

ALABAMA WORKFORCE INVESTMENT SYSTEM

Office of Workforce Development
401 Adams Avenue
Post Office Box 5690
Montgomery, Alabama 36103-5690

January 26, 2010

GOVERNOR'S WORKFORCE DEVELOPMENT DIRECTIVE NO. PY2008-05, Change 3 (Revised)

SUBJECT: Program Year 2009/Fiscal Year 2010 Workforce Investment Act (WIA) Adult, Youth, and Dislocated Worker Allocations

1. **Purpose.** This transmits notice of local areas' **REVISED** Program Year 2009/Fiscal Year 2010 Adult, Youth, and Dislocated Worker program incentive awards, which were initially issued via GWDD PY2008-05, Change 3 dated October 8, 2009.

2. **Discussion.** Because it was discovered (after the initial award of incentive funds) that there was a significant amount of participant data that should have been in the participant management information system (AlaWorks) prior to the calculation of the awards, it is necessary to recalculate the awards. Because the revised data is considerably different from the original data, it was determined the incentive awards should be revised to accurately reflect the funds that should have been awarded absent the data issues.

Attachment 1 of this Directive indicates the new incentive award funding for each local area. The recalculation components are contained in Attachment 2. Attachment 3 specifies the actual performance and performance goals that were used in the recalculation.

All pertinent information for the rules pertaining to incentive awards that was provided in GWDD PY2008-05, Change 3, still apply and will govern these new calculations.

3. **Action.** Please review Attachment 1 of this Directive to determine the amount of your local area's revised Program Year 2009/Fiscal Year 2010 incentive awards and submit the appropriate (revised if already submitted based on initially issued incentive award Directive) modifications to the respective WIA Grant Agreement to the Workforce Development Division no later than March 15, 2010. Local areas should record their incentive fund awards on a separate WDD-60 Grantee Budget Summary sheet.

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4. **Contact.** Any questions should be referred to Jane Leatherwood, State Programs and Divisional Budget Management Section, at (334) 242-5190 or jane.leatherwood@adeca.alabama.gov.



Matthew Hughes, Director
Office of Workforce Development

Attachments:

- 1: Local Area Planning Allocation for Program Year 2009
- 2: Program Year 2009 Local Area Incentive Award Calculations
- 3: Statewide and Local Area Final Program Year 2008 Performance Analysis

**LOCAL AREA PLANNING ALLOCATION
FOR PROGRAM YEAR 2009
(July 1, 2009-June 30, 2010)**

		PY 2009 Allotment	FY 2010 Allotment	Full PY Allotment
SEC. 133(b)(2)(A) ADULT PROGRAMS		\$1,541,630	\$7,340,115	\$8,881,745
a. GOVERNOR's SET ASIDES:	15%	\$231,244	\$1,101,017	\$1,332,261
Administration (5%)		\$77,081	\$367,005	\$444,086
Other WIA Activities (7%)		\$107,914	\$513,808	\$621,722
Incent/Cap. Bldng. (3%)		\$46,249	\$220,204	\$266,453
Local Area Grants (67%)		\$30,987	\$147,537	\$178,524
State-level (33%)		\$15,262	\$72,667	\$87,929
b. LOCAL AREA ADULT PROGRAMS	85%	\$1,310,386	\$6,239,098	\$7,549,484
AWIA		\$1,089,944	\$5,189,516	\$6,279,460
Jefferson		\$72,338	\$344,421	\$416,759
Mobile		\$148,104	\$705,161	\$853,265
SEC. 128(b)(2) YOUTH ALLOTMENT		\$9,059,768	\$0	\$9,059,768
a. GOVERNOR's SET ASIDES:	15%	\$1,358,965	\$0	\$1,358,965
Administration (5%)		\$452,988	\$0	\$452,988
Other WIA Activities (7%)		\$634,184	\$0	\$634,184
Incent/Cap. Bldng. (3%)		\$271,793	\$0	\$271,793
Local Area Grants (67%)		\$182,101	\$0	\$182,101
State-level (33%)		\$89,692	\$0	\$89,692
b. LOCAL AREA YOUTH PROGRAMS	85%	\$7,700,803	\$0	\$7,700,803
AWIA		\$6,425,647	\$0	\$6,425,647
Jefferson		\$409,365	\$0	\$409,365
Mobile		\$865,791	\$0	\$865,791

**LOCAL AREA PLANNING ALLOCATION
FOR PROGRAM YEAR 2009
(July 1, 2009-June 30, 2010)**

		PY 2009 Allotment	FY 2010 Allotment	Full PY Allotment
SEC. 133(b)(2)(B) DISLOCATED WORKERS		\$3,580,572	\$9,040,986	\$12,621,558
a. RAPID RESPONSE PROGRAMS	15%	\$537,085	\$1,356,147	\$1,893,232
b. GOVERNOR's SET ASIDES:	15%	\$537,085	\$1,356,147	\$1,893,232
Administration (5%)		\$179,028	\$452,049	\$631,077
Other WIA Activities (7%)		\$250,640	\$632,868	\$883,508
Incent/Cap. Bldng. (3%)		\$107,417	\$271,230	\$378,647
Local Area Grants (67%)		\$71,969	\$181,724	\$253,693
State-level (33%)		\$35,448	\$89,506	\$124,954
c. LOCAL AREA D.W. PROGRAMS	70%	\$2,506,402	\$6,328,692	\$8,835,094
AWIA		\$2,050,100	\$5,176,525	\$7,226,625
Jefferson		\$346,951	\$876,055	\$1,223,006
Mobile		\$109,351	\$276,112	\$385,463
TOTAL PROGRAM YEAR 2009 ALLOTMENT		\$14,181,970	\$16,381,101	\$30,563,071
5 POOLED SET ASIDES				
RAPID RESPONSE PROGRAMS	15%	\$537,085	\$1,356,147	\$1,893,232
Administration (5%)		\$709,097	\$819,054	\$1,528,151
Other WIA Activities (7%)		\$992,738	\$1,146,676	\$2,139,414
Incentive Awards/Capacity Building (3%)		\$425,459	\$491,434	\$916,893
Local Area grants (67%)		\$285,057	\$329,261	\$614,318
AWIA		\$118,021	\$112,760	\$230,781
Jefferson		\$56,126	\$85,243	\$141,369
Mobile		\$110,910	\$131,258	\$242,168
State-level activities (33%)		\$140,402	\$162,173	\$302,575

