



October 30, 2020

Grant Officer Memorandum 03-20

**FOR:** JOBS FOR VETERANS STATE GRANT RECIPIENT  
ALL VETERANS EMPLOYMENT AND TRAINING STAFF

**FROM:** KIA MASON  
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**SUBJECT:** Jobs for Veterans State Grants Program Years 2020-2021 Guidance to  
Establish Performance Targets

The Veterans' Employment and Training Service (VETS) will use Program Years (PY) 2020 and 2021 (July 1, 2020 - June 30, 2022) to continue to establish performance baselines, and re-establish VETS' performance reporting process and expectations.

In an effort to further align VETS' Jobs for Veterans State Grant (JVSG) program with Employment and Training Administration's (ETA) Wagner-Peyser (WP) program, states will begin setting JVSG performance goals for two-year periods instead of each program year. This will allow states more time to achieve goals, reduce administrative burden, and offer State Workforce Agencies (SWAs) more consistency between DOL grant programs.

### **JVSG PERFORMANCE INDICATORS**

Title 38 §4102A(f) and the Workforce Innovation and Opportunity Act (WIOA) require the U.S. Department of Labor to establish performance indicators for the JVSG program that are consistent with state performance accountability measures applicable under section 116(b) of WIOA. In compliance with these requirements, VETS will apply the performance indicators for direct services provided by JVSG and WP staff. As such, there will be a total of six performance items (3 for JVSG and the same 3 for WP) negotiated for PY 2020. The established JVSG targets will cover participants eligible for JVSG services only, and the established WP targets will cover all veterans served within the AJC.

The primary indicators of performance are as follows:

1. Employment Rate – 2nd Quarter After Exit: The percentage of participants who are in unsubsidized employment during the second quarter after exit from the program.
2. Employment Rate – 4th Quarter After Exit: The percentage of participants who are in unsubsidized employment during the fourth quarter after exit from the program.

3. Median Earnings – 2nd Quarter After Exit: The median earnings of participants who are in unsubsidized employment during the second quarter after exit from the program.

NOTE: The WIOA performance measures will be calculated in accordance with the detailed specifications described on the amended Office of Management and Budget-approved form for DOL's WIOA quarterly performance reports, the [ETA-9173 Program Performance Report Template](#).

NOTE: Currently, VETS has not implemented Local Veterans' Employment Representative (LVER) performance measures. VETS awaits completion and analysis of ETA's pilot of a performance indicator measuring "effectiveness in serving employers" and will determine the appropriateness of that indicator for possible future implementation in the JVSG program.

### **ESTABLISHING PYs 20-21 PERFORMANCE TARGETS**

SWAs should set the performance targets for PYs 20-21 with a focus on economic recovery in the provision of services to veterans and other eligible persons.

Due to the lack of sufficient data, VETS has not used a statistical adjustment model for the primary indicators of performance set forth in section 116 (b) of WIOA. Now that there is sufficient data to inform such a model, work toward developing and testing one has begun. States may anticipate implementation in time for PY 2022 performance negotiations. For PYs 20-21, VETS will again conduct a goal-setting process to allow state agencies to determine reasonable performance targets based on state demographics, current economic conditions, labor market information, and historical performance data.

To assist state agencies in reviewing historical performance data, a State Performance Target Tool is attached. The tool (a spreadsheet) is designed to calculate the WIOA outcomes using historic data from Disabled Veterans' Outreach Program (DVOP) services. At the top of the spreadsheet, the user can select a state, causing the tool to automatically display that state's WIOA-based performance outcomes. Data was gathered from the past several quarters, with quarterly results displayed in a table and graphed over a timeline within the tool. There is space for states to optionally insert the new goals. If this feature is used, the tool will display a comparison of the most recent rolling-four-quarter outcomes with the new goal. This data provides a starting point for target setting.

### **PYs 20-21 PERFORMANCE GOALS**

Economic conditions are fluctuating in 2020, and recovery periods may vary widely from state to state. Impacts from the current crisis and subsequent recovery will be slow to affect performance outcomes in the rolling-four-quarter reports. States will generally determine their performance goals with assistance from their Grant Officer Technical Representative to ensure that the targets set are reasonable and do not include extreme, unwarranted deviation from past performance data.

### **WEIGHTED MEASURES**

Historically, VETS has used a weighted performance measure where a veteran receiving an individualized career service received a weight of 1.25 (as opposed to 1.0) in the numerator. This

was designed, in part, to encourage delivery of intensive services. These weighted outcomes of the performance indicators will be reported in the VETS annual report to Congress; however, states will not negotiate weighted measures.

## **WORKFORCE INTEGRATED PERFORMANCE SYSTEM (WIPS)/PERFORMANCE REPORTING**

WIPS launched on October 1, 2016, and is the integrated performance system used to capture JVSG performance data. All JVSG performance indicators for the Disabled Veterans' Outreach Program specialists and Wagner-Peyser staff services to veterans are reported through WIPS in accordance with the quarterly performance due dates as indicated in [Veterans' Program Letter \(VPL\) 07-19](#). Visit <https://www.doleta.gov/performance/wips/> for additional information regarding WIPS, including quick start guides, pre-recorded demonstrations, system release notes, and frequently asked questions.

## **INDIVIDUALIZED CAREER SERVICES (ICS) RATES**

States achieved VETS' goal of reaching a nationwide individualized career service rate of 90% by the end of FY 2016. VETS will continue to monitor each state's ICS rate; however, this rate will not be a target or performance goal for PY 2020-2021.

## **STRATEGIES TO IMPROVE PERFORMANCE**

The Director of Veterans' Employment and Training Service (DVET) is instrumental in assisting the state to overcome challenges or circumstances that impact performance outcomes, and in recommending strategies designed to improve the state's capacity to meet all performance goals. If any deficiency in meeting a 90% threshold of a performance goal continues after a year of technical assistance, the DVET, in consultation with the appropriate VETS Regional Administrator (RAVET), may require the state to submit a corrective action plan in accordance with 20 CFR 1001.130 and 1001.166.

## **ACTIONS REQUIRED**

1. By close of business November 13, 2020, the state workforce agency will forward the performance targets to the respective DVET.

NOTE: States are only expected to submit their six targets via email; no memo is required.

2. By November 27, 2020, the DVET will forward the state's targets to the RAVET for review.
3. By December 11, 2020, the RAVET will update an internal tracking sheet with the targets as determined by the states, and confirm each state's targets via signed memo.

## **INQUIRIES**

Questions regarding this guidance should be directed to the DVET.

## **ATTACHMENT**

[PY20 JVSG Performance Negotiation Tool](#) (XLSX)