




**POLICY ISSUANCE 2014-14**

**Maryland's Program Year (PY) 2014 Performance Goals | October 10, 2014**

**Workforce Investment Act (WIA) Title 1B Programs & Wagner-Peyser Act Funded Activities**

**TO:** Local Workforce Investment Area (LWIA) directors  
Division of Workforce Development and Adult Learning (DWDAL) staff

**FROM:** Division of Workforce Development and Adult Learning  
Maryland Department of Labor, Licensing and Regulation 

**SUBJECT:** Maryland's Program Year (PY) 2014 Performance Goals:  
Workforce Investment Act (WIA) Title 1B Programs & Wagner-Peyser Act Funded Activities

**PURPOSE:** To inform Maryland Local Workforce Investment Areas (LWIA) directors of the final negotiated WIA performance goals and performance levels for the Wagner-Peyser funded activities for PY 2014;

**ACTION:** Local Workforce Investment Area (LWIA) directors and American Job Center (AJC) administrators must ensure that all appropriate employees are aware of and receive copies of this policy. DWDAL policies are available [on the DLLR website](#). LWIA directors and AJC administrators should develop and administer programs that meet or exceed performance goals established in this policy.

**EFFECTIVE:** July 1, 2014

**EXPIRATION:** June 30, 2015

**QUESTIONS:** Lynda Weber  
Statewide Manager, Data Quality  
410.767.2902  
[lynda.weber@maryland.gov](mailto:lynda.weber@maryland.gov)

Erin Roth  
Director of Policy, DWDAL  
410.767.5870  
[erin.roth@maryland.gov](mailto:erin.roth@maryland.gov)

\*\*\*\*\*

# TABLE OF CONTENTS

## MARYLAND’S PY 2014 PERFORMANCE GOALS: WIA TITLE 1B & WAGNER-PEYSER ACT FUNDED ACTIVITIES

<b>CANCELLATIONS.....</b>	<b>page 3</b>
<b>GENERAL INFORMATION.....</b>	<b>pages 4-7</b>
State Negotiated Performance Planning.....	page 4
Performance Measures.....	pages 4-7
Maryland WIA Adult Program.....	page 4
Maryland WIA Dislocated Worker Program.....	page 5
Maryland WIA Youth Program.....	page 6
Maryland Wagner-Peyser Act Funded Activities.....	page 7
<b>PY 2014 WIA &amp; WAGNER-PEYSER STATE PERFORMANCE GOALS.....</b>	<b>page 8</b>
<b>LOCALLY ADJUSTED AVERAGE EARNINGS.....</b>	<b>pages 9-11</b>
WIA Adult & Dislocated Worker Programs: PY 2014 Average Earnings.....	page 9
Wagner-Peyser Act Activities: PY 2014 Average Earnings.....	page 9
WIA Adult & Dislocated Worker Programs: PY 2009-2014 Average Earnings.....	page 10
Wagner-Peyser Act Activities: PY 2005-2014 Average Earnings.....	page 11
<b>REFERENCES.....</b>	<b>page 12</b>

## CANCELLATIONS

The following are hereby **cancelled and replaced** by this policy issuance.

