

ALABAMA WORKFORCE INVESTMENT SYSTEM

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

September 23, 2005

GOVERNOR'S WORKFORCE DEVELOPMENT DIRECTIVE NO. PY2004-15, Change 3

SUBJECT: Program Year 2005 WIA Adult, Youth, and Dislocated Worker Allocations

1. **Purpose.** This transmits notice of local areas' PY 2005 Adult, Youth, and Dislocated Worker program incentive awards.
2. **Discussion.** The four Adult, four Dislocated Worker, four Older Youth, and two of three Younger Youth performance measure calculations are largely based on Unemployment Insurance wage record data. One of the three Younger Youth measures, and both Participant and Employer Program Satisfaction measure calculations, are based upon program year data.

Each local area must first exceed its prescribed Participant and Employer WIA customer satisfaction benchmarks to be eligible to receive Adult, Dislocated Worker, Older Youth, and/or Younger Youth program performance incentive awards.

Sixty-seven percent of the PY 2005 Youth, Adult, and Dislocated Worker Workforce Investment Activity (15%) funds reserved for local area incentive awards/capacity building purposes is being made available for local area awards. Thirty-three percent of these funds are reserved for statewide/local area capacity building activities. A summary of local area PY 2005 incentive award calculations is depicted in Directive Attachment 4.

Local areas must plan for the full PY 2005 expenditure of their PY 2005 incentive awards. Note that there are no Administration or Program cost limitations with respect to these local area incentive awards.

Local areas' expenditure of incentive funds must be tracked and reported separately from other WIA expenditures (Statewide WIA Fiscal Procedures Manual, Section III.D.2.); i.e., each local area should budget its PY 2005 incentive award on a separate WIA-60 form, under the "Governor's 15% Funds" column.

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The period of availability for local area WIA funds is generally two years. Therefore, the end date on the PY 2005 local area incentive awards WIA-60 Grant Agreement sheets should read June 30, 2007.

3. Action.

- a. Local areas must submit the appropriate modifications to their respective PY 2005 WIA Grant Agreement packages to the Office of Workforce Development prior to November 4, 2005.

As noted above, local areas should budget their PY2005 incentive fund awards on a separate WDD-60 Grantee Budget Summary sheet.

- b. Replace the old Attachment 1 with the new Attachment 1. Add the new Attachment 4 following Attachment 3.

4. Contact.

Any questions should be referred to Charles Terry, State Planning Section, at (334) 242-5883.



Steve Walkley, Division Director
Workforce Development Division

Attachments:

- 1: Local Area Planning Allocation for Program Year 2005
- 4: PY 2005 Local Area Incentive Award Calculations

LOCAL AREA PLANNING ALLOCATION
FOR PROGRAM YEAR 2005
(July 1, 2005-June 30, 2006)

	PY 2005 Allotment	FY 2006 Allotment	Full PY Allotment
1 SEC. 133(b)(2)(A) ADULT PROGRAMS	\$2,900,863	\$11,187,495	\$14,088,358
a. GOVERNOR'S 15% SET ASIDES:	\$435,129	\$1,678,124	\$2,113,253
Administration (5%)	\$145,043	\$559,375	\$704,418
Other WIA Activities (7%)	\$203,060	\$783,124	\$986,184
Incent/Cap. Bldng. (3%)	\$87,026	\$335,625	\$422,651
Local Area Grants (67%)	\$58,307	\$224,869	\$283,176
State-level (33%)	\$28,719	\$110,756	\$139,474
b. LOCAL AREA ADULT PROGRAMS (85%)	\$2,465,734	\$9,509,371	\$11,975,105
AWIA	\$1,905,015	\$7,346,899	\$9,251,914
Jefferson	\$184,233	\$710,514	\$894,747
Mobile	\$376,486	\$1,451,958	\$1,828,444
2 SEC. 128(b)(2) YOUTH ALLOTMENT	\$14,738,266	\$0	\$14,738,266
a. GOVERNOR'S 15% SET ASIDES:	\$2,210,740	\$0	\$2,210,740
Administration (5%)	\$736,913	\$0	\$736,913
Other WIA Activities (7%)	\$1,031,679	\$0	\$1,031,679
Incent/Cap. Bldng. (3%)	\$442,148	\$0	\$442,148
Local Area Grants (67%)	\$296,239	\$0	\$296,239
State-level (33%)	\$145,909	\$0	\$145,909
b. LOCAL AREA YOUTH PROGRAMS (85%)	\$12,527,526	\$0	\$12,527,526
AWIA	\$9,724,056	\$0	\$9,724,056
Jefferson	\$902,787	\$0	\$902,787
Mobile	\$1,900,683	\$0	\$1,900,683

