

PY 2022 Grantee Performance Evaluation and Goal Adjustment

Background:

The SCSEP Program Office negotiates expected levels for the core performance measures on a two-year basis. The process used for setting goals for PY22 is described below.

Baseline data to set proposed PY22 goals came from PY21 Q3 data. If a grantee's performance was above the nationwide average, the grantee received its own baseline as the base goal. If the grantee's performance was below the nationwide average, the grantee received 75% of the distance between their performance and the nationwide average as the base goal. As we were just emerging from the pandemic, there were no continuous improvement increments for PY22.

Two adjustments are then made to the employment outcome measure using participant characteristics and economic factors. The SCSEP statistical adjustment model (SAM) identified a small number of characteristics that had a statistically significant effect on employment outcomes that were consistent with program requirements and priorities. As in prior years, points were added to or subtracted from the proposed goals for grantees that enrolled participants with these selected characteristics at a rate of more than one standard deviation above the nationwide average.

For economic adjustments, the most recently available county-level reliable data was used to develop weighted estimates for each grantee for poverty rate, unemployment rate, and average weekly wage. The estimates are the sum of county-level rates weighted by the number of authorized positions the grantee has in each county, which provides customized rates for each grantee. Those grantees with rates above the nationwide average have points subtracted from their goals, with the number of points being determined by which quartile above the nationwide average the grantee fell into.

The goals for Q2 and Q4 Employment are capped at approximately 1 standard deviation above the nationwide average. 46.8% for Q2 Employment and 40.5% for Q4 Employment; Median Earnings is capped at \$4200. The goals for all three measures also have floors prior to adjustment: 27.8% for Q2 Employment; 24% for Q4 Employment; and \$3000 for Median Earnings.

In addition to the three employment outcome measures, SCSEP has four other core measures that are unique to SCSEP – service level, community service, most in need, and customer satisfaction (effectiveness in serving employers, participants, and host agencies). Grantee base goals for each of these measures are arrived at using the same method described above. However, these measures are not affected by the statistical adjustment model; and no adjustments were made to these measures in the initial goal-setting process.

The 2016 Older Americans Act made several important changes to the SCSEP performance system. During the transition to new measures and methods, some measures have been treated as targets rather than goals when evaluating performance. However, grantees were informed during the previous cycle of performance evaluations (PY21) that beginning in PY22 and moving forward, all measures would be treated as goals and therefore included in the final evaluation.

PY22 Grantee Performance Evaluation:

As part of the grantee performance evaluation, we **adjust the goals** developed using the above process by **refreshing the statistical adjustment model**, for both the economic factors and the customer characteristics.

The customer characteristics that were used to adjust the 3 employment outcome measures include:

Employment At Q2	Employment At Q4	Median Earnings
Percent Male ↓	Percent Male ↓	Percent Male ↑
Percent Displaced Homemaker ↓	Percent Displaced Homemaker ↓	Percent Disabled ↓
Percent with Bachelor's Degree or Master's Degree ↑	Percent with Bachelor's Degree or Master's Degree ↑	Percent with Master's Degree ↑
	Percent Poverty ↓	Percent Receiving Public Assistance ↓
		Percent with Low Employment Prospects ↓

When a grantee is more than 1 standard deviation above the nationwide average on any of the above factors, points are either added to or deducted from the goal depending upon the factor (see up and down arrows in the above table).

The other core SCSEP performance measures are not adjusted using the above process. However, there was an adjustment required for the community service measure this year. The community service measure is being calculated differently in GPMS than it was in SPARQ. In the past, training hours were subtracted from the denominator of the measure. To better align with the measures' definition, in GPMS, training hours are not subtracted from the denominator. This resulted in lower actual performance on the community service measures than it had been in SPARQ. To account for this, grantees received an 8-percentage downward adjustment of their community service goal. The Program Office will continue to make adjustments to community service goals until a new baseline for the measure can be established.

Once goals on all of the measures were adjusted, the grantee's actual performance on each measure was compared with the adjusted goal, and a percentage of goal achieved was developed. An aggregate percentage of goal achieved was developed by adding the individual percentage goal achieved on each measure together and dividing by 7. Performance in excess of 100 percent constitutes exceeding the level for the core performance measures. Performance in the range of 80 to 100 percent constitutes meeting the level for the core performance measures. A grantee will fail to meet its performance measures when it does not meet 80% of the agreed-upon level of performance for the aggregate of all the core measures. Grantees who fail to meet expected levels of performance must submit a corrective action plan and participate in technical assistance provided by DOL.