- Workforce Investment Field Instruction (WIFI) 01-13, “Maryland’s Program Year (PY) 2013 Performance Goals for the WIA Title 1B Programs and Wagner-Peyser Funded Activities,” dated September 24, 2013;
- WIFI 5-12 Change 1, “Modification of the State of Maryland’s Program Year (PY) 2012 Performance Goals for the WIA Title 1B Programs and Wagner-Peyser Act Funded Activities,” dated February 11, 2013;
- WIFI 5-12, “WIA Title 1B and Wagner-Peyser Performance Goals for Program Year (PY) 2012,” dated August 17, 2012;
- WIFI 02-11, “Performance Standards for Workforce Investment Act Title 1B Programs and Wagner-Peyser Act Funded Activities for Program Year 2011, dated September 6, 2011;
- WIFI 08-10, “Re-Negotiated WIA and Wagner-Peyser Performance Goals for Program Year (PY) 2010, dated May 24, 2011;
- WIFI 04-10, “Maryland’s Program Year (PY) 2010-11 Performance Goals for the WIA Title 1B Programs and Wagner-Peyser Act Funded Activities,” dated October 1, 2010;
- WIFI 02-09 Change 1, “Re-Negotiated Performance Goals for the Workforce Investment Act Wagner-Peyser Act Funded Activities for Program Year 2009,” dated August 24, 2010;
- WIFI 02-09, “Maryland’s Program Year (PY) 2009 Performance Goals for the WIA Title 1B Programs and Wagner-Peyser Act Funded Activities,” dated July 23, 2009;
- WIFI 01-09, “Re-Negotiated Performance Goals for the Workforce Investment Act Title 1B Programs and Wagner-Peyser Act Funded Activities for Program Year 2008,” dated July 8, 2009;
- WIFI 9-06, “Negotiated WIA and Wagner-Peyser Performance Goals for Program Year (PY) 2006,” dated February 26, 2007;
- WIFI 6-02 Change 1, “Negotiated Performance Goals for Program Years Four and Five Under Title 1 of the Workforce Investment Act,” dated August 25, 2003;
- WIFI 6-02, “Negotiated Performance Goals for Program Years Four and Five Under Title 1 of the Workforce Investment Act,” dated May 30, 2003.

# GENERAL INFORMATION

## STATE NEGOTIATED PERFORMANCE PLANNING

Under the Workforce Investment Act (WIA) and the Wagner-Peyser Act, each program year, states are required to use analyses of past performance, economic factors impacting performance and regression targets, to propose expected levels of upcoming performance to the U.S. Department of Labor (USDOL)'s Employment and Training Administration (ETA). ETA reviews the proposed performance goals and begins a negotiation process on these goals with states. Once a state and ETA have successfully agreed upon performance levels, the ETA Regional Administrator officially confirms the finalized performance levels.

## PERFORMANCE MEASURES

For Program Year (PY) 2014, Maryland's performance measures include 12 goals for both WIA Title 1B and Wagner-Peyser funded activities. Nine of the performance measures are for WIA Title 1B Programs, which are comprised of Adult, Dislocated Worker, and Youth programs. Three of the performance measures are for Wagner-Peyser Act funded activities.

The following series of charts provides details on all nine WIA measures for Adult, Dislocated Worker, and Youth programs as well as the three Wagner Peyser Act measures.

### Maryland WIA Adult Program

The following chart provides details on Maryland's three performance measures for the WIA Adult Program.

<b>Maryland WIA Adult Program Performance Measures for PY 2014</b>	
<b>Entered Employment Rate</b>	<i>Of those who are not employed at the date of participation:</i>  The number of Adult participants who are employed in the first quarter after the exit quarter <i>divided by</i> the number of Adult participants who exit during the quarter
<b>Employment Retention Rate</b>	<i>Of those who are employed in the first quarter after the exit quarter:</i>  The number of Adult participants who are employed in both the second and third quarters after the exit quarter <i>divided by</i> the number of Adult participants who exit during the quarter
<b>Average Earnings</b>	<i>Of those Adult participants who are employed in the first, second and third quarters after the exit quarter:</i>  Total earnings in the second plus the total earnings in the third quarters after the exit quarter <i>divided by</i> the number of Adult participants who exit during the quarter

## Maryland WIA Dislocated Worker Program

The following chart provides details on Maryland's three performance measures for the WIA Dislocated Worker Program.