PY2009 / FY2010 Local Area Incentive Awards by CFDA / Funding Category

AWIA

Fund Source	PY 2009	FY 2010	Total
Adult	\$11,014	\$52,438	\$63,452
Youth	\$83,117	\$0	\$83,117
Dislocated Worker	\$23,890	\$60,322	\$84,212
	<u>\$118,021</u>	<u>\$112,760</u>	<u>\$230,781</u>

Jefferson

Fund Source			
Adult	\$9,579	\$45,609	\$55,188
Youth	\$30,851	\$0	\$30,851
Dislocated Worker	\$15,696	\$39,634	\$55,330
	<u>\$56,126</u>	<u>\$85,243</u>	<u>\$141,369</u>

Mobile

Fund Source			
Adult	\$10,394	\$49,490	\$59,884
Youth	\$68,133	\$0	\$68,133
Dislocated Worker	\$32,383	\$81,768	\$114,151
	<u>\$110,910</u>	<u>\$131,258</u>	<u>\$242,168</u>

Local Areas' Summary Totals

Adult	\$30,987	\$147,537	\$178,524
Youth	\$182,101	\$0	\$182,101
Dislocated Worker	\$71,969	\$181,724	\$253,693
	<u>\$285,057</u>	<u>\$329,261</u>	<u>\$614,318</u>

INCENTIVE AWARDS
July 1, 2009 - June 30, 2010
BASED ON PY08 PERFORMANCE PERIOD

TOTAL INCENTIVE FUNDS AVAILABLE

	PY09	FY10	TOTAL
ADULT	\$30,987	\$147,537	\$178,524
DISLOCATED WORKER	\$71,969	\$181,724	\$253,693
YOUTH	<u>\$182,101</u>	N/A	<u>\$182,101</u>
TOTAL	<u><u>\$285,057</u></u>	<u><u>\$329,261</u></u>	<u><u>\$614,318</u></u>

	EXCEEDING MEASURES		RELATIVE PERFORMANCE		TOTAL PY/FY
	PY09	FY10	PY09	FY10	
AWIA	\$39,847	\$58,549	\$78,174	\$54,211	\$230,781
JEFFERSON	\$5,366	\$9,343	\$50,760	\$75,900	\$141,369
MOBILE	<u>\$7,575</u>	<u>\$10,218</u>	<u>\$103,335</u>	<u>\$121,040</u>	<u>\$242,168</u>
TOTAL	<u><u>\$52,788</u></u>	<u><u>\$78,110</u></u>	<u><u>\$232,269</u></u>	<u><u>\$251,151</u></u>	<u><u>\$614,318</u></u>

**LOCAL AREA PERFORMANCE VS. GOALS
 PROGRAM YEAR 2008
 AWIA**

	Goal	Actual Performance	Incentive Award
ADULTS			
Entered Employment Rate	72.70%	70.80%	+
Employment Retention Rate	82.43%	81.04%	+
Six Months Earnings	\$9,825	\$11,197	+
Employment/Credential Rate	47.71%	43.24%	+
DISLOCATED WORKERS			
Entered Employment Rate	80.27%	75.00%	+
Employment Retention Rate	90.83%	90.35%	+
Six Months Earnings	\$12,860	\$13,790	+
Employment/Credential Rate	55.57%	45.67%	+
YOUTH (19-21)			
Entered Employment Rate	69.80%	60.92%	+
Employment Retention Rate	83.62%	81.78%	+
Earnings Change in Six Months	\$4,464	\$4,654	+
Employment/Credential Rate	41.46%	18.79%	-
YOUTH (14-18)			
Skill Attainment Rate	77.46%	79.34%	+
Diploma/Equivalent Rate	48.41%	44.49%	+
Retention Rate	62.52%	57.74%	+
Customer Satisfaction			
Individuals	82.02	80.19	+
Employers	87.00	95.12	+

INCENTIVE AWARD KEY
 " + " Attained/Exceeded or within 80% of Goal
 "- " Achieved less than 80% of Goal

**LOCAL AREA PERFORMANCE VS. GOALS
 PROGRAM YEAR 2008
 JEFFERSON**

	Goal	Actual Performance	Incentive Award
ADULTS			
Entered Employment Rate	72.18%	64.20%	+
Employment Retention Rate	85.04%	80.51%	+
Six Months Earnings	\$8,718	\$8,901	+
Employment/Credential Rate	42.20%	50.97%	+
DISLOCATED WORKERS			
Entered Employment Rate	77.09%	75.93%	+
Employment Retention Rate	90.12%	87.50%	+
Six Months Earnings	\$13,560	\$12,916	+
Employment/Credential Rate	48.70%	53.66%	+
YOUTH (19-21)			
Entered Employment Rate	62.36%	54.55%	+
Employment Retention Rate	77.42%	73.33%	+
Earnings Change in Six Months	\$2,495	\$2,432	+
Employment/Credential Rate	35.45%	4.17%	-
YOUTH (14-18)			
Skill Attainment Rate	75.43%	94.44%	+
Diploma/Equivalent Rate	28.60%	21.43%	-
Retention Rate	54.19%	50.00%	+
Customer Satisfaction			
Individuals	82.44	80.16	+
Employers	88.81	93.76	+

