

## ALABAMA WORKFORCE INVESTMENT SYSTEM

Alabama Department of Economic and Community Affairs  
Workforce Development Division  
401 Adams Avenue  
Post Office 5690  
Montgomery, Alabama 36103-5690

### GOVERNOR'S WORKFORCE DEVELOPMENT DIRECTIVE NO. PY2008-06, Change 2

**SUBJECT:** PY 2009/FY2010 Grant Agreement modification to incorporate correct Performance Goals.

- Purpose.** To provide Local Workforce Investment Boards with corrected PY09 Performance Goals for Adult, Dislocated Worker, and Youth programs.
- Discussion.** The original directive, GWDD PY2008-06, transmitting guidance on the development and submission of the respective PY09/FY10 Grant Agreement Packages included the proposed PY09 State Level Performance Goals. It also provided direction for the Local Areas to present their proposed PY09 Performance Goals for review and consideration. Because the U.S. Department of Labor subsequently approved use of the PY08 Performance Goals for PY09 Performance, the proposed Local Area Performance Goals were not necessary. To correct the erroneous Performance Goals submitted with the original Local Area Plans, modifications must be submitted for processing and approval.

The PY09 Local Area Performance Goals are attached to this directive. Please note these are the PY08 Local Area Performance Goals that were used for the PY09 incentive fund calculations issued to the Local Areas through directive GWDD PY2008-05, Change 3 (Revised).

- Action.** Each local workforce investment board shall use the attached form and respective Performance Goals when preparing/submitting its PY09/FY10 Grant Agreement modification to correct the PY09 Local Workforce Investment Area Performance Goals.

Local Area Grant agreement modification packages should be received at the Workforce Development Division by March 15, 2010.

- Contact.** Any questions regarding this Directive should be addressed to Sara Calhoun, Workforce Development Division, State Planning at (334) 353-1632.

  
Matthew Hughes, Director  
Office of Workforce Development

**C. LWIA Adult, Youth, Dislocated Worker Performance Goals:**

~~Using the proposed State Level PY09 Performance Goals (attached), Local Workforce Investment Areas should provide their respective proposed performance goals for the Adult, Dislocated Worker and Youth programs in their grant agreement documents for consideration. The State office will be in contact with each local area to negotiate goals as Plans are reviewed.~~

Because the U.S. Department of Labor approved use of the PY08 Performance Goals for PY09 Performance, the proposed Local Area Performance Goals were not necessary. To correct the erroneous Performance Goals submitted with the original Local Area Plans, modifications must be submitted.

Attached to this form are the PY09 Local Area Performance Goals. Local areas should enter in their grant agreement modification documents the appropriate Adult, Dislocated Worker, and Youth performance goals and submit the modified PY09 Local Workforce Investment Area Plans to the State office for processing and approval.

<u>Program</u>	<u>Performance Goal</u>
<b>Adult</b>	
1. Entered Employment Rate	_____
2. Employment Retention Rate	_____
3. Six Month Earnings	_____
4. Employment and Credential/Certificate Rate	_____
<b>Youth (14-18)</b>	
1. Skill Attainment Rate	_____
2. Diploma or Equivalent Attainment Rate	_____
3. Retention Rate	_____
<b>Youth (19-21)</b>	
1. Entered Employment Rate	_____
2. Employment Retention Rate	_____
3. Six Month Earnings	_____
4. Employment and Credential/Certificate Rate	_____
<b>Dislocated Worker</b>	
1. Entered Employment Rate	_____
2. Employment Retention Rate	_____
3. Six Month Earnings	_____
4. Employment and Credential/Certificate Rate	_____

As indicated in Governor’s Workforce Development Directive No. PY06-04, dated February 2, 2007, “...local areas are responsible for the design and development of WIA participant training programs which meet the applicable requirements of USDOL TEGl No. 17-05, as appropriate to accommodate local labor market conditions...”

