

ALABAMA WORKFORCE INVESTMENT SYSTEM

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

September 23, 2008

GOVERNOR'S WORKFORCE DEVELOPMENT DIRECTIVE NO. PY2007-06, Change 3

SUBJECT: Program Year 2008/Fiscal Year 2009 Workforce Investment Act (WIA) Adult, Youth, and Dislocated Worker Allocations

1. **Purpose.** This transmits notice of local areas' Program Year 2008/Fiscal Year 2009 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. A summary of local area Program Year incentive award calculations is available in this Directive at Attachment 2. Attachment 3 details the cumulative and most recent quarter performance for Statewide and of each local area.

As indicated in the State Plan, 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 seven performance goals for Older/Younger Youth to be eligible to receive an Older/Younger Youth program incentive award.

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 2008/Fiscal Year 2009 incentive awards on a separate WIA-60 form, under the "Governor's 15% Funds" column.

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Local area WIA funds must be fully expended over a period not to exceed two years from the date (July 1, 2008) 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, 2010. Note these funds may be used for any activities allowed under WIA Title I-B without respect to Administration or Program Costs categories.

- 3. Action.** Please use Attachment 1 of this Directive to determine the amount of your local area's Program Year 2008/Fiscal Year 2009 incentive awards and submit the appropriate modifications to the respective WIA Grant Agreement to the Workforce Development Division no later than October 17, 2008.

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 Maddox, State Programs and Divisional Budget Management Section, at (334) 242-5190 or jane.maddox@adeca.alabama.gov.

 9/23/08
Matthew Hughes, Director
Office of Workforce Development

Attachments:

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

**LOCAL AREA PLANNING ALLOCATION
FOR PROGRAM YEAR 2008
(July 1, 2008-June 30, 2009)**

	PY 2008 Allotment	FY 2009 Allotment	Full PY Allotment
SEC. 133(b)(2)(A) ADULT PROGRAMS	\$1,712,924	\$8,155,683	\$9,868,607
a. GOVERNOR's 15% SET ASIDES:	\$256,938	\$1,223,352	\$1,480,290
Administration (5%)	\$85,646	\$407,784	\$493,430
Other WIA Activities (7%)	\$119,905	\$570,898	\$690,803
Incentive/Capacity Building (3%)	\$51,387	\$244,670	\$296,057
Local Area Grants (67%)	\$34,429	\$163,929	\$198,358
State-level (33%)	\$16,958	\$80,741	\$97,699
b. LOCAL AREA ADULT PROGRAMS (85%)	\$1,455,986	\$6,932,331	\$8,388,317
AWIA	\$1,200,535	\$5,716,060	\$6,916,595
Jefferson	\$79,856	\$380,216	\$460,072
Mobile	\$175,595	\$836,055	\$1,011,650
SEC. 128(b)(2) YOUTH ALLOTMENT	\$10,066,414	\$0	\$10,066,414
a. GOVERNOR's 15% SET ASIDES:	\$1,509,962	\$0	\$1,509,962
Administration (5%)	\$503,320	\$0	\$503,320
Other WIA Activities (7%)	\$704,650	\$0	\$704,650
Incentive/Capacity Building (3%)	\$301,992	\$0	\$301,992
Local Area Grants (67%)	\$202,335	\$0	\$202,335
State-level (33%)	\$99,657	\$0	\$99,657
b. LOCAL AREA YOUTH PROGRAMS (85%)	\$8,556,452	\$0	\$8,556,452
AWIA	\$7,081,491	\$0	\$7,081,491
Jefferson	\$448,202	\$0	\$448,202
Mobile	\$1,026,759	\$0	\$1,026,759

**LOCAL AREA PLANNING ALLOCATION
FOR PROGRAM YEAR 2008
(July 1, 2008-June 30, 2009)**

	PY 2008 Allotment	FY 2009 Allotment	Full PY/FY Allotment
SEC. 133(b)(2)(B) DISLOCATED WORKERS	\$2,599,925	\$6,564,850	\$9,164,775
a. RAPID RESPONSE PROGRAMS (15%)	\$389,988	\$984,727	\$1,374,715
b. GOVERNOR's 15% SET ASIDES:	\$389,988	\$984,727	\$1,374,715
Administration (5%)	\$129,996	\$328,242	\$458,238
Other WIA Activities (7%)	\$181,995	\$459,540	\$641,535
Incentive/Capacity Building (3%)	\$77,997	\$196,945	\$274,942
Local Area Grants (67%)	\$52,258	\$131,953	\$184,211
State-level (33%)	\$25,739	\$64,992	\$90,731
c. LOCAL AREA PROGRAMS (70%)	\$1,819,949	\$4,595,396	\$6,415,345
AWIA	\$1,561,142	\$3,941,905	\$5,503,047
Jefferson	\$180,308	\$455,280	\$635,588
Mobile	\$78,499	\$198,211	\$276,710
4 TOTAL PROGRAM YEAR 2008 ALLOTMENT	\$14,379,263	\$14,720,533	\$29,099,796
5 POOLED SET ASIDES			
Rapid Response (15%)	\$389,988	\$984,727	\$1,374,715
Administration (5%)	\$718,962	\$736,026	\$1,454,988
Other WIA Activities (7%)	\$1,006,550	\$1,030,438	\$2,036,988
Incentive Awards/Capacity Building (3%)	\$431,376	\$441,615	\$872,991
Local Area grants (67%)	\$289,022	\$295,882	\$584,904
AWIA	\$160,446	\$154,446	\$314,892
Jefferson	\$71,384	\$61,061	\$132,445
Mobile	\$57,192	\$80,375	\$137,567
State-Level Activities (33%)	\$142,354	\$145,733	\$288,087