INCENTIVE AWARD KEY

"+" Attained/Exceeded or within 80% of Goal
 "-" Achieved less than 80% of Goal

**LOCAL AREA PERFORMANCE VS. GOALS
PROGRAM YEAR 2008
MOBILE**

	Goal	Actual Performance	Incentive Award
ADULTS			
Entered Employment Rate	87.46%	76.98%	+
Employment Retention Rate	85.28%	88.24%	+
Six Months Earnings	\$10,938	\$13,452	+
Employment/Credential Rate	52.27%	42.52%	+
DISLOCATED WORKERS			
Entered Employment Rate	88.05%	84.00%	+
Employment Retention Rate	89.83%	80.00%	+
Six Months Earnings	\$12,945	\$18,810	+
Employment/Credential Rate	48.17%	53.85%	+
YOUTH (19-21)			
Entered Employment Rate	72.00%	73.85%	+
Employment Retention Rate	82.77%	66.67%	+
Earnings Change in Six Months	\$2,396	\$1,182	-
Employment/Credential Rate	34.94%	31.94%	+
YOUTH (14-18)			
Skill Attainment Rate	73.00%	85.29%	+
Diploma/Equivalent Rate	67.11%	37.04%	-
Retention Rate	78.10%	71.63%	+
Customer Satisfaction			
Individuals	81.64	89.60	+
Employers	87.72	96.28	+

INCENTIVE AWARD KEY

"+" Attained/Exceeded or within 80% of Goal
 "- " Achieved less than 80% of Goal

INCENTIVE AWARD CALCULATION PY09 FUNDS

Tier I: Degree Exceeded ADULT Goals	Amount Available:	\$30,987
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LOCAL AREA	Adult Allocation	Allocation Percentage	Total Incentive Funds	Incentive Funds/ Local Area	No. of Weights	Incentive Funds/ Weight	Maximum Award
AWIA	\$1,089,944	0.8318	\$30,987	\$25,774	4	\$6,443	\$25,774
JEFFERSON	\$72,338	0.0552	\$30,987	\$1,711	4	\$428	\$1,711
MOBILE	\$148,104	0.1130	\$30,987	\$3,502	4	\$876	\$3,502
TOTAL	\$1,310,386	1.0000		\$30,987			\$30,987

AWIA: Amount Available per Weight

\$6,443

	Goal	Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Unawarded
Entered Employment Rate	72.70%	70.80%	-2.61%	0.00	\$0	\$6,443
Employment Retention Rate	82.43%	81.04%	-1.69%	0.00	\$0	\$6,443
Six Months Earnings	\$9,825	\$11,197	\$1,372	100%	\$6,443	\$0
Employment/Credential Rate	47.71%	43.24%	-9.38%	0.00	\$0	\$6,443

Sub-Total

\$6,443

\$19,330

\$25,774

JEFFERSON: Amount Available per Weight

\$428

	Goal	Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Unawarded
Entered Employment Rate	72.18%	64.20%	-11.05%	0.00	\$0	\$428
Employment Retention Rate	85.04%	80.51%	-5.32%	0.00	\$0	\$428
Six Months Earnings	\$8,718	\$8,901	\$183	50%	\$214	\$214
Employment/Credential Rate	42.20%	50.97%	20.78%	100%	\$428	\$0

Sub-Total

\$641

\$1,069

\$1,711

MOBILE: Amount Available per Weight

\$876

	Goal	Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Unawarded
Entered Employment Rate	87.46%	76.98%	-11.98%	0.00	\$0	\$876
Employment Retention Rate	85.28%	88.24%	3.47%	50%	\$438	\$438
Six Months Earnings	\$10,938	\$13,452	\$2,514	100%	\$876	\$0
Employment/Credential Rate	52.27%	42.52%	-18.65%	0.00	\$0	\$876

Sub-Total

\$1,313

\$2,189

\$3,502

STATE TOTALS

\$8,398

\$22,588

\$30,987

Tier II: Adult Supplemental Award for Local Area' Relative Performance

PERFORMANCE MEASURE	Amount Unawarded	Local Area Performance Goal Ratio			TOTAL
		AWIA	Jefferson	Mobile	
Entered Employment Rate	\$7,747	0.9739	0.8895	0.8802	
Employment Retention Rate	\$7,309	0.9831	0.9468	1.0347	
Six Months Earnings	\$214	1.1396	1.0210	1.2298	
Employment/Credential Rate	\$7,319	0.9062	1.2078	0.8135	
TOTAL	\$22,588				
COMPOSITE PERFORMANCE INDICES					
Entered Employment Rate		0.0000	0.0000	0.0000	
Employment Retention Rate		0.0000	0.0000	1.0347	
Six Months Earnings		1.1396	1.0210	1.2298	
Employment/Credential Rate		0.0000	1.2078	0.0000	
		Average	0.2849	0.5572	0.5661
		Relative Performance Indices	0.2023	0.3957	0.4020
			AWIA	Jefferson	Mobile
LOCAL AREA SUPPLEMENTAL AWARDS			\$4,570	\$8,938	\$9,081
					\$22,588

