



Performance Goals for Maryland's Workforce System – Program Years 2020 & 2021 | August 26, 2021

- TO:** Local Workforce Development Area directors;
Local Workforce Development Board Chairs;
MD Labor Division of Workforce Development and Adult Learning (DWDAL) staff;
Local Administrators of WIOA Title II Adult Education provider programs;
DORS Regional Directors and Supervisors staff;
Department of Human Services staff;
Departments of Social Services staff
- FROM:** Maryland Department of Labor (MD Labor);
Maryland State Department of Education, Division of Rehabilitation Services (DORS);
Maryland Department of Human Services (DHS)
Governor's Workforce Development Board (GWDB)
- SUBJECT:** Performance Goals for Maryland's Workforce System – Program Years 2020 & 2021:
WIOA Title 1 (Adult, Dislocated Worker, and Youth), WIOA Title II Adult Education,
WIOA Title III Wagner-Peyser Act, WIOA Title IV Vocational Rehabilitation Activities,
Temporary Assistance for Needy Families, Trade Adjustment Assistance Act, and Jobs for
Veterans State Grant Program
- PURPOSE:** To provide guidance on the federal performance measures and goals for the key programs
the State administers as part of the Maryland WIOA (Workforce Innovation and
Opportunity Act) system.
- ACTION:** The following entities will ensure all employees are aware of and receive copies of this
policy: Local Workforce Development Area directors; American Job Center Labor
Exchange Administrators; DWDAL central office managers; Local administrators of
WIOA Title II Adult Education provider programs; DORS Director of Administration and
Finance, Director of Field Services, and Regional Directors; Local Departments of Social
Services Directors; Child Support Enforcement Administration; Family Investment
Administration; Social Services Administration. WIOA policies are available [on the MD
Labor website](#).
- EXPIRATION:** June 30, 2022
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GENERAL INFORMATION

WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)

The Workforce Innovation and Opportunity Act (WIOA) was signed into law on July 22, 2014, and went into effect July 1, 2015. WIOA supersedes the Workforce Investment Act of 1998 (WIA) and amends the Adult Education and Family Literacy Act, the Wagner Peyser Act, and the Rehabilitation Act of 1973. To help both businesses and job seekers meet their needs, the workforce system established under WIOA is integrated by design. WIOA envisions connecting business with job seekers, through meaningful partnership among workforce, education, human services, and economic development entities which ensure optimum results and leveraging of resources. The law addresses the needs of job seekers through establishing a workforce system that helps them access employment, education, training and support services to succeed in the labor market. Through American Job Centers (AJC), WIOA works to address employer needs by matching them to the skilled workers they need to compete in the global economy.

The following chart identifies each of Maryland’s WIOA programs. As described in Maryland’s WIOA Combined State Plan, Governor Hogan has directed the Department of Labor (MD Labor), the Department of Human Services (DHS), the Maryland State Department of Education Division of Rehabilitation Services (DORS), and the Maryland Department of Housing and Community Development (DHCD), in coordination with the Governor’s Workforce Development Board (GWDB), to play leadership roles in the implementation of the Workforce Innovation and Opportunity Act. The programs identified below will work collaboratively to ensure that Maryland effectively leverages its existing resources to deliver outstanding customer service to workers and businesses that are vital to Maryland’s economic growth and prosperity.

WIOA State Plan Program	Core WIOA Program as determined by law	Additional WIOA Program as determined by the Governor	MD State Agency Responsible for Oversight
Adult Program	•		MD Labor
Dislocated Workforce Program	•		MD Labor
Youth Program	•		MD Labor
Wagner-Peyser Act Program	•		MD Labor
Adult Education & Family Literacy Act Program	•		MD Labor
Vocational Rehabilitation Program	•		MSDE
Temporary Assistance for Needy Families Program		•	DHS
Trade Adjustment Assistance for Workers Program		•	MD Labor
Jobs for Veterans State Grant Program		•	MD Labor
Unemployment Insurance		•	MD Labor
Senior Community Service Employment Program		•	MD Labor and Senior Service America, Inc.

Reentry Employment Opportunities Program ¹		•	Local partners
Community Service Block Grant		•	DHCD

THE BENCHMARKS OF SUCCESS FOR MARYLAND’S WORKFORCE SYSTEM

The *Benchmarks of Success for Maryland’s Workforce System (Benchmarks of Success)* is a foundational tool that is under development to build system effectiveness, support transparency about progress, and help State and local WIOA partners align resources and strategies with the vision and mission articulated in the [State Workforce Plan](#).

The State’s workforce system partners are committed to implementing the *Benchmarks of Success*, which focus on a shared vision of excellence and five strategic goals.

With the *Benchmarks of Success*, Maryland’s vision is to increase the earning capacity of Marylanders by focusing on five main goals:

- A. Maximize access to employment;
- B. Maximize access to/use of skills and credentialing;
- C. Maximize access to/use of life management skills;
- D. Eliminate barriers to employment; and,
- E. Strengthen and enhance the effectiveness and efficiency of Maryland’s workforce system.

Each goal has a series of benchmarks that the State will ultimately track to gauge progress and to better understand the system’s success in working towards this shared vision and five shared goals. Maryland’s workforce system will use the *Benchmarks of Success* as a framework, guiding the shared goals and activities of the WIOA system. The *Benchmarks of Success* will allow partners to think systematically about how workforce services are delivered, whether services are reaching priority populations, and where to eliminate existing gaps to build a more prepared, responsive workforce for Maryland’s businesses.

