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**WIOA BULLETIN NO. 01-25**

**TO:** WIOA Partners

**FROM:** Maricar Pilotin-Freitas, Administrator  
Workforce Development Division

**SUBJECT:** WIOA Title I and III Performance Indicator Results for Program Year 2023

**PURPOSE**

The purpose of this bulletin is to release the results of the primary indicators of performance for Program Year (PY) 2023 for Titles I and III Programs under the Workforce Innovation and Opportunity Act (WIOA).

**BACKGROUND**

Section 116 of the WIOA establishes a performance accountability system to assess the effectiveness of the State and local areas in achieving outcomes individuals served by WIOA core programs. WIOA requires the State and Local Workforce Development Boards (LWDBs) to report primary indicators of performance and to meet specified performance targets as agreed to with the U.S. Department of Labor (US DOL), Employment and Training Administration (ETA). Training and Employment Guidance Letter (TEGL) No. 11-19, Change 2 and Training and Employment Notice (TEN) No. 04-24, provide guidance on calculating the results of the primary indicators of performance.

Based on TEGE No. 11-19 and TEN No. 04-24, the following four indicators may be used in the assessment of the programs using a statistical adjustment model.

1. Employment Rate 2<sup>nd</sup> Quarter after Exit;
2. Median Earning 2<sup>nd</sup> Quarter After Exit;
3. Employment Rate 4<sup>th</sup> Quarter after Exit; and
4. Credential Attainment Rate

The following Measures will be not used to assess PY 2023 Title I Programs

- a) **Measurable Skills Gains Rate** will be not used for the purposes of issuing sanctions since the baseline data used to determine the indicator has been deemed insufficient at this time.
- b) **Overall State Indicator Scores** and **Overall Program Scores** will not be used due to the reduction in the number of performance indicators, which affects the representation of the state's overall performance.

## **DEFINITIONS**

**Expected Level of Performance** is the level of performance for each primary indicator of performance proposed in the State's initial submission of the Unified State Plan and in the required two-year modification of the Plan in the period prior to negotiations.

**Negotiated Level of Performance** is a target goal that is mutually agreed upon before the start of a program year, first by the State and ETA for a statewide performance indicator and then by the State and an LWDB for a local area performance indicator. The negotiated levels are written into the Unified State Plan.

**Adjusted Level of Performance** is an adjustment to a negotiated level of performance that is calculated after the end of a program year. The adjusted level factors in actual participant characteristics and current economic conditions for the program year that is being assessed using a statistical adjustment model.

**Actual Level of Performance** is the actual outcome for a performance indicator reported after the end of a program year in an ETA-9169 annual report.

**Individual Indicator Score** represents how well a performance indicator has performed based on the adjusted level of performance. It is calculated by dividing the actual level of performance by the adjusted level of performance.

**Overall State Program Score** is the average of individual indicator scores for a single WIOA program. The score indicates how well an entire program has performed in view of all the performance indicators associated with that program.

**Overall State Indicator** is the average of the indicator scores for the same performance indicator across the WIOA Adult, Dislocated Worker, and Youth programs (three WIOA Title I

programs). This score indicates how well a particular performance indicator has been performed across the three WIOA Title I programs.

**Statistical Adjustment Model** is a regression model used to objectively estimate performance levels using economic conditions and characteristics of participants used to determine the adjusted level of performance. Characteristics may include the following: indicators of poor work history, lack of work experience, lack of educational or occupational skills attainment, low level of literacy, disability, homelessness, ex-offender status, and public assistance dependency, among other factors. This is required to be conducted at a local level.

**POLICY**

The Tables below provide the PY 2023 results for the WIOA Title I Programs as follows:

- a. Tables 1 through 5. WIOA Adult Program
- b. Tables 6 through 10. WIOA Dislocated Worker Program
- c. Table 11 through 15. WIOA Youth Program
- d. Tables 16 through 20. Wagner-Peyser Program

The Statewide results shown in Tables 1, 6, and 11 were calculated by US DOL using a Statistical Adjustment Model at the State level. The failure rate is less than 50% of an individual indicator score and less than 90% of an overall program score.