PY08/FY09 LOCAL AREA INCENTIVE AWARDS

		PY 2008	FY 2009	Total
AWIA	Fund Source			
	Adult	\$19,679	\$93,702	\$113,381
	Youth	\$116,710	\$0	\$116,710
	Dislocated Worker	<u>\$24,057</u>	<u>\$60,744</u>	<u>\$84,801</u>
		<u>\$160,446</u>	<u>\$154,446</u>	<u>\$314,892</u>
Jefferson	Fund Source			
	Adult	\$5,124	\$24,395	\$29,519
	Youth	\$51,739	\$0	\$51,739
	Dislocated Worker	<u>\$14,521</u>	<u>\$36,666</u>	<u>\$51,187</u>
		<u>\$71,384</u>	<u>\$61,061</u>	<u>\$132,445</u>
Mobile	Fund Source			
	Adult	\$9,626	\$45,832	\$55,458
	Youth	\$33,886	\$0	\$33,886
	Dislocated Worker	<u>\$13,680</u>	<u>\$34,543</u>	<u>\$48,223</u>
		<u>\$57,192</u>	<u>\$80,375</u>	<u>\$137,567</u>
State	Fund Source			
	Adult	\$34,429	\$163,929	\$198,358
	Youth	\$202,335	\$0	\$202,335
	Dislocated Worker	<u>\$52,258</u>	<u>\$131,953</u>	<u>\$184,211</u>
		<u>\$289,022</u>	<u>\$295,882</u>	<u>\$584,904</u>

INCENTIVE AWARDS
July 1, 2008 - June 30, 2009
BASED ON PY07 PERFORMANCE PERIOD

TOTAL INCENTIVE FUNDS AVAILABLE

	PY08	FY09	TOTAL
ADULT	\$34,429	\$163,929	\$198,358
DISLOCATED WORKER	\$52,258	\$131,953	\$184,211
YOUTH	<u>\$202,335</u>	<u>N/A</u>	<u>\$202,335</u>
TOTAL	<u>\$289,022</u>	<u>\$295,882</u>	<u>\$584,904</u>

	EXCEEDING MEASURES		RELATIVE PERFORMANCE		TOTAL
	PY08	FY09	PY08	FY09	PY/FY
AWIA	\$95,439	\$101,582	\$65,007	\$52,864	\$314,892
JEFFERSON	\$8,136	\$9,601	\$63,248	\$51,460	\$132,445
MOBILE	<u>\$10,414</u>	<u>\$13,442</u>	<u>\$46,778</u>	<u>\$66,933</u>	<u>\$137,567</u>
TOTAL	<u>\$113,989</u>	<u>\$124,625</u>	<u>\$175,033</u>	<u>\$171,257</u>	<u>\$584,904</u>

LOCAL AREA PERFORMANCE VS. GOALS
AWIA

	Goal	Actual Performance	Incentive Award
ADULTS			
Entered Employment Rate	71.72%	74.34%	+
Employment Retention Rate	81.44%	82.92%	+
Six Months Earnings	\$9,525	\$10,475	+
Employment/Credential Rate	47.71%	46.40%	+
DISLOCATED WORKERS			
Entered Employment Rate	79.27%	81.57%	+
Employment Retention Rate	89.83%	89.56%	+
Six Months Earnings	\$12,574	\$13,759	+
Employment/Credential Rate	53.55%	49.47%	+
YOUTH (19-21)			
Entered Employment Rate	68.83%	64.63%	+
Employment Retention Rate	82.61%	85.02%	+
Earnings Change in Six Months	\$4,312	\$6,089	+
Employment/Credential Rate	41.46%	27.38%	-
YOUTH (14-18)			
Skill Attainment Rate	76.40%	82.84%	+
Diploma/Equivalent Rate	45.62%	37.00%	+
Retention Rate	59.63%	61.69%	+
Customer Satisfaction			
Individuals	81.02	84.50	+
Employers	86.00	89.81	+

INCENTIVE AWARD KEY

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

LOCAL AREA PERFORMANCE VS. GOALS
JEFFERSON

	Goal	Actual Performance	Incentive Award
ADULTS			
Entered Employment Rate	71.21%	71.53%	+
Employment Retention Rate	84.02%	81.04%	+
Six Months Earnings	\$8,451	\$8,592	+
Employment/Credential Rate	42.20%	22.56%	-
DISLOCATED WORKERS			
Entered Employment Rate	76.13%	78.57%	+
Employment Retention Rate	89.13%	97.96%	+
Six Months Earnings	\$13,259	\$16,843	+
Employment/Credential Rate	46.93%	38.89%	+
YOUTH (19-21)			
Entered Employment Rate	61.49%	73.33%	+
Employment Retention Rate	76.49%	89.47%	+
Earnings Change in Six Months	\$2,410	\$3,246	+
Employment/Credential Rate	35.45%	11.11%	-
YOUTH (14-18)			
Skill Attainment Rate	74.40%	84.47%	+
Diploma/Equivalent Rate	26.95%	10.00%	-
Retention Rate	51.69%	42.31%	+
Customer Satisfaction			
Individuals	81.44	83.33	+
Employers	87.79	90.86	+