**ALABAMA WORKFORCE INVESTMENT ACT**  
**ADULT, DISLOCATED WORKER, AND YOUTH PROGRAMS**  
**PY08/ PY09 PERFORMANCE GOALS**

<b>Statewide</b>				
<b>Adult Program</b>				
<b>Measure</b>	<b>PY05-PY07 BASELINE Actuals</b>	<b>PY09 GPRA Goals</b>	<b>PY08 Goal</b>	<b>PY09 Goal</b>
1 Entered Employment Rate	71.08%	64.80%	74.50%	74.50%
2 Employment Retention Rate	81.30%	80.80%	83.00%	83.00%
3 Average Six Months Earnings	\$11,472	\$12,597	\$9,800	\$9,800
4 Employment and Credential Rate	51.38%	N/A	48.00%	48.00%
<b>Dislocated Worker Program</b>				
<b>Measure</b>	<b>PY05-PY07 BASELINE Actuals</b>	<b>PY09 GPRA Goals</b>	<b>PY08 Goal</b>	<b>PY09 Goal</b>
1 Entered Employment Rate	78.28%	70.20%	80.50%	80.50%
2 Employment Retention Rate	89.30%	83.90%	91.00%	91.00%
3 Average Six Months Earnings	\$10,122	\$14,773	\$13,500	\$13,500
4 Employment and Credential Rate	59.62%	N/A	55.00%	55.00%
<b>Youth (19-21) Program</b>				
<b>Measure</b>	<b>PY05-PY07 BASELINE Actuals</b>	<b>PY09 GPRA Goals</b>	<b>PY08 Goal</b>	<b>PY09 Goal</b>
1 Entered Employment Rate	68.26%	N/A	72.00%	72.00%
2 Employment Retention Rate	81.30%	N/A	83.00%	83.00%
3 Earnings Change	\$4,318	N/A	\$4,000	\$4,000
4 Credential Rate	37.82%	N/A	40.00%	40.00%
<b>Youth (14-18) Program</b>				
<b>Measure</b>	<b>PY05-PY07 BASELINE Actuals</b>	<b>PY09 GPRA Goals</b>	<b>PY08 Goal</b>	<b>PY09 Goal</b>
1 Skill Attainment Rate	78.37%	N/A	73.00%	73.00%
2 Diploma or Equivalent Rate	40.83%	N/A	52.00%	52.00%
3 Retention Rate	56.05%	N/A	65.00%	65.00%
<b>Youth (14-21) Program</b>				
<b>Measure</b>	<b>PY05-PY07 BASELINE Actuals</b>	<b>PY09 GPRA Goals</b>	<b>PY08 Goal</b>	<b>PY09 Goal</b>
1 Literacy and Numeracy Gains	40.00%	N/A	N/A	N/A
2 Placement in Employment or Education	50.79%	N/A	N/A	N/A
3 Attainment of a Degree or Certificate	24.12%	N/A	N/A	N/A
<b>Customer Satisfaction</b>				
<b>Measure</b>	<b>PY05-PY07 BASELINE Actuals</b>	<b>PY09 GPRA Goals</b>	<b>PY08 Goal</b>	<b>PY09 Goal</b>
1 Participants	81.74	N/A	82.00	82.00
2 Employers	89.78	N/A	87.00	87.00