ATTACHMENT 1 (con't.)

	PY 2005 Allotment	FY 2006 Allotment	Full PY/FY Allotment
3 SEC. 133(b)(2)(B) DISLOCATED WORKERS	\$5,295,282	\$13,005,713	\$18,300,995
a. RAPID RESPONSE PROGRAMS (20%)	\$1,059,057	\$2,601,143	\$3,660,200
b. GOVERNOR's 15% SET ASIDES:	\$794,292	\$1,950,857	\$2,745,149
Administration (5%)	\$264,764	\$650,286	\$915,050
Other WIA Activities (7%)	\$370,670	\$910,400	\$1,281,070
Incent/Cap. Bldng. (3%)	\$158,858	\$390,171	\$549,029
Local Area Grants (67%)	\$106,435	\$261,415	\$367,850
State-level (33%)	\$52,423	\$128,756	\$181,179
c. LOCAL AREA PROGRAMS (65%)	\$3,441,933	\$8,453,713	\$11,895,646
AWIA	\$2,862,343	\$7,030,186	\$9,892,529
Jefferson	\$283,054	\$695,205	\$978,259
Mobile	\$296,536	\$728,322	\$1,024,858
4 TOTAL PROGRAM YEAR 2005 ALLOTMENT	\$22,934,411	\$24,193,208	\$47,127,619
5 POOLED SET ASIDES			
Rapid Response (20%)	\$1,059,057	\$2,601,143	\$3,660,200
Administration (5%)	\$1,146,720	\$1,209,661	\$2,356,381
Other WIA Activities (7%)	\$1,605,409	\$1,693,524	\$3,298,933
Incentive Awards/Capacity Building (3%)	\$688,032	\$725,796	\$1,413,828
Local Area grants (67%)	\$460,981	\$486,284	\$947,265
AWIA	\$70,731	\$173,723	\$244,454
Jefferson	\$29,939	\$94,261	\$124,200
Mobile	\$360,311	\$218,300	\$578,611
State-level activities (33%)	\$227,051	\$239,512	\$466,563

6 PY 05 / FY 06 Local Area Incentive Awards by CFDA / Funding Category

		PY 2005	FY 2006	Total
AWIA				
	Fund Source			
	Adult	\$0	\$0	\$0
	Youth	\$0	\$0	\$0
	Disc. Wkr.	\$70,731	\$173,723	\$244,454
		<u>\$70,731</u>	<u>\$173,723</u>	<u>\$244,454</u>
Jefferson				
	Fund Source			
	Adult	\$14,798	\$57,073	\$71,871
	Youth	\$0	\$0	\$0
	Disc. Wkr.	\$15,141	\$37,188	\$52,329
		<u>\$29,939</u>	<u>\$94,261</u>	<u>\$124,200</u>
Mobile				
	Fund Source			
	Adult	\$43,509	\$167,796	\$211,305
	Youth	\$296,239	\$0	\$296,239
	Disc. Wkr.	\$20,563	\$50,504	\$71,067
		<u>\$360,311</u>	<u>\$218,300</u>	<u>\$578,611</u>
State				
	Fund Source			
	Adult	\$58,307	\$224,869	\$283,176
	Youth	\$296,239	\$0	\$296,239
	Disc. Wkr.	\$106,435	\$261,415	\$367,850
		<u>\$460,981</u>	<u>\$486,284</u>	<u>\$947,265</u>

