

Tennessee Performance Target Proposal
May 29, 2015

Thank you for the opportunity to renegotiate Tennessee's performance targets for PY2015. Of the 13 performance targets, the Tennessee Department of Labor and Workforce Development (TDLWD) is looking to renegotiate the performance targets for 5 of the 13. In summary, TDLWD seeks to renegotiate performance targets of the Adult and Dislocated Worker Entered Employment Rates along with the Youth Common Measures.

The Tennessee Department of Labor and Workforce Development previously used a data management system called eCMATS or eCase Management and Activity Tracking System. After more than a year of preparation, in December 2014, TDLWD launched a new data management system called VOS or Virtual One Stop. It was developed in order to create a more integrated and unified system of programs and services provided by TDLWD. The implementation of VOS gave way to TDLWD having a common intake and a common exit for participants. In previous business practices, if a participant entered into a program and exited then moved into a different TDLWD program, they were counted as an exist for each program they entered and exited. With VOS, a participant will only be counted as an exit once they are no longer receiving assistance within any TDLWD offered program. This will have an effect on performance outcomes due to this new business practice with the possibility of adversely affecting the Entered Employment Rates.

In addition to Tennessee's transition to the use of a new data management system along with new business practices that coincide with it, the Department and its partners have been heavily committed in the transition from the Workforce Investment Act of 1998 (WIA) to the Workforce Innovations and Opportunities Act of 2014 (WIOA). Much staff time and commitment is being used in the successful transition into WIOA implementation. This poses a risk of negatively effecting performance outcomes for Tennessee. With WIOA implementation, much planning and transitional activities must take place to see the successful roll-out of WIOA.

The Tennessee Department of Labor and Workforce Development believes that many of our performance targets should be lowered to accommodate this time of transition due to current performance outcomes. Some of the proposed targets shown in the table below reflect Tennessee's actual performance outcomes for the most recent 3rd quarter. These proposed targets include a slight increase against those actual performance outcomes to show Tennessee's effort towards continuous improvement. We propose the Average Earnings, Dislocated Worker Retention Rate and Adult Retention Rate targets to remain the same during this season of transition.

**TN Workforce Services Division
Proposed Performance Targets
PY 2015**

WIA Performance Measures WIA §136(b)	PY 2014 Negotiated Targets	PY 2015 Proposed Targets
Adults:		
Entered Employment Rate	85%	84%
Retention Rate	91%	91%
Average Earnings	\$15,711	\$15,711
Dislocated Workers:		
Entered Employment Rate	90.8%	83.6%
Retention Rate	92.7%	92.7%
Average Earnings	\$16,900	\$16,900
Youth Common Measures:		
Placement in Employment or Education	86%	75.7%
Attainment of Degree or Certificate	83%	78.1%
Literacy and Numeracy Gain	68%	55.5%
W-P Requirement at Section 13(a)		
Entered Employment Rate	58.5%	58.5%
Employment Retention Rate	81%	81%
Average Six-Months Earnings	\$11,850	\$11,850