<b>Maryland WIA Dislocated Worker Program Performance Measures for PY 2014</b>	
<b>Entered Employment Rate</b>	<p><i>Of those Dislocated Worker participants who are not employed at the date of participation:</i></p> <p>The number of Dislocated Worker participants who are employed in the first quarter after the exit quarter <i>divided by</i> the number of Dislocated Worker participants who exit during the quarter</p>
<b>Employment Retention Rate</b>	<p><i>Of those Dislocated Worker participants who are employed in the first quarter after the exit quarter:</i></p> <p>The number of Dislocated Worker participants who are employed in both the second and third quarters after the exit quarter <i>divided by</i> the number of Dislocated Worker participants who exit during the quarter</p>
<b>Average Earnings</b>	<p><i>Of those Dislocated Worker participants who are employed in the first, second and third quarters after the exit quarter:</i></p> <p>Total earnings in the second plus the total earnings in the third quarters after the exit quarter <i>divided by</i> the number of Dislocated Worker participants who exit during the quarter</p>

## Maryland WIA Youth Program

The following chart provides details on Maryland's three performance measures for the WIA Youth Program.

<b>Maryland WIA Youth Program Performance Measures for PY 2014</b>	
<b>Literacy and Numeracy Gains Rate</b>	<p><i>First Year Formula: Of those out-of-school youth who are basic skills deficient:</i></p> <p>The number of youth participants who increase one or more educational functioning levels <i>divided by</i> the number of youth participants who have completed a year in the program (i.e., one year from the date of first youth program service) plus the number of youth participants who exit before completing a year in the youth program</p> <p><i>Subsequent Years Formula: Of those out-of-school youth who are basic skills deficient:</i></p> <p>The number of youth participants who increase one or more educational functioning levels divided by the number of youth participants who have completed a year in the program (i.e., the anniversary date of their first youth service occurs during the reporting period)</p>
<b>Attainment of Degree or Certificate Rate</b>	<p><i>Of those enrolled in education (at the date of participation or at any time during the program):</i></p> <p>The number of youth participants who attain a diploma, GED®, or certificate by the end of the third quarter after the exit quarter <i>divided by</i> the number of youth participants who exit during the quarter</p>
<b>Employment or Education Placement Rate</b>	<p><i>Of those who are not in post-secondary education or employment (including the military) at the date of participation:</i></p> <p>The number of youth participants who are in employment (including the military) or enrolled in post-secondary education or advanced training or occupational skills training or qualified apprenticeship in the first quarter after the exit quarter <i>divided by</i> the number of youth participants who exit during the quarter</p>

## Maryland Wagner-Peyser Act Funded Activities

The following provides details on Maryland's three performance measures for the Wagner-Peyser Act funded activities for PY 2014.

<b>Maryland Wagner-Peyser Act Funded Activities Performance Measures for PY 2014</b>	
<b>Entered Employment Rate</b>	<i>Of all those who are not employed at the date of participation:</i>  The number of participants who are employed in the first quarter after the exit quarter <i>divided by</i> the number of participants who exit during the quarter
<b>Employment Retention Rate</b>	<i>Of all those who are employed in the first quarter after the exit quarter:</i>  The number of participants who are employed in both the second and third quarters after the exit quarter <i>divided by</i> the number of participants who exit during the quarter
<b>Average Earnings</b>	<i>Of all those participants who are employed in the first, second and third quarters after the exit quarter:</i>  Total earnings in the second plus the total earnings in the third quarters after the exit quarter <i>divided by</i> the number of participants who exit during the quarter

## PY 2014 WIA & WAGNER-PEYSER STATE PERFORMANCE GOALS

Maryland and the ETA have agreed to the following 12 performance goals for PY 2014. These performance goals must be incorporated into the State's Strategic Plan for the WIA and Wagner-Peyser Act.

