

ALABAMA WORKFORCE INVESTMENT SYSTEM

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

GOVERNOR'S WORKFORCE DEVELOPMENT DIRECTIVE NO. PY2009-06, Change 3

SUBJECT: Program Year 2010/Fiscal Year 2011 Workforce Investment Act (WIA) Adult, Youth, and Dislocated Worker Allocations

1. **Purpose.** This transmits notice of local areas' Program Year 2010/Fiscal Year 2011 Adult, Youth, and Dislocated Worker program incentive awards.
2. **Discussion.** Sixty-seven percent of Adult, Dislocated Worker, and Youth Workforce Investment Act (15%) funds reserved for incentive awards/capacity building purposes are made available for local area performance incentive awards. Such incentive awards are granted to those local areas whose actual prior program year performance in each category (Adult, Youth, and Dislocated Worker) exceeds the corresponding, negotiated performance goals for these programs. The local area incentive fund awards are shown in Attachment 1 of this Directive. The actual calculations of local area Program Year 2010 incentive awards are available in this Directive at Attachment 2. Attachment 3 details the final Program Year 2009 performance, on which these awards are based, for Statewide and each local area.

As indicated in GWDD 2009-01, Change 1, local areas must first meet or exceed their respective Participant and Employer WIA customer satisfaction goals in order to be eligible to receive performance incentive awards. If this requirement is met, local areas must then meet or exceed at least three of the four Adult performance goals to be eligible to receive an Adult program incentive award; three of the four Dislocated Worker performance goals to be eligible to receive a Dislocated Worker program incentive award; and at least five of the

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seven performance goals for Older/Younger Youth to be eligible to receive an Older/Younger Youth program incentive award.

None of the three Local Areas met at least five of the seven performance goals for Older/Younger Youth. Therefore, no local area is eligible for the Youth incentive awards. As per GWDD 2009, Change 1, those funds will be reclassified as "Other WIA Activities" and used for Statewide activities.

Sanctions for local areas that fail to meet their Adult, Youth, or Dislocated Worker performance goals as described above are also covered in GWDD 2009-01, Change 1. It states, "Following the first year of failure to meet performance goals, the State shall provide the LWIA(s) with technical assistance. Determinations regarding the type of technical assistance to be provided will be made by State staff. These activities will be funded with the three percent (3 %) Capacity Building / Technical Assistance set asides. The LWIA will develop and formally submit a corrective action plan to the State. This plan, which will reflect the input of both State and LWIA staff, should be designed to have a significant impact on the LWIA's performance during the final two quarters of the following program year, i.e., to bring performance up to acceptable levels. The State may accept or reject the LWIA's submitted corrective action plan. The LWIA will report monthly on the progress achieved under the corrective action plan, beginning 45 days following the plan's implementation."

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 Program Year 2010/Fiscal Year 2011 incentive awards on a separate WIA-60 form, under the "Governor's 15% Funds" column.

Local area WIA funds must be fully expended over a period not to exceed two years from the date (July 1, 2010) these funds were first made available to the State for expenditure. Therefore, the ending date on the WIA-60 Grant Agreement form should be June 30, 2012. Note these funds may be used for any activities allowed under WIA Title I-B without respect to Administration or Program Costs categories.

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- 3. Action.** Please review Attachment 1 of this Directive to determine the amount of your local area's Program Year 2010/Fiscal Year 2011 incentive awards and submit the appropriate modifications to the respective WIA Grant Agreement to the Workforce Development Division no later than November 1, 2010.

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

- 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 2010
- 2: Program Year 2010 Local Area Incentive Award Calculations
- 3: Statewide and Local Area Final Program Year 2009 Performance Analysis

**LOCAL AREA PLANNING ALLOCATION
FOR PROGRAM YEAR 2010
(July 1, 2010-June 30, 2011)**

		PY 2010 Allotment	FY 2011 Allotment	Full PY Allotment
SEC. 133(b)(2)(A) ADULT PROGRAMS		\$2,004,119	\$9,542,150	\$11,546,269
a. GOVERNOR's SET ASIDES:	15%	\$300,617	\$1,431,322	\$1,731,939
Administration (5%)		\$100,205	\$477,107	\$577,312
Other WIA Activities (7%)		\$140,288	\$667,951	\$808,239
Incent/Cap. Bldng. (3%)		\$60,124	\$286,264	\$346,388
Local Area Grants (67%)		\$40,283	\$191,797	\$232,080
State-level (33%)		\$19,841	\$94,467	\$114,308
b. LOCAL AREA ADULT PROGRAMS	85%	\$1,703,502	\$8,110,828	\$9,814,330
AWIA		\$1,312,788	\$6,250,534	\$7,563,322
Jefferson		\$211,623	\$1,007,592	\$1,219,215
Mobile		\$179,091	\$852,702	\$1,031,793
SEC. 128(b)(2) YOUTH ALLOTMENT		\$11,777,698	\$0	\$11,777,698
a. GOVERNOR's SET ASIDES:	15%	\$1,766,654	\$0	\$1,766,654
Administration (5%)		\$588,884	\$0	\$588,884
Other WIA Activities (7%)		\$824,439	\$0	\$824,439
Non-Awarded Incentive Funds (2%)		\$236,732	\$0	\$236,732
Incent/Cap. Bldng. (1%)		\$116,599	\$0	\$116,599
Local Area Grants (0%)		\$0	\$0	\$0
State-level (100%)		\$116,599	\$0	\$116,599
b. LOCAL AREA YOUTH PROGRAMS	85%	\$10,011,044	\$0	\$10,011,044
AWIA		\$7,752,992	\$0	\$7,752,992
Jefferson		\$1,210,976	\$0	\$1,210,976
Mobile		\$1,047,076	\$0	\$1,047,076

LOCAL AREA PLANNING ALLOCATION
FOR PROGRAM YEAR 2010
(July 1, 2010-June 30, 2011)