INCENTIVE AWARD KEY

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

**LOCAL AREA PERFORMANCE VS. GOALS
MOBILE**

	Goal	Actual Performance	Incentive Award
ADULTS			
Entered Employment Rate	86.29%	88.37%	+
Employment Retention Rate	84.25%	85.57%	+
Six Months Earnings	\$10,604	\$13,156	+
Employment/Credential Rate	52.27%	49.16%	+
DISLOCATED WORKERS			
Entered Employment Rate	86.96%	82.35%	+
Employment Retention Rate	88.84%	92.73%	+
Six Months Earnings	\$12,658	\$16,261	+
Employment/Credential Rate	46.42%	58.82%	+
YOUTH (19-21)			
Entered Employment Rate	71.00%	71.74%	+
Employment Retention Rate	81.77%	81.33%	+
Earnings Change in Six Months	\$2,315	\$2,025	+
Employment/Credential Rate	34.94%	31.13%	+
YOUTH (14-18)			
Skill Attainment Rate	72.00%	93.69%	+
Diploma/Equivalent Rate	63.24%	48.80%	-
Retention Rate	74.50%	61.42%	+
Customer Satisfaction			
Individuals	80.65	81.25	+
Employers	86.71	91.41	+

INCENTIVE AWARD KEY

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

INCENTIVE AWARD CALCULATION PY08 FUNDS

Tier I: Degree Exceeded ADULT Goals	Amount Available:	\$34,429
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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	\$1,200,535	0.8246	\$34,429	\$28,388	4	\$7,097	\$28,388
JEFFERSON	\$79,856	0.0548	\$34,429	\$1,888	4	\$472	\$1,888
MOBILE	\$175,595	0.1206	\$34,429	\$4,152	4	\$1,038	\$4,152
TOTAL	\$1,455,986	1.0000		\$34,429			\$34,429

AWIA: Amount Available per Weight

\$7,097

	Goal	Actual Performance	Degree Exceeded	Percent Awarded	Amount Awarded	Amount Unawarded
Entered Employment Rate	71.72%	74.34%	3.65%	50%	\$3,549	\$3,549
Employment Retention Rate	81.44%	82.92%	1.81%	50%	\$3,549	\$3,549
Six Months Earnings	\$9,525	\$10,475	\$950	75%	\$5,323	\$1,774
Employment/Credential Rate	47.71%	46.40%	-2.74%	0.00	\$0	\$7,097

Sub-Total

\$12,420

\$15,969

\$28,388

JEFFERSON: Amount Available per Weight

\$472

	Goal	Actual Performance	Degree Exceeded	Percent Awarded	Amount Awarded	Amount Unawarded
Entered Employment Rate	71.21%	71.53%	0.45%	50%	\$236	\$236
Employment Retention Rate	84.02%	81.04%	-3.54%	0.00	\$0	\$472
Six Months Earnings	\$8,451	\$8,592	\$141	50%	\$236	\$236
Employment/Credential Rate	42.20%	22.56%	-46.55%	0.00	\$0	\$472

Sub-Total

\$472

\$1,416

\$1,888

MOBILE: Amount Available per Weight

\$1,038

	Goal	Actual Performance	Degree Exceeded	Percent Awarded	Amount Awarded	Amount Unawarded
Entered Employment Rate	86.29%	88.37%	2.41%	50%	\$519	\$519
Employment Retention Rate	84.25%	85.57%	1.57%	50%	\$519	\$519
Six Months Earnings	\$10,604	\$13,156	\$2,552	100%	\$1,038	\$0
Employment/Credential Rate	52.27%	49.16%	-5.94%	0.00	\$0	\$1,038

Sub-Total

\$2,076

\$2,076

\$4,152

STATE TOTALS

\$14,968

\$19,461

\$34,429

Fier III Adult Supplemental Award for Local Area' Relative Performance

PERFORMANCE MEASURE	Amount Unawarded	Local Area Performance Goal Ratio			
		AWIA	Jefferson	Mobile	
Entered Employment Rate	\$4,304	1.0365	1.0045	1.0241	
Employment Retention Rate	\$4,540	1.0181	0.9646	1.0157	
Six Months Earnings	\$2,010	1.0998	1.0166	1.2407	
Employment/Credential Rate	\$8,607	0.9726	0.5345	0.9406	
TOTAL	\$19,461				
COMPOSITE PERFORMANCE INDICES					
Entered Employment Rate		1.0365	1.0045	1.0241	
Employment Retention Rate		1.0181	0.0000	1.0157	
Six Months Earnings		1.0998	1.0166	1.2407	
Employment/Credential Rate		0.0000	0.0000	0.0000	
	Average	0.7886	0.5053	0.8201	
	Relative Performance Indices	0.3730	0.2390	0.3879	
		AWIA	Jefferson	Mobile	TOTAL
LOCAL AREA SUPPLEMENTAL AWARDS		\$7,260	\$4,651	\$7,550	\$19,461

Tier I: Degree Exceeded Dislocated Worker Goals			Amount Available:		\$52,258		
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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	\$1,561,142	0.8578	\$52,258	\$44,827	4	\$11,207	\$44,827
JEFFERSON	\$180,308	0.0991	\$52,258	\$5,177	4	\$1,294	\$5,177
MOBILE	\$78,499	0.0431	\$52,258	\$2,254	4	\$564	\$2,254
TOTAL	\$1,819,949	1.0000		\$52,258			\$52,258

AWIA: Amount Available per Weight

\$11,207

	Goal	Actual Performance	Degree Exceeded	Percent Awarded	Amount Awarded	Amount Unawarded
Entered Employment Rate	79.27%	81.57%	2.90%	50%	\$5,603	\$5,603
Employment Retention Rate	89.83%	89.56%	-0.30%	0.00	\$0	\$11,207
Six Months Earnings	\$12,574	\$13,759	\$1,185	100%	\$11,207	\$0
Employment/Credential Rate	53.55%	49.47%	-7.62%	0.00	\$0	\$11,207

