

**Alabama Workforce Investment System**

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

**April 6, 2004**

**GOVERNOR'S WORKFORCE DEVELOPMENT DIRECTIVE NO. PY2003 - 14**

**SUBJECT:** LWIA PY 2004 Grant Agreement Package

- 1. Purpose.** To provide Local Workforce Investment Boards with guidance on the development and submission of their respective WIA grant agreement packages.
- 2. Discussion.** The instructions for local area preparation of PY 2003 WIA Adult, Dislocated Worker, and Youth annual grant agreement submission, provided under GWDD No. PY2002-18, are appropriately updated to accommodate PY 2004 grant agreement submission requirements. Additional narrative regarding local area programs is required for PY 2004, and a modified WIA Grantee Budget Summary (WIA-60) form is prescribed. This WIA-60 form was previously transmitted to local areas.
- 3. Action.** Each local board shall use the attached instructions in preparing a PY 2004 WIA grant agreement package.

Note that the PY 2004 Grant Agreement Package provides for local area discussion of projected Youth Performance Incentive program activities and the ten Youth program elements required under Section 129(c)(2). Local area PY 2004 performance goals are attached to this Directive.

Grant agreement packages should be received at the Workforce Development Division by May 10, 2004.

- 4. Contact.** Any questions regarding this Directive should be addressed to Charles Terry at (334) 242-5883.



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Steve Walkley, Division Director  
Workforce Development Division

Attachments

## Grant Agreement Package

The WIA Grant Agreement package depicts a local area's planned WIA Younger Youth, Older Youth, Dislocated Worker, and Adult participant training services (Basic Skills, Classroom Training, Individual Referrals, ITAs, OJT contracting, etc.), performance goals, supportive services, fund transfer activity, and program budgets.

A. **Participant Intake Services and Ongoing Assessment Activities:** Briefly describe local area systems for providing, and the general sequence of events related to:

1. Initial participant assessment session, to include processes for determining participants' career goals and the appropriate array of available core/intensive services which may be provided to participants in order to help achieve these goals. How are additional support services participants may require to adequately address their human services and social support needs determined within this initial session?
2. Participant initial assignment/progression through core services, intensive services, and training services, with specific attention to case manager methods for determining individuals' readiness and need to move ahead to the next level;
3. Describe local area systems for ensuring adequate and appropriate contact between case managers and individuals receiving Individual Referral/Individual Training Account services, indicating the frequency of such contacts, and otherwise describing the case workers' continued involvement in these individuals' pursuit of improved educational and employment opportunities;
4. Indicate what post-termination services are available, and how the local area determines which of these services are required; and
5. Local area procedures for ensuring appropriate oversight of case manager activities as related to both the degree and effectiveness of their continuing interaction with WIA participants.

**B. Planned Participant Post - Assessment Services:** Indicate (with an “X”) the available Younger Youth, Older Youth, Dislocated Worker, and Adult WIA individual services, and whether these services are delivered by WIA partners through the Career Center network.

<b>Planned Services:</b>		<b>Delivered Through:</b>	
	<b>Available</b>	<b>Career Center</b>	<b>Other</b>
<b>Younger Youth (14-18 yrs.)</b>			
Basic Education Skills	_____	_____	_____
Remedial	_____	_____	_____
GED Preparatory	_____	_____	_____
Work Readiness Skills	_____	_____	_____
Occupational Skills	_____	_____	_____
<b>Older Youth (19-21)</b>			
Basic Education Skills	_____	_____	_____
Remedial	_____	_____	_____
GED Preparatory	_____	_____	_____
Work Readiness Skills	_____	_____	_____
Individual Referrals	_____	_____	_____
<b>Dislocated Workers</b>			
Individual Training Accounts	_____	_____	_____
Indicate Field(s)			
On-the-Job Training	_____	_____	_____
Other Training	_____	_____	_____
<b>Adults</b>			
Individual Training Accounts	_____	_____	_____
Indicate Field(s)			
On-the-Job Training	_____	_____	_____
Other Training	_____	_____	_____

NOTE: On a separate sheet, please separately indicate specific areas, if any, in which Younger Youth, Older Youth, Dislocated Worker, and Adult occupational skills training, on-the-job training, and/or other training programs are conducted.