		PY 2010 Allotment	FY 2011 Allotment	Full PY Allotment
SEC. 133(b)(2)(B) DISLOCATED WORKERS		\$4,833,455	\$12,835,880	\$17,669,335
a. RAPID RESPONSE PROGRAMS	5%	\$241,672	\$641,794	\$883,466
b. GOVERNOR'S SET ASIDES:	15%	\$725,018	\$1,925,382	\$2,650,400
Administration (5%)		\$241,672	\$641,794	\$883,466
Other WIA Activities (7%)		\$338,342	\$898,512	\$1,236,854
Incent/Cap. Bldng. (3%)		\$145,004	\$385,076	\$530,080
Local Area Grants (67%)		\$97,152	\$258,001	\$355,153
State-level (33%)		\$47,852	\$127,075	\$174,927
c. LOCAL AREA D.W. PROGRAMS	80%	\$3,866,765	\$10,268,704	\$14,135,469
AWIA		\$3,101,542	\$8,236,551	\$11,338,093
Jefferson		\$545,626	\$1,448,983	\$1,994,609
Mobile		\$219,597	\$583,170	\$802,767
TOTAL PROGRAM YEAR ALLOTMENT		\$18,615,272	\$22,378,030	\$40,993,302
5 POOLED SET ASIDES				
RAPID RESPONSE PROGRAMS	5%	\$241,672	\$641,794	\$883,466
Administration		\$930,761	\$1,118,901	\$2,049,662
Other WIA Activities		\$1,303,069	\$1,566,463	\$2,869,532
Non-Awarded Incentive Funds		\$236,732	\$0	\$236,732
Incentive Awards/Capacity Building		\$321,727	\$671,340	\$993,067
Local Area grants		\$137,435	\$449,798	\$587,233
AWIA		\$62,333	\$204,261	\$266,594
Jefferson		\$45,888	\$167,955	\$213,843
Mobile		\$29,214	\$77,582	\$106,796
State-level activities		\$184,292	\$221,542	\$405,834

PY2010 / FY2011 Local Area Incentive Awards by CFDA / Funding Category

AWIA	Fund Source	PY 2010	FY 2011	Total
	Adult	\$18,392	\$87,569	\$105,961
	Youth	\$0	\$0	\$0
	Dislocated Worker	<u>\$43,941</u>	<u>\$116,692</u>	<u>\$160,633</u>
		<u>\$62,333</u>	<u>\$204,261</u>	<u>\$266,594</u>
Jefferson	Fund Source			
	Adult	\$21,891	\$104,228	\$126,119
	Youth	\$0	\$0	\$0
	Dislocated Worker	<u>\$23,997</u>	<u>\$63,727</u>	<u>\$87,724</u>
		<u>\$45,888</u>	<u>\$167,955</u>	<u>\$213,843</u>
Mobile	Fund Source			
	Adult	\$0	\$0	\$0
	Youth	\$0	\$0	\$0
	Dislocated Worker	<u>\$29,214</u>	<u>\$77,582</u>	<u>\$106,796</u>
		<u>\$29,214</u>	<u>\$77,582</u>	<u>\$106,796</u>
Local Areas' Summary Totals				
	Adult	\$40,283	\$191,797	\$232,080
	Youth	\$0	\$0	\$0
	Dislocated Worker	<u>\$97,152</u>	<u>\$258,001</u>	<u>\$355,153</u>
		<u>\$137,435</u>	<u>\$449,798</u>	<u>\$587,233</u>

INCENTIVE AWARDS
July 1, 2010 - June 30, 2011
BASED ON PY09 PERFORMANCE PERIOD

TOTAL INCENTIVE FUNDS AVAILABLE

	PY10	FY11	Non-Awarded Funds	TOTAL
ADULT	\$40,283	\$191,797	\$0	\$232,080
DISLOCATED WORKER	\$97,152	\$258,001	\$0	\$355,153
YOUTH	<u>\$236,732</u>	<u>N/A</u>	<u>\$236,732</u>	<u>\$0</u>
TOTAL	<u>\$374,167</u>	<u>\$449,798</u>	<u>\$236,732</u>	<u>\$587,233</u>

	EXCEEDING MEASURES		RELATIVE PERFORMANCE		TOTAL
	PY10	FY11	PY10	FY11	PY/FY
AWIA	\$27,242	\$88,687	\$35,091	\$115,574	\$266,594
JEFFERSON	\$3,903	\$14,975	\$41,985	\$152,980	\$213,843
MOBILE	<u>\$1,379</u>	<u>\$3,663</u>	<u>\$27,835</u>	<u>\$73,919</u>	<u>\$106,796</u>
TOTAL	<u>\$32,524</u>	<u>\$107,325</u>	<u>\$104,911</u>	<u>\$342,473</u>	<u>\$587,233</u>

INCENTIVE AWARDS
July 1, 2010 - June 30, 2011
BASED ON PY09 PERFORMANCE PERIOD

TOTAL INCENTIVE FUNDS AVAILABLE

	PY10	FY11	Non-Awarded Funds	TOTAL
ADULT	\$40,283	\$191,797	\$0	\$232,080
DISLOCATED WORKER	\$97,152	\$258,001	\$0	\$355,153
YOUTH	<u>\$236,732</u>	<u>N/A</u>	<u>\$236,732</u>	<u>\$0</u>
TOTAL	<u>\$374,167</u>	<u>\$449,798</u>	<u>\$236,732</u>	<u>\$587,233</u>

	EXCEEDING MEASURES		RELATIVE PERFORMANCE		TOTAL
	PY10	FY11	PY10	FY11	PY/FY
AWIA	\$27,242	\$88,687	\$35,091	\$115,574	\$266,594
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TOTAL	<u>\$32,524</u>	<u>\$107,325</u>	<u>\$104,911</u>	<u>\$342,473</u>	<u>\$587,233</u>