Sub-Total

\$16,810

\$28,017

\$44,827

JEFFERSON: Amount Available per Weight

\$1,294

	Goal	Actual Performance	Degree Exceeded	Percent Awarded	Amount Awarded	Amount Unawarded
Entered Employment Rate	76.13%	78.57%	3.21%	50%	\$647	\$647
Employment Retention Rate	89.13%	97.96%	9.91%	75%	\$971	\$324
Six Months Earnings	\$13,259	\$16,843	\$3,584	100%	\$1,294	\$0
Employment/Credential Rate	46.93%	38.89%	-17.13%	0.00	\$0	\$1,294

Sub-Total

\$2,912

\$2,265

\$5,177

MOBILE: Amount Available per Weight

\$564

	Goal	Actual Performance	Degree Exceeded	Percent Awarded	Amount Awarded	Amount Unawarded
Entered Employment Rate	86.96%	82.35%	-5.30%	0.00	\$0	\$564
Employment Retention Rate	88.84%	92.73%	4.38%	50%	\$282	\$282
Six Months Earnings	\$12,658	\$16,261	\$3,603	100%	\$564	\$0
Employment/Credential Rate	46.42%	58.82%	26.72%	100%	\$564	\$0

Sub-Total

\$1,409

\$845

\$2,254

STATE TOTALS

\$21,131

\$31,127

\$52,258

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

PERFORMANCE MEASURE	Amount Unawarded	Local Area Performance Goal Ratio		
		AWIA	Jefferson	Mobile
Entered Employment Rate	\$6,814	1.0290	1.0321	0.9470
Employment Retention Rate	\$11,812	0.9970	1.0991	1.0438
Six Months Earnings	\$0	1.0943	1.2703	1.2847
Employment/Credential Rate	\$12,501	0.9238	0.8287	1.2672
TOTAL	\$31,127			
COMPOSITE PERFORMANCE INDICES				
Entered Employment Rate		1.0290	1.0321	0.0000
Employment Retention Rate		0.0000	1.0991	1.0438
Six Months Earnings		1.0943	1.2703	1.2847
Employment/Credential Rate		0.0000	0.0000	1.2672
	Average	0.5308	0.8504	0.8989
	Relative Performance Indices	0.2328	0.3730	0.3942
		AWIA	Jefferson	Mobile
LOCAL AREA SUPPLEMENTAL AWARDS		\$7,247	\$11,609	\$12,272
				\$31,127

Tier 1: Degree Exceeded 19-21 Youth Goals	Amount Available:	\$202,335
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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	\$7,081,491	0.8276	\$202,335	0.51087	\$85,548	4	\$21,387	\$85,548
JEFFERSON	\$448,202	0.0524	\$202,335	0.32456	\$3,440	4	\$860	\$3,440
MOBILE	\$1,026,759	0.1200	\$202,335	0.23020	\$5,589	4	\$1,397	\$5,589
TOTAL	\$8,556,452	1.0000						\$94,577

AWIA: Amount Available per Weight **\$21,387**

	Goal	Actual Performance	Degree Exceeded	Percent Awarded	Amount Awarded	Amount Unawarded
Entered Employment Rate	68.83%	64.63%	-6.10%	0.00	\$0	\$21,387
Employment Retention Rate	82.61%	85.02%	2.92%	50%	\$10,694	\$10,694
Earnings Change in Six Months	\$4,312	\$6,089	\$1,777	100%	\$21,387	\$0
Employment/Credential Rate	41.46%	27.38%	-33.97%	0.00	\$0	\$21,387

Sub-Total **\$32,081** **\$53,468** **\$85,548**

JEFFERSON: Amount Available per Weight **\$860**

	Goal	Actual Performance	Degree Exceeded	Percent Awarded	Amount Awarded	Amount Unawarded
Entered Employment Rate	61.49%	73.33%	19.26%	100%	\$860	\$0
Employment Retention Rate	76.49%	89.47%	16.97%	100%	\$860	\$0
Earnings Change in Six Months	\$2,410	\$3,246	\$836	75%	\$645	\$215
Employment/Credential Rate	35.45%	11.11%	-68.66%	0.00	\$0	\$860

Sub-Total **\$2,365** **\$1,075** **\$3,440**

MOBILE: Amount Available per Weight **\$1,397**

	Goal	Actual Performance	Degree Exceeded	Percent Awarded	Amount Awarded	Amount Unawarded
Entered Employment Rate	71.00%	71.74%	1.04%	50%	\$699	\$699
Employment Retention Rate	81.77%	81.33%	-0.53%	0.00	\$0	\$1,397
Earnings Change in Six Months	\$2,315	\$2,025	-\$290	0.00	\$0	\$1,397
Employment/Credential Rate	34.94%	31.13%	-10.90%	0.00	\$0	\$1,397

Sub-Total **\$699** **\$4,891** **\$5,589**

STATE TOTALS **\$35,144** **\$59,433** **\$94,577**

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	\$22,086	0.9390	1.1926	1.0104
Employment Retention Rate	\$12,091	1.0292	1.1697	0.9947
Earnings Change in Six Months	\$1,612	1.4121	1.3469	0.8746
Employment/Credential Rate	\$23,644	0.6603	0.3134	0.8910
TOTAL	\$59,433			
COMPOSITE PERFORMANCE INDICES				
Entered Employment Rate		0.0000	1.1926	1.0104
Employment Retention Rate		1.0292	1.1697	0.0000
Earnings Change in Six Months		1.4121	1.3469	0.0000
Employment/Credential Rate		0.0000	0.0000	0.0000
	Average	0.6103	0.9273	0.2526
	Relative Performance Indices	0.3409	0.5180	0.1411
		AWIA	Jefferson	Mobile
LOCAL AREA SUPPLEMENTAL AWARDS		\$20,262	\$30,786	\$8,386
				\$59,433