### **Priority Services to Veterans**

Section 2.(d) of the Jobs for Veterans Act, transmitted under Governor's Workforce Development Directive No. PY2002-12, dated November 22, 2002, establisher requirements that veterans be afforded priority of service in federally-funded employment and training programs, to include programs funded under the Workforce Investment Act. Additional guidance concerning appropriate Veterans' service strategies are outlined in GWDD No. PY2002-12, Change 1.

Indicate how your local area program participant outreach and recruitment efforts are structured to help ensure veteran representation in Workforce Investment Act programs is "... in proportion to the representation of veterans in the labor market...."

### **Youth Performance Incentives**

Additionally, briefly describe any youth participant program participation/program performance strategies the local area plans to implement within their PY 2003 Younger Youth/Older Youth programs. Further specifics regarding such Youth program strategies are provided within Governor's Workforce Development Directive No. PY 2002-16 (Youth Program Participation/Performance Incentives).

### **Required Elements of Youth Program**

Briefly discuss local area strategy for providing the following WIA Youth program elements, as required under Section 129(c)(2):

1. Tutoring, study skills training, and instruction leading to completion of secondary school, including dropout prevention strategies;
2. Alternative secondary school services;
3. Summer employment opportunities that are directly linked to academic and occupational learning;
4. Paid and unpaid work experience, including internships and job shadowing;
5. Occupational skill training;
6. Leadership development opportunities;
7. Supportive services;
8. Adult mentoring;
9. Follow-up services for not less than twelve months after completion of program participation; and
10. Comprehensive guidance and counseling services.

Where the above-required Youth program elements are delivered through appropriate "other agency" referral, so indicate, describing local area case manager follow-up measures undertaken to ensure these referral services are satisfactorily delivered to the affected WIA participants.

### **Youth Program Services to Non-Economically Disadvantaged Persons**

WIA Section 129(c)(2) Youth Program services are generally targeted for youth satisfying income eligibility requirements. However, Section 129(c)(5) indicates that up to five percent of a local area's Youth Program participants need not meet relevant income criteria if they belong to one or more specified hardship categories (Section 129(c)(5)(A - G)), or the optional local board - designated "serious barriers as identified by the local board" category (Section 129(c)(5)(H)).

Indicate whether the local area Youth Program plans to extend Section 129 services to non - economically disadvantaged persons, per Section 129(c)(5), **and** whether the local board has identified Section 129(c)(5)(H) other "serious barriers".

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

Attached to these instructions are PY 2004 local workforce investment area performance goals for the Adult, Dislocated Worker, and Youth programs. These PY 2004 goals have been approved by the USDOL. Local areas should appropriately enter in their grant agreement documents the appropriate Adult, Dislocated Worker, Older Youth, and Younger Youth performance goal.

**ADULT PROGRAM**

	<u>Performance Goal</u>
1. Entered Employment Rate	_____
2. Employment Retention Rate	_____
3. Earnings Change in Six Months	_____
4. Employment and Credential Rate	_____

**DISLOCATED WORKER PROGRAM**

	<u>Performance Goal</u>
1. Entered Employment Rate	_____
2. Employment Retention Rate	_____
3. Earnings Replacement Rate	_____
4. Employment and Credential Rate	_____

**YOUTH PROGRAM**

**Youth (14-18 yrs.)**

	<u>Performance Goal</u>
1. Skill Attainment Rate	_____
2. Diploma or Equivalent Attainment Rate	_____
3. Retention Rate	_____

**Youth (19-21 yrs.)**

	<u>Performance Goal</u>
1. Entered Employment Rate	_____
2. Employment Retention Rate	_____
3. Earnings Change in Six Months	_____
4. Credential Rate	_____

**D. Adult, Dislocated Worker Program On-the-Job Training, Customized Training Activities**

WIA Section 134(d)(4)(G)(ii) indicates that a local area may provide on-the-job training and/or customized training services “...pursuant to a contract for services in lieu of an individual training account ...” if the local board determines 1) there are insufficient numbers of eligible providers of training in the local area to accomplish the purposes of a system of individual training accounts, or 2) there is a program of demonstrated effectiveness offered by a community-based organization or other private organizations specifically serving segments of the local area participant population which face multiple employment barriers.

