# **Introduction** –The Texas Workforce Commission (TWC) has historically contracted three sets of measures its AEL Grantees and staff developed or negotiated targets for PY20:

1. Participants Served (negotiated with each grantee);
2. Measurable Skill Gains (aligned with TWC’s targets negotiated with U.S. Department of Education (ED));
3. WIOA Exit-based Outcome Measures (based on the performance projections included in TWC’s Legislative Appropriations Request (LAR) approved by the Commission in October 2020).

# **PY20 Measures and Targets** – Staff has developed the following recommendations for PY20 AEL Grantee targets as outlined below:

* **Participants Served** – TWC’s 2020-2021 LAR projected 70,509 Participants being served for this year which assumed a mix of three tiers of service with different cost assumptions:
  + Tier I Basic AEL (assumed to cost $840 per Participant);
  + Tier II Intensive AEL (Work-based, International Professional, and Transition to Reentry & Post Release Services) at (assumed to cost $250 more per Participant than Basic AEL); and
  + Tier III Integrated Education & Training (IET) AEL (assumed to cost $900 more per Participant than Basic AEL).

While the LAR assumed that we would serve 4,500 in Intensive and 6,250 in IET, those numbers are not part of our formal set of targets. This gives us flexibility in both the program/casemix and the distribution of targets. However, in initiating negotiations with the grantees, we started with these LAR assumptions and then offered them the opportunity to propose altering the ratio of the Tier I, II, and III targets to suit their local needs and capacity.

All but seven grantees opted to take advantage of this flexibility to propose their own casemixes/targets. Of the 30 that proposed their own targets, 15 submitted proposals that were within the parameters we laid out and were easily supported by Workforce and Operational Insight staff. Workforce staff in the Adult Education and Literacy Department reviewed the justifications on the remaining 15 proposals and found that the grantees had reasonable explanations for their proposals and that all of them should be approved. Since some grantees were basically shifting targets among the three tiers, and some wanted to go up and others down, the net result is that the negotiated targets aggregate 4,096 in Intensive AEL, 6,537 in IET (between EL Civics and regular AEL), and 70,285 overall is within .32% of our LAR projection.

Under normal circumstances, when grantees fail to serve the expected number of Participants (or a reasonable number when accounting for changes in tier mix compared to what was planned), TWC would impose what are referred to as “carry forward” targets. However this year, staff is recommending to not do that as COVID-19 resulted in grantees having to redesign their programs from nearly entirely “in person” classes to nearly entirely “distance learning” at the end of the year and they had additional expenses associated with those efforts.

Distance learning isn’t as simple as teaching like you do in person but into a camera. This was an adjustment both for the grantees (and their subgrantees) and for the students. Not all students had the technology to participate (whether computer, broadband, or both). In addition, many providers had to purchase technology to loan students to allow them to participate.

In recognition of these circumstances, staff recommends suspending Carryforward Targets from PY19 to PY20 for this one year.

The negotiated PY20 Participant Served Targets are shown on page 4.

* **Measurable Skill Gains** – Earlier this year, TWC negotiated both PY20 and PY21 targets with the ED Office of Career, Technical, and Adult Education (OCTAE) by setting separate targets for each of the 12 different Educational Functioning Levels (EFL) that AEL uses for reporting: six relate to Adult Basic Education (ABE) and six to English as a Second Language (ESL).

While TWC and the Grantees are each held to a single Measurable Skill Gains target, the reality is that the final target is based on the casemix across the EFL cohorts. Meaning, we use a weighted average that accounts for the actual proportion of the students in each of the 12 EFLs. There are 12 subtargets that blend together based on casemix to set the final target for each grantee. If a grantee meets all 12 individually, they meet their final target. If they are low on one of the 12 and high on one of the other 11, it is possible that the grantee will meet performance expectations (if the performance difference and casemix proportion differences balance out).

In past years, TWC has used a double blended target system where we set two subtargets for each of the 12 EFLs. We would set higher targets for the early part of the year (when there was more time to achieve a gain) and lower targets for the last quarter of the year. Our original motivation behind this approach was to try to account for the reduced likelihood of a gain for people enrolling later in the year but the system seemed to cause confusion. As such, staff recommends simplifying this system and simply using the 12 subtargets negotiated with OCTAE for TWC’s grantees as follows:

|  |  |
| --- | --- |
| **EFL Level** | **SubTarget** |
| ABE1 | 39.0% |
| ABE2 | 38.0% |
| ABE3 | 38.0% |
| ABE4 | 40.0% |
| ABE5 | 43.0% |
| ABE6 | 34.0% |
| ESL1 | 45.0% |
| ESL2 | 49.0% |
| ESL3 | 53.0% |
| ESL4 | 54.0% |
| ESL5 | 42.0% |
| ESL6 | 43.0% |

Each Grantee’s individual Measurable Skills Gain target will be based on the blended average of the above subtargets, customized to their individual enrollment pattern in PY20.