<b>Maryland WIA and Wagner-Peyser Act Performance Goals for PY 2014</b>	
<b>Maryland Program</b>	<b>PY 2014 Performance Goal</b>
<b>WIA Adult Program</b>	
Entered Employment Rate	82%
Employment Retention Rate	89%
Average Earnings*	\$16,500
<b>WIA Dislocated Worker Program</b>	
Entered Employment Rate	87%
Employment Retention Rate	91%
Average Earnings*	\$19,500
<b>WIA Youth Program</b>	
Literacy and Numeracy Gains Rate	70%
Attainment of Degree or Certificate Rate	76%
Placement in Employment or Education Rate	73%
<b>Wagner-Peyser Act Activities</b>	
Entered Employment Rate	55%
Employment Retention Rate	81%
Average Earnings*	\$15,000

\* Average Earnings listed above are the State standards. The PY 2014 locally adjusted average earnings can be found in, "Local Adjusted Average Earnings, pages 9-11 of this policy.



## LOCALLY ADJUSTED AVERAGE EARNINGS

### WIA ADULT & DISLOCATED WORKER PROGRAMS: PY 2014 AVERAGE EARNINGS

The following chart provides Maryland's PY 2014 locally adjusted average earnings standards for the WIA Adult and Dislocated Worker programs.

Locally Adjusted Average Earnings - PY 2014 Standards WIA Adult and Dislocated Worker Programs		
County	Adult Program Average Earnings	Dislocated Worker Program Average Earnings
Anne Arundel	\$21,879	\$24,784
Baltimore County	\$22,620	\$19,747
Baltimore City	\$12,316	\$14,203
Frederick	\$20,002	\$21,975
Lower Shore	\$10,048	\$16,181
Montgomery	\$18,156	\$21,081
Mid Maryland	\$17,997	\$22,157
Prince George's	\$16,081	\$26,040
Southern Maryland	\$12,819	\$18,808
Susquehanna	\$17,309	\$17,839
Upper Shore	\$10,252	\$12,421
Western Maryland	\$14,938	\$16,126

### WAGNER-PEYSER ACT ACTIVITIES: PY 2014 AVERAGE EARNINGS

The following chart provides PY 2014 locally adjusted average earnings standards for Maryland's Wagner-Peyser funded activities.

Locally Adjusted Average Earnings – PY 2014 Standards Wagner-Peyser Act Funded Activities	
County	Wagner Peyser Funded Activities Average Earnings
Anne Arundel	\$15,897
Baltimore County	\$15,691
Baltimore City	\$11,431
Frederick	\$17,770
Lower Shore	\$10,889
Montgomery	\$17,919
Mid Maryland	\$20,115
Prince George's	\$17,011
Southern Maryland	\$16,022
Susquehanna	\$15,262
Upper Shore	\$12,180
Western Maryland	\$11,718

## WIA ADULT & DISLOCATED WORKER PROGRAMS: PY 2009- 2014 AVERAGE EARNINGS

The following chart provides data produced by DWDAL's Office of Workforce Information and Performance (OWIP), containing the PY 2009 – PY 2013 actual average earnings. OWIP used this information to calculate PY 2014's locally adjusted average earnings standards for the WIA Adult and Dislocated Worker programs.