Indicate whether the local area will directly contract on-the-job training and/or customized training programs, pursuant to Section 134(d)(4)(G). If applicable, indicate the local area basis for determination of an otherwise insufficient number of potential individual training account service providers, and/or local area criteria which establish a prospective on-the-job training/customized training provider’s “demonstrated effectiveness”.

**E. Participant Payment Systems**

Describe the local area’s planned delivery system for supportive services, including financial supportive services, to WIA Adult, Dislocated Worker, and Youth participants.

**F. Transfer of Funds**

USDOL correspondence of January 14, 2004, indicates USDOL approval of Alabama’s request for a waiver of the statutory limitations on WIA Section 133(b)(4) Adults – Dislocated Worker program twenty percent funds transfer authority. Under this approved waiver, up to fifty percent of affected fund allocations could be transferred between a local area’s WIA Adult and WIA Dislocated Worker programs.

This same correspondence further indicates this expanded waiver authority expires June 30, 2004.

USDOL Training and Employment Guidance Letter No. 20-03, transmitted under the PY 2004/FY 2005 WIA program local area allocation GWDD, indicates, at Part 5.d., the statutory WIA funds transfer authority is raised to **thirty percent** of appropriated funds for PY 2004/ FY 2005.

Any such LWIA funds transfer request must be submitted in the form of a Grant Agreement Modification, and must further be accompanied by appropriate justification, clearly indicating why the request is being made, and how granting of the request will benefit local area delivery of workforce development services.

Any local workforce investment area funds transfer should observe relevant provisions of the Act.

## **G. Budget Summary**

Each LWIA Grant Agreement Package includes a Grantee Budget Summary (WIA-60) showing the program year funds allocated for each of the funding streams, transfers between the Adult and Dislocated Worker allocations, and the net amounts available for expenditure. In addition, the budget form shows how the funds are planned for expenditure between the administrative and program categories.

Each LWIA will have one year to obligate WIA funds and one additional year to expend the funds, subject to the first year 80 percent obligation requirement and to any subsequent year reallocations. A modification to the Grant WIA-60 will be necessary to depict any increase or decrease in LWIA allocation (net) amounts resulting from such fund reallocations. A modification to the Grant WIA-60 will also be required to document any Governor's 15 Percent (Incentive/Capacity Building) Funds awarded the LWIA.

The WIA Allocation Directive should be referenced for specific LWIA Adult, Dislocated Worker, and/or Youth program allocation amounts.

From the instructions contained on pages 11 and 12, complete a single Grantee Budget Summary (WIA-60) form, depicting LWIA Adult/Dislocated Worker/Youth funding for the grant period, and attach it to the Grant Agreement Package. This WIA-60 budget document will be a part of the Grant Agreement Package until such time as depicted funds have been fully expended.

## **H. Forms and Instructions**

The following forms and instructions are to be used in the preparation of LWIA Grant Agreement Package:

Item	Form Title/Number	Each WIA form will address:		
		Adult	Dislocated Worker	Youth
A.	Grant Agreement Sheet (WIA-59)	X	X	X
B.	Grantee Budget Summary (WIA-60)	X	X	X
C.	Notice of Governor's Action (WIA-55) (Plan Approval Document - for WDD Use Only)	X	X	X

The ADECA Workforce Development Division has furnished each LWIA a computer disk containing copies of each form suitable for use in their Grant Agreement submissions.



**INSTRUCTIONS FOR THE COMPLETION OF  
THE GRANT AGREEMENT SHEET  
(WIA-59)**

**I. GRANT RECIPIENT/DESIGNEE**

**A. Plan No.:** Enter the three digit local area plan number, per the following:  
1st digit - year of WIA funds, e.g., "0" for 2000, "1" for 2001, etc.  
2nd digit - local area, e.g., "1" for AWIA, "2" for Jefferson, or "3" for Mobile.  
3rd digit - plan sequence, e.g., "0" for initial plan, "A" for first modification, "B"  
for second modification, etc.

