



# Workforce Development System Technical Advisory



October 24, 2008

## Workforce Development System Technical Advisory #08-7

- TO:** Chairpersons of Local Workforce Investment Boards  
Chief Elected Officials  
Regional Representatives  
WIA Grant Recipients  
WIA Fiscal Agents  
WIA Local Area Contact Persons  
WIA One-Stop Operators  
DEWS Team Leaders
- SUBJECT:** New York State Program Year (PY) 2008 Incentive and Sanction Policy for Local Workforce Investment Area (LWIA) Performance for the Workforce Investment Act (WIA) Title 1B Program and the Wagner -Peysner Act (W-P) Program.
- PURPOSE:** To inform Local Workforce Investment Boards (LWIBs) of the State's Incentive and Sanction policy for PY 2008 local area performance for the WIA Title 1B program and W-P program with regard to System Improvement Indicators and Common Measures Indicators.
- To rescind and replace prior State policy issued in Workforce Development System Technical Advisory (WDS-TA) #07-11.1, issued October 28, 2007 and WDS-TA #07-11, issued September 28, 2007.
- To affirm, pursuant to WIA Final Rules and Regulations, Part 661, Subpart C – Local Governance Provisions, Section 661.305(a)(5), that LWIBs are responsible for negotiating and reaching agreement with the New York State Department of Labor (NYSDOL) on local performance goals for the WIA Title 1B program and W-P program.
- REFERENCE:** Training and Employment Guidance Letter (TEGL) No. 17 -05 Change 1, issued August, 13, 2007, *Common Measures Policy for the Employment and Training Administration's (ETA's) Performance Accountability System and Related Performance Issues*

**BACKGROUND:** WIA Sec. 134(a)(2)(B)(iii) calls for awarding incentive grants to local areas for 1) regional cooperation among local boards; 2) local coordination of activities carried out under the Act; and 3) exemplary performance by local areas on performance measures.

WIA Final Rules and Regulations, Part 666 – Performance Accountability Under Title 1B of the WIA; Subpart C – Local Measures of Performance (sections 666.300 & 666.310); and Subpart D (sections 666.400, 666.410, 666.420), discuss the process for determining local levels of performance and the circumstances under which local areas are eligible for incentive grants or under which sanction may be applied.

The Wagner-Peyser Act, Sec. 8 (b) (1) permits the awarding of incentive funds for exemplary performance on performance standards.

**ACTION:** NYS DOL, in consultation with the Governor and the New York State Workforce Investment Board, has established the New York State PY 2008 Incentive and Sanction policy for LWIA performance for the WIA Title 1B program and the W-P program.

The Incentive and Sanction policy:

- A. Makes available incentive grants and defines actions for unsatisfactory performance for PY 2008.
- B. Uses WIA Title 1B state level activity funds and W-P program funds for incentive grants.
- C. Establishes the following indicators as a basis for assessing PY 2008 system and program performance.
  - Seven (7) System Improvement Indicators – Two (2) regional indicators, and five (5) LWIA Indicators; and
  - Nine (9) Common Measure Indicators – All are LWIA indicators.

#### **System Improvement Indicators**

1. Initial Assessment (Regional)
2. Regional Alignment of Individual Training Account Policy (Regional)
3. Reduce the Number of Participants Who Exit While Still Certifying for Unemployment Insurance (UI) Benefits (LWIA)
4. Increase the Number of Participants Receiving Skills Development Services and Maintain Number of Participants Receiving Training Services (LWIA)
5. Increase Out-of-School Youth Participation (LWIA)
6. Use of Metrix Learning Pilot (LWIA)

7. Use of State Level ITA Pilot Project (RFQ # P-15) – Community College Individual Training Account Initiative with the State University of New York and the City University of New York (LWIA)

**Common Measure Indicators** (all are LWIA Indicators)

1. Adult Entered Employment Rate
2. Adult Employment Retention Rate
3. Adult Average Earnings
4. Dislocated Worker (DW) Entered Employment Rate
5. DW Employment Retention Rate
6. DW Average Earnings
7. Youth Placement in Employment or Education (WIA Title 1B youth)
8. Youth Attainment of Degree or Certificate (WIA Title 1B youth)
9. Youth Literacy and Numeracy Gain (WIA Title 1B youth)

D. Establishes that eligibility to receive an incentive grant for any one indicator is independent of performance on any other indicator.