### WIA Adult Average Earnings PY 2009-PY 2013 and PY 2014 Standards

WIA Adult	State	AA	BCO	BCI	FR	LS	MG	MM	PG	SM	SQ	US	WM
	Earnings	Earnings	Earnings	Earnings	Earnings	Earnings	Earnings	Earnings	Earnings	Earnings	Earnings	Earnings	Earnings
<b>PY 2009</b>	\$14,790	\$9,632	\$23,110	\$12,045	\$16,771	\$9,196	\$13,050	\$17,319	\$13,308	\$10,991	\$15,214	\$10,671	\$12,458
<b>PY 2010</b>	\$16,714	\$23,765	\$18,965	\$12,807	\$20,667	\$9,852	\$20,828	\$19,966	\$14,003	\$15,804	\$16,262	\$8,867	\$15,437
<b>PY 2011</b>	\$16,893	\$23,001	\$23,690	\$11,435	\$19,239	\$9,743	\$18,294	\$17,853	\$17,291	\$11,474	\$18,841	\$11,290	\$15,550
<b>PY 2012</b>	\$15,345	\$19,477	\$22,021	\$12,029	\$19,024	\$10,098	\$16,421	\$15,164	\$17,361	\$14,464	\$14,684	\$10,595	\$15,248
<b>PY 2013</b>	\$16,329	\$22,055	\$20,923	\$11,525	\$20,486	\$9,797	\$19,685	\$14,683	\$20,067	\$10,572	\$17,449	\$8,738	\$13,913
<b>Total/Avg.</b>	\$16,009	\$21,228	\$21,947	\$11,950	\$19,407	\$9,750	\$17,616	\$17,461	\$15,603	\$12,438	\$16,794	\$9,947	\$14,493
<b>PY 2014 State Standards</b>	<b>\$16,500</b>												
<b>% Increase</b>	<b>3.1%</b>												
<b>PY 2014 Local Standards</b>		<b>\$21,879</b>	<b>\$22,620</b>	<b>\$12,316</b>	<b>\$20,002</b>	<b>\$10,048</b>	<b>\$18,156</b>	<b>\$17,997</b>	<b>\$16,081</b>	<b>\$12,819</b>	<b>\$17,309</b>	<b>\$10,252</b>	<b>\$14,938</b>
<b>PY 13 Local Standards</b>		\$20,108	\$21,634	\$12,212	\$19,166	\$9,659	\$16,614	\$17,981	\$14,714	\$12,645	\$16,978	\$10,627	\$14,813

### WIA Dislocated Worker Average Earnings PY 2009- PY 2013 and PY 2014 Standards

Dislocated Workers	State	AA	BCO	BCI	FR	LS	MG	MM	PG	SM	SQ	US	WM
	Earnings	Earnings	Earnings	Earnings	Earnings	Earnings	Earnings	Earnings	Earnings	Earnings	Earnings	Earnings	Earnings
<b>PY 2009</b>	\$16,650	\$13,461	\$18,489	\$14,441	\$17,043	\$15,351	\$16,488	\$18,303	\$20,485	\$19,632	\$15,477	\$10,866	\$15,822
<b>PY 2010</b>	\$19,693	\$29,458	\$19,349	\$15,518	\$23,597	\$15,489	\$25,189	\$22,110	\$28,943	\$19,779	\$16,840	\$11,538	\$16,295
<b>PY 2011</b>	\$19,446	\$26,605	\$19,319	\$12,302	\$19,735	\$10,634	\$24,129	\$22,472	\$24,699	\$17,443	\$19,901	\$11,940	\$16,589
<b>PY 2012</b>	\$18,924	\$21,692	\$19,883	\$14,386	\$23,862	\$23,215	\$18,789	\$20,514	\$26,134	\$19,515	\$16,345	\$13,367	\$15,923
<b>PY 2013</b>	\$20,127	\$24,529	\$20,390	\$12,918	\$21,616	\$17,430	\$21,739	\$22,908	\$28,179	\$17,855	\$17,358	\$13,450	\$14,877
<b>Total/Avg.</b>	\$19,180	\$24,378	\$19,423	\$13,970	\$21,615	\$15,898	\$20,735	\$21,794	\$25,613	\$18,499	\$17,546	\$12,217	\$15,861
<b>PY 2014 State Standards</b>	<b>\$19,500</b>												
<b>% Increase</b>	<b>1.7%</b>												
<b>PY 2014 Local Standards</b>		<b>\$24,784</b>	<b>\$19,747</b>	<b>\$14,203</b>	<b>\$21,975</b>	<b>\$16,181</b>	<b>\$21,081</b>	<b>\$22,157</b>	<b>\$26,040</b>	<b>\$18,808</b>	<b>\$17,839</b>	<b>\$12,421</b>	<b>\$16,126</b>
<b>PY 2013 Local Standards</b>		\$24,158	\$19,005	\$14,168	\$21,218	\$13,949	\$20,301	\$20,988	\$24,353	\$18,375	\$17,731	\$12,218	\$15,829

