

BIENNIAL REPORT on 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.




WIA Performance for FY2013/PY2012

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.

State level performance: As of FY 2011, Virginia is a Common Measures state. 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 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. The table on the following page provides the data for FY 2013 for Virginia. These data are also available on the Virginia Workforce Council website (www.vaworkforcecouncil.com Council tab).

WIA Statewide Performance						
Measure	FY 2012		Performance	FY 2013		Performance
	Actual	Target		Actual	Target	
Adult						
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	➡
Dislocated Workers						
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	➡

Youth						
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	⬆
Overall Measures						
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						

Local level performance: 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	**
* Failing to meet performance is based on areas actual performance compared to its negotiated target. For all measures, except the CRC an area fails to meet performance if it is below 80% of the target. For CRC, the area must meet the statewide target. **Targets established beginning FY 2013		

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.

- (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.

- *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.
- *WIB Certification Probationary 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

- 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.
- 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.
- Took action to implement HB 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 with the system including data on funding, services offered, populations served and collaboration between workforce programs, including career and technical education.
- The Governor established the role of Director of Education and Workforce Development in March 2012. The Director reported to both the Secretary of Education and Commerce and Trade.