E. Establishes a **State Goal** and a proposed **LWIA Goal or Regional Goal** for each of the indicators. The goals are expressed as:

- # of Positive Outcomes needed to achieve the goal;
- % Maximum (ceiling/cap) needed to achieve the goal;
- % Minimum (floor) needed to achieve the goal; or
- \$ Amount (average earnings) needed to achieve the goal.

For some indicators, the local goal is based on the concept of “**LWIA Contribution to the State Goal.**” The LWIA Contribution to the State Goal represents NYSDOL’s determination of the LWIA’s “share” of the State Goal. In determining the LWIA Contribution to the State Goal, NYSDOL considered the LWIA’s relative share of the State’s WIA Title 1B allocation for the respective program funding stream for the indicator and the LWIA’s relative share of projected PY 2008 statewide performance for the indicator (e.g., the projected number of individuals who will be counted in the indicator/denominator).

**Attachments 1-13** present NYSDOL’s proposed Local/Regional Goals for each indicator.

F. Establishes an:

- Incentive Eligibility Standard to determine whether a LWIA and/or Region is eligible for an incentive grant for an indicator; and a n
- Unsatisfactory Performance Threshold to determine a LWIA and/or Region that is failing an indicator.

G. For each Common Measure Indicator, the Unsatisfactory Performance Threshold is set at 80% or less of the State Goal that NYSDOL established with USDOL (per TEGL No. 19-06, March 30, 2007). This threshold is intended to align LWIA behavior with the State “passing” the indicator.

H. Provides the process available to all LWIAs/Regions to negotiate the proposed Goal for each indicator:

- a. The Local Workforce Investment Board (LWIB), in consultation with the One-Stop Operators and Division of Employment and Workforce Solutions (DEWS) Team Leaders, must notify Steve Ryan, via email, by **November 7, 2008**, of their intent to negotiate a LWIA Goal. Request to negotiate a Regional Goal must be represented by all the LWIAs in the region.

The email should be sent to: [Stephen.Ryan@labor.state.ny.us](mailto:Stephen.Ryan@labor.state.ny.us).

The email Subject Line should read: **{LWIA or Region Name} Request for Negotiation of PY 2008 Performance Goals.**

Questions regarding negotiations can also be addressed by Steve Ryan.

- b. Upon receipt of a request for negotiation from a LWIA or Region, NYSDOL will schedule an opportunity for dialogue around the negotiation request.
- c. For each indicator, the LWIB/Region must be prepared to provide:
  - i. A counter-offer goal for the indicator.
  - ii. Justification for the counter-offer goal, including the factors that will contribute to the LWIA/Regional achievement of the goal.
  - iii. The underlying data used to support the LWIB’s/Region’s determination of the counter-offer goal.

#### I. Incentive Grants

1. For PY 2008, NYSDOL will make up to \$2,059,242 available for incentive grants, from both WIA Title I-B funds and Wagner-Peyser funds. The amount is based on one percent (1%) of the State’s WIA Title I-B formula allocations (\$1,592,242) and \$500,000 in Wagner-Peyser funds.
2. Incentive grants will be made available for each indicator for which the State has established an Incentive Eligibility Standard. Note that for the Common Measure Indicators, incentive grants are only being made available for the Adult and DW Entered Employment Rate indicators.

3. To be eligible to receive an incentive grant the following two conditions must be met:
  - a. The LWIA must achieve at least a 70% Fund Utilization Rate (FUR) in each WIA Title 1B program funding – Adult, Dislocated Worker and Youth. Compliance with this condition will be based on guidance provided in WDS -TA #07-10 (September 12, 2007).