The intention of these benchmarks is not to be punitive; but rather, to be forward thinking about what success really means in Maryland. The benchmarks will allow the WIOA partners to collectively measure success, as defined by Maryland, beyond what Congress requires. The WIOA partners are committed to using these goals and benchmarks as leadership tools to propel Maryland forward in its work to place customers at the heart of decision making.

¹ In 2020, the local grantees for the REO program are: Family Health International; Goodwill Industries International, Inc.; Living Classrooms Foundation; Volunteers of America Chesapeake, Inc.; and Structured Employment Economic Development Corporation.

PERFORMANCE ACCOUNTABILITY INDICATORS

WIOA provides a historic opportunity to align performance-related definitions, streamline performance indicators, integrate reporting, and ensure comparable data collection and reporting across all six core programs, while also implementing program-specific requirements related to data collection and reporting. Maryland continues to recognize the importance of performance accountability metrics to accurately assess the WIOA system's overall effectiveness. Therefore, MD Labor, DHS, DORS, and DHCD are committed to exploring the establishment of cross-cutting measures that focus on the quality of customer service for jobseekers and businesses, which could potentially supplement the WIOA measures specified by law.

Section 116 of WIOA establishes common performance accountability indicators and performance reporting requirements to assess the effectiveness of States and Local Workforce Development Areas in achieving positive outcomes for individuals served by the workforce development system's six core programs. Maryland's Temporary Assistance for Needy Families (TANF) program, administered by DHS and the Local Departments of Social Services, adheres to different performance measures, which are discussed on page 7. Maryland's Community Service Block Grant (CSBG) program, administered by DHCD and the local Community Action Agencies, additionally adheres to different performance measures, discussed on page 7.

Maryland encourages its local providers of WIOA services to use a "systems approach." Therefore, participants who would benefit from co-enrollment in multiple WIOA programs should be co-enrolled accordingly. It is important to note that, with co-enrollment, performance accountability data must be tracked on participants for each program in which they are enrolled. For example, outcomes for a participant enrolled in TANF and WIOA Title I services must be tracked for both programs.

PRIMARY INDICATORS OF PERFORMANCE FOR CORE WIOA PROGRAMS, TRADE, & JVSG

WIOA standardizes performance requirements across core programs. The Trade Adjustment Assistance for Workers (Trade) Program and Jobs for Veterans State Grant Program (JVSG) are also held to the WIOA performance indicators.

For the WIOA Title I Adult & Dislocated Worker Programs, Title II Adult Education and Literacy programs, Title III Wagner Peyser Employment Services, Title IV Vocational Rehabilitation, the Trade Program, and the JVSG program, the primary indicators of performance are as follows:

- A. Employment rate 2nd quarter after exit;
- B. Employment rate 4th quarter after exit;
- C. Median earnings 2nd quarter after exit;
- D. Credential Attainment Rate (excludes Title III Employment Services and JVSG);
- E. Measurable Skills Gains (excludes Title III Employment Services and JVSG); and,
- F. Effectiveness in Serving Employers.

For the WIOA Title I Youth program, the primary indicators of performance are as follows:

- A. Youth education and employment rate 2nd quarter after exit;
- B. Youth education and employment rate 4th quarter after exit;
- C. Median earnings 2nd quarter after exit;
- D. Credential Attainment Rate;
- E. Measurable Skills Gains; and,
- F. Effectiveness in Serving Employers.

It is important to note that Effectiveness in Serving Employers is a measurement for the whole Maryland WIOA system and is not measured by individual program.

These programs now report participant level data, including information on individuals' services and outcomes, via a new federal platform, the WIOA State Integrated Reporting Scheme (SIRS). SIRS provides the reporting layout for core programs under WIOA.

TEMPORARY ASSISTANCE FOR NEEDY FAMILIES

The U.S. Department of Health and Human Services assesses State TANF performance based on the Work Participation Rate (WPR) performance indicator. Under the WPR, States must engage TANF work eligible individuals in federally approved, "countable" work activities for a specific number of hours per week. By statute, the target WPR is 50 percent.

Maryland DHS will continue to focus on the primary federal TANF performance measure of 50 percent for WPR. However, in an effort to align with Maryland's workforce programs, DHS is committed to determining how it can also track data on TANF recipients for the first three primary indicators of performance: employment, retention, and median wages, in addition to WPR. Until that time, WPR is the only federal measure for TANF performance accountability.

COMMUNITY SERVICE BLOCK GRANT

The U.S. Department of Health and Human Services (HHS) requires that Eligible Entities under the CSBG report on over 20 employment, education, and training National Performance Indicators (NPIs). Eligible Entities are the 17 Community Action Agencies in Maryland. The Maryland DHCD compiles these indicators and submits them to HHS in an Annual Report. These NPIs include both actual numbers and targets for individual and family indicators, such as the number of youth or adults who have: gained and maintained employment; increased their income; participated in education or training activities; and the number of credentials, certificates, or degrees obtained. The Annual Report also includes indicators that track community level changes, if any, including: the number of jobs created in a community; how many jobs were "living wage" jobs; and the number of affordable and accessible education assets or resources added to the community. All of these indicators are for a federal Fiscal Year.

