

Alabama Workforce Investment System

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

October 20, 2014

GOVERNOR'S WORKFORCE DEVELOPMENT DIRECTIVE NO. PY 2013-11, Change 3

SUBJECT: Program Year 2014/Fiscal Year 2015 Workforce Investment Act (WIA)
Adult, Youth and Dislocated Worker Allocations

1. **Purpose.** This transmits notice of local area's Program Year 14/Fiscal Year 2015 Adult, Youth, and Dislocated Worker program incentive awards

2. **Discussion.** Adult, Youth and Dislocated Worker Workforce Investment Act funds reserved for incentive purposes are made available for local area performance incentive awards. Such incentive awards are granted to those local areas whose actual prior program year's 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 2014 incentive awards are available in this Directive at Attachment 2. Attachment 3 details the final Program Year 2013 performance, on which these awards are based, for Statewide and each local area.

As indicated in GWDD 2009-01, Change 3, local areas must first reach the 80% threshold to meet their respective performance goals in each of the funding streams in order to be eligible for incentive awards.

Local areas' expenditure of incentive funds must be tracked and reported separately from other WIA expenditures (Statewide WIA Fiscal Procedures Manual, Section III.D.2.); i.e., each local area should budget its Program Year 2014/Fiscal Year 2015 incentive awards on a separate WIA-60 form, under the Governor's 8.75% Funds' column.

Local area WIA funds must be fully expended over a period not to exceed two years from the date (July 1, 2014) 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, 2016. Note these funds may be used for

any activities allowed under WIA Title I-B without respect to Administration or Program Cost categories.

- 3. Action.** Please review Attachment 1 of this Directive to determine the amount of your local area's Program Year 14/Fiscal Year 2015 incentive awards and submit the appropriate modifications to the respective WIA Grant Agreement to the Workforce Development Division no later than November 1, 2014.

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

- 4. Contact.** Any questions may be referred to Melody Koorangi, State Program Integrity Section Supervisor, at (334) 242-5175 or melody.koorangi@adeca.alabama.gov.


Steve Walkley, Division Director/Date
Workforce Development Division

Attachment

1. Local Area Planning Allocation for Program Year 2014
2. Program Year 2014 Local Area Incentive Award Calculations
3. Statewide and Local Area Final Program Year 2013 Performance Analysis

**LOCAL AREA PLANNING ALLOCATION
FOR PROGRAM YEAR 2014
(July 1, 2014-June 30, 2015)**

		PY 2014 Allotment	FY 2015 Allotment	Full PY Allotment
SEC. 133(b)(2)(A) ADULT PROGRAMS		\$716,940	\$9,411,017	\$10,127,957
a. GOVERNOR'S SET ASIDES:	8.75%	\$62,732	\$823,463	\$886,195
Administration (5%)		\$35,847	\$470,550	\$506,397
Other WIA Activities (2.75%)		\$19,716	\$258,803	\$278,519
Incent/Cap. Bldg. (2.75%)		\$7,169	\$94,110	\$101,279
Local Area Grants (100%)		\$7,169	\$94,110	\$101,279
State-level (0%)		\$0	\$0	\$0
b. LOCAL AREA ADULT PROGRAMS	91.25%	\$654,208	\$8,587,554	\$9,241,762
AWIA		\$509,185	\$6,605,664	\$7,114,849
Jefferson		\$72,889	\$996,102	\$1,068,991
Mobile		\$72,134	\$985,787	\$1,057,922
SEC. 128(b)(2) YOUTH ALLOTMENT		\$10,363,134	\$0	\$10,363,134
a. GOVERNOR'S SET ASIDES:	8.75%	\$906,774	\$0	\$906,774
Administration (5%)		\$518,156	\$0	\$518,156
Other WIA Activities (2.75%)		\$284,986	\$0	\$284,986
Incent/Cap. Bldg. (2.75%)		\$103,632	\$0	\$103,632
Local Area Grants (100%)		\$103,632	\$0	\$103,632
State-level (0%)		\$0	\$0	\$0
b. LOCAL AREA YOUTH PROGRAMS	91.25%	\$9,456,360	\$0	\$9,456,360
AWIA		\$7,452,138	\$0	\$7,452,138
Jefferson		\$1,024,964	\$0	\$1,024,964
Mobile		\$979,258	\$0	\$979,258