Tier I: Degree Exceeded Dislocated Worker Goals **Amount Available: \$71,969**

LOCAL AREA	D.W. Allocation	Allocation Percentage	Total Incentive Funds	Incentive Funds/ Local Area	No. of Weights	Incentive Funds/ Weight	Maximum Award
AWIA	\$2,050,100	0.8179	\$71,969	\$58,867	4	\$14,717	\$58,867
JEFFERSON	\$346,951	0.1384	\$71,969	\$9,962	4	\$2,491	\$9,962
MOBILE	\$109,351	0.0436	\$71,969	\$3,140	4	\$785	\$3,140
TOTAL	\$2,506,402	1.0000		\$71,969			\$71,969

AWIA: Amount Available per Weight

\$14,717

	Goal	Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Unawarded
Entered Employment Rate	80.27%	75.00%	-6.57%	0.00	\$0	\$14,717
Employment Retention Rate	90.83%	90.35%	-0.53%	0.00	\$0	\$14,717
Six Months Earnings	\$12,860	\$13,790	\$930	75%	\$11,038	\$3,679
Employment/Credential Rate	55.57%	45.67%	-17.81%	0.00	\$0	\$14,717

Sub-Total

\$11,038

\$47,830

\$58,867

JEFFERSON: Amount Available per Weight

\$2,491

	Goal	Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Unawarded
Entered Employment Rate	77.09%	75.93%	-1.51%	0.00	\$0	\$2,491
Employment Retention Rate	90.12%	87.50%	-2.91%	0.00	\$0	\$2,491
Six Months Earnings	\$13,560	\$12,916	-\$644	0.00	\$0	\$2,491
Employment/Credential Rate	48.70%	53.66%	10.18%	100%	\$2,491	\$0

Sub-Total

\$2,491

\$7,472

\$9,962

MOBILE: Amount Available per Weight

\$785

	Goal	Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Unawarded
Entered Employment Rate	88.05%	84.00%	-4.60%	0.00	\$0	\$785
Employment Retention Rate	89.83%	80.00%	-10.94%	0.00	\$0	\$785
Six Months Earnings	\$12,945	\$18,810	\$5,865	100%	\$785	\$0
Employment/Credential Rate	48.17%	53.85%	11.78%	100%	\$785	\$0

Sub-Total

\$1,570

\$1,570

\$3,140

STATE TOTALS

\$15,098

\$56,871

\$71,969

Tier II: Dislocated Worker Supplemental Award for Local Areas' Relative Performance

PERFORMANCE MEASURE	Amount Unawarded	Local Area Performance Goal Ratio			TOTAL
		AWIA	Jefferson	Mobile	
Entered Employment Rate	\$17,992	0.9343	0.9849	0.9540	
Employment Retention Rate	\$17,992	0.9947	0.9709	0.8906	
Six Months Earnings	\$6,170	1.0723	0.9525	1.4531	
Employment/Credential Rate	\$14,717	0.8219	1.1018	1.1178	
TOTAL	\$56,871				
COMPOSITE PERFORMANCE INDICES					
Entered Employment Rate		0.0000	0.0000	0.0000	
Employment Retention Rate		0.0000	0.0000	0.0000	
Six Months Earnings		1.0723	0.0000	1.4531	
Employment/Credential Rate		0.0000	1.1018	1.1178	
		Average	0.2681	0.2755	0.6427
		Relative Performance Indices	0.2260	0.2322	0.5418
		AWIA	Jefferson	Mobile	
LOCAL AREA SUPPLEMENTAL AWARDS		\$12.852	\$13.206	\$30.813	\$56,871

Tier I: Degree Exceeded 19-21 Youth Goals **Amount Available: \$182,101**

LOCAL AREA	Youth Allocation	Allocation Percentage	Total Incentive Funds	19-21 Percentage Served	Incentive Funds/Local Area	No. of Weights	Incentive Funds/Weight	Maximum Award
AWIA	\$6,425,647	0.8344	\$182,101	0.46741	\$71,021	4	\$17,755	\$71,021
JEFFERSON	\$409,365	0.0532	\$182,101	0.30769	\$2,979	4	\$745	\$2,979
MOBILE	\$865,791	0.1124	\$182,101	0.50000	\$10,237	4	\$2,559	\$10,237
TOTAL	\$7,700,803	1.0000						\$84,237

AWIA: Amount Available per Weight \$17,755

	Goal	Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Unawarded
Entered Employment Rate	69.80%	60.92%	-12.72%	0.00	\$0	\$17,755
Employment Retention Rate	83.62%	81.78%	-2.20%	0.00	\$0	\$17,755
Earnings Change in Six Months	\$4,464	\$4,654	\$190	50%	\$8,878	\$8,878
Employment/Credential Rate	41.46%	18.79%	-54.68%	0.00	\$0	\$17,755

Sub-Total \$8,878 \$62,144 \$71,021

JEFFERSON: Amount Available per Weight \$745

	Goal	Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Unawarded
Entered Employment Rate	62.36%	54.55%	-12.53%	0.00	\$0	\$745
Employment Retention Rate	77.42%	73.33%	-5.28%	0.00	\$0	\$745
Earnings Change in Six Months	\$2,495	\$2,432	-\$63	0.00	\$0	\$745
Employment/Credential Rate	35.45%	4.17%	-88.25%	0.00	\$0	\$745

Sub-Total \$0 \$2,979 \$2,979

MOBILE: Amount Available per Weight \$2,559

	Goal	Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Unawarded
Entered Employment Rate	72.00%	73.85%	2.56%	50%	\$1,280	\$1,280
Employment Retention Rate	82.77%	66.67%	-19.46%	0.00	\$0	\$2,559
Earnings Change in Six Months	\$2,396	\$1,182	-\$1,214	0.00	\$0	\$2,559
Employment/Credential Rate	34.94%	31.94%	-8.57%	0.00	\$0	\$2,559