**Table 1. WIOA Title I Adult Program – Statewide Performance**

<b>Performance Indicator</b>	<b>Negotiated Level</b>	<b>Adjusted Level</b>	<b>Actual Level</b>	<b>Indicator Score</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	60.0%	68.0%	75.0%	110.2%
Employment Rate 4 <sup>th</sup> Quarter After Exit	65.0%	73.76%	76.6%	103.9%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$6,800	\$9,195	\$8,724	94.8%
Credential Attainment	58.0%	52.9%	63.4%	119.7%

**Table 2. WIOA Title I Adult Program – City and County of Honolulu Performance**

<b>Performance Indicator</b>	<b>Negotiated Level</b>	<b>Adjusted Level</b>	<b>Actual Level</b>	<b>Indicator Score</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	60.0%	59.6%	80.2%	134.4%
Employment Rate 4 <sup>th</sup> Quarter After Exit	65.0%	62.9%	75.9%	120.8%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$6,800	\$6,084	\$8,244	135.5%
Credential Attainment	58.0%	58.7%	71.2%	121.1%

**Table 3. WIOA Title I Adult Program – County of Hawaii Performance**

<b>Performance Indicator</b>	<b>Negotiated Level</b>	<b>Adjusted Level</b>	<b>Actual Level</b>	<b>Indicator Score</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	60.0%	63.7%	72.9%	114.6%
Employment Rate 4 <sup>th</sup> Quarter After Exit	65.0%	68.7%	85.5%	124.3%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$6,800	\$7,473	\$8,903	119.1%
Credential Attainment	58.0%	63.10%	51.6%	81.7%

**Table 4. WIOA Title I Adult Program – County of Kauai Performance**

<b>Performance Indicator</b>	<b>Negotiated Level</b>	<b>Adjusted Level</b>	<b>Actual Level</b>	<b>Indicator Score</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	60.0%	59.5%	40.0%	67.2%
Employment Rate 4 <sup>th</sup> Quarter After Exit	65.0%	63.4%	25.0%	39.42%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$6,800	\$8,433	\$6,565	77.8%
Credential Attainment	58.0%	55.4%	0%	0%

**Table 5. WIOA Title I Adult Program – County of Maui Performance**

<b>Performance Indicator</b>	<b>Negotiated Level</b>	<b>Adjusted Level</b>	<b>Actual Level</b>	<b>Indicator Score</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	60.0%	59.5%	71.4%	119.9%
Employment Rate 4 <sup>th</sup> Quarter After Exit	65.0%	63.4%	72.1%	113.6%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$6,800	\$8,433	\$10,039	119.0%
Credential Attainment	58.0%	55.4%	33.3%	60.1%

**Table 6. WIOA Title I Dislocated Worker Program – Statewide Performance**

<b>Performance Indicator</b>	<b>Negotiated Level</b>	<b>Adjusted Level</b>	<b>Actual Level</b>	<b>Indicator Score</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	71.0%	71.0%	71.2%	100.3%
Employment Rate 4 <sup>th</sup> Quarter After Exit	76.0%	80.7%	70.0%	86.8%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$8,500	\$10,833	\$11,404	105.2%
Credential Attainment	68.0%	73.9%	76.9%	104.0%

**Table 7. WIOA Title I Dislocated Worker Program – City and County of Honolulu Performance**

<b>Performance Indicator</b>	<b>Negotiated Level</b>	<b>Adjusted Level</b>	<b>Actual Level</b>	<b>Indicator Score</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	71.0%	72.1%	69.7%	96.7%
Employment Rate 4 <sup>th</sup> Quarter After Exit	76.0%	78.0%	68.5%	87.8%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$8,500	\$8,270	\$11,349	137.2%
Credential Attainment	68.0%	67.9%	81.8%	120.5%