LOCAL AREA PLANNING ALLOCATION
FOR PROGRAM YEAR 2014
(July 1, 2014-June 30, 2015)

		PY 2014 Allotment	FY 2015 Allotment	Full PY Allotment
SEC. 133(b)(2)(B) DISLOCATED WORKERS				
a. RAPID RESPONSE PROGRAMS		\$1,644,373	\$9,955,103	\$11,599,476
		\$32,887	\$199,102	\$231,989
	2%			
b. GOVERNOR'S SET ASIDES:		\$143,882	\$871,071	\$1,014,953
	8.75%			
Administration (5%)		\$82,218	\$497,755	\$579,973
Other WIA Activities (2.75%)		\$45,220	\$273,765	\$318,985
Incent/Cap. Bldg. (2.75%)		\$16,444	\$99,551	\$115,995
Local Area Grants (100%)		\$16,444	\$99,551	\$115,995
State-level (0%)		\$0	\$0	\$0
c. LOCAL AREA D.W. PROGRAMS		\$1,467,604	\$8,884,930	\$10,352,534
	89%			
AWIA		\$1,181,362	\$7,152,014	\$8,333,376
Jefferson		\$213,299	\$1,291,319	\$1,504,618
Mobile		\$72,943	\$441,597	\$514,540
TOTAL PROGRAM YEAR ALLOTMENT		\$12,724,447	\$19,366,120	\$32,090,567
5 POOLED SET ASIDES				
RAPID RESPONSE PROGRAMS		\$32,887	\$199,102	\$231,989
	2%			
Administration (5%)		\$636,221	\$968,305	\$1,604,526
Other WIA Activities (2.75%)		\$349,922	\$532,568	\$882,490
Incentive Awards/Capacity Building (1%)		\$127,245	\$193,661	\$320,906
Local Area grants (100%)		\$127,245	\$193,661	\$320,906
AWIA		\$57,647	\$29,990	\$87,637
Jefferson		\$1,528	\$20,096	\$21,624
Mobile		\$68,069	\$143,575	\$211,644
State-level activities (0%)		\$0	\$0	\$0

**LOCAL AREA PERFORMANCE VS. GOALS
PROGRAM YEAR 2013
AWIA**

	Goal	Actual Performance	Incentive Award
ADULTS			
Entered Employment Rate	67.0%	68.2%	+
Employment Retention Rate	84.5%	84.4%	+
Average Six Months Earnings	\$12,000	\$11,854	+
DISLOCATED WORKERS			
Entered Employment Rate	75.0%	74.4%	+
Employment Retention Rate	91.0%	90.9%	+
Average Six Months Earnings	\$15,632	\$14,453	+
YOUTH COMMON MEASURES (19-21)			
Literacy and Numeracy Gains	52.0%	55.4%	+
Placement in Employment or Education	56.0%	55.9%	+
Attainment of Degree or Certificate	50.5%	48.2%	+

INCENTIVE AWARD KEY

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

Intermediary calculations on this page may not balance due to rounding. The final figures on page one of this document represent the actual total funds awarded.

**LOCAL AREA PERFORMANCE VS. GOALS
PROGRAM YEAR 2013
JEFFERSON**

	Goal	Actual Performance	Incentive Award
ADULTS			
Entered Employment Rate	67.0%	69.6%	+
Employment Retention Rate	84.5%	82.6%	+
Average Six Months Earnings	\$12,000	\$11,138	+
DISLOCATED WORKERS			
Entered Employment Rate	75.0%	70.8%	+
Employment Retention Rate	91.0%	80.0%	+
Average Six Months Earnings	\$15,632	\$13,061	+
YOUTH COMMON MEASURES (19-21)			
Literacy and Numeracy Gains	52.0%	21.7%	-
Placement in Employment or Education	56.0%	31.5%	-
Attainment of Degree or Certificate	50.5%	9.9%	-

