

**Discussion, Consideration, and Possible Action Regarding Local Workforce Development Board
Performance Expectations for Board Contract Year 2023**

Introduction

Today, staff present BCY23 performance expectation recommendations for non-childcare and non-WIOA Statutory measures for local Workforce Development Boards (Boards):

- Three Career & Training WIOA-based Measures:
 - Employed/Enrolled Q2 Post-Exit – All Career & Training (C&T) Participants
 - Employed/Enrolled Q2-4 Post-Exit – All C&T Participants
 - Credential Rate – All C&T Participants
- Choices Full Engagement Rate
- Claimant Reemployment within 10 Weeks
- # of Employers Receiving Workforce Assistance from Boards or Self-Service

We envision that this will be the last year that several of these measures will be contracted to local Boards. The three Career & Training WIOA-based measures were removed from our strategic plan for FY24. In addition, it is possible that # of Employers Receiving Workforce Assistance contracted measure will be replaced by a new employer-focused Talent Supply Rate measure (Measuring the percentage of Employers using our system for talent assistance who have success through our system) though it is possible that the two could compliment one another.

The remaining two measures (Choices Full Engagement and Claimant Reemployment within 10 Weeks) have rebounded from their Pandemic Era lows.

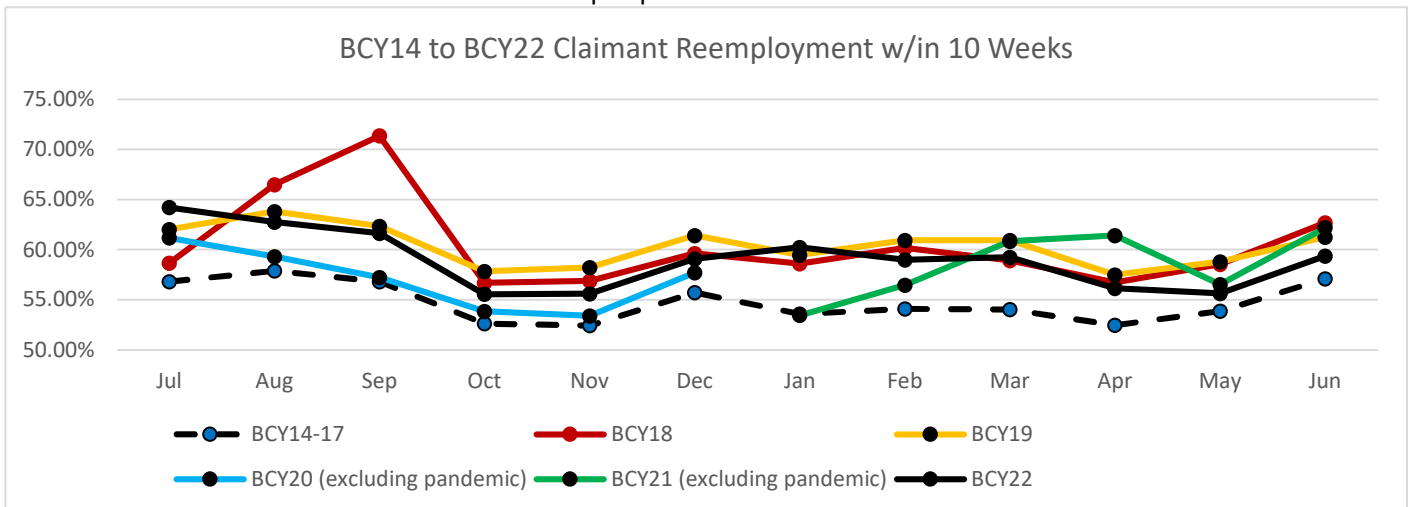
As such, staff recommend that TWC apply the same methodologies for setting BCY23 targets as those used in BCY22:

Target Methodologies

- Three Career & Training WIOA-based Measures: Apply the targets from the General Appropriations Act:
 - Employed/Enrolled Q2 Post-Exit – All C&T Participants: 68.1%
 - Employed/Enrolled Q2-4 Post-Exit – All Participants: 83.4%
 - Credential Rate – All Participants: 70.9%
- Choices Full Engagement Rate: Continue existing target of 50% which is aligned with the federal participation rate requirements
- Claimant Reemployment within 10 Weeks – apply the existing target methodology as described below
- Employers receiving Workforce Assistance from Boards or Self-Service - see below

BCY23 Targets for Claimant Reemployment within 10 Weeks

Performance on this measure has returned to its pre-pandemic levels which were sustained in BCY22:



NOTE: Chart Excludes CY2020 Claims which were heavily impacted by the pandemic and would distort the chart.

1 As such, we recommend continuing the existing old target model which accounts for differences in performance by
 2 casemix tied to different types of claims (UCX, Federal, Oil-Gas, Other, Missing) since each has its own return to work
 3 profile. This model sets subtargets around those claim categories to aggregate up to 60% which is the max target set
 4 for this measure.