An LWIA’s failure to achieve at least a 70% FUR in any WIA Title 1B program funding will make the LWIA and the associated region ineligible to receive an incentive grant.
  - b. The LWIA/Region must achieve the Incentive Eligibility Standard established for the indicator.
4. A LWIA or Region determined by NYSDOL to be eligible for an incentive grant for an indicator (as described above) will be awarded an incentive grant up to the amount specified for the indicator.
5. Upon final determination of all LWIAs and/or Regions eligible for incentive grants, NYSDOL will issue grant awards as follows:
  - a. For LWIA Indicators – NYSDOL will issue a Notice of Obligational Authority (NOA) to the LWIA, which will specify the amount of the incentive grant and the allowable uses of the funds. Incentive grants must be fully accrued within *six (6) months* of the date of the NOA.

NYSDOL, at its discretion, may require a LWIA to submit a “LWIA Incentive Grant Plan” prior to issuing the NOA. The guidelines and instructions for the LWIA Incentive Grant Plan will be provided with such requests.
  - b. For Regional Indicators – NYSDOL will notify each LWIA within a Region that is eligible for an incentive grant; stating the amount of the incentive grant, and requesting a “Regional Incentive Grant Plan.” Guidelines and instructions for submitting the Regional Incentive Grant Plan will be provided with the incentive eligibility notice from NYSDOL.

At a minimum, the Regional Incentive Grant Plan must define distribution of the total grant amount across each LWIA in the region (i.e., the amount of the total grant each LWIA in the Region will receive). Upon receipt of the Plan, NYSDOL will issue an NOA to each LWIA in the amount specified in the Plan. The NOA will also specify allowable uses of the funds. Incentive grants must be fully accrued within *six (6) months* of the date of the NOA.
  - c. NYSDOL will post the Incentive Grant awards on the New York State Department of Labor webs ite.

## J. Unsatisfactory Performance

NYSDOL will establish a standard for each indicator to define the threshold for unsatisfactory performance for the indicator. LWIAs and/or Regions that are unable to achieve satisfactory performance on any indicator will be considered failing that indicator and will be subject to the following actions.

### System Improvement Indicators – Unsatisfactory Performance Actions

A LWIA/Region that is unable to achieve satisfactory performance on any indicator will be required to submit a Performance Improvement Plan (PIP), upon notice by NYSDOL of such failure. The PIP must include:

- A Corrective Action Plan to improve performance on the indicator, including identification of the actions to be taken and a timetable for implementing the actions; and
- A written assurance by the LWIB, stating that the LWIB understands and can administer its duties and responsibilities with regard to State policy and Federal law regarding WIA rules, regulations and reporting responsibilities.

### Common Measure Indicators – Unsatisfactory Performance Actions

There are two levels of unsatisfactory performance for the Common Measures Indicators:

- **Sanction Level 1 Status** – Unable to achieve satisfactory performance on a Common Measure Indicator for the program year.
- **Sanction Level 2 Status** – Unable to achieve satisfactory performance on the same common measure for two consecutive program years.

***Sanction Level 1 Status Actions*** – NYSDOL will require a LWIA in Sanction 1 Status for a Common Measures Indicator to submit a PIP. The PIP must include:

- A corrective action plan to improve performance on the indicator, including identification of the actions to be taken, and a timetable for implementing the actions; and
- A written assurance by the LWIB, stating that the LWIB understands and can administer its duties and responsibilities with regard to State policy and Federal law regarding WIA rules, regulations and reporting responsibilities.

Guidelines for preparing and submitting the “Performance Improvement Plan” will be included in the sanction notifications from NYSDOL.

In addition, NYSDOL, at its discretion, may require a LWIA in Sanction Level 1 Status to participate in mandatory technical assistance.

***Sanction Level 2 Status Actions*** – a LWIA in Sanction Level 2 Status will be subject to any of the actions and penalties referenced in WIA regulations, Section 666.420, based upon a State level analysis of the underlying causes for underperformance.

