

# Pay-For-Performance Report

(GRANTEE) (Workforce Development Board Name - if applicable)

(Contractor Name - if applicable) Page 1

Period Covered: mm/dd/yyyy - mm/dd/yyyy

Program  ALL  WIOA Adult  WIOA Dislocated Worker  WIOA Youth

A WIOA Pay-for-Performance (PFP) contract strategy is a specific type of performance-based contract strategy that places a higher emphasis on performance outcomes and drives better results. In a PFP contract strategy, service providers are paid based on the achievement of specified levels of performance related to WIOA outcomes, rather than being paid for processes or outputs. Local workforce boards may use up to 10% of their WIOA Adult, WIOA Dislocated Worker, and WIOA Youth funds for adult training services and/or youth activities for PFP contract strategies. Where local workforce boards use PFP contract strategies, funds may be available until expended. This extended availability means that, if outcomes are not achieved as hoped, the funds may be used for another PFP purpose. States may also use funds from the Governor's Reserve to support PFP.

Please describe the framework in use for Pay-for-Performance contracts, including performance targets established, time frames for measuring results against targets, payment schedules, and any actual results or other measured indicators achieved so far.

- In your narrative, please address:
- Target populations covered by contracts
  - Other populations or baselines used for comparison purposes to determine performance
  - Indicators of performance, such as:
    - \* Employment Rates for the target population in the second and fourth quarters after exiting services
    - \* Median earnings for the target population
    - \* Credential rates for the target population
    - \* Measurable skill gains for the target population
    - \* Effectiveness in serving employers

Please describe the approach(es) being used to evaluate Pay-for-Performance contracts, either at the individual project level or across projects within the state.

- In your narrative, please address:
- Research questions addressed by the evaluation(s)
  - Design of Pay-for-Performance contracts and programs
  - Approach and methodologies for measuring performance
  - Approach and methodologies for determining successful performance of the contract
  - Challenges to evaluating Pay-for-Performance, either at the project level or across projects
  - Technical assistance that the State is providing to local workforce boards

## Public Burden Statement (1205-0521)

Persons are not required to respond to this collection of information unless it displays a currently valid OMB control number. Respondent's reply to these reporting requirements is required to obtain or retain benefits (Workforce Innovation and Opportunity Act, Section 116). Public reporting burden for this collection of information is estimated to average 25 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate to the Office of Policy Development and Research • U.S. Department of Labor • Room N-5641 • 200 Constitution Ave., NW, • Washington, DC • 20210. **Do NOT send the completed application to this address.**