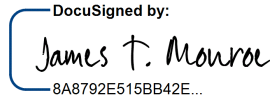




VIRGINIA BOARD OF WORKFORCE DEVELOPMENT

Policy Area: Performance	
Title of Policy: Systemwide Workforce Metrics at the Local Level	Number: VBWD 24-01
Effective Date: March 28, 2024	Approved Date: March 28, 2024
	Approved by:  <small>8A8792E515BB42E...</small>

I. Purpose

The purpose of this policy is to establish implementation of key performance metrics that apply to local delivery of workforce development services across the Commonwealth, including all of Virginia's comprehensive and affiliate American Job Centers (AJCs). The metrics are intended to provide a holistic and outcome-oriented view of service delivery at the local level, in addition to the data already captured at the statewide level. This policy covers all programs delivering services at the local level as reflected in the Memorandum of Understanding for AJC operations in each Local Workforce Development Area (LWDA).

II. References

- Workforce Innovation and Opportunity Act (Pub. L. 113-128) Sections 116 and 121
- Code of Federal Regulations 20 CFR 677.165
- Code of Virginia §2.2-214.3 B5. Responsibilities of the Secretary
- Code of Virginia §2.2-2472. Powers and duties of the Board; Virginia Workforce System created (A)(2), (A)(15) and (I).

III. Policy

The Workforce Innovation and Opportunity Act (WIOA) Section 116 provides states the authority to establish additional performance metrics beyond the federally required indicators of performance. Virginia Code, 2.2-2472 *Powers and duties of the Board; Virginia Workforce System created (A)(2), (A)(15) and (I)*, provides the Board and the Secretary of Labor authority to provide direction and establish quality standards applicable to local workforce development boards and the operation of one-stop centers.

Virginia's 6 Core Workforce Development Metrics

1. Number trained
2. Total number of job placements
3. Total program cost
4. Job retention rate
5. Program cost per placement (or participant if program does not place individuals)
6. Starting and progressed wage growth



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Virginia Works (aka the Department of Workforce Development and Advancement) is charged with developing an implementation plan to include operational definitions, the methodology, process, baselines, and technology to measure these metrics. Virginia Works will engage with the Local Workforce Development Boards (LWDBs) and other stakeholders in the development of the plan and present a plan to the Virginia Board of Workforce Development (VBWD) for review and approval by June 30, 2024.

The VBWD Performance Committee is charged with reviewing the baseline data to establish benchmarks by which future annual reviews would occur, and improvement plans as needed would be set accordingly based on actual results against such benchmarks.

Starting in September 2025, Virginia Works shall report to the VBWD by September 30th of each year, these metrics for each AJC service within each local workforce area, for the previous performance year ending June 30th.