Tier I: Degree Exceeded 14-18 Youth Goals			Amount Available:		\$202,335			
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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	\$7,081,491	0.8276	\$202,335	0.48913	\$81,908	3	\$27,303	\$81,908
JEFFERSON	\$448,202	0.0524	\$202,335	0.67544	\$7,159	3	\$2,386	\$7,159
MOBILE	\$1,026,759	0.1200	\$202,335	0.76980	\$18,691	3	\$6,230	\$18,691
TOTAL	\$8,556,452	1.0000						\$107,757

AWIA: Amount Available per Weight **\$27,303**

	Goal	Actual Performance	Degree Exceeded	Percent Awarded	Amount Awarded	Amount Unawarded	
Skill Attainment Rate	76.40%	82.84%	8.43%	75%	\$20,477	\$6,826	
Diploma/Equivalent Rate	45.62%	37.00%	-18.89%	0.00	\$0	\$27,303	
Retention Rate	59.63%	61.69%	3.45%	50%	\$13,651	\$13,651	
Sub-Total					\$34,128	\$47,780	\$81,908

JEFFERSON: Amount Available per Weight **\$2,386**

	Goal	Actual Performance	Degree Exceeded	Percent Awarded	Amount Awarded	Amount Unawarded	
Skill Attainment Rate	74.40%	84.47%	13.53%	100%	\$2,386	\$0	
Diploma/Equivalent Rate	26.95%	10.00%	-62.89%	0.00	\$0	\$2,386	
Retention Rate	51.69%	42.31%	-18.15%	0.00	\$0	\$2,386	
Sub-Total					\$2,386	\$4,772	\$7,159

MOBILE: Amount Available per Weight **\$6,230**

	Goal	Actual Performance	Degree Exceeded	Percent Awarded	Amount Awarded	Amount Unawarded	
Skill Attainment Rate	72.00%	93.69%	30.13%	100%	\$6,230	\$0	
Diploma/Equivalent Rate	63.24%	48.80%	-22.83%	0.00	\$0	\$6,230	
Retention Rate	74.50%	61.42%	-17.56%	0.00	\$0	\$6,230	
Sub-Total					\$6,230	\$12,460	\$18,691

STATE TOTALS **\$42,745** **\$65,013** **\$107,757**

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

PERFORMANCE MEASURE	Amount Unawarded	Local Area Performance Goal Ratio			
		AWIA	Jefferson	Mobile	
Skill Attainment Rate	\$6,826	1.0843	1.1353	1.3013	
Diploma/Equivalent Rate	\$35,919	0.8111	0.3711	0.7717	
Retention Rate	\$22,268	1.0345	0.8185	0.8244	
TOTAL UNAWARDED FUNDS	\$65,013				
COMPOSITE PERFORMANCE INDICES					
Skill Attainment Rate		1.0843	1.1353	1.3013	
Diploma/Equivalent Rate		0.0000	0.0000	0.0000	
Retention Rate		1.0345	0.0000	0.0000	
		Average	0.7063	0.3784	0.4338
		Relative Performance Indices	0.4651	0.2492	0.2857
		AWIA	Jefferson	Mobile	Total
LOCAL AREA SUPPLEMENTAL AWARDS		\$30,239	\$16,202	\$18,571	\$65,013

INCENTIVE AWARD CALCULATION FY09 FUNDS

Tier I: Degree Exceeded ADULT Goals		Amount Available		\$163,929			
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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	\$5,716,060	0.8246	\$163,929	\$135,168	4	\$33,792	\$135,168
JEFFERSON	\$380,216	0.0548	\$163,929	\$8,991	4	\$2,248	\$8,991
MOBILE	\$836,055	0.1206	\$163,929	\$19,770	4	\$4,943	\$19,770
TOTAL	\$6,932,331	1.0000		\$163,929			\$163,929

AWIA: Amount Available per Weight

\$33,792

	Goal	Actual Performance	Degree Exceeded	Percent Awarded	Amount Awarded	Amount Unawarded
Entered Employment Rate	71.72%	74.34%	3.65%	50%	\$16,896	\$16,896
Employment Retention Rate	81.44%	82.92%	1.81%	50%	\$16,896	\$16,896
Six Months Earnings	\$9,525	\$10,475	\$950	75%	\$25,344	\$8,448
Employment/Credential Rate	47.71%	46.40%	-2.74%	0.00	\$0	\$33,792

Sub-Total

\$59,136

\$76,032

\$135,168

JEFFERSON: Amount Available per Weight

\$2,248

	Goal	Actual Performance	Degree Exceeded	Percent Awarded	Amount Awarded	Amount Unawarded
Entered Employment Rate	71.21%	71.53%	0.45%	50%	\$1,124	\$1,124
Employment Retention Rate	84.02%	81.04%	-3.54%	0.00	\$0	\$2,248
Six Months Earnings	\$8,451	\$8,592	\$141	50%	\$1,124	\$1,124
Employment/Credential Rate	42.20%	22.56%	-46.55%	0.00	\$0	\$2,248