While there are no statutory or regulatory targets, the Maryland DHCD works with local eligible entities to build their capacity, so they may increase both targets and outcomes in these and any number of the 128 NPIs identified by HHS. Eligible entities are not expected to report outcomes or targets for every indicator.

TRADE PROGRAM

The Trade Adjustment Assistance (TAA) program is evaluated by USDOL Employment and Training on a number of measures. The WIOA core program indicators and reporting requirements also apply to the TAA program. Additional TAA-specific measures include:

TAA	PY 2020 Performance Goal
Training Expenditures	85% - 115%
TRA Expenditures	85% - 115%
A/RTAA Expenditures	85% - 115%
Job Search / Relocation Exp	85% - 115%

Rapid Response	65%
Petition Number	100%
IEP	100%
Co-Enrollment	75%
Case Management	75%
Training Case Management	90%
Training Completion	75%
Training Result	80%
Service in Quarter	95%
ONET	100%
NAICS	90%
Wages	100%

JOBS FOR VETERANS STATE GRANT PROGRAM

The State's Jobs for Veterans State Grant (JVSG) program is evaluated by USDOL Veterans' Employment and Training (VETS) on a number of measures, which seek to address the experiences of eligible Veterans and spouses with significant barriers to employment. The WIOA core program indicators and reporting requirements now also apply to the JVSG program.

JVSG is held to the following performance, with the current baseline targets for as listed below:

JVSG	PY 2020 Performance Goal
Employment Rate QTR2	53%
Employment Rate QTR4	51%
Median	\$6,600
Veterans' Employment Rate QTR2 (WP)	55%
Veterans' Employment Rate QTR4 (WP)	52%
Veterans' Median (WP)	\$6,800

SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM

The Senior Community Service Employment Program (SCSEP) is evaluated by USDOL Employment and Training on a number of measures. The WIOA core program indicators and reporting requirements also apply to the SCSEP program. Additional SCSEP-specific measures from aging include:

- Percent of senior employment participants placed in unsubsidized employment (25 % in PY 2020 in Maryland),
- Total number of senior employment program participants trained² (194 in PY 2020 in Maryland and 114 projected for PY 2021), and
- Total number of hours senior employment participants served local communities (76,266 in PY 2019, 12,957 in quarter one of PY 2020, 10,477 in quarter two of PY 2020 in Maryland, and 39,858 projected for PY 2021).

² Training is not specific to WIOA Title I.

PERFORMANCE GOALS FOR WIOA CORE PROGRAMS

The implementation of WIOA common performance accountability requirements has varied across Titles of the core WIOA programs, including Trade and JVSG due to variations in federal agency oversight, policy guidance, and related requirements. For example, whereas MD Labor negotiated Title I and Title III goals with the USDOL for most primary indicators of performance, MSDE-DORS did not negotiate some measures with the U.S. Department of Education, since all measures are new for that Title and “baseline” data must be collected. Program Year (PY) 2020 was the first year for which MSDE-DORS is required to negotiate measures.

Baseline indicators are indicators for which the State did not need to propose an expected level of performance in the State Plan for PY 2020 or PY 2021 and, therefore, did not need to come to agreement with the federal Departments on negotiated levels of performance. Baseline indicators will not be used in the end of year performance calculations and will not be used to determine failure to achieve adjusted levels of performance.

When negotiating performance goals with the State, the USDOL used:

1. How the levels involved compare with the negotiated levels of performance established for other States (section 116(b)(3)(A)(v)(I) of WIOA), including previous actual, negotiated, and adjusted levels of performance;
2. The statistical adjustment model;³
3. Continuous improvement;⁴ and
4. Government Performance and Results Act goals.

USDOL Training and Employment Guidance Letter (TEGL) 10-16, Change 1, “[Performance Accountability Guidance for Workforce Innovation and Opportunity Act \(WIOA\) Title I, Title II, Title III, and Title IV Core Programs](#),” addresses the following elements, all of which are critical to reporting on primary indicators of performance for core WIOA programs:

- Methodology for calculating the six primary indicators of performance for the core programs;
- Definitions of: (1) reportable individual; (2) participant; (3) exit; and, (4) period of participation; and,
- Guidance related to the indicator of performance score calculation.

All staff are strongly encouraged to review TEGL 10-16, Change 1 to fully understand how the six WIOA common performance measures are calculated.

³ The regression model is based on the differences among States in actual economic conditions (including, among other factors, differences in unemployment rates and job losses or gains in particular industries); and the characteristics of participants, such as indicators of poor work history, lack of work experience, lack of educational or occupational skills attainment, dislocation from high-wage and high-benefit employment, low levels of literacy or English proficiency, disability status, homelessness, ex-offender status, and welfare dependency

⁴ Continuous improvement may reflect an increase in the level of performance, a change in service strategy and delivery, or a change in the customers served.

PY 2020 & 2021 STATE PERFORMANCE GOALS

For PY 2020 & 2021, Maryland's overall performance goals for the State are provided in the following chart. For Title I & III, MD Labor negotiated these performance goals with the USDOL in June 2020.

