

ALABAMA WORKFORCE INVESTMENT SYSTEM

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

July 28, 2005

GOVERNOR'S WORKFORCE DEVELOPMENT DIRECTIVE NO. PY2004-14, Change 2

SUBJECT: LWIA PY 2005/06 Local Plan/PY 2005 Grant Agreement Package

1. **Purpose.** To provide Local Workforce Investment Boards with guidance regarding the formal incorporation of their respective negotiated Program Year 2005/2006 performance goals into their Grant Agreement Packages.
2. **Discussion.** The instructions for local area preparation of PY 2004 WIA Adult, Dislocated Worker, and Youth annual grant agreement package submission, provided under GWDD No. PY2003-15, are appropriately updated to accommodate PY 2005 grant agreement submission requirements.

The Program Year 2005 and 2006 WIA Adult, Youth, and Dislocated Worker program local area performance goals proposed by the State and adopted by each local area must be formally incorporated into each local area's PY 2005 Grant Agreement Package. This may be accomplished by submitting a modification to the approved local area PY 2005 Grant Agreement Package, i.e., appropriately completing the attached **LWIA Adult, Youth, Dislocated Worker Performance Goals** page and returning same to the Office of Workforce Development, with an accompanying WIA-59 Grant Agreement Sheet.

3. **Action.** Local area grant agreement package modifications, to include both the full PY2005/PY2006 local plan referenced in Change 1 to this Directive and the local area PY2005/PY2006 performance goals, should be submitted to the Office of Workforce Development by September 1, 2005.
4. **Contact.** Any questions regarding this Directive may be addressed to Charles Terry at (334) 242-5883.



Steve Walkley, Division Director
Workforce Development Division

Attachments

C. LWIA Adult, Youth, Dislocated Worker Performance Goals

Attached to these instructions are the PY 2005 negotiated local workforce investment area performance goals for the Adult, Dislocated Worker, and Youth programs. Local areas should appropriately enter in their grant agreement documents the appropriate Adult, Dislocated Worker, Older Youth, and Younger Youth performance goal.

ADULT PROGRAM

Performance Goal

- 1. Entered Employment Rate
- 2. Employment Retention Rate
- 3. Earnings Change in Six Months
- 4. Employment and Credential Rate

DISLOCATED WORKER PROGRAM

Performance Goal

- 1. Entered Employment Rate
- 2. Employment Retention Rate
- 3. Earnings Replacement Rate
- 4. Employment and Credential Rate

YOUTH PROGRAM

Youth (14-18 yrs.)

Performance Goal

- 1. Skill Attainment Rate
- 2. Diploma or Equivalent Attainment Rate
- 3. Retention Rate

Youth (19-21 yrs.)

Performance Goal

- 1. Entered Employment Rate
- 2. Employment Retention Rate
- 3. Earnings Change in Six Months
- 4. Credential Rate

ALABAMA WORKFORCE INVESTMENT ACT

ADULT, DISLOCATED WORKER, AND YOUTH PROGRAMS PY05 - PY06 PERFORMANCE GOALS

Statewide:

Adult Program					
Measure (per TEGL 8-99)	PY01-03 Ave.Perf.	GPRA Goals	PY04 Goal	PY05 Goal	PY06 Goal
1 Entered Employment Rate	76.35%	76.00%	69.03%	72.00%	73.00%
2 Employment Retention Rate	75.04%	86.00%	80.71%	80.00%	80.00%
3 Earnings Change in Six Mont	\$4,451.44	\$3,400.00	\$2,667.23	\$4,000.00	\$4,100.00
4 Employment and Credential I	52.79%	n.a.	48.41%	48.50%	48.50%

Dislocated Worker Program					
Measure	PY01-03 Ave.Perf.	GPRA Goals	PY04 Goal	PY05 Goal	PY06 Goal
1 Entered Employment Rate	83.04%	83.00%	79.70%	79.30%	79.70%
2 Employment Retention Rate	78.76%	92.00%	82.44%	87.00%	87.00%
3 Earnings Change in Six Mont	\$1,608.28	n.a.	96.98%	\$1,528.00	\$1,535.00
4 Employment and Credential I	59.53%	n.a.	46.37%	53.00%	53.00%