INCENTIVE AWARD KEY

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

**LOCAL AREA PERFORMANCE VS. GOALS
PROGRAM YEAR 2013
MOBILE**

	Goal	Actual Performance	Incentive Award
ADULTS			
Entered Employment Rate	67.0%	59.3%	+
Employment Retention Rate	84.5%	86.6%	+
Average Six Months Earnings	\$12,000	\$14,031	+
DISLOCATED WORKERS			
Entered Employment Rate	75.0%	72.9%	+
Employment Retention Rate	91.0%	94.0%	+
Average Six Months Earnings	\$15,632	\$17,125	+
YOUTH COMMON MEASURES (14-21)			
Literacy and Numeracy Gains	52.0%	71.0%	+
Placement in Employment or Education	56.0%	51.4%	+
Attainment of Degree or Certificate	50.5%	45.6%	+

INCENTIVE AWARD KEY

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

INCENTIVE AWARD CALCULATION PY13 FUNDS

Tier I: Degree Exceeded ADULT Goals **Amount Available: \$7,169**

LOCAL AREA	Adult Allocation	Allocation Percentage	Total Incentive Funds	Incentive Funds/ Local Area	No. of Weights	Incentive Funds/ Weight	Maximum Award
AWIA	\$509,185	0.7783	\$7,169	\$5,580	3	\$1,860	\$5,580
JEFFERSON	\$72,889	0.1114	\$7,169	\$799	3	\$266	\$799
MOBILE	\$72,134	0.1103	\$7,169	\$790	3	\$263	\$790
TOTAL	\$654,208	1.0000		\$7,169			\$7,169

AWIA: Amount Available per Weight

\$1,860

	Goal	Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Unawarded
Entered Employment Rate	67.0%	68.2%	1.9%	50%	\$930	\$930
Employment Retention Rate	84.5%	84.4%	-0.2%	0.00	\$0	\$1,860
Average Six Months Earnings	\$12,000	\$11,854	-\$146	0	\$0	\$1,860

Sub-Total

\$930

\$4,650

\$5,580

JEFFERSON: Amount Available per Weight

\$266

	Goal	Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Unawarded
Entered Employment Rate	67.0%	69.6%	3.9%	50%	\$133	\$133
Employment Retention Rate	84.5%	82.6%	-2.2%	0.00	\$0	\$266
Average Six Months Earnings	\$12,000	\$11,138	-\$862	0.00	\$0	\$266

Sub-Total

\$133

\$666

\$799

MOBILE: Amount Available per Weight

\$263

	Goal	Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Unawarded
Entered Employment Rate	67.0%	59.3%	-11.5%	0.00	\$0	\$263
Employment Retention Rate	84.5%	86.6%	2.5%	50%	\$132	\$132
Average Six Months Earnings	\$12,000	\$14,031	\$2,031	100%	\$263	\$0

Sub-Total

\$395

\$395

\$790

STATE TOTALS

\$1,458

\$5,711

\$7,169

Tier II: Adult Supplemental Award for Local Area Relative Performance

PERFORMANCE MEASURE	Local Area Performance Goal Ratio			
	Amount Unawarded	AWIA	Jefferson	Mobile
Entered Employment Rate	\$1,327	1.0186	1.0386	0.8852
Employment Retention Rate	\$2,258	0.9984	0.9776	1.0254
Average Six Months Earnings	\$2,126	0.9879	0.9282	1.1692
TOTAL	\$5,711			
COMPOSITE PERFORMANCE INDICES				
Entered Employment Rate		1.0186	1.0386	0.0000
Employment Retention Rate		0.0000	0.0000	1.0254
Average Six Months Earnings		0.0000	0.0000	1.1692
Average		0.3395	0.3462	0.7316
Relative Performance Indices		0.2396	0.2443	0.5162
LOCAL AREA SUPPLEMENTAL AWARDS		AWIA	Jefferson	Mobile
		\$1,368	\$1,395	\$2,948
				TOTAL
				\$5,711