PY 2020 & 2021 State Performance Goals for WIOA Core Programs		
Maryland WIOA Core Program		Performance Goal
WIOA Title I Adult Program		
	Employment Rate 2 nd Quarter After Exit	76%
	Employment Rate 4 th Quarter After Exit	72%
	Median Earnings 2 nd Quarter After Exit	\$6,200 in PY 20; \$6,300 in PY 21
	Credential Attainment Rate	60% in PY 20; 61% in PY 21
	Measurable Skills Gain	52% in PY 20; 53% in PY 21
WIOA Title I Dislocated Worker Program		
	Employment Rate 2 nd Quarter After Exit	80%
	Employment Rate 4 th Quarter After Exit	76%
	Median Earnings 2 nd Quarter After Exit	\$8,000 in PY 20; \$8,200 in PY 21
	Credential Attainment Rate	56%
	Measurable Skills Gain	52% in PY 20; 53% in PY 21
WIOA I Youth Program		
	Education and Employment Rate 2 nd Quarter After Exit	69%
	Education and Employment Rate 4 th Quarter After Exit	63% in PY 20; 64% in PY 21
	Median Earnings 2 nd Quarter After Exit	\$3,410
	Credential Attainment Rate	62%
	Measurable Skills Gain	48%
WIOA Title II Adult Education		
	Employment Rate 2 nd Quarter After Exit	33% in PY 20; 34% in PY 21
	Employment Rate 4 th Quarter After Exit	33% in PY 20; 34% in PY 21
	Median Earnings 2 nd Quarter After Exit	\$5,233 in PY 20; \$5,259 in PY 21
	Credential Attainment Rate	36% in PY 20; 37% in PY 21
	Measurable Skills Gain	42% in PY 20; 43% in PY 21
WIOA Title III Wagner-Peyser		
	Employment Rate 2 nd Quarter After Exit	59%

	Employment Rate 4 th Quarter After Exit	58%
	Median Earnings 2 nd Quarter After Exit	\$5,550 in PY 20; \$5,600 in PY 21
	Credential Attainment Rate	N/A
	Measurable Skills Gain	N/A
WIOA Title IV Vocational Rehabilitation		
	Employment Rate 2 nd Quarter After Exit	Baseline
	Employment Rate 4 th Quarter After Exit	Baseline
	Median Earnings 2 nd Quarter After Exit	Baseline
	Credential Attainment Rate	Baseline
	Measurable Skills Gain	20% in PY 20; 25% in PY 21
WIOA System (WIOA Titles I, II, III, and IV only)		
	Effectiveness in Serving Employers	Baseline ⁵

⁵ Effectiveness in Serving Employers in a pilot program for PY20 and PY21.

LOCALLY NEGOTIATED GOALS FOR PY 2020 & PY 2021

WIOA TITLES I & III

In September 2020, the GWDB and MD Labor negotiated WIOA performance goals with each Local Workforce Development Area for WIOA Title I Adult, Dislocated Worker, and Youth programs and WIOA Title III Wagner Peyser Employment Services. The following charts provide these locally negotiated performance measures for each of Maryland's 12 Local Workforce Development Areas.⁶

Anne Arundel County

Anne Arundel County Performance Goals for PY 2020 and 2021	
Maryland Program	PY 2020 and 2021 Performance Goal
WIOA Adult Program	
Employment Rate 2 nd Quarter After Exit	76%
Employment Rate 4 th Quarter After Exit	72%
Median Earnings 2 nd Quarter After Exit	\$6,500
Credential Attainment Rate 4 Quarters After Exit	58% in PY 20; 59% in PY 21
Measurable Skills Gain	52% in PY 20; 53% in PY 21
WIOA Dislocated Worker Program	
Employment Rate 2 nd Quarter After Exit	80%
Employment Rate 4 th Quarter After Exit	76%
Median Earnings 2 nd Quarter After Exit	\$8,500 in PY 20; \$8,600 in PY 21
Credential Attainment Rate 4 Quarters After Exit	56%
Measurable Skills Gain	52% in PY 20; 53% in PY 21
WIOA Youth Program	
Education and Employment Rate 2 nd Quarter After Exit	70%
Education and Employment Rate 4 th Quarter After Exit	65%
Median Earnings 2 nd Quarter After Exit	\$3,800
Credential Attainment Rate 4 Quarters After Exit	65%
Measurable Skills Gain	48%
Wagner-Peyser Act Activities	
Employment Rate 2 nd Quarter After Exit	59%
Employment Rate 4 th Quarter After Exit	58%
Median Earnings 2 nd Quarter After Exit	\$6,500

⁶ PY 2020 & PY 2021 indicators with baseline measures are not included in the Local Workforce Development Area charts.

Baltimore City

Baltimore City Performance Goals for PY 2020 and 2021	
Maryland Program	PY 2020 and 2021 Performance Goal
WIOA Adult Program	
Employment Rate 2 nd Quarter After Exit	76%
Employment Rate 4 th Quarter After Exit	72%
Median Earnings 2 nd Quarter After Exit	\$5,000 in PY 20; \$5,500 in PY 21
Credential Attainment Rate 4 Quarters After Exit	60% in PY 20; 61% in PY 21
Measurable Skills Gain	52% in PY 20; 53% in PY 21
WIOA Dislocated Worker Program	
Employment Rate 2 nd Quarter After Exit	80%
Employment Rate 4 th Quarter After Exit	76%
Median Earnings 2 nd Quarter After Exit	\$7,000 in PY 20; \$7,100 in PY 21;
Credential Attainment Rate 4 Quarters After Exit	56%
Measurable Skills Gain	55% in PY 20; 55% in PY 21
WIOA Youth Program	
Education and Employment Rate 2 nd Quarter After Exit	69%
Education and Employment Rate 4 th Quarter After Exit	65%
Median Earnings 2 nd Quarter After Exit	\$3,300
Credential Attainment Rate 4 Quarters After Exit	65%
Measurable Skills Gain	49%
Wagner-Peyser Act Activities	
Employment Rate 2 nd Quarter After Exit	59%
Employment Rate 4 th Quarter After Exit	58%
Median Earnings 2 nd Quarter After Exit	\$5,000 in PY 20; \$5,200 in PY 21