Sanction Level 2 actions include a fiscal sanction equal to three percent (3%) of the LWIA's program year formula allocation for the respective program funding stream for the indicator. The 3% fiscal sanction from the respective program funding stream will be prorated across the number of indicators for that funding stream, as follows:

Adult Program – The 3% fiscal sanction is prorated across the three Adult Common Measure Indicators as follows.

- Entered Employment Rate – 1% of the Adult program funding.
- Employment Retention Rate – 1% of the Adult program funding.
- Average Earnings – 1% of the Adult program funding.

Dislocated Worker Program – The 3% fiscal sanction is prorated across the three DW Common Measure Indicators as follows:

- Entered Employment Rate – 1% of the DW program funding.
- Employment Retention Rate – 1% of the DW program funding.
- Average Earnings – 1% of the DW program funding.

Youth Program – The 3% fiscal sanction is prorated across the three Youth Common Measure Indicators as follows:

- Placement in Employment or Education – 1% of the Youth program funding.
- Attainment of Degree or Certificate – 1% of the Youth program funding.
- Literacy and Numeracy Gain – 1% of Youth program funding.

#### K. Indicators, Goals and Incentive Grant Amounts

##### **System Improvement Indicators**

###### ***Initial Assessment***

- Geography – Regional
- State Goal – 95% of all staff-assisted One-Stop customers receive an Initial Assessment.
- Regional Goal – Same as the State Goal.

This indicator is based upon all staff-assisted One-Stop customers within the Region. An Initial Assessment must be conducted within

the first two staff-assisted services. The Initial Assessment must be conducted in accordance with WDS TA #08-4 (June 12, 2008). Staff must record the Initial Assessment in OSOS as “L1 Staff Assisted Core; Assessment Interview, Initial Assessment” and record an OSOS Comment stating the factors which led to the Initial Assessment determination.

- Incentive Eligibility Standard – the Region achieves 100% or greater of the State Goal.
- Unsatisfactory Performance – the Region does not achieve 80% or greater of the State Goal.
- Incentive Amount – Up to \$495,000 (total for all regions).

**Attachment 1** lists the Regions and the LWIAs in each Region, and the potential incentive award for each region.

### ***Regional Alignment of Individual Training Account (ITA) Policies***

- Geography – Regional
- State Goal – A uniform regional ITA policy is developed and adopted in each of the ten (10) regions.
- Regional Goal – the LWIAs within a Region develop and adopt a uniform a Regional ITA policy. **Attachment 2** presents the criteria to qualify as a uniform Regional ITA policy.
- Incentive Eligibility Standard – the Region develops and adopts a uniform ITA policy.
- Incentive Amount – up to \$10,000 will be awarded to each LWIA in the Region.

**Attachment 3** lists each Region and the potential incentive award for each LWIA in the Region.

### ***Reducing the Number of Participants Who Exit While Still Certifying for UI Benefits***

- Geography – LWIA
- State Goal – 5% or less of Statewide UI participants exit while still certifying for UI Benefits. The goal is expressed as “% maximum.” The intent of this measure is to keep UI participants engaged in services while they are certifying for UI Benefits.
- LWIA Goal – a 50% reduction in the LWIA’s PY 2007 rate for UI participants who exit while still certifying for UI Benefits **or** 5%, whichever is greater. The goal is expressed as “% maximum.”

- Incentive Eligibility Standard – The LWIA achieves the LWIA Goal, and achieves at least 95% on each of the following scheduling measures.
  - Initial Scheduling – Scheduled first service date within two weeks of the weekly REOS create date.
  - Rescheduling – Those who were excused and/or failed to comply with the initial scheduled service, were rescheduled for a first service within two weeks of the initial scheduled service.
- Unsatisfactory Performance – the LWIA does not attain the 95% Timely Scheduling Thresholds or exceeds the LWIA Goal by 20% or greater. The goal is expressed as “% maximum.”
- Incentive Grant – up to 1% of the LWIA’s PY2008 WIA Title 1B Adult and DW allocation.

