

# JVSG Performance Targets TAG

## Technical Assistance Guide (TAG) for Jobs for Veterans State Grant (JVSG) Performance Targets

VPL 01-22  
Attachment #4

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## **Introduction**

This Technical Assistance Guide (TAG) will assist state staff with establishing biennial performance targets for the Jobs for Veterans State Grant (JVSG) program.

States must identify and set performance targets for specific indicators for direct services provided by JVSG in their State Plans. These performance targets will be reviewed and updated (as appropriate) during the mid-point modification process. The established JVSG targets will cover veterans served by JVSG staff only.

As outlined in [Training and Employment Guidance Letter \(TEGL\) 10-16, Change 1](#), the Workforce Innovation and Opportunity Act (WIOA) establishes six primary indicators of performance. JVSG conforms to the three employment-related primary indicators of performance. The established JVSG targets will cover veterans served by JVSG staff only.

## **Establishing Performance Targets**

Informed by state demographics, current economic conditions, labor market information, and historical performance data, states must determine and set evidence-based performance targets for the following three employment-related primary indicators of performance:

1. Employment Rate – 2<sup>nd</sup> Quarter After Exit: The percentage of participants who are in unsubsidized employment during the second quarter after exit from the program.
2. Employment Rate – 4<sup>th</sup> Quarter After Exit: The percentage of participants who are in unsubsidized employment during the fourth quarter after exit from the program.
3. Median Earnings – 2<sup>nd</sup> Quarter After Exit: The median earnings of participants who are in unsubsidized employment during the second quarter after exit from the program.

Performance outcomes will be calculated in accordance with the detailed specifications described on the amended Office of Management and Budget-approved form for the Department of Labor's (DOL) WIOA quarterly performance reports, the ETA-9173 Program Performance Report Template.

VETS continues to evaluate potential performance indicators appropriate for Local Veterans' Employment Representative (LVER) staff. Once a decision is reached, additional guidance will be issued regarding implementation for the JVSG program.

## **State Performance Target Tool**

To assist states in reviewing historical performance data, and as a starting point for target-setting, Veterans' Employment and Training Service (VETS) has developed a State Performance Target Tool, posted on the [VETS JVSG Forms website](#), which will be updated biennially. The tool consists of a spreadsheet with JVSG performance outcomes by state. A drop-down menu at the top of the spreadsheet allows for selection of the desired state. Once the desired state is selected, the tool automatically displays that state's WIOA-based historical performance outcomes. There

is space for states to optionally insert their proposed new goals. If this feature is used, the tool will display a comparison of the most recent rolling-four-quarter outcomes with the proposed new goal.

Economic conditions will likely vary widely from state to state, and may be impacted by unforeseen circumstances. States will generally determine their performance goals with assistance from their Grant Officer's Technical Representative (GOTR) to ensure that the performance targets set are evidence-based and do not grossly deviate above or below past performance data, notwithstanding unforeseen circumstances. In the event new proposed goals grossly deviate from past performance data, the GOTR will request supplemental information to explain the deviation, which the GOTR will take into consideration during the goal-setting process.

### **Performance Reporting**

DOL launched the Workforce Integrated Performance System (WIPS) on October 1, 2016, which is used to capture JVSG performance data. All JVSG performance indicators for Disabled Veterans' Outreach Program (DVOP) specialists are reported through WIPS in accordance with guidance from DOL Employment and Training Administration.

Visit [ETA's WIPS resource page](#) for additional information regarding WIPS, including quick start guides, pre-recorded demonstrations, system release notes, and frequently asked questions.

### **Individualized Career Services Rate**

States achieved VETS' goal of reaching a nationwide individualized career services (ICS) rate of 90 percent by the end of fiscal year (FY) 2016. VETS will continue to monitor each state's ICS rate against the 90-percent standard.

### **Strategies to Improve Performance**

States must submit a [Technical Performance Narrative](#) (TPN) as part of their JVSG quarterly reports. Elements of submitted TPNs highlight best practices, issues, and challenges. The Directors for Veterans' Employment and Training (DVETs) are able to use these reports to share best practices and support states in overcoming challenges and circumstances that impact performance outcomes, as well as recommend strategies to improve the state's capacity to meet all performance goals.

If any deficiency in meeting a 90-percent 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](#).

## **Appendix A: Common Terminology**

**Corrective Action Plan** – Written plan with action steps stating how an entity will correct deficiencies, including detailed, specific steps to be taken and an estimated date the problem will be resolved.

**Fiscal Year** – For federal government purposes, any 12-month period beginning on October 1<sup>st</sup> and ending on September 30<sup>th</sup>. JVSG funds are appropriated, allocated, and administered on a FY basis.

**Performance Target** – Level of performance established by the grantee which must be met in order for the performance unit to be fully earned.

**Program Year** – The 12-month period beginning July 1<sup>st</sup> and ending on June 30<sup>th</sup> of the following year. States are required to administer their JVSG State Plans and performance on a PY basis.

**State Performance Target Tool** – Tool designed by DOL to calculate WIOA performance indicator outcomes using historic data from Disabled Veterans' Outreach Program (DVOP) services.

**State Plan/Four-Year Plan** – Required plan under WIOA outlining the four-year workforce development strategy for each state's workforce development system.

**Wagner-Peyser** – The Wagner-Peyser Act established the Employment Service program, which is a nationwide system of public employment offices that provide public labor exchange services. The Employment Service program is designed to improve the functioning of the nation's labor markets by bringing together individuals seeking employment with employers seeking workers.

**Workforce Innovation and Opportunity Act (WIOA)** – Signed into law on July 22, 2014, WIOA is designed to help job seekers access employment, education, training, and support services to succeed in the labor market and to match employers with the skilled workers they need to compete in the global economy. WIOA supersedes Titles I and II of the Workforce Investment Act of 1998 (WIA) and amends the Wagner-Peyser Act and the Rehabilitation Act of 1973.

**Appendix B: References and Documentation**

[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

[JVSG State Performance Target Tool](#)

[VPL 07-19](#), Jobs for Veterans State Grant Recurring Report Requirements

[Employment and Training Administration's Workforce Integrated Performance System \(WIPS\) site](#)

[Technical Performance Narrative Form](#)

[20 CFR 1001.130](#), Determination of Compliance