Baltimore County

Baltimore County Performance Goals for PY 2020 and 2021	
Maryland Program	PY 2020 and 2021 Performance Goal
WIOA Adult Program	
Employment Rate 2 nd Quarter After Exit	76%
Employment Rate 4 th Quarter After Exit	72%
Median Earnings 2 nd Quarter After Exit	\$6,500 in PY 20; \$7,000 in PY 21
Credential Attainment Rate 4 Quarters After Exit	60% in PY 20; 61% in PY 21
Measurable Skills Gain	52% in PY 20; 53% in PY 21
WIOA Dislocated Worker Program	
Employment Rate 2 nd Quarter After Exit	80%
Employment Rate 4 th Quarter After Exit	76%
Median Earnings 2 nd Quarter After Exit	\$8,700 in PY 20; \$9,000 in PY 21
Credential Attainment Rate 4 Quarters After Exit	56%
Measurable Skills Gain	52% for PY20; 53% for PY21
WIOA Youth Program	
Education and Employment Rate 2 nd Quarter After Exit	72%
Education and Employment Rate 4 th Quarter After Exit	65%
Median Earnings 2 nd Quarter After Exit	\$3,500
Credential Attainment Rate 4 Quarters After Exit	65%
Measurable Skills Gain	48%
Wagner-Peyser Act Activities	
Employment Rate 2 nd Quarter After Exit	59%
Employment Rate 4 th Quarter After Exit	58%
Median Earnings 2 nd Quarter After Exit	\$6,100 in PY20; \$6,300 in PY 21

Frederick County

Frederick County Performance Goals for PY 2020 and 2021	
Maryland Program	PY 2020 and 2021 Performance Goal
WIOA Adult Program	
Employment Rate 2 nd Quarter After Exit	76%
Employment Rate 4 th Quarter After Exit	72%
Median Earnings 2 nd Quarter After Exit	\$6,800 in PY 20; \$7,000 in PY 21
Credential Attainment Rate 4 Quarters After Exit	59%
Measurable Skills Gain	55%
WIOA Dislocated Worker Program	
Employment Rate 2 nd Quarter After Exit	80%
Employment Rate 4 th Quarter After Exit	76%
Median Earnings 2 nd Quarter After Exit	\$8,700 in PY 20; \$9,000 in PY 21
Credential Attainment Rate 4 Quarters After Exit	56%
Measurable Skills Gain	55%
WIOA Youth Program	
Education and Employment Rate 2 nd Quarter After Exit	70%
Education and Employment Rate 4 th Quarter After Exit	65%
Median Earnings 2 nd Quarter After Exit	\$3,800 in PY 20; \$3,900 in PY 21
Credential Attainment Rate 4 Quarters After Exit	62%
Measurable Skills Gain	47%
Wagner-Peyser Act Activities	
Employment Rate 2 nd Quarter After Exit	59%
Employment Rate 4 th Quarter After Exit	58%
Median Earnings 2 nd Quarter After Exit	\$6,500 in PY 20; \$6,700 in PY 21

Lower Shore (Somerset, Wicomico, & Worcester, Counties)

Lower Shore Performance Goals for PY 2020 and 2021	
Maryland Program	PY 2020 and 2021 Performance Goal
WIOA Adult Program	
Employment Rate 2 nd Quarter After Exit	76%
Employment Rate 4 th Quarter After Exit	72%
Median Earnings 2 nd Quarter After Exit	\$5,500 in PY 20; \$5,700 in PY 21
Credential Attainment Rate 4 Quarters After Exit	62%
Measurable Skills Gain	55%
WIOA Dislocated Worker Program	
Employment Rate 2 nd Quarter After Exit	80%
Employment Rate 4 th Quarter After Exit	76%
Median Earnings 2 nd Quarter After Exit	\$6,500 in PY 20; \$7,000 in PY 21
Credential Attainment Rate 4 Quarters After Exit	56%
Measurable Skills Gain	55%
WIOA Youth Program	
Education and Employment Rate 2 nd Quarter After Exit	71%
Education and Employment Rate 4 th Quarter After Exit	63% in PY 20; 64% in PY 21
Median Earnings 2 nd Quarter After Exit	\$3,410
Credential Attainment Rate 4 Quarters After Exit	62%
Measurable Skills Gain	48%
Wagner-Peyser Act Activities	
Employment Rate 2 nd Quarter After Exit	59%
Employment Rate 4 th Quarter After Exit	58%
Median Earnings 2 nd Quarter After Exit	\$5,000 in PY 20; \$5,100 in PY 21

Mid-Maryland (Carroll & Howard Counties)