Sub-Total

\$2,248

\$6,743

\$8,991

MOBILE: Amount Available per Weight

\$4,943

	Goal	Actual Performance	Degree Exceeded	Percent Awarded	Amount Awarded	Amount Unawarded
Entered Employment Rate	86.29%	88.37%	2.41%	50%	\$2,471	\$2,471
Employment Retention Rate	84.25%	85.57%	1.57%	50%	\$2,471	\$2,471
Six Months Earnings	\$10,604	\$13,156	\$2,552	100%	\$4,943	\$0
Employment/Credential Rate	52.27%	49.16%	-5.94%	0.00	\$0	\$4,943

Sub-Total

\$9,885

\$9,885

\$19,770

STATE TOTALS

\$71,269

\$92,660

\$163,929

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	\$20,491	1.0365	1.0045	1.0241	
Employment Retention Rate	\$21,615	1.0181	0.9646	1.0157	
Six Months Earnings	\$9,572	1.0998	1.0166	1.2407	
Employment/Credential Rate	\$40,982	0.9726	0.5345	0.9406	
TOTAL	\$92,660				
COMPOSITE PERFORMANCE INDICES					
Entered Employment Rate		1.0365	1.0045	1.0241	
Employment Retention Rate		1.0181	0.0000	1.0157	
Six Months Earnings		1.0998	1.0166	1.2407	
Employment/Credential Rate		0.0000	0.0000	0.0000	
	Average	0.7886	0.5053	0.8201	
	Relative Performance Indices	0.3730	0.2390	0.3879	
		AWIA	Jefferson	Mobile	TOTAL
LOCAL AREA SUPPLEMENTAL AWARDS		\$34,566	\$22,147	\$35,947	\$92,660

Tier 1: Degree Exceeded Dislocated Worker Goals			Amount Available		\$131,953		
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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	\$3,941,905	0.8578	\$131,953	\$113,189	4	\$28,297	\$113,189
JEFFERSON	\$455,280	0.0991	\$131,953	\$13,073	4	\$3,268	\$13,073
MOBILE	\$198,211	0.0431	\$131,953	\$5,691	4	\$1,423	\$5,691
TOTAL	\$4,595,396	1.0000		\$131,953			\$131,953

AWIA: Amount Available per Weight \$28,297

	Goal	Actual Performance	Degree Exceeded	Percent Awarded	Amount Awarded	Amount Unawarded
Entered Employment Rate	79.27%	81.57%	2.90%	50%	\$14,149	\$14,149
Employment Retention Rate	89.83%	89.56%	-0.30%	0.00	\$0	\$28,297
Six Months Earnings	\$12,574	\$13,759	\$1,185	100%	\$28,297	\$0
Employment/Credential Rate	53.55%	49.47%	-7.62%	0.00	\$0	\$28,297

Sub-Total \$42,446 \$70,743 \$113,189

JEFFERSON: Amount Available per Weight \$3,268

	Goal	Actual Performance	Degree Exceeded	Percent Awarded	Amount Awarded	Amount Unawarded
Entered Employment Rate	76.13%	78.57%	3.21%	50%	\$1,634	\$1,634
Employment Retention Rate	89.13%	97.96%	9.91%	75%	\$2,451	\$817
Six Months Earnings	\$13,259	\$16,843	\$3,584	100%	\$3,268	\$0
Employment/Credential Rate	46.93%	38.89%	-17.13%	0.00	\$0	\$3,268

Sub-Total \$7,354 \$5,719 \$13,073

MOBILE: Amount Available per Weight \$1,423

	Goal	Actual Performance	Degree Exceeded	Percent Awarded	Amount Awarded	Amount Unawarded
Entered Employment Rate	86.96%	82.35%	-5.30%	0.00	\$0	\$1,423
Employment Retention Rate	88.84%	92.73%	4.38%	50%	\$711	\$711
Six Months Earnings	\$12,658	\$16,261	\$3,603	100%	\$1,423	\$0
Employment/Credential Rate	46.42%	58.82%	26.72%	100%	\$1,423	\$0

Sub-Total \$3,557 \$2,134 \$5,691

STATE TOTALS \$53,357 \$78,597 \$131,953

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

PERFORMANCE MEASURE	Amount	Local Area Performance Goal Ratio			
	Unawarded	AWIA	Jefferson	Mobile	
Entered Employment Rate	\$17,206	1.0290	1.0321	0.9470	
Employment Retention Rate	\$29,826	0.9970	1.0991	1.0438	
Six Months Earnings	\$0	1.0943	1.2703	1.2847	
Employment/Credential Rate	\$31,565	0.9238	0.8287	1.2672	
TOTAL	\$78,597				
COMPOSITE PERFORMANCE INDICES					
Entered Employment Rate		1.0290	1.0321	0.0000	
Employment Retention Rate		0.0000	1.0991	1.0438	
Six Months Earnings		1.0943	1.2703	1.2847	
Employment/Credential Rate		0.0000	0.0000	1.2672	
	Average	0.5308	0.8504	0.8989	
	Relative Performance Indices	0.2328	0.3730	0.3942	
		AWIA	Jefferson	Mobile	TOTAL
LWIA SUPPLEMENTAL AWARDS		\$18,298	\$29,313	\$30,986	\$78,597