**ALABAMA WORKFORCE INVESTMENT ACT**

**ADULT, DISLOCATED WORKER, AND YOUTH PROGRAMS  
PY08/ PY09 PERFORMANCE GOALS**

<b>AWIA</b>				
<b>Adult Program</b>				
<b>Measure</b>	<b>PY05-PY07 BASELINE Actuals</b>	<b>PY09 GPRA Goals</b>	<b>PY08 Goal</b>	<b>PY09 Goal</b>
1 Entered Employment Rate	68.88%	64.80%	72.70%	72.70%
2 Employment Retention Rate	80.83%	80.80%	82.43%	82.43%
3 Average Six Months Earnings	\$10,479	\$12,597	\$9,825	\$9,825
4 Employment and Credential Rate	51.98%	N/A	47.71%	47.71%
<b>Dislocated Worker Program</b>				
<b>Measure</b>	<b>PY05-PY07 BASELINE Actuals</b>	<b>PY09 GPRA Goals</b>	<b>PY08 Goal</b>	<b>PY09 Goal</b>
1 Entered Employment Rate	78.58%	70.20%	80.27%	80.27%
2 Employment Retention Rate	88.95%	83.90%	90.83%	90.83%
3 Average Six Months Earnings	\$8,813	\$14,773	\$12,860	\$12,860
4 Employment and Credential Rate	60.45%	N/A	55.57%	55.57%
<b>Youth (19-21) Program</b>				
<b>Measure</b>	<b>PY05-PY07 BASELINE Actuals</b>	<b>PY09 GPRA Goals</b>	<b>PY08 Goal</b>	<b>PY09 Goal</b>
1 Entered Employment Rate	65.96%	N/A	69.80%	69.80%
2 Employment Retention Rate	82.27%	N/A	83.62%	83.62%
3 Earnings Change	\$4,604	N/A	\$4,464	\$4,464
4 Credential Rate	40.60%	N/A	41.46%	41.46%
<b>Youth (14-18) Program</b>				
<b>Measure</b>	<b>PY05-PY07 BASELINE Actuals</b>	<b>PY09 GPRA Goals</b>	<b>PY08 Goal</b>	<b>PY09 Goal</b>
1 Skill Attainment Rate	81.16%	N/A	77.46%	77.46%
2 Diploma or Equivalent Rate	39.36%	N/A	48.41%	48.41%
3 Retention Rate	54.15%	N/A	62.52%	62.52%
<b>Youth (14-21) Program</b>				
<b>Measure</b>	<b>PY05-PY07 BASELINE Actuals</b>	<b>PY09 GPRA Goals</b>	<b>PY08 Goal</b>	<b>PY09 Goal</b>
1 Placement in Employment or Education	25.44%	N/A	N/A	N/A
2 Attainment of a Degree or Certificate	47.39%	N/A	N/A	N/A
3 Literacy and Numeracy Gains	20.22%	N/A	N/A	N/A
<b>Customer Satisfaction</b>				
<b>Measure</b>	<b>PY05-PY07 BASELINE Actuals</b>	<b>PY09 GPRA Goals</b>	<b>PY08 Goal</b>	<b>PY09 Goal</b>
1 Participants	81.68	N/A	82.02	82.02
2 Employers	89.53	N/A	87.00	87.00

**ALABAMA WORKFORCE INVESTMENT ACT**  
**ADULT, DISLOCATED WORKER, AND YOUTH PROGRAMS**  
**PY08/ PY09 PERFORMANCE GOALS**

<b>Jefferson</b>				
<b>Adult Program</b>				
<b>Measure</b>	<b>PY05-PY07 BASELINE Actuals</b>	<b>PY09 GPRA Goals</b>	<b>PY08 Goal</b>	<b>PY09 Goal</b>
1 Entered Employment Rate	67.72%	64.80%	72.18%	72.18%
2 Employment Retention Rate	82.04%	80.80%	85.04%	85.04%
3 Average Six Months Earnings	\$7,912	\$12,597	\$8,718	\$8,718
4 Employment and Credential Rate	31.98%	N/A	42.20%	42.20%
<b>Dislocated Worker Program</b>				
<b>Measure</b>	<b>PY05-PY07 BASELINE Actuals</b>	<b>PY09 GPRA Goals</b>	<b>PY08 Goal</b>	<b>PY09 Goal</b>
1 Entered Employment Rate	78.11%	70.20%	77.09%	77.09%
2 Employment Retention Rate	88.81%	83.90%	90.12%	90.12%
3 Average Six Months Earnings	\$11,205	\$14,773	\$13,560	\$13,560
4 Employment and Credential Rate	53.50%	N/A	48.70%	48.70%
<b>Youth (19-21) Program</b>				
<b>Measure</b>	<b>PY05-PY07 BASELINE Actuals</b>	<b>PY09 GPRA Goals</b>	<b>PY08 Goal</b>	<b>PY09 Goal</b>
1 Entered Employment Rate	61.54%	N/A	62.36%	62.36%
2 Employment Retention Rate	77.32%	N/A	77.42%	77.42%
3 Earnings Change	\$2,712	N/A	\$2,495	\$2,495
4 Credential Rate	24.60%	N/A	35.45%	35.45%
<b>Youth (14-18) Program</b>				
<b>Measure</b>	<b>PY05-PY07 BASELINE Actuals</b>	<b>PY09 GPRA Goals</b>	<b>PY08 Goal</b>	<b>PY09 Goal</b>
1 Skill Attainment Rate	65.88%	N/A	75.43%	75.43%
2 Diploma or Equivalent Rate	7.50%	N/A	28.60%	28.60%
3 Retention Rate	47.42%	N/A	54.19%	54.19%
<b>Youth (14-21) Program</b>				
<b>Measure</b>	<b>PY05-PY07 BASELINE Actuals</b>	<b>PY09 GPRA Goals</b>	<b>PY08 Goal</b>	<b>PY09 Goal</b>
1 Placement in Employment or Education	29.17%	N/A	N/A	N/A
2 Attainment of a Degree or Certificate	45.38%	N/A	N/A	N/A
3 Literacy and Numeracy Gains	33.58%	N/A	N/A	N/A
<b>Customer Satisfaction</b>				
<b>Measure</b>	<b>PY05-PY07 BASELINE Actuals</b>	<b>PY09 GPRA Goals</b>	<b>PY08 Goal</b>	<b>PY09 Goal</b>
1 Participants	80.71	N/A	82.44	82.44
2 Employers	90.59	N/A	88.81	88.81

