

## Performance Measures

September 2004

- 1) *At the local level, does attaining 80% of a performance measure count as reaching that particular measure or must we hit at 100%?*

There are three standards that USDOL uses.

Above 100% of negotiated rate - Exceeded the measure

80-100% of negotiated rate - Met the measure

Below 80% - Failed the measure

- 2) *Can a credential be counted after exit, for example, a diploma?*

*For Example: Mary exits in May (Younger Youth) and receives her diploma in June. It is documented in SCOTI. Does it count?*

If an individual gets a credential before the end of the 3rd quarter after exit, that credential can count for the Older Youth, Adult, and Dislocated Worker Employment and Credential rate.

There is no performance measure specifically for credentials for Younger Youth. There is the Younger Youth Diploma Performance measure. If a Younger Youth does not have their High School diploma or equivalent at registration, they can get credit for this performance measure if they get the diploma or equivalent anytime after registration until the end of the first quarter after exit.

- 3) *Regarding the Performance chart that has recently been posted to [Ohioworkforce.org](http://www.ohioworkforce.org)*

<http://www.ohioworkforce.org/localareas/docs/Performance-Goals-Chart-PY2003-2004.pdf>

### **IT SAYS:**

*In order to pass performance standards, a score of 80% for each measure must be met. In order to qualify for incentives, a cumulative score of 100% for each program area must be met. And, no score for any measure may fall below 80%.*

### **MY QUESTIONS:**

*(1) So, does this mean that if an area got, say 81% on all the performance measures, that area would not have "failed, they just would not be eligible for any incentive money?*

*(2) If an area does well, or okay on several measures and scores under 80% on one, two, or three, what are the consequences?*

- 1) Your answer to number one is correct. They would not have failed any performance measures but would not be eligible for incentives.
- 2) The state has not pursued any local areas in previous years for failing to make performance due to inadequate reporting systems. The state has not made any decision on what they would do if a local area would fail now that SCOTI is operating and has been certified.

Section 117 c (3) does outline possible outcomes if a local area fails:

(3) Decertification.--

(A) Fraud, abuse, failure to carry out functions.--

Notwithstanding paragraph (2), the Governor may decertify a local board, at any time after providing notice and an opportunity for comment, for--

- (i) fraud or abuse; or
- (ii) failure to carry out the functions specified for the local board in any of paragraphs (1) through (7) of subsection (d).

(B) Nonperformance.--Notwithstanding paragraph (2), the Governor may decertify a local board if a local area fails to meet the local performance measures for such local area for 2 consecutive program years (in accordance with section 136(h)).

(C) Plan.--If the Governor decertifies a local board for a local area under subparagraph (A) or (B), the Governor may require that a new local board be appointed and certified for the local area pursuant to a reorganization plan developed by the Governor, in consultation with the chief elected official in the local area, and in accordance with the criteria established under subsection (b).

- 4) *We are still in disbelief at some of the "pre-registration" wages that are in the system and which are the basis for the Adult wage gain performance calculation we are so concerned about.*

*We looked at the wage data in our registration files and in the cases of the larger wage earners, our wage information is considerably lower than what is being reported in SCOTI. So much so, we feel we need to say "show me"!*

*Is there a way for us to look at the SCOTI source information to see what is different from what we have? I know you said that none of the other WIA Areas are questioning this data but our case notes and registration information is very thorough and we think the problem(s) could be on the SCOTI end. How do we go about getting the source documents for these reports?*

I have talked to several people about your concern regarding the Unemployment Insurance and Wage Reporting Information System wage data. This data reported by employers is the basis from which they pay UI taxes. It would not be to their benefit to over report wages they paid their employees because it would increase the amount of taxes they are required to pay.

The federal government requires we use this data for this performance measure. We are also not permitted to change or alter any of the data in this database as it does not belong to us. We do not have access to the source data you have requested. We send all of the Social Security Numbers in SCOTI to the area that oversees this data and they return the wage data to us on those individuals whose SSN's match. We are not allowed to see the source data due to confidentiality concerns by employers.

We have been told that this data goes through several checks to ensure it is valid data before entered.