Mid-Maryland Performance Goals for PY 2020 and 2021	
Maryland Program	PY 2020 and 2021 Performance Goal
WIOA Adult Program	
Employment Rate 2 nd Quarter After Exit	76%
Employment Rate 4 th Quarter After Exit	72%
Median Earnings 2 nd Quarter After Exit	\$5,900
Credential Attainment Rate 4 Quarters After Exit	59% in PY 20; 60% in PY 21
Measurable Skills Gain	52% in PY 20; 53% in PY 21
WIOA Dislocated Worker Program	
Employment Rate 2 nd Quarter After Exit	80%
Employment Rate 4 th Quarter After Exit	76%
Median Earnings 2 nd Quarter After Exit	\$9,000
Credential Attainment Rate 4 Quarters After Exit	56%
Measurable Skills Gain	55%
WIOA Youth Program	
Education and Employment Rate 2 nd Quarter After Exit	69%
Education and Employment Rate 4 th Quarter After Exit	65%
Median Earnings 2 nd Quarter After Exit	\$3,410 in PY 20; \$3,500 in PY 21
Credential Attainment Rate 4 Quarters After Exit	63%
Measurable Skills Gain	48%
Wagner-Peyser Act Activities	
Employment Rate 2 nd Quarter After Exit	59%
Employment Rate 4 th Quarter After Exit	58%
Median Earnings 2 nd Quarter After Exit	\$6,500 in PY 20; \$6,600 in PY 21

Montgomery County

Montgomery County Performance Goals for PY 2020 and 2021	
Maryland Program	PY 2020 and 2021 Performance Goal
WIOA Adult Program	
Employment Rate 2 nd Quarter After Exit	76%
Employment Rate 4 th Quarter After Exit	72%
Median Earnings 2 nd Quarter After Exit	\$6,000 in PY 20; \$6,500 in PY 21
Credential Attainment Rate 4 Quarters After Exit	60% in PY 20; 61% in PY 21
Measurable Skills Gain	52% in PY 20; 53% in PY 21
WIOA Dislocated Worker Program	
Employment Rate 2 nd Quarter After Exit	80%
Employment Rate 4 th Quarter After Exit	76%
Median Earnings 2 nd Quarter After Exit	\$9,200 in PY 20; \$9,400 in PY 21
Credential Attainment Rate 4 Quarters After Exit	56%
Measurable Skills Gain	52% for PY20; 53% for PY21
WIOA Youth Program	
Education and Employment Rate 2 nd Quarter After Exit	69%
Education and Employment Rate 4 th Quarter After Exit	63% in PY 20; 64% in PY 21
Median Earnings 2 nd Quarter After Exit	\$3,500
Credential Attainment Rate 4 Quarters After Exit	62%
Measurable Skills Gain	48%
Wagner-Peyser Act Activities	
Employment Rate 2 nd Quarter After Exit	59%
Employment Rate 4 th Quarter After Exit	58%
Median Earnings 2 nd Quarter After Exit	\$7,000

Prince George's County

Prince George's County Performance Goals for PY 2020 and 2021	
Maryland Program	PY 2020 and 2021 Performance Goal
WIOA Adult Program	
Employment Rate 2 nd Quarter After Exit	76%
Employment Rate 4 th Quarter After Exit	71% in PY 20; 72% in PY 21
Median Earnings 2 nd Quarter After Exit	\$6,900 in PY 20; \$7,000 in PY 21
Credential Attainment Rate 4 Quarters After Exit	60% in PY 20; 61% in PY 21
Measurable Skills Gain	52% in PY 20; 53% in PY 21
WIOA Dislocated Worker Program	
Employment Rate 2 nd Quarter After Exit	80%
Employment Rate 4 th Quarter After Exit	76%
Median Earnings 2 nd Quarter After Exit	\$11,000
Credential Attainment Rate 4 Quarters After Exit	56%
Measurable Skills Gain	52% in PY 20; 53% in PY 21
WIOA Youth Program	
Education and Employment Rate 2 nd Quarter After Exit	70%
Education and Employment Rate 4 th Quarter After Exit	65%
Median Earnings 2 nd Quarter After Exit	\$3,450
Credential Attainment Rate 4 Quarters After Exit	60% in PY 20; 61% in PY 21
Measurable Skills Gain	48%
Wagner-Peyser Act Activities	
Employment Rate 2 nd Quarter After Exit	59%
Employment Rate 4 th Quarter After Exit	58%
Median Earnings 2 nd Quarter After Exit	\$6,000 in PY 20; \$6,500 in PY 21

Southern Maryland (Calvert, Charles, & St. Mary's Counties)

Southern Maryland Performance Goals for PY 2020 and 2021	
Maryland Program	PY 2020 and 2021 Performance Goal
WIOA Adult Program	
Employment Rate 2 nd Quarter After Exit	76%
Employment Rate 4 th Quarter After Exit	72%
Median Earnings 2 nd Quarter After Exit	\$5,100
Credential Attainment Rate 4 Quarters After Exit	60% in PY 20; 61% in PY 21
Measurable Skills Gain	50% in PY 20; 52% in PY 21
WIOA Dislocated Worker Program	
Employment Rate 2 nd Quarter After Exit	80%
Employment Rate 4 th Quarter After Exit	76%
Median Earnings 2 nd Quarter After Exit	\$6,900 in PY 20; \$7,000 in PY 21
Credential Attainment Rate 4 Quarters After Exit	58%
Measurable Skills Gain	55%
WIOA Youth Program	
Education and Employment Rate 2 nd Quarter After Exit	71%
Education and Employment Rate 4 th Quarter After Exit	64%
Median Earnings 2 nd Quarter After Exit	\$2,500
Credential Attainment within 4 Quarters After Exit	60%
Measurable Skills Gain	45% in PY 20; 47% in PY 21
Wagner-Peyser Act Activities	
Employment Rate 2 nd Quarter After Exit	59%
Employment Rate 4 th Quarter After Exit	58%
Median Earnings 2 nd Quarter After Exit	\$5,500 in PY 20; \$5,600 in PY 21