**LOCAL AREA PERFORMANCE VS. GOALS
 PROGRAM YEAR 2009
 AWIA**

	Goal	Actual Performance	Incentive Award
ADULTS			
Entered Employment Rate	72.70%	62.05%	+
Employment Retention Rate	82.43%	79.26%	+
Six Months Earnings	\$9,825	\$11,611	+
Employment/Credential Rate	47.71%	38.50%	+
DISLOCATED WORKERS			
Entered Employment Rate	80.27%	72.87%	+
Employment Retention Rate	90.83%	85.53%	+
Six Months Earnings	\$12,860	\$14,172	+
Employment/Credential Rate	55.57%	45.96%	+
YOUTH (19-21)			
Entered Employment Rate	69.80%	53.78%	-
Employment Retention Rate	83.62%	79.82%	+
Earnings Change in Six Months	\$4,464	\$2,436	-
Employment/Credential Rate	41.46%	25.99%	-
YOUTH (14-18)			
Skill Attainment Rate	77.46%	74.43%	+
Diploma/Equivalent Rate	48.41%	41.50%	+
Retention Rate	62.52%	54.11%	+
Customer Satisfaction			
Individuals	82.02	84.34	+
Employers	87.00	95.02	+

INCENTIVE AWARD KEY

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

**LOCAL AREA PERFORMANCE VS. GOALS
 PROGRAM YEAR 2009
 JEFFERSON**

	Goal	Actual Performance	Incentive Award
ADULTS			
Entered Employment Rate	72.18%	54.01%	-
Employment Retention Rate	85.04%	75.86%	+
Six Months Earnings	\$8,718	\$9,240	+
Employment/Credential Rate	42.20%	47.69%	+
DISLOCATED WORKERS			
Entered Employment Rate	77.09%	60.00%	-
Employment Retention Rate	90.12%	90.48%	+
Six Months Earnings	\$13,560	\$12,529	+
Employment/Credential Rate	48.70%	40.00%	+
YOUTH (19-21)			
Entered Employment Rate	62.36%	91.30%	+
Employment Retention Rate	77.42%	57.14%	-
Earnings Change in Six Months	\$2,495	-\$2,200	-
Employment/Credential Rate	35.45%	26.09%	-
YOUTH (14-18)			
Skill Attainment Rate	75.43%	100.00%	+
Diploma/Equivalent Rate	28.60%	100.00%	+
Retention Rate	54.19%	33.33%	-
Customer Satisfaction			
Individuals	82.44	70.89	+
Employers	88.81	94.36	+

INCENTIVE AWARD KEY

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

**LOCAL AREA PERFORMANCE VS. GOALS
 PROGRAM YEAR 2009
 MOBILE**

	Goal	Actual Performance	Incentive Award
ADULTS			
Entered Employment Rate	87.46%	61.11%	-
Employment Retention Rate	85.28%	78.24%	+
Six Months Earnings	\$10,938	\$13,114	+
Employment/Credential Rate	52.27%	38.40%	-
DISLOCATED WORKERS			
Entered Employment Rate	88.05%	66.67%	-
Employment Retention Rate	89.83%	88.24%	+
Six Months Earnings	\$12,945	\$16,234	+
Employment/Credential Rate	48.17%	48.15%	+
YOUTH (19-21)			
Entered Employment Rate	72.00%	61.11%	+
Employment Retention Rate	82.77%	63.89%	-
Earnings Change in Six Months	\$2,396	\$821	-
Employment/Credential Rate	34.94%	34.00%	+
YOUTH (14-18)			
Skill Attainment Rate	73.00%	78.07%	+
Diploma/Equivalent Rate	67.11%	49.02%	-
Retention Rate	78.10%	53.85%	-
Customer Satisfaction			
Individuals	81.64	93.69	+
Employers	87.72	98.20	+

INCENTIVE AWARD KEY

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

INCENTIVE AWARD CALCULATION PY10 FUNDS

Tier I: Degree Exceeded ADULT Goals	Amount Available:	\$40,283
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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	\$1,312,788	0.7706	\$40,283	\$31,044	4	\$7,761	\$31,044
JEFFERSON	\$211,623	0.1242	\$40,283	\$5,004	4	\$1,251	\$5,004
MOBILE	\$179,091	0.1051	\$40,283	\$4,235	4	\$1,059	\$4,235
TOTAL	\$1,703,502	1.0000		\$40,283			\$40,283

AWIA: Amount Available per Weight

\$7,761

	Goal	Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Not Awarded
Entered Employment Rate	72.70%	62.05%	-14.65%	0.00	\$0	\$7,761
Employment Retention Rate	82.43%	79.26%	-3.85%	0.00	\$0	\$7,761
Six Months Earnings	\$9,825	\$11,611	\$1,786	100%	\$7,761	\$0
Employment/Credential Rate	47.71%	38.50%	-19.31%	0.00	\$0	\$7,761

Sub-Total

\$7,761

\$23,283

\$31,044

JEFFERSON: Amount Available per Weight

\$1,251

	Goal	Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Not Awarded
Entered Employment Rate	72.18%	54.01%	-25.17%	0.00	\$0	\$1,251
Employment Retention Rate	85.04%	75.86%	-10.79%	0.00	\$0	\$1,251
Six Months Earnings	\$8,718	\$9,240	\$522	75%	\$938	\$313
Employment/Credential Rate	42.20%	47.69%	13.01%	100%	\$1,251	\$0

Sub-Total

\$2,189

\$2,815

\$5,004

MOBILE: Amount Available per Weight

\$1,059

	Goal	Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Not Awarded
Entered Employment Rate	87.46%	61.11%	-30.13%	0.00	\$0 *	\$1,059
Employment Retention Rate	85.28%	78.24%	-8.26%	0.00	\$0 *	\$1,059
Six Months Earnings	\$10,938	\$13,114	\$2,176	100%	\$0 *	\$1,059
Employment/Credential Rate	52.27%	38.40%	-26.54%	0.00	\$0 *	\$1,059

*Failed to meet 3 of the 4 Adult performance measures.