Youth (19-21) Programs					
Measure	PY01-03 Actuals	GPRA Goals	PY04 Goal	PY05 Goal	PY06 Goal
1 Entered Employment Rate	66.19%	69.00%	66.58%	65.00%	67.00%
2 Employment Retention Rate	70.46%	80.00%	72.13%	78.00%	78.00%
3 Earnings Change in Six Mont	\$2,355.99	n.a.	\$2,239.67	\$2,500.00	\$2,600.00
4 Credential Rate	36.79%	n.a.	38.59%	37.00%	38.00%

Youth (14-18) Programs					
Measure	PY01-03 Actuals	GPRA Goals	PY04 Goal	PY05 Goal	PY06 Goal
1 Skill Attainment Rate	91.89%	n.a.	77.58%	81.40%	81.40%
2 Diploma or Equiv. Attainment	51.39%	52.00%	47.58%	48.00%	49.00%
3 Retention Rate	56.81%	n.a.	51.42%	64.00%	65.00%

Customer Satisfaction					
Measure	PY01-03 Ave.Perf.	GPRA Goals	PY04 Goal	PY05 Goal	PY06 Goal
1 Participants	81.16	n.a.	75.56	78.00	80.00
2 Employers	86.34	n.a.	72.44	80.00	81.00

BOLD = Proposed Goals

* - Common Measures Criteria Applied.

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ALABAMA WORKFORCE INVESTMENT ACT

ADULT, DISLOCATED WORKER, AND YOUTH PROGRAMS PY05 - PY06 PERFORMANCE GOALS *

AWIA: (LWIA Adjustments Applied)					
Adult Program					
Measure (per TEGL 8-99)	PY01-03 Ave.Perf.	GPRA Goals	PY04 Goal	PY05 Goal	PY06 Goal
1 Entered Employment Rate	76.14%	76.00%	69.03%	71.80%	72.80%
2 Employment Retention Rate	75.09%	86.00%	80.71%	80.06%	80.06%
3 Earnings Change in Six Mont	\$4,557.56	\$3,400.00	\$2,667.23	\$4,095.35	\$4,197.74
4 Employment and Credential I	49.22%	n.a.	48.41%	45.22%	45.22%
Dislocated Worker Program					
Measure	PY01-03 Ave.Perf.	GPRA Goals	PY04 Goal	PY05 Goal	PY06 Goal
1 Entered Employment Rate	83.00%	83.00%	79.70%	79.26%	79.66%
2 Employment Retention Rate	78.77%	92.00%	82.44%	87.01%	87.01%
3 Earnings Change in Six Mont	\$1,608.28	n.a.	96.98%	\$1,528.00	\$1,535.00
4 Employment and Credential I	59.44%	n.a.	46.37%	52.92%	52.92%
Youth (19-21) Programs					
Measure	PY01-03 Actuals	GPRA Goals	PY04 Goal	PY05 Goal	PY06 Goal
1 Entered Employment Rate	69.27%	69.00%	66.58%	68.02%	70.12%
2 Employment Retention Rate	71.43%	80.00%	72.13%	79.07%	79.07%
3 Earnings Change in Six Mont	\$2,752.28	n.a.	\$2,239.67	\$2,920.51	\$3,037.33
4 Credential Rate	35.19%	n.a.	38.59%	35.39%	36.34%
Youth (14-18) Programs					
Measure	PY01-03 Actuals	GPRA Goals	PY04 Goal	PY05 Goal	PY06 Goal
1 Skill Attainment Rate	91.87%	n.a.	77.58%	81.38%	81.38%
2 Diploma or Equiv. Attainment	49.37%	52.00%	47.58%	46.12%	47.08%
3 Retention Rate	54.44%	n.a.	51.42%	61.33%	62.29%
Customer Satisfaction					
Measure	PY01-03 Ave.Perf.	GPRA Goals	PY04 Goal	PY05 Goal	PY06 Goal
1 Participants	80.81	n.a.	75.56	77.66	79.65
2 Employers	86.83	n.a.	72.44	80.46	81.47

BOLD = Proposed Goals

* - Common Measures Criteria Applied.