## WAGNER-PEYSER ACT ACTIVITIES: PY 2005- 2014 AVERAGE EARNINGS

The following chart provides data, produced by DWDAL's Office of Workforce Information and Performance (OWIP), containing the past quarterly program data on actual average earnings. OWIP used this information to calculate PY 2014's local adjusted average earnings standards for the Wagner-Peyser Act funded activities.

<b>Wagner-Peyser Act Funded Activities Average Earnings PY 2005- PY 2014 Standards</b>													
Wagner-Peyser	State	AA	BCO	BCI	FR	LS	MG	MM	PG	SM	SQ	US	WM
<b>Program Year</b>	Earnings	Earnings	Earnings	Earnings	Earnings	Earnings	Earnings	Earnings	Earnings	Earnings	Earnings	Earnings	Earnings
2005 QTR 3	\$11,631	\$12,934	\$12,032	\$10,684	\$12,744	\$8,316	\$14,225	\$16,251	\$13,814	\$12,166	\$12,367	\$13,530	\$11,195
2005 QTR 4	\$11,622	\$12,815	\$13,686	\$10,100	\$13,611	\$8,313	\$12,460	\$15,831	\$12,982	\$13,164	\$13,341	\$11,229	\$10,445
2006 QTR 1	\$11,884	\$13,872	\$13,660	\$9,489	\$15,983	\$9,304	\$14,597	\$16,129	\$12,669	\$13,670	\$12,726	\$10,875	\$9,969
2006 QTR 2	\$11,504	\$12,112	\$12,917	\$9,247	\$12,863	\$9,317	\$13,561	\$15,968	\$13,753	\$12,114	\$12,222	\$10,647	\$9,566
2006 QTR 3	\$11,999	\$13,494	\$13,550	\$9,678	\$15,555	\$9,133	\$15,610	\$16,582	\$13,556	\$13,046	\$12,785	\$10,155	\$10,038
2006 QTR 4	\$13,139	\$14,779	\$14,807	\$10,062	\$16,238	\$9,695	\$16,645	\$17,799	\$14,471	\$13,921	\$14,149	\$11,290	\$10,171
2007 QTR 1	\$13,837	\$16,109	\$15,872	\$10,212	\$16,948	\$9,781	\$17,159	\$18,279	\$15,175	\$14,531	\$15,070	\$11,007	\$11,018
2007 QTR 2	\$13,455	\$14,983	\$14,685	\$10,291	\$16,409	\$9,698	\$16,388	\$17,837	\$14,765	\$14,834	\$14,015	\$11,014	\$10,393
2007 QTR 3	\$13,992	\$14,364	\$15,419	\$10,905	\$18,044	\$9,998	\$16,278	\$19,511	\$16,124	\$15,734	\$15,030	\$11,822	\$10,536
2007 QTR 4	\$13,910	\$15,150	\$15,721	\$10,699	\$14,574	\$10,500	\$16,196	\$20,292	\$15,492	\$14,778	\$14,647	\$11,395	\$10,624
2008 QTR 1	\$11,674	\$13,790	\$15,982	\$10,615	\$16,575	\$9,707	\$15,383	\$19,594	\$15,332	\$13,884	\$15,796	\$11,962	\$10,558
2008 QTR 2	\$13,749	\$15,092	\$15,306	\$10,652	\$16,472	\$10,079	\$15,772	\$20,574	\$14,478	\$14,187	\$14,791	\$11,978	\$10,447
2008 QTR 3	\$14,327	\$15,050	\$16,237	\$11,017	\$16,576	\$9,862	\$15,085	\$20,317	\$15,583	\$16,535	\$16,867	\$13,129	\$11,067
2008 QTR 4	\$14,416	\$14,979	\$15,325	\$11,537	\$16,603	\$9,936	\$15,999	\$20,009	\$16,220	\$15,888	\$14,983	\$12,569	\$11,457
2009 QTR 1	\$14,523	\$13,256	\$15,738	\$11,294	\$16,377	\$10,179	\$16,186	\$19,267	\$16,773	\$16,098	\$17,013	\$12,301	\$10,683
2009 QTR 2	\$13,736	\$12,527	\$14,976	\$10,929	\$14,916	\$9,319	\$15,710	\$19,134	\$15,317	\$15,091	\$14,705	\$11,289	\$10,464
2009 QTR 3	\$14,597	\$13,327	\$16,352	\$11,648	\$17,085	\$10,155	\$16,188	\$20,035	\$16,512	\$15,846	\$15,289	\$12,433	\$11,070