**ALABAMA WORKFORCE INVESTMENT ACT**

**ADULT, DISLOCATED WORKER, AND YOUTH PROGRAMS  
PY08/ PY09 PERFORMANCE GOALS**

<b>Mobile</b>				
<b>Adult Program</b>				
<b>Measure</b>	<b>PY05-PY07 BASELINE Actuals</b>	<b>PY09 GPRA Goals</b>	<b>PY08 Goal</b>	<b>PY09 Goal</b>
1 Entered Employment Rate	86.21%	64.80%	87.46%	87.46%
2 Employment Retention Rate	83.55%	80.80%	85.28%	85.28%
3 Average Six Months Earnings	\$12,697	\$12,597	\$10,938	\$10,938
4 Employment and Credential Rate	53.23%	N/A	52.27%	52.27%
<b>Dislocated Worker Program</b>				
<b>Measure</b>	<b>PY05-PY07 BASELINE Actuals</b>	<b>PY09 GPRA Goals</b>	<b>PY08 Goal</b>	<b>PY09 Goal</b>
1 Entered Employment Rate	81.25%	70.20%	88.05%	88.05%
2 Employment Retention Rate	88.83%	83.90%	89.83%	89.83%
3 Average Six Months Earnings	\$8,790	\$14,773	\$12,945	\$12,945
4 Employment and Credential Rate	53.64%	N/A	48.17%	48.17%
<b>Youth (19-21) Program</b>				
<b>Measure</b>	<b>PY05-PY07 BASELINE Actuals</b>	<b>PY09 GPRA Goals</b>	<b>PY08 Goal</b>	<b>PY09 Goal</b>
1 Entered Employment Rate	80.25%	N/A	72.00%	72.00%
2 Employment Retention Rate	78.54%	N/A	82.77%	82.77%
3 Earnings Change	\$1,985	N/A	\$2,396	\$2,396
4 Credential Rate	32.88%	N/A	34.94%	34.94%
<b>Youth (14-18) Program</b>				
<b>Measure</b>	<b>PY05-PY07 BASELINE Actuals</b>	<b>PY09 GPRA Goals</b>	<b>PY08 Goal</b>	<b>PY09 Goal</b>
1 Skill Attainment Rate	76.85%	N/A	73.00%	73.00%
2 Diploma or Equivalent Rate	52.57%	N/A	67.11%	67.11%
3 Retention Rate	66.25%	N/A	78.10%	78.10%
<b>Youth (14-21) Program</b>				
<b>Measure</b>	<b>PY05-PY07 BASELINE Actuals</b>	<b>PY09 GPRA Goals</b>	<b>PY08 Goal</b>	<b>PY09 Goal</b>
1 Placement in Employment or Education	67.19%	N/A	N/A	N/A
2 Attainment of a Degree or Certificate	58.70%	N/A	N/A	N/A
3 Literacy and Numeracy Gains	29.74%	N/A	N/A	N/A
<b>Customer Satisfaction</b>				
<b>Measure</b>	<b>PY05-PY07 BASELINE Actuals</b>	<b>PY09 GPRA Goals</b>	<b>PY08 Goal</b>	<b>PY09 Goal</b>
1 Participants	83.10	N/A	81.64	81.64
2 Employers	89.77	N/A	87.72	87.72