WORKFORCE INVESTMENT ACT
STATEWIDE PY07 PERFORMANCE INCENTIVE ANALYSIS
07/01/07 - 06/30/08
Final

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MEASURES	NEGOTIATED GOAL	ACTUAL	NUMERATOR/ DENOMINATOR	ACHIEVEMENT INDEX (Actual/Goal)
ADULTS				
Entered Employment Rate (10/01/06-09/30/07)	73.50%	76.91% *	1899 / 2469	104.64%
Employment Retention Rate (04/01/06-03/31/07)	82.00%	83.46% *	2447 / 2932	101.78%
Average Six-Month Earnings (04/01/06- 03/31/07)	\$9,500	\$11,088 *	\$27,132,143 / 2447	116.71%
Employment/Credential Rate (10/01/06-09/30/07)	48.00%	45.89%	1194 / 2602	95.60%
DISLOCATED WORKERS:				
Entered Employment Rate (10/01/06-09/30/07)	79.50%	80.03% *	1066 / 1332	100.67%
Employment Retention Rate (04/01/06-03/31/07)	90.00%	90.40% *	1205 / 1333	100.44%
Average Six-Month Earnings (04/01/06- 03/31/07)	\$13,200	\$14,797 *	\$17,830,355 / 1205	112.10%
Employment/Credential Rate (10/01/06-09/30/07)	53.00%	50.44%	573 / 1136	95.17%
YOUTH (19-21)				
Entered Employment Rate (10/01/06-09/30/07)	71.00%	66.76%	247 / 370	94.02%
Employment Retention Rate (04/01/06-03/31/07)	82.00%	84.46% *	288 / 341	103.00%
Earnings Change (04/01/06- 03/31/07)	\$3,864	\$5,002 *	1,725,583 / 345	129.44%
Employment/Credential Rate (10/01/06-09/30/07)	40.00%	26.77%	132 / 493	66.94%
YOUTH (14-18)				
Skill Attainment Rate (04/01/07- 03/31/08)	72.00%	87.02% *	751 / 863	120.86%
Diploma/Equivalent Rate (04/01/07- 03/31/08)	49.00%	40.33%	146 / 362	82.31%
Retention Rate (04/01/06- 03/31/07)	62.00%	60.81%	374 / 615	98.09%
YOUTH COMMON MEASURES (14-21)				
Literacy/Numeracy Gains (07/01/07 - 06/30/08)	N/A	41.44%	121 / 292	N/A
Placement in Education/Employment (10/01/06-09/30/07)	N/A	60.34%	645 / 1069	N/A
Attainment of Degree/Certificate (10/01/06-09/30/07)	N/A	41.37%	278 / 672	N/A
CUSTOMER SATISFACTION				
Participants	81.00	84.18 *		103.93%
Employers	86.00	90.16 *		104.84%

* Exceeded Goal

Highlighted - Failed to Achieve 80% of negotiated Goal

9/8/2008

WORKFORCE INVESTMENT ACT
AWIA PY07 PERFORMANCE INCENTIVE ANALYSIS
07/01/07 - 06/30/08
Final

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MEASURES	NEGOTIATED GOAL	ACTUAL	NUMERATOR/ DENOMINATOR	ACHIEVEMENT INDEX (Actual/Goal)
ADULTS				
Entered Employment Rate (10/01/06-09/30/07)	71.72%	74.34% *	1237 / 1664	103.65%
Employment Retention Rate (04/01/06-03/31/07)	81.44%	82.92% *	1592 / 1920	101.81%
Average Six-Month Earnings (04/01/06- 03/31/07)	\$9,525	\$10,475 *	\$16,676,547 / 1592	109.98%
Employment/Credential Rate (10/01/06-09/30/07)	47.71%	46.40%	838 / 1806	97.26%
DISLOCATED WORKERS:				
Entered Employment Rate (10/01/06-09/30/07)	79.27%	81.57% *	801 / 982	102.90%
Employment Retention Rate (04/01/06-03/31/07)	89.83%	89.56%	781 / 872	99.70%
Average Six-Month Earnings (04/01/06- 03/31/07)	\$12,574	\$13,759 *	\$10,746,145 / 781	109.43%
Employment/Credential Rate (10/01/06-09/30/07)	53.55%	49.47%	420 / 849	92.38%
YOUTH (19-21)				
Entered Employment Rate (10/01/06-09/30/07)	68.83%	64.63%	159 / 246	93.90%
Employment Retention Rate (04/01/06-03/31/07)	82.61%	85.02% *	210 / 247	102.92%
Earnings Change (04/01/06- 03/31/07)	\$4,312	\$6,089 *	\$1,503,956 / 247	141.21%
Employment/Credential Rate (10/01/06-09/30/07)	41.46%		95 / 347	66.03%
YOUTH (14-18)				
Skill Attainment Rate (04/01/07- 03/31/08)	76.40%	82.84% *	367 / 443	108.43%
Diploma/Equivalent Rate (04/01/07- 03/31/08)	45.62%	37.00%	84 / 227	81.11%
Retention Rate (04/01/06- 03/31/07)	59.63%	61.69% *	285 / 462	103.45%
YOUTH COMMON MEASURES (14-21)				
Literacy/Numeracy Gains (07/01/07 - 06/30/08)	N/A	29.31%	51 / 174	N/A
Placement in Education/Employment (10/01/06-09/30/07)	N/A	60.08%	316 / 526	N/A
Attainment of Degree/Certificate (10/01/06-09/30/07)	N/A	35.29%	108 / 306	N/A
CUSTOMER SATISFACTION				
Participants	81.02	84.50 *		104.29%
Employers	86.00	89.81 *		104.43%