Tier I: Degree Exceeded Dislocated Worker Goals										Amount Available: \$16,444	
LOCAL AREA	D.W. Allocation	Allocation Percentage	Total Incentive Funds	Incentive Funds/ Local Area	No. of Weights	Incentive Funds/ Weight	Maximum Award				
AWIA	\$1,181,362	0.8050	\$16,444	\$13,237	3	\$4,412	\$13,237				
JEFFERSON	\$213,299	0.1453	\$16,444	\$2,390	3	\$797	\$2,390				
MOBILE	\$72,943	0.0497	\$16,444	\$817	3	\$272	\$817				
TOTAL	\$1,467,603	1.0000		\$16,444			\$16,444				
AWIA: Amount Available per Weight											
		Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Unawarded					
Entered Employment Rate	75.0%	74.4%	-0.9%	0.00	\$0	\$4,412					
Employment Retention Rate	91.0%	90.9%	-0.1%	0.00	\$0	\$4,412					
Average Six Months Earnings	\$15,632	\$14,453	-\$1,179	0.00	\$0	\$4,412					
#											
Sub-Total					\$0	\$13,237					
JEFFERSON: Amount Available per Weight											
		Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Unawarded					
Entered Employment Rate	75.0%	70.8%	-5.6%	0.00	\$0	\$797					
Employment Retention Rate	91.0%	80.0%	-12.1%	0.00	\$0	\$797					
Average Six Months Earnings	\$15,632	\$13,061	-\$2,571	0.00	\$0	\$797					
Sub-Total					\$0	\$2,390					
MOBILE: Amount Available per Weight											
		Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Unawarded					
Entered Employment Rate	75.0%	72.9%	-2.7%	0.00	\$0	\$272					
Employment Retention Rate	91.0%	94.0%	3.3%	50%	\$136	\$136					
Average Six Months Earnings	\$15,632	\$17,125	\$1,493	100%	\$272	\$0					
Sub-Total					\$409	\$409					
STATE TOTALS											
					\$409	\$16,035					
Sub-Total					\$409	\$16,444					

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

PERFORMANCE MEASURE	Local Area Performance Goal Ratio		
	Amount Unawarded	AWIA	Jefferson Mobile
Entered Employment Rate	\$5,481	0.9914	0.9444
Employment Retention Rate	\$5,345	0.9990	0.8791
Average Six Months Earnings	\$5,209	0.9246	0.8355
TOTAL	\$16,035		
COMPOSITE PERFORMANCE INDICES			
Entered Employment Rate	0.0000	0.0000	0.0000
Employment Retention Rate	0.0000	0.0000	1.0330
Average Six Months Earnings	0.0000	0.0000	1.0955
Average	0.0000	0.0000	0.7095
Relative Performance Indices			
	0.0000	0.0000	1.0000
LOCAL AREA SUPPLEMENTAL AWARDS			
	AWIA	Jefferson	Mobile
	\$0	\$0	\$16,035
			TOTAL
			\$16,035

Tier I: Degree Exceeded Youth (14-21)

Amount Available:

\$103,632

LOCAL AREA	Youth Allocation	Allocation Percentage	Total Incentive Funds	Incentive Funds/ Local Area	No. of Weights	Incentive Funds/ Weight	Maximum Award
AWIA	\$7,452,138	0.7881	\$103,632	\$81,668	3	\$27,223	\$81,668
JEFFERSON	\$1,024,964	0.1084	\$103,632	\$11,233	3	\$3,744	\$11,233
MOBILE	\$979,258	0.1036	\$103,632	\$10,732	3	\$3,577	\$10,732
TOTAL	\$9,456,360						\$103,632

AWIA: Amount Available per Weight

\$27,223

	Goal	Performance	Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Unawarded
Literacy and Numeracy Gains	52.0%	55.4%	55.4%	6.5%	75%	\$20,417	\$6,806
Placement in Employment or Education	56.0%	55.9%	55.9%	-0.2%	0.00	\$0	\$27,223
Attainment of Degree or Certificate	50.5%	48.2%	48.2%	-4.5%	0.00	\$0	\$27,223

*Failed to meet 2 of the 3 Youth performance measures.

