

Alabama Workforce Investment System

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

April 20, 2006

GOVERNOR'S WORKFORCE DEVELOPMENT DIRECTIVE NO. PY2005-10

SUBJECT: PY 2006/FY 2007 Grant Agreement Package

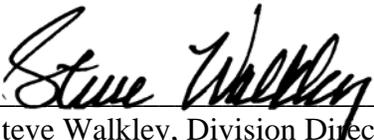
1. **Purpose.** To provide Local Workforce Investment Boards with guidance on the development and submission of their respective PY 2006/FY 2007 WIA grant agreement packages.
2. **Discussion.** The instructions for local area preparation of PY 2005 WIA Adult, Dislocated Worker, and Youth annual grant agreement package submission, provided under GWDD No. PY2004-14, are appropriately updated to accommodate PY 2006 grant agreement submission requirements.

A Grant Agreement Package, including Grant Agreement Sheet (WIA-59), fairly detailed assurances/certifications, and a modified WIA Grantee Budget Summary (WIA-60) form are prescribed. This WIA-60 form was previously transmitted to local areas.

3. **Action.** Each local board shall use the attached guidance when preparing/submitting their respective PY 2006/FY 2007 Grant Agreement Package.

Grant agreement packages should be received at the Office of Workforce Development by May 31, 2006.

4. **Contact.** Any questions regarding this Directive may be addressed to Ray Clenney at (334) 242-1421.



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 - case manager 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. Initial assessment session may also consider whether participant goal achievement is likely to require additional occupational training or retraining services. Further, determination of what additional support services participants may require to adequately address their human services and social support needs may be accomplished within this initial session;
 2. Participant initial assignment/progression through core/intensive services, training activities, with specific attention to case manager methods for determining individuals' readiness 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.

Planned Services:		Delivered Through:	
	Available	Career Center	Other
Younger Youth (14-18 yrs.)			
Basic Education Skills	_____	_____	_____
Remedial	_____	_____	_____
GED Preparatory	_____	_____	_____
Work Readiness Skills	_____	_____	_____
Occupational Skills	_____	_____	_____
Older Youth (19-21)			
Basic Education Skills	_____	_____	_____
Remedial	_____	_____	_____
GED Preparatory	_____	_____	_____
Work Readiness Skills	_____	_____	_____
Individual Referrals	_____	_____	_____
Dislocated Workers			
Individual Training Accounts	_____	_____	_____
Indicate Field(s)			
On-the-Job Training	_____	_____	_____
Other Training	_____	_____	_____
Adults			
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 LWIA 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 the PY 2006 negotiated local workforce investment area performance goals for the Adult, Dislocated Worker, and Youth programs. Local areas should 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	_____

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

Per correspondence of June 30, 2005, USDOL/ETA has granted Alabama’s requested waiver of the WIA Section 133(b)(4) Adult Program-Dislocated Worker Program funds transfer authority from a maximum of fifty percent of the Program/Fiscal Year allocation to a maximum of one hundred percent of the Program/Fiscal Year allocation.

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.

As applicable, and 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.

Note that it is not necessary for local areas to obtain the respective chief local elected official and LWIA Chair signatures when submitting a minor modification to their Grant Agreement Package. Rather, a third page may be attached to the original WIA-59 WIA Grant Agreement Summary. This additional page will indicate the revised WIA-59 Part E. proposed funding, and carry the signature of the local area Grant Recipient representative. Upon State approval of the minor modification, this same page will be countersigned by the Division Director, OWD Workforce Development Division, and attached to the signed WIA Grant Agreement accompanying the originally submitted local area Grant Agreement Package.

The approved local area Grant Agreement Package minor modification will be transmitted back to the local area under a Notice of Action, signed by the Division Director, Workforce Development Division. The Notice of Action will summarize local area WIA funding obligation authority.