For example, "01-0" would be AWIA's initial PY 2000 Plan, "12-A" would be Jefferson's first modification to its PY 2001 Plan, etc.

**B. Action:** Check the appropriate box.

**C. Grant Recipient:** (1-8): Enter the name, address, contact person, telephone/FAX numbers, and E-Mail address of the grant recipient.

**D. Administrative Entity:** (1-8): If different from the Grant Recipient, enter the name, address, contact person, telephone number/FAX number, and E-Mail address of the administrative entity; otherwise, leave blank.

**E.E. Proposed Funding:**

**WIA Funds:** Enter the total amount of actual or estimated LWIA funding for the time period covered by this action. This entry should be identical to that recorded on line 3.d. (Total LWIA Funds) of the accompanying WIA-60 form.

**F.F. Grant Period:** Enter the start date and end date of the grant period.

**Effective Date:** Leave blank. WDD will enter.

**II. ASSURANCES AND CERTIFICATIONS**

Read and review. The assurances and certifications on page 2 of the WIA-59 are binding requirements on the LWIA.

**III. LOCAL AREA SUBMISSION**

Enter the typed name and title of each authorized signatory, as appropriate.  
Enter the signature of each authorized signatory beside the typed name and title.

**WORKFORCE DEVELOPMENT DIVISION**

Alabama Department of Economic and Community Affairs (ADECA)

**WIA GRANT AGREEMENT**

<b>I. WORKFORCE INVESTMENT AREA</b>						<b>A. Plan No.:</b>		
<b>B. Action:</b>		<b>Initial Grant</b>		<b>Modification</b>				
<b>C. Grant Recipient</b>				<b>D. Administration Entity</b>				
1. Name _____		1. Name _____		1. Name _____		1. Name _____		
2. Organization _____		2. Organization _____		2. Organization _____		2. Organization _____		
3. Address _____		3. Address _____		3. Address _____		3. Address _____		
4. City _____		4. City _____		4. City _____		4. City _____		
5. Zip _____		5. Zip _____		5. Zip _____		5. Zip _____		
6. Contact _____		6. Contact _____		6. Contact _____		6. Contact _____		
7. Telephone # _____		7. Telephone # _____		7. Telephone # _____		7. Telephone # _____		
8. E-Mail _____		8. E-Mail _____		8. E-Mail _____		8. E-Mail _____		
<b>E. Proposed Funding</b>								
WIA Funds						\$ _____		
<b>F. Grant Period</b>		<b>Start</b>			<b>End</b>			<b>Effective Date</b>
		<b>Year</b>	<b>Mnth</b>	<b>Day</b>	<b>Year</b>	<b>Mnth</b>	<b>Day</b>	
<b>II. ASSURANCES AND CERTIFICATIONS: Assurances/Certifications on page 2 are part of this Grant Agreement.</b>								
<b>III. LOCAL AREA SUBMISSION (Attach any comments on a separate sheet)</b>								
	<b>Name and Title</b>			<b>Signature</b>			<b>Date</b>	
<b>Grant Recipient</b>								
<b>LWIB Chair</b>								
<b>Chief Local Official</b>	John D. Harrison/Tim Alford Director, ADECA/OWD							
<b>Governor</b>	Bob Riley							