Sub-Total \$1,280 \$8,957 \$10,237

STATE TOTALS **\$10,157** **\$74,079** **\$84,237**

Tier II: 19-21 Youth Supplemental Award for Local Areas' Relative Performance

PERFORMANCE MEASURE	Amount Unawarded	Local Area Performance Goal Ratio				
		AWIA	Jefferson	Mobile		
Entered Employment Rate	\$19,780	0.8728	0.8747	1.0256		
Employment Retention Rate	\$21,059	0.9780	0.9472	0.8054		
Earnings Change in Six Months	\$12,181	1.0426	0.9749	0.4931		
Employment/Credential Rate	\$21,059	0.4532	0.1175	0.9143		
TOTAL	\$74,079					
COMPOSITE PERFORMANCE INDICES						
Entered Employment Rate		0.0000	0.0000	1.0256		
Employment Retention Rate		0.0000	0.0000	0.0000		
Earnings Change in Six Months		1.0426	0.0000	0.0000		
Employment/Credential Rate		0.0000	0.0000	0.0000		
		Average	0.2606	0.0000	0.2564	
		Relative Performance Indices	0.5041	0.0000	0.4959	
			AWIA	Jefferson	Mobile	TOTAL
LOCAL AREA SUPPLEMENTAL AWARDS			\$37,343	\$0	\$36,736	\$74,079

Tier I: Degree Exceeded 14-18 Youth Goals	Amount Available:	\$182,101
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LOCAL AREA	Youth Allocation	Allocation Percentage	Total Incentive Funds	14-18 Served Percentage	Incentive Funds/ Local Area	No. of Weights	Incentive Funds/ Weight	Maximum Award
AWIA	\$6,425,647	0.8344	\$182,101	0.53259	\$80,926	3	\$26,975	\$80,926
JEFFERSON	\$409,365	0.0532	\$182,101	0.69231	\$6,702	3	\$2,234	\$6,702
MOBILE	\$865,791	0.1124	\$182,101	0.50000	\$10,237	3	\$3,412	\$10,237
TOTAL	\$7,700.803	1.0000						\$97,865
AWIA: Amount Available per Weight			\$26,975					
		Goal	Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Unawarded	
Skill Attainment Rate		77.46%	79.34%	2.42%	50%	\$13,488	\$13,488	
Diploma/Equivalent Rate		48.41%	44.49%	-8.10%	0.00	\$0	\$26,975	
Retention Rate		62.52%	57.74%	-7.65%	0.00	\$0	\$26,975	
Sub-Total						\$13,488	\$67,439	\$80,926
JEFFERSON: Amount Available per Weight			\$2,234					
		Goal	Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Unawarded	
Skill Attainment Rate		75.43%	94.44%	25.21%	100%	\$2,234	\$0	
Diploma/Equivalent Rate		28.60%	21.43%	-25.07%	0.00	\$0	\$2,234	
Retention Rate		54.19%	50.00%	-7.73%	0.00	\$0	\$2,234	
Sub-Total						\$2,234	\$4,468	\$6,702
MOBILE: Amount Available per Weight			\$3,412					
		Goal	Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Unawarded	
Skill Attainment Rate		73.00%	85.29%	16.84%	100%	\$3,412	\$0	
Diploma/Equivalent Rate		67.11%	37.04%	-44.81%	0.00	\$0	\$3,412	
Retention Rate		78.10%	71.63%	-8.28%	0.00	\$0	\$3,412	
Sub-Total						\$3,412	\$6,824	\$10,237
STATE TOTALS						\$19,134	\$78,731	\$97,865

Tier II: 14-18 Youth Supplemental Award for Local Areas' Relative Performance

PERFORMANCE MEASURE	Amount Unawarded	Local Area Performance Goal Ratio			Total
		AWIA	Jefferson	Mobile	
Skill Attainment Rate	\$13,488	1.0242	1.2521	1.1684	
Diploma/Equivalent Rate	\$32,622	0.9190	0.7493	0.5519	
Retention Rate	\$32,622	0.9235	0.9227	0.9172	
TOTAL UNAWARDED FUNDS	\$78,731				
COMPOSITE PERFORMANCE INDICES					
Skill Attainment Rate		1.0242	1.2521	1.1684	
Diploma/Equivalent Rate		0.0000	0.0000	0.0000	
Retention Rate		0.0000	0.0000	0.0000	
		Average	0.3414	0.4174	0.3895
		Relative Performance Indices	0.2973	0.3635	0.3392
		AWIA	Jefferson	Mobile	
LOCAL AREA SUPPLEMENTAL AWARDS		\$23,409	\$28,617	\$26,705	\$78,731

INCENTIVE AWARD CALCULATION FY10 FUNDS

Tier I: Degree Exceeded ADULT Goals	Amount Available:	\$147,537
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LOCAL AREA	Adult Allocation	Allocation Percentage	Total Incentive Funds	Incentive Funds/ Local Area	No. of Weights	Incentive Funds/ Weight	Maximum Award
AWIA	\$5,189,516	0.8318	\$147,537	\$122,717	4	\$30,679	\$122,717
JEFFERSON	\$344,421	0.0552	\$147,537	\$8,145	4	\$2,036	\$8,145
MOBILE	\$705,161	0.1130	\$147,537	\$16,675	4	\$4,169	\$16,675
TOTAL	\$6,239,098	1.0000		\$147,537			\$147,537

