



NOV 15 2012

The Honorable Jeremiah W. (Jay) Nixon
Governor of Missouri
State Capitol Building
Room 216
P.O. Box 720
Jefferson City, Missouri 65102

Dear Governor Nixon:

This letter provides approval of Missouri's State Integrated Workforce Plan for Title I of the Workforce Investment Act (WIA), the Wagner-Peyser Act (W-P), including the W-P Agricultural Outreach Plan, and plans for coordination with Trade Adjustment Assistance (TAA). The Employment and Training Administration (ETA) received the State Plan on August 15, 2012. This letter also responds to Missouri's WIA waiver request.

Training and Employment Guidance Letter (TEGL) No. 21-11, issued on March 27, 2012, and TEGL No. 21-11, Change 1 issued on August 8, 2012 provide guidance for states to submit their State Workforce Plans and waivers for Program Year (PY) 2012 and beyond. We appreciate the State's responsiveness to this guidance.

Plan Review and Approval

ETA has reviewed the Missouri State Integrated Workforce Plan in accordance with Title I of WIA, the Wagner-Peyser Act, the Trade Act (as amended), the corresponding regulations, the State Integrated Workforce Plan Requirements for Workforce Investment Act Title I/Wagner-Peyser Act and Department of Labor Workforce Programs (<http://www.doleta.gov/usworkforce/wia-planning/docs/integrated-planning-guidance.pdf>), TEGL No. 21-11, and TEGL No. 21-11, Change 1. Pursuant to 20 CFR 661.230(e), this letter constitutes a written determination under WIA Section 112 (29 USC 2822) that ETA is approving the WIA Title I, W-P and TAA portions of Missouri's State Plan for the period July 1, 2012 through June 30, 2017, PY 2012-PY 2016. The annual W-P Agricultural Outreach Plan is approved for the period July 1, 2012 through June 30, 2013.

The State is eligible to receive WIA formula allotments for Adult, Dislocated Worker, and Youth programs, and W-P program allotments, effective July 1, 2012 through June 30, 2017.

Performance Levels

Each year, the Regional Administrator negotiates the Program Year's WIA and W-P performance goals with each state. Missouri's goals have been negotiated and the Regional Administrator's letter dated October 19, 2012 advised the State of the PY 2012 WIA and W-P final performance goals. This letter also indicated that Missouri's final performance goals for PY 2012 will be incorporated into the Regional and National Office copies of the State Integrated Workforce Plan. Please include these final PY 2012 goals in the State's official copy of the State Plan. For your convenience, your final negotiated performance goals are enclosed with this letter.

Waiver

As part of Missouri's State Integrated Workforce Plan, the State submitted a request for a waiver of statutory and regulatory requirements under WIA (copy enclosed). The State's request for a waiver is written in the format identified in WIA Section 189(i)(4)(B) and 20 CFR 661.420(c). The disposition of the State's waiver request is outlined below. This action is taken under the Secretary's authority at WIA Section 189(i) to waive certain requirements of WIA Title I, Subtitles B and E, and Sections 8-10 of the Wagner-Peyser Act.

Waiver to permit the State to replace the performance measures at WIA Section 136(b) with the common measures.

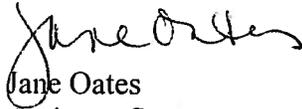
The State is requesting a waiver that allows the State to replace the 17 performance measures under WIA Section 136(b) with the common measures. The State is granted this waiver through June 30, 2017.

This waiver permits the State to negotiate and report WIA outcomes against the common performance measures only, rather than the performance measures described at WIA Section 136(b). The State will no longer negotiate and report to ETA on the following WIA measures: WIA adult and dislocated worker credential rates; participant and employer customer satisfaction; older youth measures; and younger youth measures. The State will use the three adult common performance measures to negotiate goals and report outcomes for the WIA Adult and WIA Dislocated Worker programs. The State will use the three youth common performance measures to negotiate goals and report outcomes for the WIA Youth program. Workforce Investment Act Standardized Record Data system (WIASRD) item 619, Type of Recognized Credential, should be completed for each individual as appropriate, regardless of this waiver to report on common performance measure outcomes only.