Sub-Total

\$20,417

\$61,668

JEFFERSON: Amount Available per Weight

\$3,744

	Goal	Performance	Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Unawarded
Literacy and Numeracy Gains	52.0%	21.7%	21.7%	-58.3%	0.00	\$0 *	\$3,744
Placement in Employment or Education	56.0%	31.5%	31.5%	-43.7%	0.00	\$0 *	\$3,744
Attainment of Degree or Certificate	50.5%	9.9%	9.9%	-80.4%	0.00	\$0 *	\$3,744

*Failed to meet 2 of the 3 Youth performance measures.

Sub-Total

\$0

\$11,233

MOBILE: Amount Available per Weight

\$3,577

	Goal	Performance	Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Unawarded
Literacy and Numeracy Gains	52.0%	70.9%	70.9%	36.3%	100%	\$3,577	\$0
Placement in Employment or Education	56.0%	51.4%	51.4%	-8.3%	0.00	\$0	\$3,577
Attainment of Degree or Certificate	50.5%	45.6%	45.6%	-9.6%	0.00	\$0	\$3,577

Sub-Total

\$3,577

\$7,154

STATE TOTALS

\$23,994

\$103,632

Tier II: Youth (14-21) Supplemental Award for Local Areas' Relative Performance

PERFORMANCE MEASURE	Amount Unawarded	Local Area Performance Goal Ratio		
		AWIA	Jefferson	Mobile
Literacy and Numeracy Gains	\$10,550	1.0649	0.0000 *	1.3628
Placement in Employment or Education	\$34,544	0.9981	0.0000 *	0.9173
Attainment of Degree or Certificate	\$34,544	0.9552	0.0000 *	0.9037
TOTAL UNAWARDED FUNDS	\$79,638			
COMPOSITE PERFORMANCE INDICES				
Literacy and Numeracy Gains		1.0649	0.0000	1.3628
Placement in Employment or Education		0.0000	0.0000	0.0000
Attainment of Degree or Certificate		0.0000	0.0000	0.0000
Average		0.3550	0.0000	0.4543
Relative Performance Indices		0.4386	0.0000	0.5614
LOCAL AREA SUPPLEMENTAL AWARDS		AWIA	Jefferson	Mobile
		\$34,932	\$0	\$44,706
				Total
				\$79,638

INCENTIVE AWARD CALCULATION FY12 FUNDS

Tier i: Degree Exceeded ADULT Goals		Amount Available:					\$94,110
LOCAL AREA	Adult Allocation	Allocation Percentage	Total Incentive Funds	Incentive Funds/ Local Area	No. of Weights	Incentive Funds/ Weight	Maximum Award
AWIA	\$6,605,664	0.7692	\$94,110	\$72,391	3	\$24,130	\$72,391
JEFFERSON	\$996,102	0.1160	\$94,110	\$10,916	3	\$3,639	\$10,916
MOBILE	\$985,787	0.1148	\$94,110	\$10,803	3	\$3,601	\$10,803
TOTAL	\$8,587,553	1.0000		\$94,110			\$94,110
AWIA: Amount Available per Weight							
		\$24,130					
Entered Employment Rate	Goal 67.0%	Actual Performance 68.2%	Degree Exceeded 1.9%	Potential Percent Awarded 50%	Amount Awarded \$12,065	Amount Unawarded \$12,065	
Employment Retention Rate	Goal 84.5%	Actual Performance 84.4%	Degree Exceeded -0.2%	Potential Percent Awarded 0.00	Amount Awarded \$0	Amount Unawarded \$24,130	
Average Six Months Earnings	Goal \$12,000	Actual Performance \$11,854	Degree Exceeded -\$146	Potential Percent Awarded 0.00	Amount Awarded \$0	Amount Unawarded \$24,130	
Sub-Total					\$12,065	\$60,326	\$72,391
JEFFERSON: Amount Available per Weight							
		\$3,639					
Entered Employment Rate	Goal 67.0%	Actual Performance 69.6%	Degree Exceeded 3.9%	Potential Percent Awarded 50%	Amount Awarded \$1,819	Amount Unawarded \$1,819	
Employment Retention Rate	Goal 84.5%	Actual Performance 82.6%	Degree Exceeded -2.2%	Potential Percent Awarded 0.00	Amount Awarded \$0	Amount Unawarded \$3,639	
Average Six Months Earnings	Goal \$12,000	Actual Performance \$11,138	Degree Exceeded -\$862	Potential Percent Awarded 0.00	Amount Awarded \$0	Amount Unawarded \$3,639	
Sub-Total					\$1,819	\$9,097	\$10,916
MOBILE: Amount Available per Weight							
		\$3,601					
Entered Employment Rate	Goal 67.0%	Actual Performance 59.3%	Degree Exceeded -11.5%	Potential Percent Awarded 0.00	Amount Awarded \$0	Amount Unawarded \$3,601	
Employment Retention Rate	Goal 84.5%	Actual Performance 86.6%	Degree Exceeded 2.5%	Potential Percent Awarded 50%	Amount Awarded \$1,801	Amount Unawarded \$1,801	
Average Six Months Earnings	Goal \$12,000	Actual Performance \$14,031	Degree Exceeded \$2,031	Potential Percent Awarded 100%	Amount Awarded \$3,601	Amount Unawarded \$0	
Sub-Total					\$5,402	\$5,402	\$10,803
STATE TOTALS					\$19,286	\$74,824	\$94,110