Susquehanna (Cecil & Harford Counties)

Susquehanna Performance Goals for PY 2020 and 2021	
Maryland Program	PY 2020 and 2021 Performance Goal
WIOA Adult Program	
Employment Rate 2 nd Quarter After Exit	76%
Employment Rate 4 th Quarter After Exit	71% in PY 20; 72% in PY 21
Median Earnings 2 nd Quarter After Exit	\$7,500 in PY 20; \$7,900 in PY 21
Credential Attainment Rate 4 Quarters After Exit	56% in PY 20; 57% in PY 21
Measurable Skills Gain	52% in PY 20; 53% in PY 21
WIOA Dislocated Worker Program	
Employment Rate 2 nd Quarter After Exit	80%
Employment Rate 4 th Quarter After Exit	76%
Median Earnings 2 nd Quarter After Exit	\$8,500
Credential Attainment Rate 4 Quarters After Exit	51% in PY 20; 53% in PY 21
Measurable Skills Gain	52% in PY 20; 53% in PY 21
WIOA Youth Program	
Education and Employment Rate 2 nd Quarter After Exit	68% in PY 20; 69% in PY 21
Education and Employment Rate 4 th Quarter After Exit	63% in PY 20; 64% in PY 21
Median Earnings 2 nd Quarter After Exit	\$3,500
Credential Attainment Rate 4 Quarters After Exit	50% in PY 20; 53% in PY 21
Measurable Skills Gain	47% in PY 20; 48% in PY 21
Wagner-Peyser Act Activities	
Employment Rate 2 nd Quarter After Exit	59%
Employment Rate 4 th Quarter After Exit	58%
Median Earnings 2 nd Quarter After Exit	\$6,000 in PY 20; \$6,500 in PY 21

Upper Shore (Caroline, Dorchester, Kent, Queen Anne's, & Talbot Counties)

Upper Shore Performance Goals for PY 2020 and 2021	
Maryland Program	PY 2020 and 2021 Performance Goal
WIOA Adult Program	
Employment Rate 2 nd Quarter After Exit	76%
Employment Rate 4 th Quarter After Exit	72%
Median Earnings 2 nd Quarter After Exit	\$6,000
Credential Attainment Rate 4 Quarters After Exit	60% in PY 20; 61% in PY 21
Measurable Skills Gain	52% in PY 20; 53% in PY 21
WIOA Dislocated Worker Program	
Employment Rate 2 nd Quarter After Exit	80%
Employment Rate 4 th Quarter After Exit	76%
Median Earnings 2 nd Quarter After Exit	\$7,000
Credential Attainment Rate 4 Quarters After Exit	56%
Measurable Skills Gain	52% in PY 20; 53% in PY 21
WIOA Youth Program	
Education and Employment Rate 2 nd Quarter After Exit	69%
Education and Employment Rate 4 th Quarter After Exit	63% in PY 20; 64% in PY 21
Median Earnings 2 nd Quarter After Exit	\$3,500 in PY 20; \$3,600 in PY 21
Credential Attainment Rate 4 Quarters After Exit	64%
Measurable Skills Gain	48%
Wagner-Peyser Act Activities	
Employment Rate 2 nd Quarter After Exit	59%
Employment Rate 4 th Quarter After Exit	58%
Median Earnings 2 nd Quarter After Exit	\$5,500 in PY 20; \$5,600 in PY 21

Western Maryland (Allegany, Garrett, & Washington Counties)

Western Maryland Performance Goals for PY 2020 and 2021	
Maryland Program	PY 2020 and 2021 Performance Goal
WIOA Adult Program	
Employment Rate 2 nd Quarter After Exit	76%
Employment Rate 4 th Quarter After Exit	72%
Median Earnings 2 nd Quarter After Exit	\$6,500
Credential Attainment Rate 4 Quarters After Exit	62%
Measurable Skills Gain	55%
WIOA Dislocated Worker Program	
Employment Rate 2 nd Quarter After Exit	80%
Employment Rate 4 th Quarter After Exit	76%
Median Earnings 2 nd Quarter After Exit	\$7,500
Credential Attainment Rate 4 Quarters After Exit	56%
Measurable Skills Gain	55%
WIOA Youth Program	
Education and Employment Rate 2 nd Quarter After Exit	70%
Education and Employment Rate 4 th Quarter After Exit	65%
Median Earnings 2 nd Quarter After Exit	\$3,500
Credential Attainment Rate 4 Quarters After Exit	62%
Measurable Skills Gain	47% in PY 20; 48% in PY 21
Wagner-Peyser Act Activities	
Employment Rate 2 nd Quarter After Exit	59%
Employment Rate 4 th Quarter After Exit	58%
Median Earnings 2 nd Quarter After Exit	\$5,000 in PY 20; \$5,100 in PY 21

RENEGOTIATION OF GOALS FOR WIOA TITLES I & III

Under TEGL 11-19, Local Workforce Development Areas will no longer have the opportunity to renegotiate their WIOA Title I or III performance goals mid-year or mid-plan. Any changes in economic conditions during the two-year period will be accounted for in the application of the statistical adjustment model at the end of the program year.