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	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)/ Notice of Action (WIA-55A) (Plan Approval Documents - for WDD Use Only)	X	X	X

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

WORKFORCE DEVELOPMENT DIVISION
Alabama Office of Workforce Development (OWD)

WIA GRANT AGREEMENT

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

WORKFORCE DEVELOPMENT DIVISION
Alabama Office of Workforce Development (OWD)

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/signatory.
- C. Modifications to this initial grant become effective only after approval by the Governor's Designee. Plan modifications must adhere to advance publication requirements and be submitted according to directive procedures. Funding is contingent on actual appropriations by Congress.
- D. This grant is comprised of planned performance/ payment systems narrative and a grantee budget summary.
- E. The ADECA Workforce Development Division, acting for the Governor, will monitor for performance and 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 planned activities. Signatories to the Agreement further attest that the LWIA and the LWIB will comply with the WIA assurances attached to the LWIA 5 Year Plan.
- G. Comply with the WDD Procurement policy (includes all subrecipient/contractor levels).
- H. Comply with the ADECA Audit Policy, and with OMB Circular A-133.
 - I. Certify that systems and procedures are in effect which parallel those described within the local area plan.
 - J. Comply with other applicable statutes as related to workforce development programs.
- K. It is agreed that the terms and commitments contained herein shall not be constituted as a debt of the State 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 statute or Constitutional provision or amendment, either now in effect or which may, during the course of this grant, be enacted, then that conflicting provision in the grant shall be deemed null and void. The grant's sole remedy for the settlement of any and all disputes arising under the terms of this agreement shall be limited to the filing of a claim with the Board of Adjustments for the State of Alabama.

For any and all disputes arising under the terms of this grant , the parties herto agree, in compliance with the recommendations of the Governor and the Attorney General, whoen considering settlement of such disputes, to utilize appropriate forms of non-binding alternative dispute resolution, including, but not limited to, mediation by and through the Attorney General's Office fo Administrative Hearings, or , where appropriate, private mediators.

WORKFORCE DEVELOPMENT DIVISION
Alabama Department of Economic and Community Affairs (ADECA)
WIA GRANT AGREEMENT

Minor Modification, Revised Funding

E. Proposed Funding WIA Funds	\$ _____
--	----------

Grant Recipient

Date

Division Director,
Workforce Development Division

Date

**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., 5 for 2005, 6 for 2006, 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, 1 for first modification, 2 for second modification, etc.
- For example, 61-0 would be the AWIA initial PY 2006 Plan, 62-A would be the first modification to the Jefferson PY 2006 Plan, etc.
- B. Action:** Check the appropriate box.
- C. Grant Recipient:** Enter the name, address, contact person, telephone/FAX numbers, and E-Mail address of the grant recipient.
- D. Administrative Entity:** 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. 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. 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.

State of Alabama
Alabama Office of Workforce Development
Workforce Development Division

Grantee Budget Summary

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

**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. **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).
- c. **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 Reserve Funds
Jefferson - 2	B - Adult
Mobile - 3	C - Dislocated Worker
	D -Youth

3. **Program:**
 - a. **Catalog of Federal Domestic Assistance (CFDA) Number:** This information is provided by ADECA WDD. No LWIA entry is necessary.
 - b. **Identifying Grant Number:** By column, enter the LWIA identifying grant numbers (see above methodology) corresponding to Governor’s Reserve (incentive), Adult, Dislocated Worker, and Youth funds awarded, e.g., 1A for AWIA Governor’s Reserve funds, 1B for AWIA Adult funds, 3C for Mobile Dislocated Worker funds, etc.
 - c. **Fund Allocation/Grant Amount:** By column, enter the amount of any Governor’s Reserve funds awarded the LWIA, and the amounts of Adult, Dislocated Worker, 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.

