

## ALABAMA WORKFORCE INVESTMENT SYSTEM

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

July 10, 2007

### GOVERNOR'S WORKFORCE DEVELOPMENT DIRECTIVE NO. PY2007- 01

**SUBJECT:** Alabama Veterans Performance Incentive Awards Program

1. **Purpose.** This transmits information regarding the PY 2006 Alabama Veterans Performance Awards Program
2. **Discussion.** DIR Memorandum No. 1593, Change No. 3 provides information regarding the policy, nomination forms, and instructions for the Alabama Veterans Performance Incentive Awards program, funded through a grant from the U.S. Department of Labor. This guidance should be used to identify and submit worthy nominees, based on service to veterans during Program Year 2006 (July 1, 2006 – June 30, 2007).
3. **Action.** This information is provided for informational and potential action purposes. Note that nominations for will be accepted until July 31, 2007.
4. **Contact.** Questions regarding this information may be directed the Alabama Department of Industrial Relations, Attention: Veterans Services, telephone (334) 242-8036, or mail to:  
[Gregory.neil@dir.alabama.gov](mailto:Gregory.neil@dir.alabama.gov) .



Steve Walkley, Division Director  
Workforce Development Division

Attachment

June 29, 2007

**DIR MEMORANDUM No. 1593, Change No. 3**

**SUBJECT: Alabama Veterans Performance Incentive Awards Program  
For U.S. Department of Labor Program Year 2006  
(Covering July 1, 2006 through June 30, 2007)**

Ref: (1) Title 38 U.S.C. § 4112  
(2) Code of Alabama

Attached are the policy, nomination forms and instructions for the Alabama Veterans Performance Incentive Awards program, funded through a grant from the U.S. Department of Labor, Veterans Employment and Training Service. As provided by the Jobs for Veterans Act, the Alabama Veterans Performance Incentive Award Program is designed to encourage improvement and modernization of employment, training, and job placement services for veterans in Alabama, by recognizing eligible employees for excellence in providing such services, or for having made demonstrative improvements in Alabama's employment service delivery system for veterans.

The attached guidance and criteria should be used to nominate worthy nominees, based on services to veterans during the most recent U.S. Department of Labor Program Year (PY), which runs from July 1 of the previous calendar year through June 30 of the following year. **Nominations for PY 2006 will be accepted until July 31, 2007.**

For additional information or assistance contact:  
Alabama Department of Industrial Relations, Attention: Veterans Services, telephone (334) 242-8036, or <mailto:Gregory.Niel@DIR.Alabama.gov>

*Phyllis K. Kennedy*

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Phyllis K. Kennedy, Director

Attachments

## **Alabama Veterans Performance Incentive Awards Program**

Background: The Jobs for Veterans Act, Public Law 107-288, § 4112, requires states to set aside 1% of their Veterans Employment and Training grant to establish a Veterans Performance Award and Incentive Program that recognizes Workforce Development professionals who make substantial contributions or put forth extraordinary efforts in providing services to United States veterans and military personnel.

Purpose: The intent of the Alabama Veterans Performance Incentive Award Program is to encourage the improvement and modernization of employment, training, and job placement services for veterans, and recognize eligible employees for excellence in providing such services, or for having made demonstrative improvements in the service delivery system for veterans.

The Alabama Veterans Performance Incentive Awards Program is designed to motivate service providers to provide extraordinary and commendable services to veterans, and to improve service delivery to veterans.

### Eligibility for the Alabama Veterans Performance Incentive Awards:

Eligibility is not limited to Local Veterans Employment Representatives (LVER) and Disabled Veterans Outreach Program representatives. **Eligibility includes any workforce development employee providing services to veterans under the Workforce Investment Act (WIA) and service delivery programs.** Eligibility and criteria are described in Title 38 United State Code (38 U.S.C.), section 4112, as amended by Public Law (P.L.) 109-461. However, the Alabama Veterans Incentive Awards Program **as approved for Alabama** stipulates that recipients of Veterans Performance Incentive Awards will be **individuals**. Therefore, an entire office, such as an Alabama Career Center, would not be eligible; however, several individuals in an office or service delivery point may be nominated **individually** in an office, unit, or area, where performance warrants recognition under the Veterans Performance Incentive Award program. Also, federal staff members are not eligible for this award.

