WIOA Performance Reporting Requirements Policy

Background: This policy will describe the requirements and methodology for WIOA program performance reporting. The Division Management Services Bureau (DMS) will report quarterly and annual program performance. DMS participates in performance negotiations annually with U.S. Department of Labor. This policy hereby replaces the previous Job Service Policy “Performance Standards” A1.30.

Scope: This policy applies to DMS staff responsible for WIOA performance reporting. This policy is effective July 1, 2020.

Policy:

Quarterly Performance Reports:
- A quarterly replacement extract from MWorks will be pulled using replacement data in advance of the quarterly due dates. This will enable DMS enough time to merge the extract with replacement wage data from Montana’s UI system, the State Wage Interchange System (SWIS).
- DMS staff will incorporate updated performance levels and reporting periods for performance measures. DMS will submit performance reports to ETA.

Annual Reporting:
- DMS will produce the following annual reports. These reports are automatically populated by the entering of each quarter’s report data:
  - WIOA Statewide and Local Performance Report
  - WIOA – Credential Attainment Rate Report
  - WIOA – Measurable Skill Gains Report
  - WIOA – Effectiveness in Serving Businesses Report
  - Pay for Performance Report
  - Eligible Training Provider Report
  - Fiscal Report

Performance Report Due Dates:
- Due dates for Federal program performance reporting is 45 days following the end of the quarter.
Data Sources for Calculating Performance Levels:

Unemployment Insurance Wage Records:
- To the extent consistent with State law, the UI wage records will be the primary data source for tracking the adult, youth and dislocated worker employment and median earnings measures.
- UI wage records are not accessible to any agencies that are not part of state government. MCA 39-51-603 restricts the use of wage records and protects the confidentiality of those records. If written permission is obtained from a replacement, UI wage and benefit data can be released to the individual or their designated recipient. Replacements may also visit a local One-Stop center to request his/her own wage record printout.

Additional Wage Records:
- Additional wage record data sources include the following:
  - SWIS– Montana participates in this system and receives wage data for exited replacements who move out of state.

Supplemental Data:
- Supplemental data will be utilized for program management purposes and to gain a full understanding of program performance and activities. Although a majority of employment situations will be covered by UI wage records, certain other types of employment, particularly self-employment, are either “not Covered” or the data are very difficult to access due to confidentiality issues and concerns. Supplemental wage data will also be used in situations where DMS does not have a valid Social Security Number for replacements. Wage records are the primary data source for any federal employment related performance measure, in the absence of wage records, supplemental data will be utilized to demonstrate outcomes.
- Within each quarter after exit for which wages are required pursuant to the performance accountability indicators, DMS can only use one method for verifying employment status and wages during the quarter. For example, if DMS uses direct UI wage match for employment status, they must also use direct wage match for earnings.
- Supplemental data will be utilized to demonstrate outcomes for the employment related performance indicators.
- A replacement’s desire for self-employment or entrepreneurial training will not be discouraged simply because the subsequent employment is not or may not be covered by wage records. In order to convey full and accurate information on the employment impact of ETA programs, and in order to get appropriate credit for outcome attainment, supplemental sources of data will be used to document the employment related performance indicators.
- Allowable sources of supplemental information for tracking employment-related outcomes include:
  - Federal employment records, such as military employment records, or records from the U.S. Department of Defense, U.S. Postal Service and the U.S. Office of Personnel Management;
  - State New Hires Registry;
  - State Department of Revenue or Taxation;
  - Railroad Retirement System; and
  - Follow-up survey (self-reported) from program replacements;
  - Income earned from commission in sales or other similar positions;
  - Detailed case notes verified by business and signed by the counselor, if appropriate to the program;
  - Automated database systems or data matching with other partners with whom data sharing agreements exist;
  - One-Stop operating system’s administrative records, such as current records of eligibility for programs with income-based eligibility (TANF, SNAP); or
  - Self-employment worksheets signed and attested to by program replacements.
Providers must keep in mind that all supplemental data and methods are to be documented and are subject to review.

References:

- MCA 39-51-603. Employing unit to keep records and make reports
- TEGL_26-16 Supplemental Wage Information