AWIA: Amount Available per Weight

\$30,679

	Goal	Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Unawarded
Entered Employment Rate	72.70%	70.80%	-2.61%	0.00	\$0	\$30,679
Employment Retention Rate	82.43%	81.04%	-1.69%	0.00	\$0	\$30,679
Six Months Earnings	\$9,825	\$11,197	\$1,372	100%	\$30,679	\$0
Employment/Credential Rate	47.71%	43.24%	-9.38%	0.00	\$0	\$30,679

Sub-Total

\$30,679

\$92,038

\$122,717

JEFFERSON: Amount Available per Weight

\$2,036

	Goal	Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Unawarded
Entered Employment Rate	72.18%	64.20%	-11.05%	0.00	\$0	\$2,036
Employment Retention Rate	85.04%	80.51%	-5.32%	0.00	\$0	\$2,036
Six Months Earnings	\$8,718	\$8,901	\$183	50%	\$1,018	\$1,018
Employment/Credential Rate	42.20%	50.97%	20.78%	100%	\$2,036	\$0

Sub-Total

\$3,054

\$5,090

\$8,145

MOBILE: Amount Available per Weight

\$4,169

	Goal	Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Unawarded
Entered Employment Rate	87.46%	76.98%	-11.98%	0.00	\$0	\$4,169
Employment Retention Rate	85.28%	88.24%	3.47%	50%	\$2,084	\$2,084
Six Months Earnings	\$10,938	\$13,452	\$2,514	100%	\$4,169	\$0
Employment/Credential Rate	52.27%	42.52%	-18.65%	0.00	\$0	\$4,169

Sub-Total

\$6,253

\$10,422

\$16,675

STATE TOTALS

\$39,987

\$107,550

\$147,537

Tier II: Adult Supplemental Award for Local Areas' Relative Performance

PERFORMANCE MEASURE	Amount Unawarded	Local Area Performance Goal Ratio				
		AWIA	Jefferson	Mobile		
Entered Employment Rate	\$36,884	0.9739	0.8895	0.8802		
Employment Retention Rate	\$34,800	0.9831	0.9468	1.0347		
Six Months Earnings	\$1,018	1.1396	1.0210	1.2298		
Employment/Credential Rate	\$34,848	0.9062	1.2078	0.8135		
TOTAL	\$107,550					
COMPOSITE PERFORMANCE INDICES						
Entered Employment Rate		0.0000	0.0000	0.0000		
Employment Retention Rate		0.0000	0.0000	1.0347		
Six Months Earnings		1.1396	1.0210	1.2298		
Employment/Credential Rate		0.0000	1.2078	0.0000		
		Average	0.2849	0.5572	0.5661	
		Relative Performance Indices	0.2023	0.3957	0.4020	
			AWIA	Jefferson	Mobile	TOTAL
LOCAL AREA SUPPLEMENTAL AWARDS			\$21,759	\$42,555	\$43,236	\$107,550

Tier I: Degree Exceeded Dislocated Worker Goals	Amount Available:	\$181,724
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LOCAL AREA	D.W. Allocation	Allocation Percentage	Total Incentive Funds	Incentive Funds/ Local Area	No. of Weights	Incentive Funds/ Weight	Maximum Award
AWIA	\$5,176,525	0.8179	\$181,724	\$148,640	4	\$37,160	\$148,640
JEFFERSON	\$876,055	0.1384	\$181,724	\$25,155	4	\$6,289	\$25,155
MOBILE	\$276,112	0.0436	\$181,724	\$7,928	4	\$1,982	\$7,928
TOTAL	\$6,328,692	1.0000		\$181,724			\$181,724

AWIA: Amount Available per Weight

\$37,160

	Goal	Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Unawarded
Entered Employment Rate	80.27%	75.00%	-6.57%	0.00	\$0	\$37,160
Employment Retention Rate	90.83%	90.35%	-0.53%	0.00	\$0	\$37,160
Six Months Earnings	\$12,860	\$13,790	\$930	75%	\$27,870	\$9,290
Employment/Credential Rate	55.57%	45.67%	-17.81%	0.00	\$0	\$37,160
Sub-Total					\$27,870	\$120,770

JEFFERSON: Amount Available per Weight

\$6,289

	Goal	Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Unawarded
Entered Employment Rate	77.09%	75.93%	-1.51%	0.00	\$0	\$6,289
Employment Retention Rate	90.12%	87.50%	-2.91%	0.00	\$0	\$6,289
Six Months Earnings	\$13,560	\$12,916	-\$644	0.00	\$0	\$6,289
Employment/Credential Rate	48.70%	53.66%	10.18%	100%	\$6,289	\$0
Sub-Total					\$6,289	\$18,866

MOBILE: Amount Available per Weight

\$1,982

	Goal	Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Unawarded
Entered Employment Rate	88.05%	84.00%	-4.60%	0.00	\$0	\$1,982
Employment Retention Rate	89.83%	80.00%	-10.94%	0.00	\$0	\$1,982
Six Months Earnings	\$12,945	\$18,810	\$5,865	100%	\$1,982	\$0
Employment/Credential Rate	48.17%	53.85%	11.78%	100%	\$1,982	\$0
Sub-Total					\$3,964	\$3,964