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ALABAMA WORKFORCE INVESTMENT ACT

ADULT, DISLOCATED WORKER, AND YOUTH PROGRAMS PY05 - PY06 PERFORMANCE GOALS *

Jefferson: (LWIA Adjustments Applied)					
Adult Program					
Measure (per TEGL 8-99)	PY01-03 Ave.Perf.	GPRA Goals	PY04 Goal	PY05 Goal	PY06 Goal
1 Entered Employment Rate	73.81%	76.00%	69.03%	69.60%	70.57%
2 Employment Retention Rate	78.57%	86.00%	80.71%	83.77%	83.77%
3 Earnings Change in Six Months	\$4,847.46	\$3,400.00	\$2,667.23	\$4,355.85	\$4,464.75
4 Employment and Credential I	31.03%	n.a.	48.41%	28.51%	28.51%
Dislocated Worker Program					
Measure	PY01-03 Ave.Perf.	GPRA Goals	PY04 Goal	PY05 Goal	PY06 Goal
1 Entered Employment Rate	86.78%	83.00%	79.70%	82.87%	83.29%
2 Employment Retention Rate	90.54%	92.00%	82.44%	88.73%	89.17%
3 Earnings Change in Six Months	\$1,608.28	n.a.	96.98%	\$1,528.00	\$1,535.00
4 Employment and Credential I	39.45%	n.a.	46.37%	35.12%	35.12%
Youth (19-21) Programs					
Measure	PY01-03 Ave.Perf.	GPRA Goals	PY04 Goal	PY05 Goal	PY06 Goal
1 Entered Employment Rate	73.53%	69.00%	66.58%	72.21%	74.43%
2 Employment Retention Rate	53.85%	80.00%	72.13%	59.61%	59.61%
3 Earnings Change in Six Months	\$55.88	n.a.	\$2,239.67	\$59.30	\$61.67
4 Credential Rate	30.00%	n.a.	38.59%	30.17%	30.99%
* - Statewide Average					
Youth (14-18) Programs					
Measure	PY01-03 Ave.Perf.	GPRA Goals	PY04 Goal	PY05 Goal	PY06 Goal
1 Skill Attainment Rate	90.34%	n.a.	77.58%	80.03%	80.03%
2 Diploma or Equiv. Attainment	68.12%	52.00%	47.58%	63.63%	64.95%
3 Retention Rate	54.84%	n.a.	51.42%	61.78%	62.74%
Customer Satisfaction					
Measure	PY01-03 Ave.Perf.	GPRA Goals	PY04 Goal	PY05 Goal	PY06 Goal
1 Participants	87.68	n.a.	75.56	84.27	86.43
2 Employers	82.90	n.a.	72.44	76.81	77.78

BOLD = Proposed Goals

* - Common Measures Criteria Applied.

CWT 8/11/2005

ALABAMA WORKFORCE INVESTMENT ACT

ADULT, DISLOCATED WORKER, AND YOUTH PROGRAMS PY05 - PY06 PERFORMANCE GOALS *

Mobile: (LWIA Adjustments Applied)					
Adult Program					
Measure (per TEGL 8-99)	PY01-03 Ave.Perf.	GPRA Goals	PY04 Goal	PY05 Goal	PY06 Goal
1 Entered Employment Rate	79.09%	76.00%	69.03%	74.58%	75.62%
2 Employment Retention Rate	74.00%	86.00%	80.71%	78.90%	78.90%
3 Earnings Change in Six Months	\$3,667.02	\$3,400.00	\$2,667.23	\$3,295.13	\$3,377.51
4 Employment and Credential I	66.74%	n.a.	48.41%	61.31%	61.31%
Dislocated Worker Program					
Measure	PY01-03 Ave.Perf.	GPRA Goals	PY04 Goal	PY05 Goal	PY06 Goal
1 Entered Employment Rate	81.98%	83.00%	79.70%	78.29%	78.68%
2 Employment Retention Rate	74.24%	92.00%	82.44%	82.01%	82.01%
3 Earnings Change in Six Months	\$1,608.28	n.a.	96.98%	\$1,528.00	\$1,535.00
4 Employment and Credential I	69.92%	n.a.	46.37%	62.25%	62.25%
* - Statewide Average					
Youth (19-21) Programs					
Measure	PY01-03 Ave.Perf.	GPRA Goals	PY04 Goal	PY05 Goal	PY06 Goal
1 Entered Employment Rate	56.70%	69.00%	66.58%	55.68%	57.40%
2 Employment Retention Rate	71.43%	80.00%	72.13%	79.07%	79.07%
3 Earnings Change in Six Months	\$1,778.24	n.a.	\$2,239.67	\$1,886.93	\$1,962.41
4 Credential Rate	45.26%	n.a.	38.59%	45.52%	46.75%
Youth (14-18) Programs					
Measure	PY01-03 Ave.Perf.	GPRA Goals	PY04 Goal	PY05 Goal	PY06 Goal
1 Skill Attainment Rate	92.18%	n.a.	77.58%	81.65%	81.65%
2 Diploma or Equiv. Attainment	51.85%	52.00%	47.58%	48.44%	49.44%
3 Retention Rate	70.24%	n.a.	51.42%	79.12%	80.36%
Customer Satisfaction					
Measure	PY01-03 Ave.Perf.	GPRA Goals	PY04 Goal	PY05 Goal	PY06 Goal
1 Participants	80.73	n.a.	75.56	77.59	79.58
2 Employers	86.86	n.a.	72.44	80.48	81.49