**Table 8. WIOA Title I Dislocated Worker Program – County of Hawaii Performance**

<b>Performance Indicator</b>	<b>Negotiated Level</b>	<b>Adjusted Level</b>	<b>Actual Level</b>	<b>Indicator Score</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	71.0%	71.5%	82.6%	115.6%
Employment Rate 4 <sup>th</sup> Quarter After Exit	76.0%	84.7%	76.9%	90.8%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$8,500	\$9,970	\$11,484	115.2%
Credential Attainment	68.0%	58.7%	51.6%	87.9%

**Table 9. WIOA Title I Dislocated Worker Program – County of Kauai Performance**

<b>Performance Indicator</b>	<b>Negotiated Level</b>	<b>Adjusted Level</b>	<b>Actual Level</b>	<b>Indicator Score</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	71.0%	74.6%	60.0%	80.4%
Employment Rate 4 <sup>th</sup> Quarter After Exit	76.0%	84.6%	66.7%	78.8%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$8,500	\$9,662	\$7,166	74.2%
Credential Attainment	68.0%	64.1%	0%	0%

**Table 10. WIOA Title I Dislocated Worker Program – County of Maui Performance**

<b>Performance Indicator</b>	<b>Negotiated Level</b>	<b>Adjusted Level</b>	<b>Actual Level</b>	<b>Indicator Score</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	71.0%	74.6%	63.2%	84.7%
Employment Rate 4 <sup>th</sup> Quarter After Exit	76.0%	84.6%	70.3%	83.1%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$8,500	\$9662	\$11,577	119.8%
Credential Attainment	68.0%	64.1%	33.3%	51.9%

**Table 11. WIOA Title I Youth Program – Statewide Performance**

<b>Performance Indicator</b>	<b>Negotiated Level</b>	<b>Adjusted Level</b>	<b>Actual Level</b>	<b>Indicator Score</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	68.0%	64.0%	66.7%	104.0%
Employment Rate 4 <sup>th</sup> Quarter After Exit	62.0%	67.5%	66.3%	98.2%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$4,300	\$2,440	\$5,569	228.2%
Credential Attainment	65.0%	75.5%	55.6%	73.7%

**Table 12. WIOA Title I Youth Program – City and County of Honolulu Performance**

<b>Performance Indicator</b>	<b>Negotiated Level</b>	<b>Adjusted Level</b>	<b>Actual Level</b>	<b>Indicator Score</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	68.0%	65.4%	65.9%	100.1%
Employment Rate 4 <sup>th</sup> Quarter After Exit	62.0%	57.1%	64.7%	113.4%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$4,300	\$4,078	\$3,603	88.4%
Credential Attainment	65.0%	75.4%	66.7%	88.4%

**Table 13. WIOA Title I Youth Program – County of Hawaii Performance**

<b>Performance Indicator</b>	<b>Negotiated Level</b>	<b>Adjusted Level</b>	<b>Actual Level</b>	<b>Indicator Score</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	68.0%	63.6%	66.7%	104.8%
Employment Rate 4 <sup>th</sup> Quarter After Exit	62.0%	56.7%	57.7%	101.7%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$4,300	\$3,750	\$8,330	222.1%
Credential Attainment	65.0%	60.7%	37.5%	61.8%

**Table 14. WIOA Title I Youth Program – County of Kauai Performance**

<b>Performance Indicator</b>	<b>Negotiated Level</b>	<b>Adjusted Level</b>	<b>Actual Level</b>	<b>Indicator Score</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	68.0%	68.0%	100%	147.1%
Employment Rate 4 <sup>th</sup> Quarter After Exit	62.0%	62.0%	0%	0%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$4,300	\$4,300	\$934	21.7%
Credential Attainment	65.0%	65.0%	0%	0%