Sub-Total

\$0

\$4,235

\$4,235

STATE TOTALS

\$9,950

\$30,333

\$40,283

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

PERFORMANCE MEASURE	Amount Not Awarded	Local Area Performance Goal Ratio			TOTAL
		AWIA	Jefferson	Mobile	
Entered Employment Rate	\$10,071	0.8535	0.7483	0.0000 *	
Employment Retention Rate	\$10,071	0.9615	0.8921	0.0000 *	
Six Months Earnings	\$1,372	1.1818	1.0599	0.0000 *	
Employment/Credential Rate	\$8,820	0.8069	1.1301	0.0000 *	
TOTAL	\$30,333				*Failed to meet 3 of the 4 Adult performance measures.
COMPOSITE PERFORMANCE INDICES					
Entered Employment Rate		0.0000	0.0000	0.0000	
Employment Retention Rate		0.0000	0.0000	0.0000	
Six Months Earnings		1.1818	1.0599	0.0000	
Employment/Credential Rate		0.0000	1.1301	0.0000	
		Average	0.2954	0.5475	0.0000
		Relative Performance Indices	0.3505	0.6495	0.0000
			AWIA	Jefferson	Mobile
LOCAL AREA SUPPLEMENTAL AWARDS			\$10,631	\$19,702	\$0
					\$30,333

Tier I: Degree Exceeded Dislocated Worker Goals	Amount Available:	\$97,152
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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	\$3,101,542	0.8021	\$97,152	\$77,926	4	\$19,482	\$77,926
JEFFERSON	\$545,626	0.1411	\$97,152	\$13,709	4	\$3,427	\$13,709
MOBILE	\$219,597	0.0568	\$97,152	\$5,517	4	\$1,379	\$5,517
TOTAL	\$3,866,765	1.0000		\$97,152			\$97,152

AWIA: Amount Available per Weight

\$19,482

	Goal	Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Not Awarded
Entered Employment Rate	80.27%	72.87%	-9.22%	0.00	\$0	\$19,482
Employment Retention Rate	90.83%	85.53%	-5.83%	0.00	\$0	\$19,482
Six Months Earnings	\$12,860	\$14,172	\$1,312	100%	\$19,482	\$0
Employment/Credential Rate	55.57%	45.96%	-17.30%	0.00	\$0	\$19,482

Sub-Total

\$19,482

\$58,445

\$77,926

JEFFERSON: Amount Available per Weight

\$3,427

	Goal	Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Not Awarded
Entered Employment Rate	77.09%	60.00%	-22.17%	0.00	\$0	\$3,427
Employment Retention Rate	90.12%	90.48%	0.40%	50%	\$1,714	\$1,714
Six Months Earnings	\$13,560	\$12,529	-\$1,031	0.00	\$0	\$3,427
Employment/Credential Rate	48.70%	40.00%	-17.86%	0.00	\$0	\$3,427

Sub-Total

\$1,714

\$11,995

\$13,709

MOBILE: Amount Available per Weight

\$1,379

	Goal	Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Not Awarded
Entered Employment Rate	88.05%	66.67%	-24.29%	0.00	\$0	\$1,379
Employment Retention Rate	89.83%	88.24%	-1.78%	0.00	\$0	\$1,379
Six Months Earnings	\$12,945	\$16,234	\$3,289	100%	\$1,379	\$0
Employment/Credential Rate	48.17%	48.15%	-0.05%	0.00	\$0	\$1,379

Sub-Total

\$1,379

\$4,138

\$5,517

STATE TOTALS

\$22,575

\$74,578

\$97,152

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

PERFORMANCE MEASURE	Amount Not Awarded	Local Area Performance Goal Ratio				
		AWIA	Jefferson	Mobile		
Entered Employment Rate	\$24,288	0.9078	0.7783	0.7571		
Employment Retention Rate	\$22,575	0.9417	1.0040	0.9822		
Six Months Earnings	\$3,427	1.1020	0.9240	1.2541		
Employment/Credential Rate	\$24,288	0.8270	0.8214	0.9995		
TOTAL	\$74,578					
COMPOSITE PERFORMANCE INDICES						
Entered Employment Rate		0.0000	0.0000	0.0000		
Employment Retention Rate		0.0000	1.0040	0.0000		
Six Months Earnings		1.1020	0.0000	1.2541		
Employment/Credential Rate		0.0000	0.0000	0.0000		
		Average	0.2755	0.2510	0.3135	
		Relative Performance Indices	0.3280	0.2988	0.3732	
			AWIA	Jefferson	Mobile	TOTAL
LOCAL AREA SUPPLEMENTAL AWARDS			\$24,460	\$22,283	\$27,835	\$74,578

Tier I: Degree Exceeded 19-21 Youth Goals	Amount Available:	\$236,732
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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	\$7,752,992	0.7744	\$236,732	0.52480	\$96,214	4	\$24,054	\$96,214
JEFFERSON	\$1,210,976	0.1210	\$236,732	0.87500	\$25,057	4	\$6,264	\$25,057
MOBILE	\$1,047,076	0.1046	\$236,732	0.41667	\$10,317	4	\$2,579	\$10,317
TOTAL	\$10,011,044	1.0000						\$131,588

AWIA: Amount Available per Weight \$24,054

	Goal	Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Not Awarded
Entered Employment Rate	69.80%	53.78%	-22.95%	0.00	\$0 *	\$24,054
Employment Retention Rate	83.62%	79.82%	-4.55%	0.00	\$0 *	\$24,054
Earnings Change in Six Months	\$4,464	\$2,436	-\$2,028	0.00	\$0 *	\$24,054
Employment/Credential Rate	41.46%	25.99%	-37.30%	0.00	\$0 *	\$24,054

* Failed to meet 5 of the 7 Youth performance measures.

Sub-Total \$0 \$96,214 \$96,214

JEFFERSON: Amount Available per Weight \$6,264

	Goal	Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Not Awarded
Entered Employment Rate	62.36%	91.30%	46.41%	100%	\$0 *	\$6,264
Employment Retention Rate	77.42%	57.14%	-26.19%	0.00	\$0 *	\$6,264
Earnings Change in Six Months	\$2,495	-\$2,200	-\$4,695	0.00	\$0 *	\$6,264
Employment/Credential Rate	35.45%	26.09%	-26.41%	0.00	\$0 *	\$6,264

* Failed to meet 5 of the 7 Youth performance measures.