Consideration for the Alabama Veterans Performance Incentive Awards requires that nominations meet the eligibility requirements as defined by the law and Veterans Program Letter (VPL) 02-07 dated May 1, 2007, which states that Congress intended that eligibility and selection criteria provide states with the maximum flexibility needed to recognize employees who merit recognition with a performance incentive award.

The Alabama Veterans Performance Incentive Awards program emphasizes fostering or strengthening partnerships that excel in assistance to veterans. Therefore, included among those who are eligible for Veterans Performance Incentive Awards are Workforce Investment Act (WIA) funded staff that provide extraordinary services to veterans.

Selection of Award Recipients:

The Alabama Veterans Performance Incentive Awards program selection process is as follows:

- (1) Announcement of the Alabama Veterans Performance Incentive Awards Program by the Director of ES Division by June 30, 2007, the close of the U.S. Department of Labor's Program Year (PY) 2006, to ensure wide dissemination of the program objectives and selection process among partners and stakeholders in the Alabama workforce development system.
- (2) Close of all nominations by July 31, 2007.
- (3) Not later than August 1, 2007, the ES Veterans Services Program Coordinator, or other state administrator assigned by the Director, Department of Industrial Relations, will certify that nominations submitted for consideration are eligible for Performance Incentive Awards, using the Alabama Veterans Performance Incentive Award Program Eligibility Certification form, as approved by the Director, Department of Industrial Relations. Nominations certified as eligible will be assigned base scores, using the Alabama Veterans Performance Incentive Award Program State Administrator Scoring Worksheet. The base scoring will assign scores based on the "weight" of the activities or services being scored, relative to the degree of emphasis in the grant provisions. Only nominations that are certified as eligible will be assigned base scores and forwarded to the Alabama Veterans Performance Incentive Awards Selection Committee.
- (4) Not later than August 8, 2007, a Veterans Performance Incentive Awards Selection Committee will convene to score the certified eligible nominations, using the Alabama Performance Incentive Awards Program Selection Committee Scoring Worksheet. The selection committee will be at least five (5) members of workforce development peers and other workforce development experts approved by the Director, Alabama Department of Industrial Relations. The selection committee members will score all eligible nominations. Only nominations scored above a cut-off score set by the Director, Alabama Department of Industrial Relations will be forwarded to the Alabama Veterans Performance Incentive Awards Selection Board.
- (5) Not later than August 15, 2007, the Director, Department of Industrial Relations will convene a Veterans Performance Incentive Awards Selection Board with at least five (5) state-level administrators, representing partners and stakeholders in the Alabama workforce development system. Using the approved criteria of the Alabama Veterans Performance Incentive Awards Program, the Veterans Performance Incentive Awards Selection Board will select nominations

for individual awards and recommend monetary amounts for each award to the Director, Alabama Department of Industrial Relations.

(6) Not later than August 22, 2007, the Director, Department of Industrial Relations, will approve the actual cash disbursements from the grant funds to individuals selected for Alabama Veterans Performance Incentive Awards.

(7) The Director, Department of Industrial Relations, may at his/her discretion award a "Special Veterans' Performance Incentive Award," according to criteria decided upon by the Director.

Selection of Veterans Performance Incentive Award recipients may involve evaluation of both objective and subjective data (Ref: VPL 02-07). Nominees must demonstrate outstanding efforts at providing employment, training, job placement, and other employment-related services to United States veterans or separating military personnel. Services to veterans representing categories of concern, or veterans with especially significant barriers to employment will be afforded extra weight in the selection criteria.