BCY23	UCX	Fed	Oil-Gas	Non-Oil-Gas	Unknown	Total
Performance	50.05%	50.83%	63.74%	59.81%	64.00%	59.84%
Sub Performance as % of Total	83.63%	84.94%	106.52%	99.95%	106.96%	100.00%
% of Denominator	0.99%	1.48%	4.86%	88.65%	4.02%	100.00%
Sub Targets & Base Target	50.18%	50.96%	63.91%	59.97%	64.18%	60.00%

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6 **BCY23 Target Methodology for Employers Receiving Workforce Assistance from Boards or Self-Service**

7 This is a modified version of the old measure. The old measure was tied to an existing TWIST web report designed 10
 8 years ago. That report/measure included both the “locally served” employers AND those served only by TWC
 9 (primarily through WOTC approvals). Several years ago, the agency realized that setting targets that included both
 10 locally served and TWC served employers was not a reasonable method to measure local performance.

11 Unfortunately, due to the WorkInTexas and then Workforce Case Management replacement projects, resources to
 12 modify the report to only include locally provided services were not available. However, now that the data has been
 13 added to the agency’s Enterprise Data Warehouse (EDW), we are can report performance locally only and
 14 recommend that we modify the measure to exclude TWC-only served employers from Board accountability.

15 With that in mind, we have been able to simplify the target setting methodology to focus only on locally served
 16 employers. The old target setting process involved setting a “local target” and a “state target” and then zeroing out
 17 the impact of the TWC-only served employers at the end of the year – a confusing work-around that made it harder
 18 for Boards to know where they stood throughout the year. The new methodology will focus only on employers
 19 served locally and account for changes in the number of employers (data comes from LMI’s Multiple Worksite
 20 Survey).

21 Given that these targets are later than normal, staff recommend calculating the “normal BCY23 Target” by taking the
 22 BCY22 Local Target and changing it by the % change in employers in the area (as we normally do) but in this case,
 23 averaging the original BCY22 Local Target with the normal BCY23 Target. Each Board’s target will go up since all
 24 Boards saw an increase in employers compared to the prior year.

25 The Board by Board details of this methodology and resultant targets are shown on page 3.

26 **Commission Request**

27 Staff request the Commission approve staff-developed target methodologies (as described above) to set and set
 28 BCY23 targets for the following measures:

- 29 • Employed/Enrolled Q2 Post-Exit – All Career & Training Participants
- 30 • Employed/Enrolled Q2-4 Post-Exit – All Career & Training Participants
- 31 • Credential Rate – All Career & Training Participants
- 32 • Choices Full Engagement
- 33 • Claimant Reemployment within 10 Weeks
- 34 • # of Employers Receiving Workforce Assistance from Boards or Self-Service

Initial Employer Workforce Assistance Targets using Methodology outlined on Page 2

Board	#	2021 Employers	2022 Employers	% Change in Employers	BCY22 Local Target	BCY23 "Normal" Target	Half-Half Target (recommended for BCY23)	% Change from BCY22
Panhandle	1	12,319	12,615	2.40%	1,744	1,786	1,765	1.20%
South Plains	2	11,868	12,231	3.06%	1,751	1,805	1,778	1.54%
North Texas	3	5,937	6,115	3.00%	1,074	1,106	1,090	1.49%
North Central	4	70,350	76,807	9.18%	7,251	7,917	7,584	4.59%
Tarrant County	5	47,253	49,948	5.70%	3,900	4,122	4,011	2.85%
Dallas County	6	81,145	85,471	5.33%	9,307	9,803	9,555	2.66%
North East	7	6,885	7,139	3.69%	1,301	1,349	1,325	1.84%
East Texas	8	20,705	21,537	4.02%	3,031	3,153	3,092	2.01%
West Central	9	8,890	9,116	2.54%	1,487	1,525	1,506	1.28%
Borderplex	10	16,746	17,584	5.00%	4,215	4,426	4,321	2.51%
Permian Basin	11	15,156	15,517	2.38%	1,758	1,800	1,779	1.19%
Concho Valley	12	4,660	4,820	3.43%	762	788	775	1.71%
Heart of Texas	13	7,847	8,125	3.54%	1,492	1,545	1,519	1.81%
Capital Area	14	46,939	50,958	8.56%	6,271	6,808	6,540	4.29%
Rural Capital	15	24,278	26,866	10.66%	3,275	3,624	3,450	5.34%
Brazos Valley	16	7,959	8,259	3.77%	1,884	1,955	1,920	1.91%
Deep East	17	7,638	8,042	5.29%	2,053	2,162	2,108	2.68%
Southeast	18	8,203	8,368	2.01%	1,678	1,712	1,695	1.01%
Golden Crescent	19	5,310	5,444	2.52%	1,124	1,152	1,138	1.25%
Alamo	20	58,481	61,147	4.56%	5,471	5,720	5,596	2.28%
South Texas	21	5,876	6,173	5.05%	1,821	1,913	1,867	2.53%
Coastal Bend	22	13,110	13,391	2.14%	2,599	2,655	2,627	1.08%
Lower Rio	23	13,825	14,458	4.58%	4,008	4,192	4,100	2.30%
Cameron County	24	6,621	6,960	5.12%	1,737	1,826	1,782	2.59%
Texoma	25	4,714	4,912	4.20%	1,284	1,338	1,311	2.10%
Central Texas	26	8,584	9,062	5.57%	1,488	1,571	1,530	2.82%
Middle Rio	27	3,464	3,560	2.77%	1,098	1,128	1,113	1.37%
Gulf Coast	28	169,914	179,013	5.36%	31,428	33,111	32,270	2.68%