The approved waiver is incorporated by reference into the State's WIA Grant Agreement, as provided for under paragraph 3 of the executed Agreement, and is incorporated into the State Integrated Workforce Plan. A copy of this letter should be filed with the State's WIA Grant Agreement and with the approved State Plan. In addition, as described in TEGE No. 29-11, the State should address the impact this waiver has had on the State's performance in the WIA annual performance report, due on October 1 of each year.

We look forward to working together as you implement your State Integrated Workforce Plan for PY 2012 and beyond. We encourage your efforts in exploring the adoption of the American Job Center brand and are available to provide technical assistance. If you have any questions related to the issues discussed above, please contact Lori Crockett Harris, the Federal Project Officer for Missouri, at (312) 596-5496 or at Harris.Lori@dol.gov.

Sincerely,



Jane Oates
Assistant Secretary

Enclosures

cc: Byron Zuidema, Regional Administrator, ETA Chicago Regional Office
Lori Crockett Harris, Federal Project Officer for Missouri

Workforce Investment Act and Wagner-Peyser Act Performance Levels for PY 2012
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Missouri

Workforce Investment Act Performance Levels

<u>Adult Measures</u>	<u>PY 2012</u>
Adult Entered Employment Rate	65.0
Adult Employment Retention Rate	85.0
Adult Six-months Average Earnings	\$11,750

<u>Dislocated Worker Measures</u>	<u>PY 2012</u>
Dislocated Worker Entered Employment Rate	70.0
Dislocated Worker Employment Retention Rate	90.0
Dislocated Worker Six-months Average Earnings	\$14,000

<u>Youth Measures</u>	<u>PY 2012</u>
Youth Placement in Employment or Education	68.0
Youth Attainment of Degree or Certificate	63.0
Youth Literacy and Numeracy Gains	50.0

Wagner-Peyser Act Performance Levels

<u>Measures</u>	<u>PY 2012</u>
Entered Employment Rate	67.0
Employment Retention Rate	81.0
Six-months Average Earnings	\$12,000

Jeremiah W. (Jay) Nixon
Governor



Chris Pieper
Acting Director
Julie Gibson
Director

Division of Workforce Development

August 15, 2012

Heather Fleck
Federal Coordinator
Division of WIA Adult Services and Workforce System
Employment and Training Administration
U.S. Department of Labor
200 Constitution Ave., NW, Room S-4209
Washington, D.C. 20210

Dear Ms. Fleck:

I am pleased to submit the *State of Missouri's Workforce Integrated Plan for Program Years 2012 through 2016* for your review and approval.

This plan was developed using the state planning guidance provided by the U.S. Department of Labor's Employment and Training Administration Training and Employment Guidance Letter (TEGL) No. 21-11. The state is submitting this plan under Option 1 – Integrated Workforce Plan, which addresses those programs funded under Title I of the Workforce Investment Act and the Wagner-Peyser Act, including the Agricultural Outreach Plan.

Included in the plan is a new waiver request to allow the state to continue to use the common measures for WIA performance reporting. The state's Program Year 2012 proposed levels of performance for the WIA and Wagner-Peyser Act programs are also being submitted with the plan.

The 30-day public comment period for the plan ended August 14th and the comments received are being forwarded with the plan.

Should you have questions or comments on this plan, please feel free to contact me at (573)751-3349, as I serve as the Governor's WIA Title I Signatory Official.

Sincerely,

A handwritten signature in black ink, appearing to read "Julie Gibson", is written over a light blue horizontal line.

Julie Gibson
Director

Attachments

Attachment 5

STATE OF MISSOURI REQUEST FOR COMMON MEASURES WAIVER

The Division of Workforce Development (DWD), as the State of Missouri's administrator for the Workforce Investment Act (WIA), is requesting to continue to replace the required 17 (15 core and two customer satisfaction) performance measures with the common measures addressed in TEG 28-04. For Program Year 2012, the State of Missouri would be operating under 12 measures: Adult Entered Employment; Adult Retention; Adult Average Earnings; Dislocated Worker Entered Employment; Dislocated Worker Retention; Dislocated worker Average Earnings; Youth Placement in Employment or Education; Youth Attainment of a Degree or Certificate; Youth Literacy and Numeracy Gains; and the three Wagner-Peyser measures. The State of Missouri has been granted this waiver since Program Year 2007.

This waiver will allow Missouri to continue aligning with the common measures developed by the United States Department of Labor's Employment and Training Administration (DOLETA). Through this waiver, the state can continue to mitigate the potential confusion of the reporting system by discontinuing the use of the 17 measures and reducing them to the six common performance criteria called for under Adult and Youth common measures.