* **WIOA Exit-based Outcome Measures** –TWC has 3 WIOA Exit-based AEL outcome measures that we report to the Legislature and Governor’s Office through the Legislative Budget Board. Staff recommends we set PY20 targets at the levels in the 2022-2023 LAR:
  + Employed/Enrolled in Q2 Post-Exit at 34%;
  + Employed/Enrolled in Q2-4 Post-Exit at 79.7%; and
  + Credential Rate at 39%.

# **Request for Commission Actions** – Staff requests the Commission approve staff recommendations for PY20 AEL Grantee Performance Measures and the outlined target methodologies which staff will apply to AEL Grantee performance evaluation for PY20.

**PY20 Participants Served Targets**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **AEL Grantee** | **ID** | **EL Civics** | **EL Civics IET** | **Intensive** | **IET** | **Total** |
| Abilene ISD | 501 | 99 | 7 | 25 | 116 | 837 |
| Amarillo College | 502 | 141 | 35 | 77 | 130 | 1,137 |
| Angelina College | 503 | 91 | 10 | 70 | 87 | 1,081 |
| Austin Comm College | 504 | 324 | 60 | 100 | 125 | 2,672 |
| Brazos Valley COG | 505 | 102 | 11 | 53 | 63 | 830 |
| Brownsville ISD | 506 | 65 | 60 | 87 | 118 | 1,453 |
| Community Action Inc | 508 | 176 | 55 | 60 | 240 | 1,942 |
| Dallas County LWDB | 509 | 671 | 118 | 394 | 575 | 7,272 |
| Region 20 ESC | 512 | 366 | 39 | 372 | 478 | 5,819 |
| Grayson College - Texoma | 514 | 92 | 3 | 38 | 48 | 578 |
| Houston-Galveston Area Council | 515 | 2,000 | 300 | 960 | 1295 | 16,611 |
| Howard College - Concho Valley | 516 | 80 | 9 | 31 | 35 | 481 |
| Howard College - Permian Basin | 517 | 3 | 2 | 32 | 2 | 165 |
| Laredo Comm College | 518 | 129 | 34 | 68 | 60 | 1,051 |
| Literacy Council of Tyler | 519 | 123 | 13 | 100 | 185 | 2,126 |
| McLennan Comm College | 520 | 118 | 25 | 57 | 64 | 958 |
| Paris Jr College | 523 | 57 | 8 | 34 | 33 | 469 |
| Region 1 ESC | 524 | 234 | 112 | 283 | 150 | 3,253 |
| Region 17 ESC - Permian Basin | 525 | 10 | 2 | 6 | 7 | 78 |
| Region 17 ESC - South Plains | 526 | 81 | 25 | 90 | 83 | 1,119 |
| Region 5 ESC | 527 | 101 | 11 | 66 | 81 | 1,022 |
| Region 9 ESC | 528 | 81 | 9 | 20 | 30 | 647 |
| Southwest Texas Jr College | 530 | 103 | 11 | 47 | 54 | 725 |
| Victoria Co Jr College | 532 | 84 | 9 | 50 | 39 | 593 |
| Weatherford ISD | 533 | 12 | 4 | 20 | 24 | 495 |
| Central Texas College | 534 | 15 | 2 | 18 | 13 | 323 |
| Temple College | 535 | 90 | 10 | 25 | 71 | 913 |
| Tarrant County | 538 | 439 | 46 | 298 | 368 | 4,665 |
| Midland College | 539 | 57 | 6 | 32 | 38 | 492 |
| Navarro College | 540 | 40 | 9 | 30 | 78 | 928 |
| Paris Jr College - North Central | 541 | 6 | 1 | 13 | 18 | 202 |
| Region 2 ESC | 542 | 109 | 12 | 108 | 139 | 1,689 |
| Texarkana ISD | 543 | 24 | 8 | 19 | 23 | 316 |
| Ysleta ISD | 544 | 607 | 45 | 125 | 155 | 2,851 |
| Odessa College | 545 | 66 | 7 | 42 | 52 | 657 |
| Denton ISD (excludes Collin County) | 546 | 184 | 20 | 133 | 165 | 2,075 |
| Grayson College - North Central | 547 | 400 | 35 | 113 | 122 | 1,760 |
| **Total** | **NA** | 7,380 | 1,173 | 4,096 | 5,364 | 70,285 |