Sub-Total \$0 \$25,057 \$25,057

MOBILE: Amount Available per Weight \$2,579

	Goal	Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Not Awarded
Entered Employment Rate	72.00%	61.11%	-15.12%	0.00	\$0 *	\$2,579
Employment Retention Rate	82.77%	63.89%	-22.81%	0.00	\$0 *	\$2,579
Earnings Change in Six Months	\$2,396	\$821	-\$1,575	0.00	\$0 *	\$2,579
Employment/Credential Rate	34.94%	34.00%	-2.69%	0.00	\$0 *	\$2,579

* Failed to meet 5 of the 7 Youth performance measures.

Sub-Total \$0 \$10,317 \$10,317

STATE TOTALS \$0 \$131,588 \$131,588

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

PERFORMANCE MEASURE	Amount Not Awarded	Local Area Performance Goal Ratio			TOTAL
		AWIA	Jefferson	Mobile	
Entered Employment Rate	\$32,897	0.0000 *	0.0000 *	0.0000 *	
Employment Retention Rate	\$32,897	0.0000 *	0.0000 *	0.0000 *	
Earnings Change in Six Months	\$32,897	0.0000 *	0.0000 *	0.0000 *	
Employment/Credential Rate	\$32,897	0.0000 *	0.0000 *	0.0000 *	
TOTAL	\$131,588				*Failed to meet 5 of the 7 Youth performance measures.
COMPOSITE PERFORMANCE INDICES					
Entered Employment Rate		0.0000	0.0000	0.0000	
Employment Retention Rate		0.0000	0.0000	0.0000	
Earnings Change in Six Months		0.0000	0.0000	0.0000	
Employment/Credential Rate		0.0000	0.0000	0.0000	
		Average			
		0.0000	0.0000	0.0000	
		Relative Performance Indices			
		0.0000	0.0000	0.0000	
		AWIA	Jefferson	Mobile	TOTAL
LOCAL AREA SUPPLEMENTAL AWARDS		\$0	\$0	\$0	\$0

Tier I: Degree Exceeded 14-18 Youth Goals	Amount Available:	\$236,732
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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	\$7,752,992	0.7744	\$236,732	0.47520	\$87,121	3	\$29,040	\$87,121
JEFFERSON	\$1,210,976	0.1210	\$236,732	0.12500	\$3,580	3	\$1,193	\$3,580
MOBILE	\$1,047,076	0.1046	\$236,732	0.58333	\$14,443	3	\$4,814	\$14,443
TOTAL	\$10,011,044	1.0000						\$105,144

AWIA: Amount Available per Weight \$29,040

	Goal	Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Not Awarded
Skill Attainment Rate	77.46%	74.43%	-3.92%	0.00	\$0 *	\$29,040
Diploma/Equivalent Rate	48.41%	41.50%	-14.27%	0.00	\$0 *	\$29,040
Retention Rate	62.52%	54.11%	-13.46%	0.00	\$0 *	\$29,040

*Failed to meet 5 of the 7 Youth performance measures.

Sub-Total \$0 \$87,121 \$87,121

JEFFERSON: Amount Available per Weight \$1,193

	Goal	Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Not Awarded
Skill Attainment Rate	75.43%	100.00%	32.57%	100%	\$0 *	\$1,193
Diploma/Equivalent Rate	28.60%	100.00%	249.65%	100%	\$0 *	\$1,193
Retention Rate	54.19%	33.33%	-38.49%	0.00	\$0 *	\$1,193

*Failed to meet 5 of the 7 Youth performance measures.

Sub-Total \$0 \$3,580 \$3,580

MOBILE: Amount Available per Weight \$4,814

	Goal	Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Not Awarded
Skill Attainment Rate	73.00%	78.07%	6.95%	75%	\$0 *	\$4,814
Diploma/Equivalent Rate	67.11%	49.02%	-26.96%	0.00	\$0 *	\$4,814
Retention Rate	78.10%	53.85%	-31.05%	0.00	\$0 *	\$4,814

*Failed to meet 5 of the 7 Youth performance measures.

Sub-Total \$0 \$14,443 \$14,443

STATE TOTALS \$0 \$105,144 \$105,144

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

PERFORMANCE MEASURE	Amount Not Awarded	Local Area Performance Goal Ratio			Total
		AWIA	Jefferson	Mobile	
Skill Attainment Rate	\$35,048	0.0000 *	0.0000 *	0.0000 *	
Diploma/Equivalent Rate	\$35,048	0.0000 *	0.0000 *	0.0000 *	
Retention Rate	\$35,048	0.0000 *	0.0000 *	0.0000 *	
*Failed to meet 5 of the 7 Youth performance measures.					
TOTAL UNAWARDED FUNDS	\$105,144				
COMPOSITE PERFORMANCE INDICES					
Skill Attainment Rate		0.0000	0.0000	0.0000	
Diploma/Equivalent Rate		0.0000	0.0000	0.0000	
Retention Rate		0.0000	0.0000	0.0000	
		Average	0.0000	0.0000	0.0000
		Relative Performance Indices	0.0000	0.0000	0.0000
		AWIA	Jefferson	Mobile	
LOCAL AREA SUPPLEMENTAL AWARDS		\$0	\$0	\$0	\$0

INCENTIVE AWARD CALCULATION FY11 FUNDS

Tier I: Degree Exceeded ADULT Goals	Amount Available:	\$191,797
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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	\$6,250,534	0.7706	\$191,797	\$147,807	4	\$36,952	\$147,807
JEFFERSON	\$1,007,592	0.1242	\$191,797	\$23,827	4	\$5,957	\$23,827
MOBILE	\$852,702	0.1051	\$191,797	\$20,164	4	\$5,041	\$20,164
TOTAL	\$8,110,828	1.0000		\$191,797			\$191,797