BOLD = Proposed Goals

* - Common Measures Criteria Applied.

CWT 8/11/2005

OFFICE OF THE GOVERNOR

BOB RILEY
GOVERNOR



OFFICE OF WORKFORCE DEVELOPMENT

DR. TIM ALFORD
DIRECTOR

STATE OF ALABAMA

June 30, 2005

MEMORANDUM

TO: Steve Walkley, Director
Workforce Development Division

FROM: Jimmy L. Lollar, Supervisor *JLL*
Alabama Workforce Investment Area

SUBJECT: PY05 Performance Standards

We have reviewed the PY05 proposed performance goals for the Alabama Workforce Investment Area contained in your letter dated June 22, 2005.

Based on our review, it appears that these goals are acceptable as proposed.

If additional information is needed, please let me know.

cc: Charles Terry

JEFFERSON COUNTY COMMISSION



LARRY P. LANGFORD, PRESIDENT
MARY M. BUCKELEW
BETTYE FINE COLLINS
SHELIA SMOOT
GARY WHITE

SHELIA SMOOT—COMMISSIONER
ROADS AND TRANSPORTATION/
COMMUNITY DEVELOPMENT

Community Development
DR. FREDERICK L. HAMILTON, CECD/EDFP,
Director
Suite A-430
716 Richard Arrington, Jr. Blvd. N.
Birmingham, Alabama 35203-0115
Telephone (205) 325-5761
FAX (205) 325-5095

July 15, 2005

Mr. Steve Walkley, Director
Alabama Department of Economic & Community Affairs
Workforce Development Division
P. O. Box 5690
Montgomery, AL. 36103-5690

RE: Performance Goals

Dear Mr. Walkley:

Thank you for your consideration in reviewing the performance goals for Jefferson County. We accept the performance goals as recommended by your office. We understand that if we experience difficulty in meeting a goal during the program year, we may request that you revisit the benchmarks.

Again, thank you for your consideration of reviewing the proposed performance goals for Jefferson County.

Sincerely,

Cynthia P. Daniels
Deputy Director Community & Economic Development

MOBILE  WORKS
Our Business Is Jobs

July 8, 2005

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Mobile County
Commissioner

Michael C. Dow
Mayor
City of Mobile

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Gabriel Peck
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William Sisson
Russell Steiner
Cheryl Thompson
Dick Wellington
Bob Williams
Cheryl Williams
Russell Wimberly

Mr. Steve Walkley, Division Director
Alabama Department of Economic and Community Affairs
Workforce Development Division
401 Adams Avenue
Post Office Box 5690
Montgomery, AL 36103-5690

Dear Mr. Walkley,

This letter is to confirm that Mobile Works has received the information related to the proposed Performance Goals for PY2005-2006. This information has been reviewed and per direction from Mr. Charles Terry, we are notifying you that we do not plan to request any revision to these goals at this time.

If there is any additional information needed at this time, please let me know.

Sincerely,



Cynthia Nelms
V.P. Planning and Contracts

cc: Mr. Charles Terry