

CHAPTER 5: PERFORMANCE GOALS AND EVALUATION

The plan must include information on the actions the Local Board will take toward becoming or remaining a high performing board, consistent with the factors developed by the State Board (WIOA Sec. 101(d)(6)) and (§ 679.560(b)(17)). LWIAs are required to provide information and analysis regarding the challenges and opportunities that are associated with performance goals and evaluation.

- A. Provide information regarding the local levels of performance negotiated with the Governor and chief elected official consistent with WIOA Sec. 116(c), to be used to measure the performance of the local area and to be used by the Local Board for measuring the performance of the local fiscal agent (where appropriate), eligible providers under WIOA Title I Subtitle B and the one-stop delivery system (core and required partners as applicable) in the local area (§ 679.560(b)(16)).

1. WIOA Performance Measures

Adult	PY 2022	PY 2023
Employment Rate 2 nd Quarter after Exit	79.0%	79.0%
Employment Rate 4 th Quarter after Exit	73.0%	73.0%
Median Earnings 2 nd Quarter after Exit	\$7,500	\$7,500
Credential Attainment within 4 Quarters after Exit	78.0%	78.0%
Measurable Skill Gains	55.0%	55.0%

Dislocated Worker

Employment Rate 2 nd Quarter after Exit	82.0%	82.0%
Employment Rate 4 th Quarter after Exit	79.0%	79.0%
Median Earnings 2 nd Quarter after Exit	\$7,000	\$7,000
Credential Attainment within 4 Quarters after Exit	80.0%	80.0%
Measurable Skill Gains	58.0%	58.0%

Youth

Employment or Education Rate 2 nd Quarter after Exit	72.0%	72.0%
Employment or Education Rate 4 th Quarter after Exit	70.0%	70.0%
Median Earnings 2 nd Quarter after Exit	\$2,800	\$2,800
Credential Attainment within 4 Quarters after Exit	52.0%	52.0%
Measurable Skill Gains	45.0%	45.0%

2. Additional State Performance
N/A

- B. Describe how the current and planned evaluation activities and how this information will be provided to the Local Board and program administrators as appropriate.

1. What existing service delivery strategies will be expanded based on promising return on investment?

There are numerous service delivery strategies that are necessary for the nine rural counties in

LWIA 14 to be successful. With the diversity of counties, the WIB is interested in comparing the Economic Impact county to county. What works in one county will not work in all counties so there is not a specific strategy for the region. Some strategies that were in their infancy in 2020 were delayed or discontinued due to COVID.

One strategy that continues is working with the NAACP and faith-based organizations in reaching out to the minority communities. Over forty-six per cent of African Americans in the area are below poverty. Several projects have been started in working with the NAACP. A new strategy will be to reach out to the faith-based organizations in the area in addition to the NAACP.

Finally, the local area needs to utilize Social Media more than what has been done in the past. Social Media is a low-cost strategy to reach the rural areas and to recruit younger adults.

2. What existing service delivery strategies will be curtailed or eliminated based on minimal return on investment?

At the present time there are no service delivery strategies that will be curtailed or eliminated.

3. What new service strategies will be used to address regional educational and training needs based on promising return on investment?

The Workforce Innovation Board of Western Illinois will be examining how they can better partner and utilize the resources of the United States Department of Agriculture. The region/local area is part of the Tri-State Region with Northeast Missouri and Southeast Iowa. This area has been designated by USDA as a Great Region for its community's regional approach to creating economic opportunity and job creation in rural communities, yet little has been done to foster the unique partnerships and consortium opportunities for the communities in the Tri-State Region.

- a. What return on investment and qualitative outcome data for various education and training programs will be collected to identify barriers to enrollment?

According to the article, "Evaluating Workforce Programs: A Guide to What Policymakers Need to Know to Structure Effective, User-Friendly Evaluations" by Kripcio, Mabe, and Yarborough that was published on September 2011, for the John J. Helkdrich Center for Workforce Development; the ultimate goal of any workforce program is to help an individual find, keep, or get promoted in a job. The local area will utilize out-come based evaluations to assist in evaluating the return on investment.

Information on individuals enrolled in the program will be collected and analyzed. The local area will analyze unsuccessful participants to determine goals were not completed and how the program design could be altered to support the individual to achieve their goals. Only by identifying what prohibits participants from completing their program goals can a local area see what changes need to be made. Were the participants unsuccessful due to personal issues, supportive services that are needed but not being met, is a better assessment needed to assist participants in selecting their career pathway, or other factors?

At the same time, outcome data will be collected on the successful completer. Both the unsuccessful and successful completers training program, and training provider will be noted while gathering the information to see if there is a trend.

- b. What are the most cost-effective approaches to taking down those barriers or helping residents overcome them?

While LWIA 14 is collecting out-come based data the WIB will be working with additional partners/agencies to help in improving the supportive services infrastructure. By working together to braid funding of our current and newly identified partners/agencies, additional supportive services will be available for participants.

- C. Describe how a *workforce equity lens*⁶ is or will be incorporated in the analysis of performance goals and implementation of evaluation activities.

LWA 14 will continue to review the data to identify underserved populations. Recruitment efforts will be expanded to include new partners with connections to the individuals in these communities.

The WIB will conduct a data-based review of services and programs.