4. **Cost Category/Budget:** Enter the total amount of grant funds budgeted for expenditure by cost category.
- a. **Administration Funds:** Enter, by column, the amount of any LWIA Governor Reserve, 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 Funds:** Enter, by column, the amount of any LWIA Governor's Reserve, 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. **Program Fund Transfers:** By column, enter any amount of LWIA Adult Program Funds the LWIA seeks to transfer to its Dislocated Worker program and/or the amount of any LWIA Dislocated Worker Program Funds the LWIA seeks to transfer to its Adult program. For PY 2006/FY 2007, up to 100 percent of the formula allocated Adult funds and/or Dislocated Worker funds may be transferred between the two programs.
 - d. **Adjusted Program Funds:** Enter, by column, the amount of available LWIA Adult and Dislocated Worker funds, and the total of LWIA funds, adjusted for any above-indicated Adult-Dislocated Worker Program Funds transfer activity.
 - e. **Total Funds:** By column, enter the sum of available LWIA Administration and Program Governor 15%, Adult, Dislocated Worker, Youth, and Total funds. Entries on this line must agree with corresponding entries on line 3.c.

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

WIA NOTICE OF GOVERNOR'S ACTION FOR LWIA PLANS

The Notice of Governor 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 total available PY funds. These documents should prove useful to State and local area staff for fund tracking and identification purposes.

**WORKFORCE DEVELOPMENT DIVISION
Alabama Office of Workforce Development (OWD)**

NOTICE OF GOVERNOR'S ACTION FOR LWIA PLANS

1. LOCAL WORKFORCE INVESTMENT AREA GRANTEE:		2 GRANT TYPE:			
NAME: _____		Plan No. _____			
ADDRESS: _____		<input type="radio"/> Initial Plan _____			
_____		<input type="radio"/> Modification _____			
_____		3. Effective Date of Action:			
(State) (Zip)					
4. Summary:					
5. Explanation of Funding:					
Source:	Reference:	Adult	Dislocated Worker	Youth	Total
Allocation	GWDD _____	_____	_____	_____	_____
Reallocation	GWDD _____	_____	_____	_____	_____
Incentive Av	GWDD _____	_____	_____	_____	_____
Transfers	Plan _____	_____	_____	_____	_____
Total PY Funds Available:		=====	=====	=====	=====
6. Review:					
_____		_____		_____	
Staff		Staff		Supervisor, State Planning	
7. Concurrence:					

Division Director, Workforce Development					
8. Department Approval:					
_____			_____		
Bill Johnson, Director, ADECA			Tim Alford, Director, OWD		

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

NOTICE OF ACTION FOR LWIA PLANS

1. LOCAL WORKFORCE INVESTMENT AREA GRANTEE:		2 GRANT TYPE:			
NAME: _____		Plan No. _____			
ADDRESS: _____		O Modification _____			
_____		3. Effective Date of Action:			
_____ (State) _____ (Zip)					
4. Summary:					

5. Explanation of Funding:					
Source:	Reference:	Adult	Dislocated Worker	Youth	Total
Allocation	GWDD _____	_____	_____	_____	_____
Reallocation	GWDD _____	_____	_____	_____	_____
Incentive Av	GWDD _____	_____	_____	_____	_____
Transfers	Plan _____	_____	_____	_____	_____
Total PY Funds Available:		=====	=====	=====	=====
6. Review:					
_____		_____	_____		
Staff		Staff	Supervisor, State Planning		
7. Concurrence:					

Division Director, Workforce Development					

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 Months *	\$4,451.44	\$3,400.00	\$2,667.23	\$4,000.00	\$4,100.00
4 Employment and Credential Rate	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 Months *	\$1,608.28	n.a.	96.98%	\$1,528.00	\$1,535.00
4 Employment and Credential Rate	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 Months	\$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 Rate	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					
	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.

CWT 4/20/2006

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 Months *	\$4,557.56	\$3,400.00	\$2,667.23	\$4,095.35	\$4,197.74	
4 Employment and Credential Rate	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 Months *	\$1,608.28	n.a.	96.98%	\$1,528.00	\$1,535.00	
4 Employment and Credential Rate	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 Months	\$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 Rate	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						
	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.

CWT 4/20/2006

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 Rate	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 Rate	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 Rate	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						
	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 4/20/2006

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 Rate	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 Rate	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 Rate	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 4/20/2006