The nominations may include a combination of performance data, team building, motivation, program improvement and feedback from job seeking and business customers. Consideration for nomination may include any combination of the following:

- Development of a program, for which the impact may not be directly measurable (e.g., a resume skills building program).
- Exemplary case management assistance to veterans.
- Exceptional performance beyond job requirements, or well above performance goals.
- Planning, developing, or implementing improvements in effectiveness or efficiency of services or delivery of services, training, job placement, career or vocational assistance, to veterans.
- Outstanding personal contribution to the state's Veterans Performance Standards as measured by the ETA-9002/VETS-200 reports, or similar statistics, such as SAMS, for the specified reporting period July 1 through June 30 of the Program Year (PY).
- Effective outreach and public relations in the local community on behalf of veterans (e.g. work within the chamber of commerce, employer organizations such as human resource groups, job fair planning, etc.)
- Generation of positive publicity for the Alabama Career Center system and services to veterans that has generated measurable positive outcomes.
- Enhancement of on-the-job training, customized job training, or internship training for veterans, particularly veterans in categories of concern, such as Special Disabled veterans, or Recently-separated veterans.
- Exceptional efforts in assisting hard-to-place veterans, such as homeless veterans, ex-offenders, and economically disadvantaged veterans.

- Developing new WIA partnerships or fostering collaborative efforts to improve positive outcomes of employment and training programs for veterans, or veterans in special categories (e.g. interagency referral agreements).
- Any other significant achievement in assisting veterans to obtain, train, or advance in employment.

Priority consideration for a performance incentive award will be provided to individuals who demonstrate outstanding outreach on behalf of veterans who have barriers to employment, especially homeless veterans. Team building and motivation to serve veterans and improve the Veterans Service Program, positive feedback from employers and customers, and other indicators of outstanding individual performance and results, will be considered in the selection process.

Nominations must be submitted on the Alabama Veterans Performance Incentive Awards Program Nomination Form, or suitable facsimile. Nominations must be presented in the format described on the attached Alabama Performance Award and Incentive Program Nomination Form for Program Year 2006 (July 1, 2006 to June 30, 2007).

Period of Performance:

The performance, activity, or accomplishments being recognized must have occurred during the previous U.S. Department of Labor Program Year (PY), which commenced on July 1, 2006, and concludes on June 30, 2007. Supporting documentation or numerical data submitted must clearly indicate performance within this evaluation period.

Description of the Award: In accordance with Title 38 § 4112 (7) as amended, and the Special Grant Provisions from the U.S. Department of Labor, Veterans Employment and Training Service, the Veterans Performance Incentive Award Program approved for Alabama grants cash awards to individual recipients, or in special circumstances approved by the Director of the Department of Industrial Relations non-financial incentives may be awarded in lieu of or in combination with cash awards. Each Fiscal Year (FY), as required by law, Alabama must set aside one (1) percent of the DVOP-LVER grant for making awards under the Alabama Performance Incentive Awards Program. Each year, the Alabama Performance Incentive Awards Program will recognize individual recipients who meet the eligibility and selection criteria, with cash awards up to a maximum of \$5,000 each, based on the merit of the nomination, as determined by the Director.

Expenditures and the accounting of the Alabama Veterans Performance Incentive Awards program will be pursuant to federal financial reporting and fiscal requirements in the DVOP-LVER Grant. Selection of recipients for awards under the Alabama Performance Incentive Awards Program will be identified by August 15, 2007. All funds set aside for the awards program will be disbursed or expended within ninety (90) days of the closeout of Fiscal Year 2007 (December 31, 2007).

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Promotion and Public Affairs: The Director, Alabama Department of Industrial Relations (Grant Administrator) will provide wide dissemination of the Alabama Veterans Performance Incentive Awards Program among eligible candidates within the Alabama Career Center system, and other affiliated entities which are providing employment, training, and job placement services to veterans and military members separating from the U.S. Armed Forces. Nomination forms, instructions, and selection criteria will be made available at all Alabama Career Center and Employment Service delivery locations, or by writing to:

Director, Alabama Department of Industrial Relations,  
ATTN: Veterans Services, Room 3812  
649 Monroe St.  
Montgomery, AL 36131

Nomination material or assistance is available by Email at:  
[Gregory.Niel@DIR.Alabama.gov](mailto:Gregory.Niel@DIR.Alabama.gov)

Submission of Nominations: Nominations for the Alabama Veterans Performance Incentive Awards are to be mailed or delivered to:

Director, Alabama Department of Industrial Relations  
Alabama Department of Industrial Relations  
ATTN: Veterans Services, Room 3812  
649 Monroe St.  
Montgomery, Alabama 36131

Nomination Deadlines: All nominations are due by July 31, 2007.