**Table 15. WIOA Title I Youth Program – County of Maui Performance**

<b>Performance Indicator</b>	<b>Negotiated Level</b>	<b>Adjusted Level</b>	<b>Actual Level</b>	<b>Indicator Score</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	68.0%	65.2%	66.7%	102.3%
Employment Rate 4 <sup>th</sup> Quarter After Exit	62.0%	57.5%	75.0%	130.4%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$4,300	\$3,204	\$6,951	216.9%
Credential Attainment	65.0%	81.2%	50%	61.6%

**Table 16. WIOA Title III Wagner-Peyser Program – Statewide Performance**

<b>Performance Indicator</b>	<b>Negotiated Level</b>	<b>Adjusted Level</b>	<b>Actual Level</b>	<b>Indicator Score</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	54.0%	63.95%	61.14%	95.6%
Employment Rate 4 <sup>th</sup> Quarter After Exit	52.0%	61.17%	61.84%	112.8%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$7,300	\$8,585	\$9,690	101.0%
Overall Program Score	—	—	—	103.1%

**Table 17. WIOA Title III Wagner-Peyser Program – City and County of Honolulu Performance**

<b>Performance Indicator</b>	<b>Negotiated Level</b>	<b>Adjusted Level</b>	<b>Actual Level</b>	<b>Indicator Score</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	54.0%	52.2%	62.5%	119.8%
Employment Rate 4 <sup>th</sup> Quarter After Exit	52.0%	50.1%	63.0%	125.8%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$7,300	\$7,881	\$10,800	137.0%
Overall Program Score	—	—	—	127.5%

**Table 18. WIOA Title III Wagner-Peyser Program – County of Hawaii Performance**

<b>Performance Indicator</b>	<b>Negotiated Level</b>	<b>Adjusted Level</b>	<b>Actual Level</b>	<b>Indicator Score</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	54.0%	52.7%	57.1%	108.4%
Employment Rate 4 <sup>th</sup> Quarter After Exit	52.0%	50.3%	57.9%	115.2%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$7,300	\$7,300	\$8,376	114.7%
Overall Program Score	—	—	—	112.8%

**Table 19. WIOA Title III Wagner-Peyser Program – County of Kauai Performance**

<b>Performance Indicator</b>	<b>Negotiated Level</b>	<b>Adjusted Level</b>	<b>Actual Level</b>	<b>Indicator Score</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	54.0%	51.3%	62.7%	122.1%
Employment Rate 4 <sup>th</sup> Quarter After Exit	52.0%	48.3%	63.8%	132.1%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$7,300	\$6,893	\$8,864	128.6%
Overall Program Score	—	—	—	127.6%

**Table 20. WIOA Title III Wagner-Peyser Program – County of Maui Performance**

<b>Performance Indicator</b>	<b>Negotiated Level</b>	<b>Adjusted Level</b>	<b>Actual Level</b>	<b>Indicator Score</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	54.0%	50.7%	61.2%	120.8%
Employment Rate 4 <sup>th</sup> Quarter After Exit	52.0%	47.7%	63.3%	132.6%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$7,300	\$7,268	\$8,337	114.7%
Overall Program Score	—	—	—	122.7%

**PROCEDURES**

WIOA Partners and WDD Branches shall distribute, review, and train staff on the above performance measures and develop a plan to improve performance in deficient areas which are highlighted in red.

**INQUIRIES**

Inquiries regarding this bulletin may be directed to Ms. Lisa Simmons at (808) 586-8812 or [Lisa.E.Simmons@hawaii.gov](mailto:Lisa.E.Simmons@hawaii.gov).

**REFERENCES**

- Workforce Innovation and Opportunity Act of 2014 (WIOA), Public Law 113-128
- Training and Employment Guidance Letter (TEGL) No. 11-10 Change 2, *Negotiations and Sanctions Guidance for the Workforce Innovation and Opportunity Act (WIOA) Core Programs*, January 6, 2025
- Training and Employment Notice (TEN) No. 04-24, *Workforce Innovation and Opportunity Act (WIOA) Core Program Performance Accountability Assessment for Programs Year (PY) 2023*, August 14, 2024
- [WIOA Performance Assessments](#) | U.S. Department of Labor PY 2023.