**WORKFORCE DEVELOPMENT DIVISION**  
**Alabama Department of Economic and Community Affairs (ADECA)**

**WIA GRANT AGREEMENT**

**Assurances and Certifications**

- A. Signatories assure this Grant Agreement will be executed in accordance with the Workforce Investment Act of 1998 applicable federal regulations, State law, and Governor's Directives pursuant to WIA , as published and amended.
- B. Liability for funds under this grant rests with the local workforce investment area grant recipient.
- C. Modifications to this initial grant become effective only after approval by the Governor's Department of Economic and Community Affairs. All modifications must adhere to advance publication requirements and be submitted according to the procedures. Funding is contingent on actual appropriations by Congress.
- D. This grant is comprised of planned performance/ payment systems narrative and a grantee budget.
- E. The ADECA Workforce Development Division, acting for the Governor, will monitor for performance. Signatories to the Agreement further attest that the LWIA and the LWIB will comply with all requirements and reports required. Reports will require such reports as may be necessary to carry out this responsibility.
- F. Parties to this agreement certify to the best of their knowledge and belief that information contained in the attached plan/modification is a reasonably accurate depiction of WIA-funded activities. Signatories to the Agreement further attest that the LWIA and the LWIB will comply with all requirements and reports required. Reports will require such reports as may be necessary to carry out this responsibility.
- G. As a condition of the award of financial assistance from the Department of Labor under Title I of the Workforce Investment Act of 1998, the grant applicant assures that it will comply fully with the nondiscrimination and equal opportunity requirements of the following laws: Section 188 of the Workforce Investment Act of 1998 (WIA), which prohibits discrimination against all individuals in the United States on the basis of race, color, religion, sex, age, disability, political affiliation, or belief, and against beneficiaries on the basis of citizenship/status as a lawfully admitted immigrant authorized to work in the United States (including temporary lawful permanent residents) in any WIA Title I - financially assisted program or activity; Title VI of the Civil Rights Act of 1964, as amended, which prohibits discrimination on the bases of race, color, and national origin; Section 504 of the Rehabilitation Act of 1973, as amended, which prohibits discrimination against qualified individuals on the basis of disability; the Age Discrimination Act of 1975, as amended, which prohibits discrimination on the basis of age; and Title IX of the Education Amendments of 1972, as amended, which prohibits discrimination on the basis of sex in educational programs. The grant applicant also assures it will comply with all other laws, regulations, and executive orders implementing the laws listed above. This assurance applies to the grant applicant's operation of the WIA Title I - financially assisted program or activity, and to the grant applicant's compliance with all other laws, regulations, and executive orders implementing the laws listed above. The grant applicant makes to carry out the WIA Title I - financially assisted program or activity, and to the grant applicant's compliance with all other laws, regulations, and executive orders implementing the laws listed above. The grant applicant understands that the United States has the right to seek judicial enforcement of this assurance.
- H. Comply with the Americans with Disabilities Act of 1990, Title II, Subtitle A.
- I. Comply with the OSHA work place requirements.
- J. Comply with the WDD Procurement policy (includes all subrecipient/contractor levels).
- K. Comply with the ADECA Audit Policy, and with OMB Circular A-133.
- L. Certify that systems and procedures are in effect which parallel those described within the local area plan.
- M. Comply with other applicable statutes as related to workforce development programs.
- N. It is agreed that the terms and commitments contained herein shall not be constituted as a contract of Alabama in violation of Article 11, Section 213 of the Constitution of Alabama, 1901, as amended by Amendment No. 26. It is further agreed that if any provision of this grant shall contravene any Constitutional provision or amendment, either now in effect or which may, during the course of the grant, be enacted, then that conflicting provision in the grant shall be deemed null and void. The remedy for the settlement of any and all disputes arising under the terms of this agreement shall be the filing of a claim with the Board of Adjustments for the State of Alabama.

Minor Modification, Revised Funding

E. Proposed Funding  
WIA Funds

\$ \_\_\_\_\_

\_\_\_\_\_  
Grant Recipient

\_\_\_\_\_  
Date

\_\_\_\_\_  
Division Director,  
Workforce Development Division

\_\_\_\_\_  
Date

**INSTRUCTIONS FOR COMPLETING THE ALABAMA WIA  
GRANTEE BUDGET SUMMARY FOR ADULT, DISLOCATED WORKER, AND YOUTH  
LOCAL AREA PLANS  
(WIA-60)**

LWIA Adult, Dislocated Worker, and Youth program budgeting information will be consolidated on a single WIA-60 form. Each executed WIA-60 will remain a valid budget document for the full grant period.