STATE TOTALS

\$38,123 \$143,601 \$181,724

**WORKFORCE INVESTMENT ACT
STATEWIDE PY08 PERFORMANCE INCENTIVE ANALYSIS**

07/01/08 - 06/30/09

Final

MEASURES		NEGOTIATED GOAL	ACTUAL	NUMERATOR/ DENOMINATOR	ACHIEVEMENT INDEX (Actual/Goal)
ADULTS					
Entered Employment Rate	(10/01/07-09/30/08)	74.50%	69.95%	1208 / 1727	93.89%
Employment Retention Rate	(04/01/07-03/31/08)	83.00%	81.74%	1844 / 2256	98.48%
Average Six-Month Earnings	(04/01/07-03/31/08)	\$9,800	\$11,091 *	\$20,452,473 / 1844	113.18%
Employment/Credential Rate	(10/01/07-09/30/08)	48.00%	44.24%	738 / 1668	92.18%
DISLOCATED WORKERS:					
Entered Employment Rate	(10/01/07-09/30/08)	80.50%	75.56%	705 / 933	93.87%
Employment Retention Rate	(04/01/07-03/31/08)	91.00%	90.15%	769 / 853	99.07%
Average Six-Month Earnings	(04/01/07-03/31/08)	\$13,500	\$13,931 *	\$10,712,715 / 769	103.19%
Employment/Credential Rate	(10/01/07-09/30/08)	55.00%	46.77%	326 / 697	85.04%
YOUTH (19-21)					
Entered Employment Rate	(10/01/07-09/30/08)	72.00%	63.08%	205 / 325	87.61%
Employment Retention Rate	(04/01/07-03/31/08)	83.00%	78.35%	275 / 351	94.39%
Earnings Change	(04/01/07-03/31/08)	\$4,000	\$3,849	1,350,910 / 351	96.22%
Employment/Credential Rate	(10/01/07-09/30/08)	40.00%	20.19%	86 / 426	50.47%
YOUTH (14-18)					
Skill Attainment Rate	(04/01/08- 03/31/09)	73.00%	80.71% *	615 / 762	110.56%
Diploma/Equivalent Rate	(04/01/08- 03/31/09)	52.00%	41.98%	136 / 324	80.72%
Retention Rate	(04/01/07-03/31/08)	65.00%	61.55%	301 / 489	94.70%
YOUTH COMMON MEASURES (14-21)					
Literacy/Numeracy Gains	(07/01/08 - 06/30/09)	N/A	25.56%	125 / 489	N/A
Placement in Education/Employment	(10/01/07-09/30/08)	N/A	56.08%	401 / 715	N/A
Attainment of Degree/Certificate	(10/01/07-09/30/08)	N/A	38.24%	156 / 408	N/A
CUSTOMER SATISFACTION					
Participants		82.00	80.99		98.77%
Employers		87.00	94.83 *		109.00%

* Exceeded Goal

Highlighted - Failed to Achieve 80% of negotiated Goal

**WORKFORCE INVESTMENT ACT
AWIA PY08 PERFORMANCE INCENTIVE ANALYSIS
07/01/08 - 06/30/09**

MEASURES		NEGOTIATED GOAL	ACTUAL	NUMERATOR/ DENOMINATOR	ACHIEVEMENT INDEX (Actual/Goal)
ADULTS					
Entered Employment Rate	(10/01/07-09/30/08)	72.70%	70.80%	868 / 1226	97.39%
Employment Retention Rate	(04/01/07-03/31/08)	82.43%	81.04%	1299 / 1603	98.31%
Average Six-Month Earnings	(04/01/07-03/31/08)	\$9,825	\$11,197 *	\$14,544,846 / 1299	113.96%
Employment/Credential Rate	(10/01/07-09/30/08)	47.71%	43.24%	537 / 1242	90.62%
DISLOCATED WORKERS:					
Entered Employment Rate	(10/01/07-09/30/08)	80.27%	75.00%	552 / 736	93.43%
Employment Retention Rate	(04/01/07-03/31/08)	90.83%	90.35%	618 / 684	99.47%
Average Six-Month Earnings	(04/01/07-03/31/08)	\$12,860	\$13,790 *	\$8,522,185 / 618	107.23%
Employment/Credential Rate	(10/01/07-09/30/08)	55.57%	45.67%	264 / 578	82.19%
YOUTH (19-21)					
Entered Employment Rate	(10/01/07-09/30/08)	69.80%	60.92%	145 / 238	87.28%
Employment Retention Rate	(04/01/07-03/31/08)	83.62%	81.78%	211 / 258	97.80%
Earnings Change	(04/01/07-03/31/08)	\$4,464	\$4,654 *	\$1,200,739 / 258	104.26%
Employment/Credential Rate	(10/01/07-09/30/08)	41.46%	18.79%	62 / 330	45.32%
YOUTH (14-18)					
Skill Attainment Rate	(04/01/08- 03/31/09)	77.46%	79.34% *	503 / 634	102.42%
Diploma/Equivalent Rate	(04/01/08- 03/31/09)	48.41%	44.49%	113 / 254	91.90%
Retention Rate	(04/01/07-03/31/08)	62.52%	57.74%	194 / 336	92.35%
YOUTH COMMON MEASURES (14-21)					
Literacy/Numeracy Gains	(07/01/08 - 06/30/09)	N/A	15.77%	56 / 355	N/A
Placement in Education/Employment	(10/01/07-09/30/08)	N/A	54.03%	268 / 496	N/A
Attainment of Degree/Certificate	(10/01/07-09/30/08)	N/A	40.48%	119 / 294	N/A
CUSTOMER SATISFACTION					
Participants		82.02	80.19		97.77%
Employers		87.00	95.12 *		109.33%