**Attachment 4** provides NYSDOL’s proposed LWIA Goals for this indicator, including the data used to determine the goals.

***Training and Skills Development***

- Geography – LWIA.
- State Goal – Two parts:
  - Skills Development – 35% increase in the number of participants who receive skills development services over PY 2007 levels; **and**
  - Training – Maintain the number of participants who receive training services at PY 2007 levels or higher.
- LWIA Goal – Two parts:
  - Skills Development – based upon the State Goal, and the LWIA’s contribution to the State Goal. **Attachment 5** provides NYSDOL’s proposed LWIA Goals for this indicator, including the data used to determine the goals.
  - Training – based upon the number of participants who received training services in PY 2007. **Attachment 6** provides NYSDOL’s proposed LWIA Goals for this indicator, including the data used to determine the goals.

Training Services – To be counted as a training service, the services must be recorded in OSOS as ITA or non-ITA training.

Skills Development – To be counted as a skills development service, the service must be recorded in OSOS as “Short-term Pre-vocational Skills to Prepare for Employment or Training” under L1 - Staff Assisted Intensive Service. In addition, the name of the pre-vocational session, and its beginning and ending dates, should be recorded in OSOS COMMENTS.

Short-term Prevocational Skill services include development of learning skills, communication skills, interviewing skills, punctuality, personal maintenance skills, and professional conduct to prepare individuals for unsubsidized employment or training.

- Incentive Eligibility Standard – the LWIA achieves 100% or greater of their LWIA Goal for both the Skills Development part and the Training part (expressed as “# of positive outcomes”).
- Unsatisfactory Performance – the LWIA does not achieve at least 80% of their LWIA Goal for both the Skills Development part and the Training part (expressed as “# of positive outcomes”).
- Incentive Grant – up to 1% of the LWIA’s PY2008 WIA Title 1B Adult and DW allocation.

### ***Increase Out-of-School Youth Participation***

- Geography – LWIA
- State Goal – Increase the State’s number of Out-of-School youth **new** participants by 50% over PY 2007 levels (excludes carry-in participants).
- LWIA Goal – based upon the State Goal, and the LWIA’s contribution to the State Goal. **Attachment 7** provides NYSDOL’s proposed LWIA Goals for this indicator, including the data used to determine the goals.
- Incentive Eligibility Standard – the LWIA achieves 100% or greater of their LWIA Goal (expressed as “# of positive outcomes”).
- Unsatisfactory Performance – the LWIA does not achieve at least 80% of their LWIA Goal (expressed as “# of positive outcomes”).
- Incentive Grant – up to 3% of the LWIA’s PY2008 WIA Title 1B Youth allocation.

### ***Metrix Learning Pilot Project***

- Geography – Each of the 26 LWIAs that received a Metrix Learning Pilot grant.
- State Goal – Two parts:
  - 75% of the 200 MedCom licenses **or** 75% the 1,000 Soft Skill Learning licenses (made available under the Metrix Learning Pilot) must be issued to participants; **and**
  - 75% of the participants who are issued MedCom licenses **or** 75% of the participants who are issued Soft Skill Learning licenses ; complete their “My Plan” coursework in Metrix Learning.

- LWIA Goal – the State Goal for each of the 26 LWIAs that received a Metrix Learning Pilot grant. **Attachment 8** provides NYSDOL’s proposed goals for this indicator, including the data used to determine the goals.
- Incentive Eligibility Standard – the LWIA achieves 100% or greater of their LWIA Goal (expressed as “# of positive outcomes”).
- Unsatisfactory Performance – the LWIA does not achieve at least 80% of their LWIA Goal (expressed as “# of positive outcomes”).
- Incentive Grant – up to \$15,000 per LWIA.