1. a.-d. **Grant Recipient:** This should be the same as reported on the Grant Agreement Sheet; the contact person should be able to answer any questions regarding information contained in this form.
2. **Effective Date of Action:** Leave blank. WDD will enter.
- a. **USDOL Grant Number:** The USDOL Grant Number can be found on the Notice of Obligation (NOO) issued by USDOL to ADECA WDD. Copies of all NOOs will be provided to local areas as Attachments to the Allocation GWDD.
- b. **Catalog of Federal Domestic Assistance (CFDA) Number:** This information is provided by ADECA WDD. No LWIA entry is necessary.
- c. **Year of Funds:** Enter the PY number corresponding to the year grant funds were first made available. The number should be consistent with the USDOL Notice of Obligation (NOO).
- d. **Grant Period:** Enter the start date and end date of the grant period, as shown on the WIA-59.

**LWIA Identifying Grant Numbering Methodology**

LWIA programs have four separate fund categories. LWIA expenditures must be separately tracked against each grant type. Identifying grant numbers are prescribed according to the table below:

<u>Local Area Number</u>	<u>Fund Source</u>
AWIA - 1	A – Governor’s Reserve Funds
Jefferson - 2	B - Adult
Mobile - 3	C - Dislocated Worker

3. **Program:**
  - a. **Identifying Grant Number:** By column, enter the LWIA identifying grant numbers (see above methodology) corresponding to Governor’s Reserve, Adult, and Youth funds awarded, e.g., 1A for AWIA Governor’s Reserve funds, 1B for AWIA Adult funds, 3C for Mobile Youth funds, etc.
  - b. **Allocations:** By column, enter the amount of any Governor’s 15% funds awarded the LWIA, and the amounts of Adult, and Youth funds granted the LWIA. Amounts entered should incorporate any additional (or reductions in) funds due to reallocations. Additional detail regarding the break down of LWIA allocation amounts is found on the Notice of Governor’s Action accompanying the completed Grant Agreement package.

3.
  - c. **Fund Transfers:** By column, enter any amount of LWIA Adult funds the LWIA seeks to transfer to its Dislocated Worker program and/or the amount of any LWIA Dislocated Worker funds the LWIA seeks to transfer to its Adult program. Up to 20 percent of the formula allocated Adult funds and/or Dislocated Worker funds may be transferred between the two programs.
  - d. **Totals:** By column, enter the total amounts of Governor's 15%, Adult, Dislocated Worker, Youth, and Total LWIA funds.
4. **Cost Category Budget:** Enter the total amount of grant funds budgeted for expenditure by cost category.
  - a. **Administration:** Enter, by column, the amount of any LWIA Governor's 15%, Adult, Dislocated Worker, and Youth funds reserved for administration. Enter the total of LWIA funds available for program administration expenditures. Include any additions to (or reductions in) Administration funds due to reallocations. Not more than 10 percent of Adult, Dislocated Worker, and Youth grant funds may be budgeted/expended for purposes of administration.
  - b. **Program:** Enter, by column, the amount of any LWIA Governor's 15%, Adult, Dislocated Worker, Youth, and the total of LWIA funds which may be expended for program costs. Include any additions to (or reductions in) program funds due to reallocations.
  - c. **Totals:** By column, enter the sum of available administrative and program LWIA Governor's 15%, Adult, Dislocated Worker, Youth, and Total funds. Entries on this line must agree with corresponding entries on line 3.d.

**Remarks:** Provide necessary detail regarding information recorded on this WIA-60 Grantee Budget Agreement document.

State of Alabama  
Alabama Department of Economic and Community Affairs  
Workforce Development Division

Grantee Budget Summary

<b>1. Grant Recipient</b>					
a. Address:					
b. Contact Person/Title:					
c. Telephone/FAX Number:					
d. E- Mail Address:					
<b>2. Effective Date of Action:</b>					
a. USDOL Grant Number:			c. Grant Period:		
b. Year of Funds:					
<b>3. Program:</b>	<b>Governor's 15% Funds</b>	<b>Adult Funds</b>	<b>Youth Funds</b>	<b>Dislocated Worker Funds</b>	<b>Total LWIA Funds</b>
a. CFDA Number		17.258	17.259	17.260	
b. Local Area Grant Number					
c. Allocations					
d. Fund Transfers					
e. Totals					
<b>4. Cost Category Budget:</b>					
a. Administration					
b. Program					
c. Totals					
<b>Remarks:</b>					

## **WIA NOTICE OF GOVERNOR'S ACTION FOR LWIA PLANS**

The Notice of Governor's Action (NGA) is a LWIA plan approval document. The NGA will be attached to all approved LWIA plans, including the original Five -Year Plan Grant Agreement Package, and each subsequent Plan Modification.