All awards disbursements will be identified not later than August 22, 2007.

Awards Presentation:

Veterans Performance Incentives Awards will be presented at a ceremony scheduled as part of the annual Alabama Workforce Development Conference, September 12-14, 2007.

Management of the Awards Program: The success of the Alabama Veterans Performance Incentive Awards Program rests in the premise that appropriate recognition of worthy candidates has the potential to motivate other eligible professionals into providing excellent services to veterans. To that end, the Director, Alabama Department of Industrial Relations, will ensure that the following policies, practices, and actions are carried out in support of the Alabama Veterans Performance Incentive Awards Program:

1. Adequate resources and staff will be committed to administering the Alabama Veterans Performance Incentive program.

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2. Awards decisions will be based on exemplary performance of individual employees in services to veterans.
3. Awards will be selected fairly, without regard to race, national origin, gender, or other non-merit factors.
4. Management will assign priority to the integrity and the administration of the Alabama Veterans Performance Incentive Awards program.

Summary Report: Alabama Veterans Performance Incentive Awards Program funds will be obligated by September 30, 2007 (the end of Fiscal Year 2007), and expended by December 31, 2007. A summary report will be submitted in the Fiscal Year fourth quarter report to the U.S. Department of Labor, Veterans Employment and Training Service (VETS), detailing the expenditures of the Alabama Veterans Performance Incentive Awards.

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**Alabama Performance Award and Incentive Program  
Nomination Form for Program Year 2006  
(July 1, 2006 – June 30, 2007)**

*Nominations will be accepted until July 31, 2007, and will cover the performance or accomplishments of an eligible individual during the previous Program Year (PY)\**

*\*U.S. Department of Labor PY commences July 1 of each year, and concludes on June 30 of the following year.*

Date of submission: \_\_\_\_\_

Nominee: \_\_\_\_\_

Organization: \_\_\_\_\_

Work Address: \_\_\_\_\_

Email Address: \_\_\_\_\_

Work Phone: \_\_\_\_\_

Nominated by: \_\_\_\_\_

Organization: \_\_\_\_\_

Work Address: \_\_\_\_\_

Email Address: \_\_\_\_\_

Work Phone: \_\_\_\_\_

Instructions:

Nominations for an Alabama Veterans' Performance Incentive Award shall recognize the performance or accomplishments of an individual, not a group or office.

Each nomination must include this form or be in the same format with the required information.

Each nomination must be in support of one or more of the following categories below and marked as such on the following chart:

<b>Check Applicable Category for this Veterans Performance Incentive Award Nomination</b>	
<input type="checkbox"/>	For excellence in services provided under Title 38 U.S.C. Chapter 41 or Chapter 42 <b>to assist an individual veteran.</b>
<input type="checkbox"/>	For actions taken by a nominee in providing services under Title 38 U.S.C. Chapter 41 or Chapter 42 <b>to assist a category of veterans.</b>
<input type="checkbox"/>	For encouraging improvement or modernization of employment, training, and placement services to veterans as provided under Title 38 U.S.C. Chapter 41 or Chapter 42.
<input type="checkbox"/>	For extraordinary or commendable efforts to foster and strengthen Workforce Investment Act (WIA) partnerships and programs benefiting veterans.
<input type="checkbox"/>	Other (Provide a descriptive explanation of why the nominee should be considered for a Veterans Performance Incentive Award for providing quality employment, training, or job placement services to veterans, as provided under Title 38 U.S.C. § 4112)