2009 QTR 4	\$15,116	\$14,621	\$16,062	\$11,413	\$17,182	\$9,829	\$16,603	\$20,901	\$16,839	\$15,324	\$15,401	\$1,456	\$11,586
2010 QTR 1	\$14,358	\$14,119	\$15,755	\$11,569	\$16,920	\$10,201	\$15,785	\$20,759	\$14,698	\$14,833	\$14,277	\$12,065	\$10,562
2010 QTR 2	\$15,109	\$15,572	\$15,361	\$11,389	\$16,552	\$10,374	\$18,672	\$20,388	\$17,284	\$14,970	\$14,095	\$10,625	\$10,898
2010 QTR 3	\$16,096	\$16,228	\$16,144	\$12,144	\$19,497	\$11,312	\$19,510	\$20,220	\$19,028	\$17,150	\$16,722	\$11,535	\$11,994
2010 QTR 4	\$16,920	\$16,243	\$15,900	\$11,819	\$19,816	\$11,899	\$20,464	\$23,171	\$20,208	\$18,707	\$16,365	\$13,584	\$13,334
2011 QTR 1	\$16,668	\$15,778	\$16,121	\$11,937	\$19,370	\$11,341	\$19,892	\$22,335	\$20,701	\$20,031	\$16,142	\$13,896	\$13,780
2011 QTR 2	\$14,419	\$16,284	\$14,486	\$10,919	\$15,955	\$10,793	\$16,345	\$20,266	\$14,571	\$15,114	\$15,376	\$11,713	\$11,251
2011 QTR 3	\$16,073	\$15,500	\$16,061	\$12,551	\$16,776	\$11,745	\$18,761	\$19,139	\$17,532	\$16,713	\$14,519	\$12,106	\$12,002
2011 QTR 4	\$15,750	\$15,706	\$15,533	\$12,878	\$18,047	\$11,715	\$18,015	\$19,476	\$16,821	\$15,527	\$14,434	\$11,501	\$12,828
2012 QTR 1	\$15,363	\$17,586	\$15,161	\$11,449	\$19,238	\$11,164	\$17,997	\$19,162	\$17,550	\$15,608	\$14,970	\$12,839	\$11,359
2012 QTR 2	\$14,464	\$15,053	\$15,571	\$10,992	\$16,288	\$10,869	\$17,220	\$17,525	\$16,117	\$14,866	\$14,092	\$11,701	\$11,397
2012 QTR 3	\$14,995	\$15,961	\$14,765	\$11,832	\$19,358	\$11,484	\$18,462	\$19,013	\$16,304	\$15,205	\$15,344	\$13,892	\$12,284
2012 QTR 4	\$15,157	\$16,805	\$14,740	\$11,018	\$18,121	\$11,221	\$18,695	\$20,243	\$17,204	\$16,413	\$14,786	\$11,326	\$11,843
2013 QTR 1	\$14,879	\$16,177	\$14,496	\$11,001	\$17,476	\$11,505	\$18,851	\$19,940	\$16,374	\$15,386	\$14,610	\$11,906	\$11,728
2013 QTR 2	\$14,631	\$16,142	\$14,652	\$11,552	\$16,437	\$10,699	\$18,228	\$18,021	\$16,337	\$15,536	\$13,959	\$11,704	\$11,354
2013 QTR 3	\$14,901	\$16,129	\$14,187	\$11,472	\$18,291	\$11,421	\$18,433	\$19,821	\$15,820	\$15,033	\$14,214	\$12,127	\$11,938
2013 QTR 4	\$15,240	\$16,996	\$14,202	\$11,132	\$17,982	\$10,958	\$19,913	\$20,252	\$16,774	\$15,827	\$14,268	\$12,542	\$12,361
<b>Total/Avg.</b>	\$14,469	\$15,335	\$15,136	\$11,026	\$17,141	\$10,504	\$17,285	\$19,403	\$16,409	\$15,455	\$14,721	\$11,749	\$11,304
<b>PY 2014 State Standard</b>	<b>\$15,000</b>												
<b>% Increase</b>	<b>3.7%</b>												
<b>PY 2014 Local Standard</b>		<b>\$15,897</b>	<b>\$15,691</b>	<b>\$11,431</b>	<b>\$17,770</b>	<b>\$10,889</b>	<b>\$17,919</b>	<b>\$20,115</b>	<b>\$17,011</b>	<b>\$16,022</b>	<b>\$15,262</b>	<b>\$12,180</b>	<b>\$11,718</b>
<b>PY 2013 Local Standard</b>		<b>\$15,745</b>	<b>\$15,979</b>	<b>\$11,456</b>	<b>\$17,774</b>	<b>\$10,797</b>	<b>\$17,725</b>	<b>\$20,211</b>	<b>\$17,123</b>	<b>\$16,108</b>	<b>\$15,473</b>	<b>\$12,155</b>	<b>\$11,681</b>

