



STATE OF HAWAII
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS

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May 31, 2013

Ms. Virginia Hamilton
Regional Administrator
Region 6
U.S. Department of Labor
Employment and Training Administration
90 7th Street, Suite 17-300
San Francisco, California 94103-1516

RE: Proposed Performance Goals for PY 2013 for WIA and Wagner-Peyser

Dwight Takamine
Dear Ms. Hamilton:

Enclosed is a list of the State's proposed performance goals for PY 2013 for WIA and Wagner-Peyser Programs with a description of the methodology used (Enclosure 1). A worksheet showing the proposed goals with data on past performance, GPRA targets, and regression model results is also enclosed (Enclosure 2.)

We appreciate the opportunity to negotiate the measures with you and your staff and look forward to our discussion. If you have any questions, please call me at (808) 586-8844 or contact Elaine Young, Administrator of the Workforce Development Division at (808) 586-8812.

Thank you for your continued support of Hawaii's workforce programs.

Sincerely,

DWIGHT TAKAMINE
Director

Enclosures

bc: Carol Kanayama
Cynthia Nakamura
Linda Sakamoto

State of Hawaii's Proposed Performance Goals for PY 2013 (5/31/13)

I. Proposed Performance Goals for PY 13

The State's proposed performance goals for PY 13 WIA and Wagner-Peyser programs are as follows:

WIA Adults

- Entered Employment 70.2%
- Employment Retention 87.5%
- Average Earnings \$10,940

WIA Dislocated Workers

- Entered Employment 75.3%
- Employment Retention 91.6%
- Average Earnings \$15,480

WIA Youth

- Placement in Employment/Education 57.0%
- Attainment of Degree or Certificate 67.0%
- Literacy/Numeracy Attainment 43.5%

Wagner-Peyser

- Entered Employment 50.0%
- Employment Retention 81.0%
- Average Earnings \$13,000

II. Methodology

In determining realistic goals that reflect continuous improvement, the following factors were considered:

- Annual performance of the WIA and Wagner-Peyser programs from PY 08 to the last three quarters of PY 13;
- Unemployment rates and trends for past four years;
- Projected outcomes based on regression models developed by ETA; and
- Impact of any changes in service delivery design or target groups.

The attached chart shows the performance for the periods reviewed with GPRA targets and regression model projections, and with the proposed goals for PY 13 highlighted.

Because of sequestration, local areas are taking a conservative approach in maintaining essential services without making drastic changes in service delivery. On Oahu, an increased number of homeless persons will be targeted for services but specific numbers to be served and projected exit dates were uncertain and thus were not considered in establishing proposed goals for PY 13.

The primary factors in developing performance goals consisted of past performance and unemployment trends, with gradual and steady improvements in performance. Major closures and layoffs will soon occur in the near future, such as Sears Ala Moana and Tesoro Refinery. The sheer number of their workers is likely to have an adverse effect on unemployment rates and drag entered employment rates by the end of PY 13, but these events also did not enter into the considerations for projected performance goals because the precise magnitude of their impact cannot be predicted at this time. However, a modification to the goals will be submitted in the future should the effect of these events and targeting of the homeless population be greater than anticipated.

The proposed goals reflect greater cost-efficiency of federal funds used toward WIA and Wagner-Peyser services and should increase customer satisfaction based on better results for benefitting businesses, youth, and jobseekers. Improved outcomes also will attract more businesses and jobseekers to utilize services available, which broadens the impact of these enhanced services to a widening community.

III. Public Review and Comment

The State's proposed performance goals, with data on past performance, GPRA goals, and regression model results were emailed on May 24, 2013 to WDC members, County governments, and One-Stop providers for review and comment by May 30, 2013. The City and County of Honolulu asked whether the goals may be reduced based on the City's plans to target the homeless population in PY 13 and to account for the effect of large layoffs, such as Sears and Tesoro, which will occur very shortly. However, they were uncertain of projected numbers to be served, their exit dates, and demographics of the targeted populations. Because the timing of projected exit dates for these groups is likely to be later in the PY at the earliest, with minimal effect on PY 13 performance, the proposed goals were not revised. However, a modification request may be submitted in the future to revise performance goals should their effect on performance take place sooner and in greater measure than anticipated.

The Planning and Performance Committee of the WDC met on May 30, 2013, when the proposed Performance Goals were explained and discussed. The Committee had no objections to the proposed goals. The goals also will be discussed during the State WDC meeting on

Proposed Performance PY 13 Performance Goals
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June 6, 2013, and any comments received will be forwarded to Regional Office. The proposed goals, with the data on past performance, GPRA goals, and regression model results, were posted on the Workforce Development Council website for public comment from May 28, 2013 to May 30, 2013. No comments were received from the public.

IV. Inclusion in State Plan

Once the goals are agreed upon by USDOL and the State, the State assures that the goals will be included in the official copy of the State Plan and the Plan posted on the WDC website.

HAWAII--PROPOSED PERFORMANCE GOALS FOR PY 2013 WIA AND WAGNER-PEYSER PROGRAMS (5/24/2013)

	Actual Annual Outcomes						Actual - Last 4 QTRS	Actual - Last 4 QTRS	Actual - Last 4 QTRS	PY 13 Federal Guides		PY 13 State Proposed Goals		
	PY08		PY09		PY10					PY11			3rd Qtr PY 12	Regression Model
Total State														
WIA Adults														
Entered Employment	75.8%	59.8%	67.4%	68.9%	70.1%	68.6%	56.7%	59.8%	70.1%	70.1%	70.2%			
Employment Retention	83.2%	86.3%	88.3%	88.4%	83.5%	84.4%	73.7%	80.9%	87.3%	87.3%	87.5%			
Average Earnings	\$13,403	\$12,626	\$11,550	\$11,106	\$10,682	\$10,669	\$10,613.60	\$14,149	\$10,938.00	\$10,938.00	\$10,940.00			
WIA Dislocated Workers														
Entered Employment	83.8%	77.6%	72.9%	76.4%	75.1%	73.4%	62.2%	63.4%	74.6%	74.6%	75.3%			
Employment Retention	92.5%	93.7%	90.6%	89.3%	91.2%	89.5%	77.1%	84.5%	88.7%	88.7%	91.6%			
Average Earnings	\$15,885	\$15,734	\$15,854	\$15,087	\$14,541	\$14,203	\$14,413	\$17,343	\$15,475	\$15,475	\$15,480.00			
WIA Youth														
Placement in Empl or Ed	51.1%	44.3%	46.0%	48.4%	55.0%	55.3%	58.1%	60.1%	55.4%	55.4%	57.0%			
Attain Degree or Cert.	55.6%	61.5%	63.0%	61.3%	65.4%	65.1%	67.9%	62.5%	69.1%	69.1%	67.0%			
Literacy/Numeracy	25.5%	43.0%	27.4%	26.4%	40.5%	41.0%	42.9%	46.6%	37.2%	37.2%	43.5%			

Wagner Peyser												
Entered Employment	35.0%	41.0%	45.0%	46.0%	49.0%	49.0%	INA	53.0%	INA	INA	50.0%	
Employment Retention	63.0%	76.0%	78.0%	78.0%	80.0%	80.0%	INA	78.9%	INA	INA	81.0%	
Average Earnings	\$13,390	\$12,631	\$12,320	\$12,717	\$12,885	\$12,901	INA	\$14,998	INA	INA	\$13,000.00	

GPRA = Government Performance and Results Act