilities for more than 25 career and technical education and workforce programs participate in a state level career pathways work group targeted to implementing the vision and strategies of the Governor and Virginia Workforce Council and better aligning agencies and workforce programs to meet state goals.

- o Took action to implement House Bill 2154 by commissioning Virginia Commonwealth University to produce a map of the Virginia Workforce System, to include baseline information on resources available and how they are being used. A database of comprehensive and current information on the 24 programs within the system including data on funding, services offered, populations served and collaboration between workforce programs, including career and technical education, is provided in the report.
- o The Governor established the role of director of education and workforce development in March 2012. The director reported to both secretariats of education and commerce and trade.