Missouri's Next Generation Career Center initiative, which was implemented in July 2010, promotes the integration of the various workforce programs available. Utilizing these common measures assists in providing more integrated services to customers because they are often dually-enrolled in multiple programs, such as Adult and Dislocated Worker programs. By refocusing the local regions' performance assessment from individual program performance measures to universal outcome measures, service integration is enhanced.

These common measures are also easier to manage and more clearly understood by local Workforce Investment Boards (WIBs), businesses, and workforce investment system partners.

This waiver request adheres to the format provided in WIA ss189(i)(4)(B) and WIA Regulations 20 CFR 661.420(c).

1. Statutory or Regulatory Requirement to be Waived

Missouri is seeking a waiver of certain provisions of the requirements of the Workforce Investment Act of 1998, Sections 136(b)(2) and (c)(1) of the Act, as well as accompanying regulations at 20 CFR 666.100(a) and 666.300(a), which specify certain required state and local performance measures for WIA Title 1B programs.

The State of Missouri requests a waiver of the 17 indicators of performance for employment and training activities authorized under sections 129 and 134 of the WIA; the four Labor Exchange Performance Measures authorized under the Wagner-Peyser Act; the three Veterans Performance Measures authorized under Title 38 United States Code as amended by the Jobs for Veterans Act of 2002; and the three Trade Act performance measures.

This waiver request will enable Missouri's workforce development system to continue fully implementing the six (three adult including dislocated workers and Wagner-Peyser) and three youth new common measures being finalized by the DOLETA and five other agencies. The State of Missouri wants to continue implementing these common measures for Program Year 2012 (July 1, 2012 through June 30, 2013).

2. State or Local Statutory or Regulatory Barriers

There are no known state or local statutory or regulatory barriers to implementing this waiver. Upon notification on the approval of this waiver, DWD will incorporate it into policy and distribute the new policy to the local regions. Nothing in this waiver is intended to prevent the state or any local WIB from implementing additional measures to assess performance.

3. Goals and Expected Programmatic Outcomes of this Waiver

The goal of this waiver request is to improve case management integration through the use of common measures that captures the effectiveness of the system across all partners. This waiver minimizes program silos, and decreases frustration over conflicting and confusing data collection requirements between partners.

This waiver would have the following goals and programmatic outcomes:

- Integrate the DWD programs and enhance productivity;
- Provide a simplified and streamlined performance measurement;
- Integrate staff in the One-Stop on the development, training, and implementation of an easy-to-use integrated management information system; and
- Improve One-Stop case tracking integration through the use of common measures which capture the effectiveness of the system across all partners.

4. Individuals Impacted by this Waiver

Granting this waiver would be in alignment with Missouri's strategic goal of streamlining the performance accountability system for increased focus on the system's performance.

5. Processes Used to:

Monitor the Progress in Implementing the Waiver

DWD is the entity responsible for the programs affected by this waiver, and if this waiver is granted, DWD will assume the lead role in monitoring the implementation of the waiver. Missouri is fully operational for the continued implementation of common measures data collection and reporting for Program Year 2012. Training has and will continue to be provided to DWD staff and partner staff so both are prepared for the use of these common measures. DWD will monitor the progress of this waiver by reporting the impact on the number of individuals served and the performance results achieved using common measures.

Provide Notice to any LWIB Affected by the Waiver

Prior to the State Board's approval of this waiver request, DWD notified all local regions of its intent during a regularly scheduled meeting of local WIB directors in June 2012 and opportunity for comment was provided at this time. After the State Board approved the waiver as part of the new State Plan for PY 2012 – 2016 at their meeting in July 2012, an email notification was given to all local WIBs giving them 30 days to comment officially on this waiver request.

Provide any LWIB Affected by the Waiver an Opportunity to Comment on the Request

As this waiver request is incorporated into the new State Plan, a 30-day comment period from the date of written notification was given to allow local WIBs and their partner staff an opportunity to provide comments on this waiver request, as well as the rest of the State Plan. No comments were received regarding this waiver request.

Ensure Meaningful Public Comment on the Waiver Request

A 30-day comment period from the date of publication was given to allow the public to comment on this waiver request, as well as the overall State Plan.