Intermediary calculations on this page may not balance due to rounding. The final figures on page one of this document represent the actual total funds awarded.

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	\$17,486	1.0186	1.0386	0.8852
Employment Retention Rate	\$29,569	0.9984	0.9776	1.0254
Average Six Months Earnings	\$27,769	0.9879	0.9282	1.1692
TOTAL	\$74,824			
COMPOSITE PERFORMANCE INDICES				
Entered Employment Rate		1.0186	1.0386	0.0000
Employment Retention Rate		0.0000	0.0000	1.0254
Average Six Months Earnings		0.0000	0.0000	1.1692
	Average	0.3395	0.3462	0.7316
Relative Performance Indices		0.2396	0.2443	0.5162
LOCAL AREA SUPPLEMENTAL AWARDS				
		AWIA	Jefferson	Mobile
		\$17,925	\$18,277	\$38,622
				TOTAL
				\$74,824

Intermediary calculations on this page may not balance due to rounding. The final figures on page one of this document represent the actual total funds awarded.

Tier I: Degree Exceeded Dislocated Worker Goals **Amount Available: \$99,551**

LOCAL AREA	D.W. Allocation	Allocation Percentage	Total Incentive Funds	Incentive Funds/ Local Area	No. of Weights	Incentive Funds/ Weight	Maximum Award
AWIA	\$7,152,014	0.8050	\$99,551	\$80,135	3	\$26,712	\$80,135
JEFFERSON	\$1,291,319	0.1453	\$99,551	\$14,469	3	\$4,823	\$14,469
MOBILE	\$441,597	0.0497	\$99,551	\$4,948	3	\$1,649	\$4,948
TOTAL	\$8,884,930	1.0000		\$99,551			\$99,551

AWIA: Amount Available per Weight

\$26,712

	Goal	Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Unawarded
Entered Employment Rate	75.0%	74.4%	-0.9%	0.00	\$0	\$26,712
Employment Retention Rate	91.0%	90.9%	-0.1%	0.00	\$0	\$26,712
Average Six Months Earnings	\$15,632	\$14,453	-\$1,179	0.00	\$0	\$26,712

Sub-Total

\$0

\$80,135

JEFFERSON: Amount Available per Weight

\$4,823

	Goal	Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Unawarded
Entered Employment Rate	75.0%	70.8%	-5.6%	0.00	\$0	\$4,823
Employment Retention Rate	91.0%	80.0%	-12.1%	0.00	\$0	\$4,823
Average Six Months Earnings	\$15,632	\$13,061	-\$2,571	0.00	\$0	\$4,823

Sub-Total

\$0

\$14,469

MOBILE: Amount Available per Weight

\$1,649

	Goal	Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Unawarded
Entered Employment Rate	75.0%	72.9%	-2.7%	0.00	\$0	\$1,649
Employment Retention Rate	91.0%	94.0%	3.3%	50%	\$825	\$825
Average Six Months Earnings	\$15,632	\$17,125	\$1,493	100%	\$1,649	\$0

Sub-Total

\$2,474

\$4,948

STATE TOTALS

\$2,474

\$97,077

\$99,551

Intermediary calculations on this page may not balance due to rounding. The final figures on page one of this document represent the actual total funds awarded.