AWIA: Amount Available per Weight

\$36,952

	Goal	Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Not Awarded
Entered Employment Rate	72.70%	62.05%	-14.65%	0.00	\$0	\$36,952
Employment Retention Rate	82.43%	79.26%	-3.85%	0.00	\$0	\$36,952
Six Months Earnings	\$9,825	\$11,611	\$1,786	100%	\$36,952	\$0
Employment/Credential Rate	47.71%	38.50%	-19.31%	0.00	\$0	\$36,952

Sub-Total

\$36,952

\$110,855

\$147,807

JEFFERSON: Amount Available per Weight

\$5,957

	Goal	Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Not Awarded
Entered Employment Rate	72.18%	54.01%	-25.17%	0.00	\$0	\$5,957
Employment Retention Rate	85.04%	75.86%	-10.79%	0.00	\$0	\$5,957
Six Months Earnings	\$8,718	\$9,240	\$522	75%	\$4,467	\$1,489
Employment/Credential Rate	42.20%	47.69%	13.01%	100%	\$5,957	\$0

Sub-Total

\$10,424

\$13,402

\$23,827

MOBILE: Amount Available per Weight

\$5,041

	Goal	Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Not Awarded
Entered Employment Rate	87.46%	61.11%	-30.13%	0.00	\$0 *	\$5,041
Employment Retention Rate	85.28%	78.24%	-8.26%	0.00	\$0 *	\$5,041
Six Months Earnings	\$10,938	\$13,114	\$2,176	100%	\$0 *	\$5,041
Employment/Credential Rate	52.27%	38.40%	-26.54%	0.00	\$0 *	\$5,041

*Failed to meet 3 of the 4 Adult performance measures.

Sub-Total

\$0

\$20,164

\$20,164

STATE TOTALS

\$47,376

\$144,421

\$191,797

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

PERFORMANCE MEASURE	Amount Not Awarded	Local Area Performance Goal Ratio			TOTAL
		AWIA	Jefferson	Mobile	
Entered Employment Rate	\$47,949	0.8535	0.7483	0.0000 *	
Employment Retention Rate	\$47,949	0.9615	0.8921	0.0000 *	
Six Months Earnings	\$6,530	1.1818	1.0599	0.0000 *	
Employment/Credential Rate	\$41,993	0.8069	1.1301	0.0000 *	
TOTAL	\$144,421				*Failed to meet 3 of the 4 Adult performance measures.
COMPOSITE PERFORMANCE INDICES					
Entered Employment Rate		0.0000	0.0000	0.0000	
Employment Retention Rate		0.0000	0.0000	0.0000	
Six Months Earnings		1.1818	1.0599	0.0000	
Employment/Credential Rate		0.0000	1.1301	0.0000	
		Average	0.2954	0.5475	0.0000
		Relative Performance Indices	0.3505	0.6495	0.0000
		AWIA	Jefferson	Mobile	TOTAL
LOCAL AREA SUPPLEMENTAL AWARDS		\$50,617	\$93,804	\$0	\$144,421

Tier I: Degree Exceeded Dislocated Worker Goals	Amount Available:	\$258,001
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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	\$8,236,551	0.8021	\$258,001	\$206,943	4	\$51,736	\$206,943
JEFFERSON	\$1,448,983	0.1411	\$258,001	\$36,406	4	\$9,101	\$36,406
MOBILE	\$583,170	0.0568	\$258,001	\$14,652	4	\$3,663	\$14,652
TOTAL	\$10,268,703	1.0000		\$258,001			\$258,001

AWIA: Amount Available per Weight

\$51,736

	Goal	Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Not Awarded
Entered Employment Rate	80.27%	72.87%	-9.22%	0.00	\$0	\$51,736
Employment Retention Rate	90.83%	85.53%	-5.83%	0.00	\$0	\$51,736
Six Months Earnings	\$12,860	\$14,172	\$1,312	100%	\$51,736	\$0
Employment/Credential Rate	55.57%	45.96%	-17.30%	0.00	\$0	\$51,736

Sub-Total

\$51,736

\$155,208

\$206,943

JEFFERSON: Amount Available per Weight

\$9,101

	Goal	Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Not Awarded
Entered Employment Rate	77.09%	60.00%	-22.17%	0.00	\$0	\$9,101
Employment Retention Rate	90.12%	90.48%	0.40%	50%	\$4,551	\$4,551
Six Months Earnings	\$13,560	\$12,529	-\$1,031	0.00	\$0	\$9,101
Employment/Credential Rate	48.70%	40.00%	-17.86%	0.00	\$0	\$9,101

Sub-Total

\$4,551

\$31,855

\$36,406

MOBILE: Amount Available per Weight

\$3,663

	Goal	Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Not Awarded
Entered Employment Rate	88.05%	66.67%	-24.29%	0.00	\$0	\$3,663
Employment Retention Rate	89.83%	88.24%	-1.78%	0.00	\$0	\$3,663
Six Months Earnings	\$12,945	\$16,234	\$3,289	100%	\$3,663	\$0
Employment/Credential Rate	48.17%	48.15%	-0.05%	0.00	\$0	\$3,663

Sub-Total

\$3,663

\$10,989

\$14,652

STATE TOTALS

\$59,950

\$198,052

\$258,001

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

PERFORMANCE MEASURE	Amount Not Awarded	Local Area Performance Goal Ratio			TOTAL
		AWIA	Jefferson	Mobile	
Entered Employment Rate	\$64,500	0.9078	0.7783	0.7571	
Employment Retention Rate	\$59,950	0.9417	1.0040	0.9822	
Six Months Earnings	\$9,101	1.1020	0.9240	1.2541	
Employment/Credential Rate	\$64,500	0.8270	0.8214	0.9995	
TOTAL	\$198,052				
COMPOSITE PERFORMANCE INDICES					
Entered Employment Rate		0.0000	0.0000	0.0000	
Employment Retention Rate		0.0000	1.0040	0.0000	
Six Months Earnings		1.1020	0.0000	1.2541	
Employment/Credential Rate		0.0000	0.0000	0.0000	
		Average	0.2755	0.2510	0.3135
		Relative Performance Indices	0.3280	0.2988	0.3732
		AWIA	Jefferson	Mobile	TOTAL
LWIA SUPPLEMENTAL AWARDS		\$64,956	\$59,176	\$73,919	\$198,052