**INCENTIVE AWARDS
PY04 PERFORMANCE PERIOD
(July 1, 2004 - June 30, 2005)**

PY05 ADULT Incentive Funds	\$283,176
PY05 DISC. WORKER Incentive Funds	\$367,850
PY05 YOUTH Incentive Funds	<u>\$296,239</u>
Total PY05 Incentive Funds	<u><u>\$947,265</u></u>

LOCAL AREA	Exceeding Measures Award	Local Area Relative Perfmnce Award	Local Area Total Award
AWIA	\$210,311	\$34,143	\$244,454
JEFFERSON	\$78,948	\$45,252	\$124,200
MOBILE	\$475,784	\$102,827	\$578,611
TOTAL	\$765,043	\$182,222	\$947,265

**LOCAL AREA PERFORMANCE VS. GOALS
PY04 PERFORMANCE PERIOD**

7/1/04 - 6/30/05

AWIA

	Goal	Actual Perfmnce	Incentive Award
ADULTS			
Entered Employment Rate	69.03%	66.75%	
Employment Retention Rate	80.71%	83.12%	+
Earnings Change in 6 Months	\$2,667.23	\$5,025.10	+
Employment and Credential	48.41%	39.21%	
DISC. WORKERS			
Entered Employment Rate	79.70%	78.08%	
Employment Retention Rate	82.44%	90.19%	+
Earnings Replacement Rate	96.98%	143.94%	+
Employment and Credential	46.37%	57.31%	+
YOUTH (19-21)			
Entered Employment Rate	66.58%	62.84%	
Employment Retention Rate	72.13%	82.86%	+
Earnings Change in 6 Months	\$2,239.67	\$4,700.88	+
Credential Rate	38.59%	33.56%	
YOUTH (14-18)			
Skill Attainment Rate	77.58%	83.62%	+
Diploma/Equiv. Attainment Rate	47.58%	39.03%	
Retention Rate	51.42%	61.80%	+
Customer Satisfaction			
Individuals	75.56	79.73	+
Employers	72.44	85.60	+

Bold - Failed to Meet Standard

**LOCAL AREA PERFORMANCE VS. STANDARD
PY04 PERFORMANCE PERIOD**

7/1/04 - 6/30/05

JEFFERSON

	Goal	Actual Perfmnce	Incentive Award
ADULTS			
Entered Employment Rate	69.03%	67.17%	
Employment Retention Rate	80.71%	81.29%	+
Earnings Change in 6 Months	\$2,667.23	\$4,093.33	+
Employment and Credential	48.41%	54.04%	+
DISC. WORKERS			
Entered Employment Rate	79.70%	71.93%	
Employment Retention Rate	82.44%	93.98%	+
Earnings Replacement Rate	96.98%	128.58%	+
Employment and Credential	46.37%	49.00%	+
YOUTH (19-21)			
Entered Employment Rate	66.58%	61.11%	
Employment Retention Rate	72.13%	85.71%	+
Earnings Change in 6 Months	\$2,239.67	\$1,113.22	
Credential Rate	38.59%	37.50%	
YOUTH (14-18)			
Skill Attainment Rate	77.58%	86.17%	+
Diploma/Equiv. Attainment Rate	47.58%	41.10%	
Retention Rate	51.42%	46.91%	
Customer Satisfaction			
Individuals	75.56	82.22	+
Employers	72.44	89.42	+

Bold - Failed to Meet Standard

**LOCAL AREA PERFORMANCE VS. STANDARD
PY04 PERFORMANCE PERIOD**

7/1/04 - 6/30/05

MOBILE

	Goal	Actual Perfmnce	Incentive Award
ADULTS			
Entered Employment Rate	69.03%	89.59%	+
Employment Retention Rate	80.71%	92.13%	+
Earnings Change in 6 Months	\$2,667.23	\$5,612.47	+
Employment and Credential	48.41%	53.30%	+
DISC. WORKERS			
Entered Employment Rate	79.70%	90.55%	+
Employment Retention Rate	82.44%	90.48%	+
Earnings Replacement Rate	96.98%	121.88%	+
Employment and Credential	46.37%	52.38%	+
YOUTH (19-21)			
Entered Employment Rate	66.58%	72.55%	+
Employment Retention Rate	72.13%	82.76%	+
Earnings Change in 6 Months	\$2,239.67	\$2,191.31	
Credential Rate	38.59%	36.73%	
YOUTH (14-18)			
Skill Attainment Rate	77.58%	80.17%	+
Diploma/Equiv. Attainment Rate	47.58%	86.32%	+
Retention Rate	51.42%	97.81%	+
Customer Satisfaction			
Individuals	75.56	76.84	+
Employers	72.44	89.95	+