***State Level ITA Pilot Project***

- Geography – LWIAs who participate in the State Level ITA Pilot Project.
- State Goal – at least 1% of the State Goal for Training is provided through the State Level ITA Pilot Project (RFQ # P-15 effective 2/20/08 – 6/30/11, issued by e-mail to LWIB Directors, February 19, 2008).
- LWIA Goal – Based upon the 1% of the LWIA Goal for Training. **Attachment 9** provides NYSDOL’s proposed LWIA goals for this indicator, including the data used to determine the goals.
- Incentive Eligibility Standard – The LWIA achieves 100% or greater of their LWIA Goal (expressed as “# of positive outcomes”).
- Unsatisfactory Performance – The LWIA does not achieve at least 80% of their LWIA Goal (expressed as “# of positive outcomes”).
- Incentive Grant – Up to \$30,000 per LWIA, based upon reimbursement of the LWIA’s ITA tuition limit and the number of participants who received training through the State Level ITA Pilot Project.

**Common Measures Indicators** (all indicators are measured at the LWIA level)

***Adult Entered Employment Rate (Staff Assisted Service)***

- State Goal – Adult Entered Employment Rate for staff assisted services of 61.0% or greater (the State Goal established with USDOL).
- LWIA Goal – The number of positives outcomes the LWIA must attain for the State to achieve the EER State Goal of 61%; based upon the projected State EER denominator, and the LWIA Contribution to the State Goal. **Attachment 10** provides NYSDOL’s proposed goals for this indicator, including the data used to determine the goals.

- Incentive Eligibility Standard – The LWIA achieves 120% or greater of their LWIA Goal (expressed as “# of positive outcomes”).
- Unsatisfactory Performance – The LWIA does not achieve an Adult Entered Employment Rate of at least 48.8% (equal to 80% of the State Goal established with USDOL).
- Incentive Grant Amount – 1% of the LWIA’s PY2008 WIA Title 1B Adult allocation.

***Adult Employment Retention Rate (Staff Assisted Service)***

- State Goal – Adult Employment Retention Rate for staff assisted service of 82.0% or greater (the State Goal established with USDOL).
- LWIA Goal – Same as the State Goal. **Attachment 11** provides NYSDOL’s proposed goals for this indicator.
- Incentive Eligibility Standard – The State is not establishing an incentive standard for this indicator.
- Unsatisfactory Performance – The LWIA does not achieve an Adult Employment Retention Rate of at least 65.6% (equal to 80% of the State Goal established with USDOL).

***Adult Average Earnings (Staff Assisted Service)***

- State Goal – Adult Average Earnings for staff assisted service of \$12,625 or greater (the State Goal established with USDOL).
- LWIA Goal – Same as the State Goal. **Attachment 11** provides NYSDOL’s proposed goals for this indicator.
- Incentive Eligibility Standard – The State is not establishing an incentive standard for this indicator.
- Unsatisfactory Performance – The LWIA does not achieve an Adult Average Earnings of at least \$10,100 (equal to 80% of the State Goal established with USDOL).

***DW Entered Employment Rate (Staff Assisted Service)***

- State Goal – DW Entered Employment Rate for staff assisted services of 61.0% or greater (the State Goal established with USDOL) .
- LWIA Goal – The number of positives outcomes the LWIA must attain for the State to achieve the EER State Goal of 61%; based upon the projected State EER denominator, and the LWIA Contribution to the State Goal. **Attachment 12** provides NYSDOL’s proposed goals for this indicator, including the data used to determine the goals.
- Incentive Eligibility Standard – The LWIA achieves 120% or greater of their LWIA Goal (expressed as “# of positive outcomes”).

- Unsatisfactory Performance – The LWIA does not achieve a DW Entered Employment Rate of at least 48.8% (equal to 80% of the State Goal established with USDOL).
- Incentive Grant Amount – 1% of the LWIA’s PY2008 WIA Title 1B DW allocation.