* Exceeded Goal

Highlighted - Failed to Achieve 80% of negotiated Goal

WORKFORCE INVESTMENT ACT
JEFFERSON COUNTY LWIA PY08 PERFORMANCE INCENTIVE ANALYSIS
07/01/08 - 06/30/09

MEASURES		NEGOTIATED GOAL	ACTUAL	NUMERATOR/ DENOMINATOR	ACHIEVEMENT INDEX (Actual/Goal)
ADULTS					
Entered Employment Rate	(10/01/07-09/30/08)	72.18%	64.20%	226 / 352	88.95%
Employment Retention Rate	(04/01/07-03/31/08)	85.04%	80.51%	314 / 390	94.68%
Average Six-Month Earnings	(04/01/07-03/31/08)	\$8,718	\$8,901 *	\$2,794,839 / 314	102.10%
Employment/Credential Rate	(10/01/07-09/30/08)	42.20%	50.97% *	105 / 206	120.78%
DISLOCATED WORKERS:					
Entered Employment Rate	(10/01/07-09/30/08)	77.09%	75.93%	41 / 54	98.49%
Employment Retention Rate	(04/01/07-03/31/08)	90.12%	87.50%	56 / 64	97.09%
Average Six-Month Earnings	(04/01/07-03/31/08)	\$13,560	\$12,916	\$723,323 / 56	95.25%
Employment/Credential Rate	(10/01/07-09/30/08)	48.70%	53.66% *	22 / 41	110.18%
YOUTH (19-21)					
Entered Employment Rate	(10/01/07-09/30/08)	62.36%	54.55%	12 / 22	87.47%
Employment Retention Rate	(04/01/07-03/31/08)	77.42%	73.33%	22 / 30	94.72%
Earnings Change	(04/01/07-03/31/08)	\$2,495	\$2,432	\$72,973 / 30	97.49%
Employment/Credential Rate	(10/01/07-09/30/08)	35.45%	4.17%	1 / 24	11.75%
YOUTH (14-18)					
Skill Attainment Rate	(04/01/08- 03/31/09)	75.43%	94.44% *	17 / 18	125.21%
Diploma/Equivalent Rate	(04/01/08- 03/31/09)	28.60%	21.43%	3 / 14	74.93%
Retention Rate	(04/01/07-03/31/08)	54.19%	50.00%	6 / 12	92.27%
YOUTH COMMON MEASURES (14-21)					
Literacy/Numeracy Gains	(07/01/08 - 06/30/09)	N/A	17.14%	6 / 35	N/A
Placement in Education/Employment	(10/01/07-09/30/08)	N/A	42.47%	31 / 73	N/A
Attainment of Degree/Certificate	(10/01/07-09/30/08)	N/A	8.11%	3 / 37	N/A
CUSTOMER SATISFACTION					
Participants		82.44	80.16		97.23%
Employers		88.81	93.76 *		105.57%

* Exceeded Goal

Highlighted - Failed to Achieve 80% of negotiated Goal

WORKFORCE INVESTMENT ACT
MOBILE WORKS, INC. PY08 PERFORMANCE INCENTIVE ANALYSIS
07/01/08 - 06/30/09

MEASURES		NEGOTIATED GOAL	ACTUAL	NUMERATOR/ DENOMINATOR	ACHIEVEMENT INDEX (Actual/Goal)
ADULTS					
Entered Employment Rate	(10/01/07-09/30/08)	87.46%	76.98%	107 / 139	88.02%
Employment Retention Rate	(04/01/07-03/31/08)	85.28%	88.24% *	225 / 255	103.47%
Average Six-Month Earnings	(04/01/07-03/31/08)	\$10,938	\$13,452 *	\$3,026,661 / 225	122.98%
Employment/Credential Rate	(10/01/07-09/30/08)	52.27%	42.52%	91 / 214	81.35%
DISLOCATED WORKERS:					
Entered Employment Rate	(10/01/07-09/30/08)	88.05%	84.00%	21 / 25	95.40%
Employment Retention Rate	(04/01/07-03/31/08)	89.83%	80.00%	20 / 25	89.06%
Average Six-Month Earnings	(04/01/07-03/31/08)	\$12,945	\$18,810 *	\$376,206 / 20	145.31%
Employment/Credential Rate	(10/01/07-09/30/08)	48.17%	53.85% *	14 / 26	111.78%
YOUTH (19-21)					
Entered Employment Rate	(10/01/07-09/30/08)	72.00%	73.85% *	48 / 65	102.56%
Employment Retention Rate	(04/01/07-03/31/08)	82.77%	66.67%	40 / 60	80.54%
Earnings Change	(04/01/07-03/31/08)	\$2,396	\$1,182	\$70,892 / 60	49.31%
Employment/Credential Rate	(10/01/07-09/30/08)	34.94%	31.94%	23 / 72	91.43%
YOUTH (14-18)					
Skill Attainment Rate	(04/01/08- 03/31/09)	73.00%	85.29% *	87 / 102	116.84%
Diploma/Equivalent Rate	(04/01/08- 03/31/09)	67.11%	37.04%	20 / 54	55.19%
Retention Rate	(04/01/07-03/31/08)	78.10%	71.63%	101 / 141	91.72%
YOUTH COMMON MEASURES (14-21)					
Literacy/Numeracy Gains	(07/01/08 - 06/30/09)	N/A	64.29%	63 / 98	N/A
Placement in Education/Employment	(10/01/07-09/30/08)	N/A	69.86%	102 / 146	N/A
Attainment of Degree/Certificate	(10/01/07-09/30/08)	N/A	44.16%	34 / 77	N/A
CUSTOMER SATISFACTION					
Participants		81.64	89.60 *		109.75%
Employers		87.72	96.28 *		109.76%

* Exceeded Goal

Highlighted - Failed to Achieve 80% of negotiated Goal