**WORKFORCE INVESTMENT ACT
STATEWIDE PY09 PERFORMANCE ANALYSIS
07/01/09 - 06/30/10**

GWDD PY2009-06, Change 3
Attachment 3
Page 1 of 4

MEASURES		NEGOTIATED GOAL	ACTUAL	NUMERATOR/ DENOMINATOR	ACHIEVEMENT INDEX (Actual/Goal)
ADULTS					
Entered Employment Rate	(10/01/08-09/30/09)	74.50%	60.63%	810 / 1336	81.38%
Employment Retention Rate	(04/01/08-03/31/09)	83.00%	78.69%	1082 / 1375	94.81%
Average Six Months Earnings	(04/01/08-03/31/09)	\$9,800	\$11,659 *	\$12,614,685 / 1082	118.97%
Employment and Credential Rate	(10/01/08-09/30/09)	48.00%	38.76%	474 / 1223	80.74%
DISLOCATED WORKERS:					
Entered Employment Rate	(10/01/08-09/30/09)	80.50%	70.94%	637 / 898	88.12%
Employment Retention Rate	(04/01/08-03/31/09)	91.00%	86.14%	547 / 635	94.66%
Average Six Months Earnings	(04/01/08-03/31/09)	\$13,500	\$13,847 *	\$7,574,578 / 547	102.57%
Employment and Credential Rate	(10/01/08-09/30/09)	55.00%	47.61%	379 / 796	86.57%
YOUTH (19-21)					
Entered Employment Rate	(10/01/08-09/30/09)	72.00%	57.64%	166 / 288	80.05%
Employment Retention Rate	(04/01/08-03/31/09)	83.00%	76.72%	201 / 262	92.43%
Earnings Change	(04/01/08-03/31/09)	\$4,000	\$2,094	\$301,464 / 144	52.34%
Employment and Credential Rate	(10/01/08-09/30/09)	40.00%	26.73%	108 / 404	66.83%
YOUTH (14-18)					
Skill Attainment Rate	(04/01/09- 03/31/10)	73.00%	75.25% *	611 / 812	103.08%
Diploma or Equivalent Rate	(04/01/09- 03/31/10)	52.00%	43.14%	110 / 255	82.96%
Retention Rate	(04/01/08-03/31/09)	65.00%	52.83%	233 / 441	81.28%
YOUTH COMMON MEASURES (14-21)					
Literacy and Numeracy Gains	(07/01/09 - 06/30/10)	N/A	28.46%	107 / 376	N/A
Placement in Employment or Education	(10/01/08-09/30/09)	N/A	49.52%	312 / 630	N/A
Attainment of Degree or Certificate	(10/01/08-09/30/09)	N/A	36.83%	123 / 334	N/A
CUSTOMER SATISFACTION					
Participants		82.00	83.69 *		102.06%
Employers		87.00	94.96 *		109.15%

* Exceeded Goal

Highlighted - Failed to Achieve 80% of negotiated Goal

9/28/2010

**WORKFORCE INVESTMENT ACT
AWIA PY09 PERFORMANCE ANALYSIS
07/01/09 - 06/30/10**

MEASURES		NEGOTIATED GOAL	ACTUAL	NUMERATOR/ DENOMINATOR	ACHIEVEMENT INDEX (Actual/Goal)
ADULTS					
Entered Employment Rate	(10/01/08-09/30/09)	72.70%	62.05%	515 / 830	85.35%
Employment Retention Rate	(04/01/08-03/31/09)	82.43%	79.26%	745 / 940	96.15%
Average Six Months Earnings	(04/01/08-03/31/09)	\$9,825	\$11,611 *	\$8,650,025 / 745	118.18%
Employment and Credential Rate	(10/01/08-09/30/09)	47.71%	38.50%	343 / 891	80.69%
DISLOCATED WORKERS:					
Entered Employment Rate	(10/01/08-09/30/09)	80.27%	72.87%	427 / 586	90.78%
Employment Retention Rate	(04/01/08-03/31/09)	90.83%	85.53%	408 / 477	94.17%
Average Six Months Earnings	(04/01/08-03/31/09)	\$12,860	\$14,172 *	\$5,782,151 / 408	110.20%
Employment and Credential Rate	(10/01/08-09/30/09)	55.57%	45.96%	250 / 544	82.70%
YOUTH (19-21)					
Entered Employment Rate	(10/01/08-09/30/09)	69.80%	53.78%	121 / 225	77.05%
Employment Retention Rate	(04/01/08-03/31/09)	83.62%	79.82%	174 / 218	95.45%
Earnings Change	(04/01/08-03/31/09)	\$4,464	\$2,436	\$294,738 / 121	54.57%
Employment and Credential Rate	(10/01/08-09/30/09)	41.46%	25.99%	85 / 327	62.70%
YOUTH (14-18)					
Skill Attainment Rate	(04/01/09- 03/31/10)	77.46%	74.43%	518 / 696	96.08%
Diploma or Equivalent Rate	(04/01/09- 03/31/10)	48.41%	41.50%	83 / 200	85.73%
Retention Rate	(04/01/08-03/31/09)	62.52%	54.11%	191 / 353	86.54%
YOUTH COMMON MEASURES (14-21)					
Literacy and Numeracy Gains	(07/01/09 - 06/30/10)	N/A	16.60%	42 / 253	N/A
Placement in Employment or Education	(10/01/08-09/30/09)	N/A	46.72%	221 / 473	N/A
Attainment of Degree or Certificate	(10/01/08-09/30/09)	N/A	32.34%	87 / 269	N/A
CUSTOMER SATISFACTION					
Participants		82.02	84.34 *		102.83%
Employers		87.00	95.02 *		109.22%