## REFERENCES

### LAW

- *Wagner-Peyser Act of 1933*, as amended by the Workforce Investment Act of 1998;
- *Workforce Investment Act of 1998 (WIA)* (Pub. L. 105-220);

### REGULATION

- 20 Code of Federal Regulations (CFR) Part 652, *Establishment and Functioning of State Employment Services*, dated August 11, 2000.

### U.S. DEPARTMENT OF LABOR GUIDANCE

- TEGL 25-13, *Negotiating Performance Goals for the Workforce Investment Act (WIA) Title 1B Programs and Wagner-Peyser Act Funded Activities for Program Year (PY) 2014*, dated May 15, 2014;
- *WIA Waiver Authority: Increased Flexibility and Improved Programmatic Outcomes*, updated April 8, 2013;
- TEGL 11-01 Change 1, *Guidance on Revising Workforce Investment Act (WIA) State Negotiated Levels of Performance*, dated August 12, 2011;
- TEGL 17-05 Change 2, *Common Measures Policy for the Employment and Training Administration's (ETA) Performance Accountability System and Related Performance Issues*, dated May 20, 2009;
- TEGL 9-07, *Revised Incentive and Sanction Policy for Workforce Investment Act Title 1B Programs*, dated October 10, 2007.
- TEGL 17-05, *Common Measures Policy for the Employment and Training Administration's (ETA) Performance Accountability System and Related Performance Issues*, dated February 17, 2006;
- Training and Employment Notice (TEN) 3-03, *Preparation for Implementation of the Office of Management and Budget (OMB) Common Performance Measures for Job Training and Employment Programs*, dated August 21, 2003;
- TEN 08-02, *Implementation of Common Performance Measures for Job Training and Employment Programs*, dated March 27, 2003.

### ADDITIONAL REFERENCES

- Policy Issuance (PI) 2014-02, *Common Measures Data Reporting and Recording*, dated April 4, 2014;
- *Approved Waivers*, updated January 17, 2014.