* Exceeded Goal

Highlighted - Failed to Achieve 80% of negotiated Goal

9/8/2008

WORKFORCE INVESTMENT ACT
JEFFERSON COUNTY LWIA PY07 PERFORMANCE INCENTIVE ANALYSIS
07/01/07 - 06/30/08
Final

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MEASURES	NEGOTIATED GOAL	ACTUAL	NUMERATOR/ DENOMINATOR	ACHIEVEMENT INDEX (Actual/Goal)
ADULTS				
Entered Employment Rate (10/01/06-09/30/07)	71.21%	71.53% *	201 / 281	100.45%
Employment Retention Rate (04/01/06-03/31/07)	84.02%	81.04%	171 / 211	96.46%
Average Six-Month Earnings (04/01/06- 03/31/07)	\$8,451	\$8,592 *	\$1,469,149 / 171	101.66%
Employment/Credential Rate (10/01/06-09/30/07)	42.20%	22.58%	30 / 133	53.45%
DISLOCATED WORKERS:				
Entered Employment Rate (10/01/06-09/30/07)	76.13%	78.57% *	44 / 56	103.21%
Employment Retention Rate (04/01/06-03/31/07)	89.13%	97.96% *	48 / 49	109.91%
Average Six-Month Earnings (04/01/06- 03/31/07)	\$13,259	\$16,843 *	\$808,476 / 48	127.03%
Employment/Credential Rate (10/01/06-09/30/07)	46.93%	38.89%	14 / 36	82.87%
YOUTH (19-21)				
Entered Employment Rate (10/01/06-09/30/07)	61.49%	73.33% *	22 / 30	119.26%
Employment Retention Rate (04/01/06-03/31/07)	76.49%	89.47% *	17 / 19	116.97%
Earnings Change (04/01/06- 03/31/07)	\$2,410	\$3,246 *	\$61,675 / 19	134.69%
Employment/Credential Rate (10/01/06-09/30/07)	35.45%	17.11%	36 / 36	31.34%
YOUTH (14-18)				
Skill Attainment Rate (04/01/07- 03/31/08)	74.40%	84.47% *	87 / 103	113.53%
Diploma/Equivalent Rate (04/01/07- 03/31/08)	26.95%	10.00%	1 / 10	37.11%
Retention Rate (04/01/06- 03/31/07)	51.69%	42.31%	11 / 26	81.85%
YOUTH COMMON MEASURES (14-21)				
Literacy/Numeracy Gains (07/01/07 - 06/30/08)	N/A	30.43%	7 / 23	N/A
Placement in Education/Employment (10/01/06-09/30/07)	N/A	50.74%	69 / 136	N/A
Attainment of Degree/Certificate (10/01/06-09/30/07)	N/A	40.00%	22 / 55	N/A
CUSTOMER SATISFACTION				
Participants	81.44	83.33 *		102.32%
Employers	87.79	90.86 *		103.50%

* Exceeded Goal

Highlighted - Failed to Achieve 80% of negotiated Goal

9/8/2008

WORKFORCE INVESTMENT ACT
MOBILE WORKS, INC. PY07 PERFORMANCE INCENTIVE ANALYSIS
07/01/07 - 06/30/08
Final

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MEASURES	NEGOTIATED GOAL	ACTUAL	NUMERATOR/ DENOMINATOR	ACHIEVEMENT INDEX (Actual/Goal)
ADULTS				
Entered Employment Rate (10/01/06-09/30/07)	86.29%	88.37% *	456 / 516	102.41%
Employment Retention Rate (04/01/06-03/31/07)	84.25%	85.57% *	682 / 797	101.57%
Average Six-Month Earnings (04/01/06- 03/31/07)	\$10,604	\$13,156 *	\$8,972,419 / 682	124.07%
Employment/Credential Rate (10/01/06-09/30/07)	52.27%	49.16%	323 / 657	94.06%
DISLOCATED WORKERS:				
Entered Employment Rate (10/01/06-09/30/07)	86.96%	82.35%	28 / 34	94.70%
Employment Retention Rate (04/01/06-03/31/07)	88.84%	92.73% *	51 / 55	104.38%
Average Six-Month Earnings (04/01/06- 03/31/07)	\$12,658	\$16,261 *	\$829,330 / 51	128.47%
Employment/Credential Rate (10/01/06-09/30/07)	46.42%	58.82% *	20 / 34	126.72%
YOUTH (19-21)				
Entered Employment Rate (10/01/06-09/30/07)	71.00%	71.74% *	66 / 92	101.04%
Employment Retention Rate (04/01/06-03/31/07)	81.77%	81.33%	61 / 75	99.47%
Earnings Change (04/01/06- 03/31/07)	\$2,315	\$2,025	\$159,952 / 79	87.47%
Employment/Credential Rate (10/01/06-09/30/07)	34.94%	31.13%	33 / 106	89.10%
YOUTH (14-18)				
Skill Attainment Rate (04/01/07- 03/31/08)	72.00%	93.69% *	297 / 317	130.13%
Diploma/Equivalent Rate (04/01/07- 03/31/08)	63.24%	48.89%	61 / 125	77.17%
Retention Rate (04/01/06- 03/31/07)	74.50%	61.42%	78 / 127	82.44%
YOUTH COMMON MEASURES (14-21)				
Literacy/Numeracy Gains (07/01/07 - 06/30/08)	N/A	66.32%	63 / 95	N/A
Placement in Education/Employment (10/01/06-09/30/07)	N/A	64.20%	260 / 405	N/A
Attainment of Degree/Certificate (10/01/06-09/30/07)	N/A	47.74%	148 / 310	N/A
CUSTOMER SATISFACTION				
Participants	80.65	81.25 *		100.74%
Employers	86.71	91.41 *		105.42%

* Exceeded Goal

Highlighted - Failed to Achieve 80% of negotiated Goal

9/8/2008