

Summit/Medina Workforce Development Board

PERFORMANCE COMMITTEE

MEETING MINUTES

September 7, 2016

Acme Fresh Market Community Room

3979 Medina Rd

Akron, OH 44333

WDB Members Present:	Sharlene Chesnes, Board Vice Chair; Robert DeJournett, Committee Chair; Anthony Esposito, Board Chair; Michelle Moran; Joan Pritchett
WDB Members Absent:	Jessica Heid
Guests and Staff Present:	Daniel Grantham; William Hanigan; Christine Marshall; Sharon Parry; Carol Wargo

I. Call to Order

The meeting was called to order at 8:06 A.M. by Robert DeJournett, Performance Committee Chair, at 8:06 AM. Those present introduced themselves.

II. Approval of minutes

Joan Pritchett made a motion to approve the draft minutes from the July 1, 2016 Performance Committee Meeting. The motion was seconded by Michelle Moran. The minutes were approved.

III. Reports

There were no reports.

IV. Old/Unfinished Business

Discussion of Performance Measure Negotiation process with the State

- Carol Wargo, Workforce Consultant, introduced Sharon Parry, Former Workforce Development Board Director of Stark County and Consultant.
- Parry expressed that her presence at the meeting was to explain the process of negotiating Performance Measures with the State of Ohio. Parry furnished four attachments for Performance Committee members which explained/illustrated:
 - Parameters for performance negotiation
 - An overview of the standards that the State of Ohio negotiated with the U.S. Department of Labor (DOL)
 - An analysis of Program Year (PY) 2014 (July 1, 2014 – June 30, 2015) Workforce Investment Act (WIA) outcomes restated as Workforce Innovation and Opportunity Act (WIOA) outcomes and PY15 actuals for Q2 and Q3.
 - An overview of customer demographics for PY14 and PY15.

Summit/Medina Workforce Development Board

- Discussion of parameters for performance negotiation handout
 - Parry explained that the State first determines its desired performance standards. Second, the State brings the desired standards before the DOL for negotiation. Once an agreement is reached between the State and DOL, the DOL-approved State measures are brought before local workforce areas for negotiation. The purpose of the day's Committee meeting was to complete this phase of negotiation by the September 9, 2016 deadline. If future negotiations with the State are on a tight deadline in the future, Area 2 may request additional time.
 - Parry expressed that when negotiating performance measures, local areas must first have strong data collection and analysis to deviate from State-negotiated measures, especially when requesting lowered standards. Second, local areas typically should not negotiate higher standards. Finally, local areas that opt out of negotiation should alert their chief local elected officials (CLEOs) to explain why.

- Discussion of overview of DOL-approved State performance measures handout
 - Parry identified those DOL-approved performance measures which deviate from the State's desired measures. Most deviation occurred under WIOA youth.
 - In terms of performance measurement, Parry expressed that a major difference between WIA and WIOA is DOL's focus on median data vs. average data.
 - **Median** – the middle point of the dataset's range (WIOA)
 - **Average** – the sum of all data divided by total number data points (WIA)
 - ❖ If determined using the same dataset, the average and median can differ dramatically – averages are easily skewed by outliers whereas outlier impact on median is significantly less.
 - **Baseline Indicator** – *the actual, real time service data that is not based on exiting services.*
 - Parry explained that the State and DOL still need to determine:
 - 1) reasonable standards for related WIOA jobseeker services, and;
 - 2) a methodology for gauging business services performance.As such, the baseline indicator is used for effectiveness in serving employers and Adult/ Dislocated/Youth measureable skills gains.

- Discussion of WIA/WIOA outcomes analysis handouts
 - Parry expressed that the parameters for meeting, exceeding, or failing a given performance standard:
 - **Exceeds** – Meets 105% or more of the performance standard
 - **Meets** – Meets 90% to 104.9% of the performance standard
 - **Fails** – Meets less than 90% of the performance standard

Summit/Medina Workforce Development Board

- Parry explained that given these parameters, almost all of Area 2's program performance measurements for PY14 and Q3 and Q4 of PY15 met or exceeded the standards negotiated for PY16 and 17. The exception is Adult Q4 Retention Rate, which failed by 0.1%, and the difference is not significant enough to justify negotiation of a lower standard. Overall, Area 2 exceeded 6 performance standards, met 4, and failed to meet one.
- Parry expressed that in addition to Area 2's overall performance, the State will examine Medina and Summit Counties performance data separately.
 - Wargo expressed that this was because one county should not be carrying the weight of the whole area.
- Based on the analysis of actual performance, Parry expressed her opinion that the Performance Committee accept the State's performance measures without further negotiation.
- Performance Committee's Decision on Performance Measure Negotiation
 - DeJournett suggested that the Performance Committee decline further performance measure negotiations with the state and accepted them as is. DeJournett expressed further that by looking at quarterly data as it becomes available, the performance committee will be able to address any anomalies. Those present voiced agreement with this decision.
 - Christine Marshall, Deputy Director, Workforce Development, Summit County Department of Job and Family Services, inquired as to how the Performance Committee would record this decision.
 - Parry responded that the decision should be recording in the meeting minutes, and that she would provide write-up on the Committee's recommendation for the next Full Board meeting.

V. Adjournment

DeJournett made a motion to adjourn the meeting. Sharlene Chesnes, Board Vice Chair, seconded the motion. The meeting was adjourned at 9:10 AM.

Respectfully Submitted,
Daniel Grantham, Executive Assistant
Summit County Department of Job and Family Services.