The NGA will be prepared by WDD staff. No LWIA staff action is required.

NGAs will feature details regarding the break down of LWIA available funds beyond that provided by the WIA - 60 Grantee Budget Summary. This detail will include allocations, incentive awards, fund reallocations, and Adult - Dislocated Worker funds transfers.

NGAs will provide an overview of a local area's total available PY funds. These documents should prove useful to State and local area staff for fund tracking and identification purposes.





**ALABAMA WORKFORCE INVESTMENT PROGRAM  
TITLE I ADULTS, DISLOCATED WORKER, AND YOUTH PROGRAMS  
PY02 - PY04 PERFORMANCE GOALS**

<b>Adult Program - AWIA</b>				
<b>Measure</b>	<b>PY01 Actuals</b>	<b>PY02 Goal</b>	<b>PY03 Goal</b>	<b>PY04 Goal</b>
1 Entered Employment Rate	70.32%	72.50%	72.87%	73.24%
2 Employment Retention Rate	52.74%	80.00%	80.41%	80.82%
3 Earnings Change in Six Months	\$1,040.58	\$2,834.00	\$2,848.45	\$2,862.98
4 Employment and Credential Rate	60.77%	52.40%	52.67%	52.94%

<b>Dislocated Worker Program - AWIA</b>				
<b>Measure</b>	<b>PY01 Actuals</b>	<b>PY02 Goal</b>	<b>PY03 Goal</b>	<b>PY04 Goal</b>
1 Entered Employment Rate	78.35%	78.90%	79.30%	79.70%
2 Employment Retention Rate	53.99%	81.60%	82.02%	82.44%
3 Earnings Replacement Rate	114.25%	96.00%	96.49%	96.98%
4 Employment and Credential Rate	70.67%	45.90%	46.13%	46.37%

<b>Youth (19-21) Programs - AWIA</b>				
<b>Measure</b>	<b>PY01 Actuals</b>	<b>PY02 Goal</b>	<b>PY03 Goal</b>	<b>PY04 Goal</b>
1 Entered Employment Rate	62.71%	65.90%	66.24%	66.58%
2 Employment Retention Rate	43.18%	71.40%	71.76%	72.13%
3 Earnings Change in Six Months	\$838.67	\$2,217.00	\$2,228.31	\$2,239.67
4 Credential Rate	33.33%	38.20%	38.39%	38.59%

<b>Youth (14-18) Programs - AWIA</b>				
<b>Measure</b>	<b>PY01 Actuals</b>	<b>PY02 Goal</b>	<b>PY03 Goal</b>	<b>PY04 Goal</b>
1 Skill Attainment Rate	78.52%	76.80%	77.19%	77.58%
2 Diploma or Equiv. Attainment Rate	43.18%	47.10%	47.34%	47.58%
3 Retention Rate	45.87%	50.90%	51.16%	51.42%

<b>Customer Satisfaction</b>				
<b>Measure</b>	<b>PY01 Actuals</b>	<b>PY02 Goal</b>	<b>PY03 Goal</b>	<b>PY04 Goal</b>
1 Participants	82.89	74.80	75.18	75.56
2 Employers	84.98	71.70	72.07	72.44

**Adult Program - JEFFERSON**

Measure	PY01 Actuals	PY02 Goal	PY03 Goal	PY04 Goal
1 Entered Employment Rate	80.00%	72.50%	72.87%	73.24%
2 Employment Retention Rate	66.67%	80.00%	80.41%	80.82%
3 Earnings Change in Six Months	\$890.60	\$2,834.00	\$2,848.45	\$2,862.98
4 Employment and Credential Rate	70.00%	52.40%	52.67%	52.94%