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

PERFORMANCE MEASURE	Local Area Performance Goal Ratio			
	Amount Unawarded	AWIA	Jefferson	Mobile
Entered Employment Rate	\$33,184	0.9914	0.9444	0.9725
Employment Retention Rate	\$32,359	0.9990	0.8791	1.0330
Average Six Months Earnings	\$31,534	0.9246	0.8355	1.0955
TOTAL	\$97,077			
COMPOSITE PERFORMANCE INDICES				
Entered Employment Rate	0.0000	0.0000	0.0000	0.0000
Employment Retention Rate	0.0000	0.0000	0.0000	1.0330
Average Six Months Earnings	0.0000	0.0000	0.0000	1.0955
Average		0.0000	0.0000	0.7095
Relative Performance Indices		0.0000	0.0000	1.0000
LWIA SUPPLEMENTAL AWARDS		AWIA	Jefferson	Mobile
		\$0	\$0	\$97,077
TOTAL		\$0	\$0	\$97,077

PY2014 / FY2015 Local Area Incentive Awards by CFDA / Funding Category

AWIA

Fund Source	PY 2014	FY 2015	Total
Adult	\$2,298	\$29,990	\$32,288
Youth	\$55,349	\$0	\$55,349
Dislocated Worker	\$0	\$0	\$0
	<u>\$57,647</u>	<u>\$29,990</u>	<u>\$87,637</u>

Jefferson

Fund Source	PY 2014	FY 2015	Total
Adult	\$1,528	\$20,096	\$21,624
Youth	\$0	\$0	\$0
Dislocated Worker	\$0	\$0	\$0
	<u>\$1,528</u>	<u>\$20,096</u>	<u>\$21,624</u>

Mobile

Fund Source	PY 2014	FY 2015	Total
Adult	\$3,343	\$44,024	\$47,367
Youth	\$48,283	\$0	\$48,283
Dislocated Worker	\$16,443	\$99,551	\$115,994
	<u>\$68,069</u>	<u>\$143,575</u>	<u>\$211,644</u>

Local Areas' Summary Totals

Adult	\$7,169	\$94,110	\$101,279
Youth	\$103,632	\$0	\$103,632
Dislocated Worker	\$16,443	\$99,551	\$115,994
	<u>\$127,244</u>	<u>\$193,661</u>	<u>\$320,905</u>

INCENTIVE AWARDS
July 1, 2014 - June 30, 2015
BASED ON PY13 PERFORMANCE PERIOD

TOTAL INCENTIVE FUNDS AVAILABLE					
	PY14	FY15	TOTAL		
ADULT	\$7,169	\$94,110	\$101,279		
DISLOCATED WORKER	\$16,444	\$99,551	\$115,995		
YOUTH	<u>\$103,632</u>	N/A	<u>\$103,632</u>		
TOTAL	<u>\$127,245</u>	<u>\$193,661</u>	<u>\$320,906</u>		
<hr/>					
EXCEEDING MEASURES RELATIVE PERFORMANCE					
	PY13	FY15	PY13	FY15	PY/FY
AWIA	\$21,347	\$12,065	\$36,300	\$17,925	\$87,637
JEFFERSON	\$133	\$1,819	\$1,395	\$18,277	\$21,624
MOBILE	<u>\$4,380</u>	<u>\$7,875</u>	<u>\$63,689</u>	<u>\$135,699</u>	<u>\$211,644</u>
TOTAL	<u>\$25,860</u>	<u>\$21,759</u>	<u>\$101,384</u>	<u>\$171,901</u>	<u>\$320,905</u>