WIOA TITLE II

The performance of each WIOA Title II Local Adult Education Service Provider must contribute to the State, meeting its levels of performance that have been negotiated with the United States Department of Education. Accordingly, each grantee must improve program performance on a yearly basis.

WIOA Title II Adult Education Service Provider levels of performance are set on an annual basis, based on the performance levels required for the State to meet its overall performance levels. During the spring of each year, the MD Labor Education Program Specialists engage each Local Adult Education Service Provider individually to share the targeted performance levels and determine what, if any, additional resources are needed to support the Local Adult Education Service Provider's achievement of the performance level.

REFERENCES

LAW

- [WIOA Sections 116 and 503 \(WIOA\)](#), 29 U.S.C. § 3101 et. seq (2015);
- [Personal Responsibility and Work Opportunity Act](#), dated August 22, 1996 (Public Law 104-193);
- [Government Performance and Results Act \(GPRA\) of 1993](#) (Public Law 103-62; 107 Stat. 285).

REGULATION

- 20 Code of Federal Regulations (CFR) Part 652, [“Establishment and Functioning of State Employment Services,”](#) dated August 11, 2000.

FEDERAL GUIDANCE

- Grant Officer Memorandum 03-20, [“Jobs for Veterans State Grants Program Years 2020-2021 Guidance to Establish Performance Targets,”](#) dated October 30, 2020;
- Training and Employment Guidance Letter (TEGL) 11-19, [“Negotiations and Sanctions Guidance for the Workforce Innovation and Opportunity Act \(WIOA\) Core Programs,”](#) dated February 6, 2020;
- Grant Officer Memorandum 03-19, [“Jobs for Veterans State Grants \(JVSG\) Program Year 2019 Guidance to Establish Performance Targets,”](#) dated August 19, 2019;
- OMB No. 1205-0522, [“Required Elements for Submission of the Unified or Combined State Plan and Plan Modifications under the Workforce Innovation and Opportunity Act,”](#) dated January 1, 2019;
- Grant Officer Memorandum 01-18, [“Jobs for Veterans State Grants \(JVSG\) Program Year 2018 Guidance to Establish Performance Baselines,”](#) dated August 16, 2018;
- TEGL 9-17, [“Negotiating Performance Goals for the Workforce Innovation and Opportunity Act \(WIOA\) Title I Programs and the Wagner-Peyser Act Employment Service as amended by Title III of WIOA, for Program Years \(PYs\) 2018 and PY 2019,”](#) dated February 16, 2018; and
- TEGL 10-16, Change 1, [“Performance Accountability Guidance for Workforce Innovation and Opportunity Act \(WIOA\) Title I, Title II, Title III, and Title IV Core Programs,”](#) dated August 23, 2017;
- TEGL 21-16, [“Third Workforce Innovation and Opportunity Act \(WIOA\) Title I Youth Formula Program Guidance,”](#) dated March 2, 2017;
- TEGL 19-16, [“Guidance on Services provided through the Adult and Dislocated Worker Programs under the Workforce Innovation and Opportunity Act \(WIOA\) and the Wagner-Peyser Act Employment Service \(ES\), as amended by title III of WIOA, and for Implementation of the WIOA Final Rules,”](#) dated March 1, 2017;
- Program Memorandum OCTAE 17-2, [“Performance Accountability Guidance for Workforce Innovation and Opportunity Act \(WIOA\) Title I, Title II, Title III and Title IV Core Programs,”](#) dated December 19, 2016;
- Technical Assistance Circular (TAC) 17-01, [“Performance Accountability Guidance for Workforce Innovation and Opportunity Act \(WIOA\) Title I, Title II, Title III and Title IV Core Programs,”](#) dated December 19, 2016;
- Training and Employment Notice (TEN) 21-16, [“Workforce Innovation and Opportunity Act \(WIOA\) Regional and Local Planning and Local Board Responsibilities Questions and Answers \(Q&A\),”](#) dated December 5, 2016;
- TEGL 26-15, [“Negotiating Performance Goals for the Workforce Innovation and Opportunity Act \(WIOA\) Title I Programs and the Wagner-Peyser Employment Service as amended by Title III, for Program Year \(PY\) 2016 and PY 2017,”](#) dated June 29, 2016;

- TEN 08-16, “Implementation of an Integrated Performance Reporting System for Multiple Employment and Training Administration (ETA) and Veterans’ Employment and Training Service (VETS) Administered Programs,” dated August 24, 2016.
- TEGL 7-16, “Data Matching to Facilitate WIOA Performance Reporting,” dated August 23, 2016;
- TEGL 14-15, “Workforce Innovation and Opportunity Act (WIOA) Requirements for Unified and Codified Plans,” dated March 4, 2016; and
- TEGL 8-15, “Second Title 1 WIOA Youth Program Transition Guide,” dated November 17, 2015.