* Exceeded Goal

Highlighted - Failed to Achieve 80% of negotiated Goal

WORKFORCE INVESTMENT ACT
JEFFERSON COUNTY LWIA PY09 PERFORMANCE ANALYSIS
07/01/09 - 06/30/10

MEASURES		NEGOTIATED GOAL	ACTUAL	NUMERATOR/ DENOMINATOR	ACHIEVEMENT INDEX (Actual/Goal)
ADULTS					
Entered Employment Rate	(10/01/08-09/30/09)	72.18%	54.01%	148 / 274	74.83%
Employment Retention Rate	(04/01/08-03/31/09)	85.04%	75.86%	132 / 174	89.21%
Average Six Months Earnings	(04/01/08-03/31/09)	\$8,718	\$9,240 *	\$1,219,694 / 132	105.99%
Employment and Credential Rate	(10/01/08-09/30/09)	42.20%	47.69% *	31 / 65	113.01%
DISLOCATED WORKERS:					
Entered Employment Rate	(10/01/08-09/30/09)	77.09%	60.00%	42 / 70	77.83%
Employment Retention Rate	(04/01/08-03/31/09)	90.12%	90.48% *	19 / 21	100.40%
Average Six Months Earnings	(04/01/08-03/31/09)	\$13,560	\$12,529	\$238,053 / 19	92.40%
Employment and Credential Rate	(10/01/08-09/30/09)	48.70%	40.00%	4 / 10	82.14%
YOUTH (19-21)					
Entered Employment Rate	(10/01/08-09/30/09)	62.36%	91.30% *	21 / 23	146.41%
Employment Retention Rate	(04/01/08-03/31/09)	77.42%	57.14%	4 / 7	73.81%
Earnings Change	(04/01/08-03/31/09)	\$2,495	(\$2,200)	-\$6,600 / 3	-88.18%
Employment and Credential Rate	(10/01/08-09/30/09)	35.45%	26.09%	6 / 23	73.59%
YOUTH (14-18)					
Skill Attainment Rate	(04/01/09- 03/31/10)	75.43%	100.00% *	1 / 1	132.57%
Diploma or Equivalent Rate	(04/01/09- 03/31/10)	28.60%	100.00% *	1 / 1	349.65%
Retention Rate	(04/01/08-03/31/09)	54.19%	33.33%	7 / 21	61.51%
YOUTH COMMON MEASURES (14-21)					
Literacy and Numeracy Gains	(07/01/09 - 06/30/10)	N/A	0.00%	0 / 21	N/A
Placement in Employment or Education	(10/01/08-09/30/09)	N/A	75.00%	21 / 28	N/A
Attainment of Degree or Certificate	(10/01/08-09/30/09)	N/A	0.00%	0 / 2	N/A
CUSTOMER SATISFACTION					
Participants		82.44	70.89		85.99%
Employers		88.81	94.36 *		106.25%

* Exceeded Goal

Highlighted - Failed to Achieve 80% of negotiated Goal

WORKFORCE INVESTMENT ACT
MOBILE WORKS, INC. PY09 PERFORMANCE ANALYSIS
07/01/09 - 06/30/10

MEASURES		NEGOTIATED GOAL	ACTUAL	NUMERATOR/ DENOMINATOR	ACHIEVEMENT INDEX (Actual/Goal)
ADULTS					
Entered Employment Rate	(10/01/08-09/30/09)	87.46%	61.11%	99 / 162	69.87%
Employment Retention Rate	(04/01/08-03/31/09)	85.28%	78.24%	151 / 193	91.74%
Average Six Months Earnings	(04/01/08-03/31/09)	\$10,938	\$13,114 *	\$1,980,244 / 151	119.90%
Employment and Credential Rate	(10/01/08-09/30/09)	52.27%	38.40%	91 / 237	73.46%
DISLOCATED WORKERS:					
Entered Employment Rate	(10/01/08-09/30/09)	88.05%	66.67%	18 / 27	75.71%
Employment Retention Rate	(04/01/08-03/31/09)	89.83%	88.24%	15 / 17	98.22%
Average Six Months Earnings	(04/01/08-03/31/09)	\$12,945	\$16,234 *	\$243,512 / 15	125.41%
Employment and Credential Rate	(10/01/08-09/30/09)	48.17%	48.15%	13 / 27	99.95%
YOUTH (19-21)					
Entered Employment Rate	(10/01/08-09/30/09)	72.00%	61.11%	22 / 36	84.88%
Employment Retention Rate	(04/01/08-03/31/09)	82.77%	63.89%	23 / 36	77.19%
Earnings Change	(04/01/08-03/31/09)	\$2,396	\$821	\$15,594 / 19	34.25%
Employment and Credential Rate	(10/01/08-09/30/09)	34.94%	34.00%	17 / 50	97.31%
YOUTH (14-18)					
Skill Attainment Rate	(04/01/09- 03/31/10)	73.00%	78.07% *	89 / 114	106.95%
Diploma or Equivalent Rate	(04/01/09- 03/31/10)	67.11%	49.02%	25 / 51	73.04%
Retention Rate	(04/01/08-03/31/09)	78.10%	53.85%	35 / 65	68.95%
YOUTH COMMON MEASURES (14-21)					
Literacy and Numeracy Gains	(07/01/09 - 06/30/10)	N/A	68.82%	64 / 93	N/A
Placement in Employment or Education	(10/01/08-09/30/09)	N/A	56.67%	68 / 120	N/A
Attainment of Degree or Certificate	(10/01/08-09/30/09)	N/A	58.06%	36 / 62	N/A
CUSTOMER SATISFACTION					
Participants		81.64	93.69 *		114.76%
Employers		87.72	98.20 *		111.95%

* Exceeded Goal

Highlighted - Failed to Achieve 80% of negotiated Goal