**Dislocated Worker Program - JEFFERSON**

Measure	PY01 Actuals	PY02 Goal	PY03 Goal	PY04 Goal
1 Entered Employment Rate	71.43%	78.90%	79.30%	79.70%
2 Employment Retention Rate	60.00%	81.60%	82.02%	82.44%
3 Earnings Replacement Rate	204.94%	96.00%	96.49%	96.98%
4 Employment and Credential Rate	60.00%	45.90%	46.13%	46.37%

**Youth (19-21) Programs - JEFFERSON**

Measure	PY01 Actuals	PY02 Goal	PY03 Goal	PY04 Goal
1 Entered Employment Rate	75.00%	65.90%	66.24%	66.58%
2 Employment Retention Rate	20.00%	71.40%	71.76%	72.13%
3 Earnings Change in Six Months	(\$71.10)	\$2,217.00	\$2,228.31	\$2,239.67
4 Credential Rate	100.00%	38.20%	38.39%	38.59%

**Youth (14-18) Programs - JEFFERSON**

Measure	PY01 Actuals	PY02 Goal	PY03 Goal	PY04 Goal
1 Skill Attainment Rate	84.21%	76.80%	77.19%	77.58%
2 Diploma or Equiv. Attain.	0.00%	47.10%	47.34%	47.58%
3 Retention Rate	0.00%	50.90%	51.16%	51.42%

**Customer Satisfaction**

Measure	PY01 Actuals	PY02 Goal	PY03 Goal	PY04 Goal
1 Participants	82.46	74.80	75.18	75.56
2 Employers	89.34	71.70	72.07	72.44

**Adult Program - MOBILE**

<b>Measure</b>	<b>PY01 Actuals</b>	<b>PY02 Goal</b>	<b>PY03 Goal</b>	<b>PY04 Goal</b>
1 Entered Employment Rate	56.16%	72.50%	72.87%	73.24%
2 Employment Retention Rate	18.37%	80.00%	80.41%	80.82%
3 Earnings Change in Six Months	\$1,407.99	\$2,834.00	\$2,848.45	\$2,862.98
4 Employment and Credential Rate	100.00%	52.40%	52.67%	52.94%

**Dislocated Worker Program - MOBILE**

<b>Measure</b>	<b>PY01 Actuals</b>	<b>PY02 Goal</b>	<b>PY03 Goal</b>	<b>PY04 Goal</b>
1 Entered Employment Rate	65.67%	78.90%	79.30%	79.70%
2 Employment Retention Rate	15.91%	81.60%	82.02%	82.44%
3 Earnings Replacement Rate	42.04%	96.00%	96.49%	96.98%
4 Employment and Credential Rate	100.00%	45.90%	46.13%	46.37%

**Youth (19-21) Programs - MOBILE**

<b>Measure</b>	<b>PY01 Actuals</b>	<b>PY02 Goal</b>	<b>PY03 Goal</b>	<b>PY04 Goal</b>
1 Entered Employment Rate	20.00%	65.90%	66.24%	66.58%
2 Employment Retention Rate	50.00%	71.40%	71.76%	72.13%
3 Earnings Change in Six Months	\$1,278.83	\$2,217.00	\$2,228.31	\$2,239.67
4 Credential Rate	46.15%	38.20%	38.39%	38.59%

**Youth (14-18) Programs - MOBILE**

<b>Measure</b>	<b>PY01 Actuals</b>	<b>PY02 Goal</b>	<b>PY03 Goal</b>	<b>PY04 Goal</b>
1 Skill Attainment Rate	83.97%	76.80%	77.19%	77.58%
2 Diploma or Equiv. Attainment Rate	22.47%	47.10%	47.34%	47.58%
3 Retention Rate	46.81%	50.90%	51.16%	51.42%

**Customer Satisfaction**

	<b>PY01 Actuals</b>	<b>PY02 Goal</b>	<b>PY03 Goal</b>	<b>PY04 Goal</b>
1 Participants	79.60	74.80	75.18	75.56
2 Employers	84.79	71.70	72.07	72.44