***DW Employment Retention Rate (Staff Assisted Service)***

- State Goal – DW Employment Retention Rate for staff assisted service of 82.0% or greater (the State Goal established with USDOL).
- LWIA Goal – Same as the State Goal. **Attachment 13** provides NYSDOL’s proposed goals for this indicator.
- Incentive Eligibility Standard – The State is not establishing an incentive standard for this indicator.
- Unsatisfactory Performance – The LWIA does not achieve a DW Employment Retention Rate of at least 65.6% (equal to 80% of the State Goal established with USDOL).

***DW Average Earnings (Staff Assisted Service)***

- State Goal – DW Average Earnings for staff assisted service of \$15,980 or greater (the State Goal established with USDOL).
- LWIA Goal – Same as the State Goal. **Attachment 13** provides NYSDOL’s proposed goals for this indicator.
- Incentive Eligibility Standard – The State is not establishing an incentive standard for this indicator.
- Unsatisfactory Performance – The LWIA does not achieve a DW Average Earnings of at least \$12,784 (equal to 80% of the State Goal established with USDOL).

***Youth Placement in Employment or Education (WIA Title 1B Youth)***

- State Goal – Youth Placement in Employment or Education rate of 52.0% or greater (the State Goal established with USDOL).
- LWIA Goal – Same as State Goal. **Attachment 14** provides NYSDOL’s proposed goals for this indicator.
- Incentive Eligibility Standard – The State is not establishing an incentive standard for this indicator.
- Unsatisfactory Performance – The LWIA does not achieve a Youth Placement in Employment or Education rate of at least 41.6% (equal to 80% of the State Goal established with USDOL).

### ***Youth Attainment of Degree or Certificate (WIA Title 1B Youth)***

- State Goal – Youth Attainment of Degree or Certificate rate of 40.0% or greater (the State Goal established with USDOL).
- LWIA Goal – Same as the State Goal. **Attachment 14** provides NYSDOL’s proposed goals for this indicator.
- Incentive Eligibility Standard – the State is not establishing an incentive standard for this indicator.
- Unsatisfactory Performance – the LWIA does not achieve a Youth Attainment of Degree or Certificate rate of at least 32% (equal to 80% of the State Goal established with USDOL).

### ***Youth Literacy and Numeracy Gain (WIA Title 1B Youth)***

- State Goal – the State must achieve a Youth Literacy and Numeracy Gain of 35% or greater (the State Goal established with USDOL).
- LWIA Goal – Same as the State Goal. **Attachment 14** provides NYSDOL’s proposed goals for this indicator.
- Incentive Eligibility Standard – The State is not establishing an incentive standard for this indicator.
- Unsatisfactory Performance – the LWIA does not achieve a Youth Literacy and Numeracy Gain of at least 28.0% (equal to 80% of the State Goal established with USDOL).

Questions regarding this Technical Advisory may be directed to Steve Ryan at [Stephen.Ryan@labor.state.ny.us](mailto:Stephen.Ryan@labor.state.ny.us).

### **Attachments:**

1. [Initial Assessment](#)
2. [Regional Alignment of Individual Training Accounts](#)
3. [Criteria for Regional ITA policy \(Word Document\)](#)
4. [Reemployment Services Implementation and Reduce the Number of Participants Who Exit While Still Certifying for UI Benefits](#)
5. [Maintain Training Service Levels](#)
6. [Increase in Skills Development](#)
7. [Increase Out-of-School Youth Participation](#)
8. [Metrix Learning](#)
9. [Community College Individual Training Account Initiative](#)
10. [Adult Entered Employment Rate \(Staff Assisted Service\)](#)
11. [Adult Employment Retention Rate \(Staff Assisted Service\) and Adult Average Earnings \(Staff Assisted Service\)](#)
12. [DW Entered Employment Rate \(Staff Assisted Service\)](#)
13. [DW Employment Retention Rate \(Staff Assisted Service\) and DW Average Earnings \(Staff Assisted Service\)](#)
14. [Youth Common Measure Indicators \(WIA Title 1 B Youth\)](#)