Bold - Failed to Meet Standard

Tier II: Supplemental Award for Local Area' Relative Performance

Goal	Amount Unawarded	Local Area Perf./Goal Ratio		
		AWIA	JEFFSN	MOBILE
EER	23,260.47	0.9670	0.9731	1.2979
ERR	11,630.24	1.0299	1.0072	1.1416
ECh6Mn	0.00	1.8840	1.5347	2.1042
EE/Cr	0.00	0.8100	1.1163	1.1010
TOTAL	34,890.71			

COMPOSITE PERFORMANCE INDICES

EER	0	0	1.2979
ERR	0.0000	1.0072	1.1416
ECh6Mn	0.0000	1.5347	2.1042
EE/Cr	0	1.1163	1.1010
TOTAL	0.0000	0.9146	1.4112

LOCAL AREA SUPPLEMENTAL AWARDS

AWIA	JEFFSN	MOBILE	TOTAL
0.00	13,720.06	21,170.64	34,890.71

Tier II: Supplemental Award for Local Areas' Relative Performance

Goal	Amount Unawarded	LWIA Perf./Std. Ratio		
		AWIA	JEFFSN	MOBILE
EER	84,039.51	0.9797	0.9026	1.1362
ERR	21,099.94	1.0940	1.1400	1.0975
ERpRt	0.00	1.4843	1.3259	1.2568
EE/Cr	1,890.67	1.2361	1.0568	1.1297
TOTAL	107,030.13			

COMPOSITE PERFORMANCE INDICES

EER	0	0	1.1362
ERR	1.0940	1.1400	1.0975
ERpRt	1.4843	1.3259	1.2568
EE/Cr	1.2361	1.0568	1.1297
TOTAL	0.9536	0.8807	1.1551

LWIA SUPPLEMENTAL AWARDS

AWIA	JEFFSN	MOBILE	TOTAL
34,142.73	31,531.46	41,355.93	107030.13

Tier II: Supplemental Award for Local Areas' Relative Performance

Goal	Amount Unawarded	Local Area Perf./Goal Ratio		
		AWIA	JEFFSN	MOBILE
EER	2,036.64	0.9439	0.9179	1.0897
ERR	0.00	1.1487	1.1883	1.1474
ECh6Mn	8,146.58	2.0989	0.4970	0.9784
EE/Cr	8,146.58	0.8697	0.9719	0.9520
TOTAL	18,329.79			

COMPOSITE PERFORMANCE INDICES

EER	0	0	1.0897
ERR	0.0000	0.0000	1.1474
ECh6Mn	0.0000	0	0
EE/Cr	0	0	0
TOTAL	0.0000	0.0000	0.5593

LWIA SUPPLEMENTAL AWARDS

AWIA	JEFFSN	MOBILE	TOTAL
0.00	0.00	18,329.79	18329.79

Tier II: Supplemental Award for Local Areas' Relative Performance

Goal	Amount Unawarded	Local Area Perf./Std. Ratio		
		AWIA	JEFFSN	MOBILE
SkAtRt	21,971.07	1.0779	1.1108	1.0335
HS/Eqv	0.00	0.8204	0.8638	1.8144
RetRate	0.00	1.2020	0.9124	1.9023
TOTAL	21,971.07			

COMPOSITE PERFORMANCE INDICES

SkAtRt	0.0000	0.0000	1.0335
HS/Eqv	0	0	1.8144
RetRate	0.0000	0	1.9023
TOTAL	0.0000	0.0000	1.5834

LA SUPPLEMENTAL AWARDS

AWIA	JEFFSN	MOBILE	TOTAL
0.00	0.00	21,971.07	21971.07