

ALABAMA WORKFORCE INVESTMENT SYSTEM

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

October 8, 2009

GOVERNOR'S WORKFORCE DEVELOPMENT DIRECTIVE NO. PY2008-05, Change 3

SUBJECT: Program Year 2009/Fiscal Year 2010 Workforce Investment Act (WIA) Adult, Youth, and Dislocated Worker Allocations

- 1. Purpose.** This transmits notice of local areas' Program Year 2009/Fiscal Year 2010 Adult, Youth, and Dislocated Worker program incentive awards.
- 2. Discussion.** Sixty-seven percent of Adult, Dislocated Worker, and Youth Workforce Investment Act (15%) funds reserved for incentive awards/capacity building purposes are made available for local area performance incentive awards. Such incentive awards are granted to those local areas whose actual prior program year 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 2009 incentive awards are available in this Directive at Attachment 2. Attachment 3 details the final Program Year 2008 performance, on which these awards are based, for Statewide and each local area.

As indicated in GWDD 2009-01, local areas must first meet or exceed their respective Participant and Employer WIA customer satisfaction goals in order to be eligible to receive performance incentive awards. If this requirement is met, local areas must then meet or exceed at least three of the four Adult performance goals to be eligible to receive an Adult program incentive award; three of the four Dislocated Worker performance goals to be eligible to receive a Dislocated Worker program incentive award; and at least five of the seven

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performance goals for Older/Younger Youth to be eligible to receive an Older/Younger Youth program incentive award.

Sanctions for local areas that fail to meet their Adult, Youth, or Dislocated Worker performance goals as described in the paragraph above are also covered in GWDD 2009-01. It states, "Following the first year of failure to meet performance goals, the State shall provide the LWIA(s) with technical assistance. Determinations regarding the type of technical assistance to be provided will be made by State staff. These activities will be funded with the three percent (3 %) Capacity Building / Technical Assistance setasides. The LWIA will develop and formally submit a corrective action plan to the State. This plan, which will reflect the input of both WDD and LWIA staff, should be designed to have a significant impact on the LWIA's performance during the final two quarters of the following program year, i.e., to bring performance up to acceptable levels. WDD may accept or reject the LWIA's submitted corrective action plan. The LWIA will report monthly to WDD on the progress achieved under the corrective action plan, beginning 45 days following the plan's implementation".

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 2009/Fiscal Year 2010 incentive awards on a separate WIA-60 form, under the "Governor's 15% Funds" column.

Local area WIA funds must be fully expended over a period not to exceed two years from the date (July 1, 2009) 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, 2011. Note these funds may be used for any activities allowed under WIA Title I-B without respect to Administration or Program Costs categories.

3. Action.

Please review Attachment 1 of this Directive to determine the amount of your local area's Program Year 2009/Fiscal Year 2010 incentive awards and submit the appropriate modifications to the respective

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WIA Grant Agreement to the Workforce Development Division no later than October 16, 2009.

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

4. Contact.

Any questions should be referred to Jane Leatherwood, State Programs and Divisional Budget Management Section, at (334) 242-5190 or jane.leatherwood@adeca.alabama.gov.


Matthew Hughes, Director
Office of Workforce Development

Attachments:

- 1: Local Area Planning Allocation for Program Year 2009
- 2: Program Year 2009 Local Area Incentive Award Calculations
- 3: Statewide and Local Area Final Program Year 2008 Performance Analysis

**LOCAL AREA PLANNING ALLOCATION
FOR PROGRAM YEAR 2009
(July 1, 2009-June 30, 2010)**

		PY 2009 Allotment	FY 2010 Allotment	Full PY Allotment
SEC. 133(b)(2)(A) ADULT PROGRAMS		\$1,541,630	\$7,340,115	\$8,881,745
a. GOVERNOR's SET ASIDES:	15%	\$231,244	\$1,101,017	\$1,332,261
Administration (5%)		\$77,081	\$367,005	\$444,086
Other WIA Activities (7%)		\$107,914	\$513,808	\$621,722
Incent/Cap. Bldng. (3%)		\$46,249	\$220,204	\$266,453
Local Area Grants (67%)		\$30,987	\$147,537	\$178,524
State-level (33%)		\$15,262	\$72,667	\$87,929
b. LOCAL AREA ADULT PROGRAMS	85%	\$1,310,386	\$6,239,098	\$7,549,484
AWIA		\$1,089,944	\$5,189,516	\$6,279,460
Jefferson		\$72,338	\$344,421	\$416,759
Mobile		\$148,104	\$705,161	\$853,265
SEC. 128(b)(2) YOUTH ALLOTMENT		\$9,059,768	\$0	\$9,059,768
a. GOVERNOR's SET ASIDES:	15%	\$1,358,965	\$0	\$1,358,965
Administration (5%)		\$452,988	\$0	\$452,988
Other WIA Activities (7%)		\$634,184	\$0	\$634,184
Incent/Cap. Bldng. (3%)		\$271,793	\$0	\$271,793
Local Area Grants (67%)		\$182,101	\$0	\$182,101
State-level (33%)		\$89,692	\$0	\$89,692
b. LOCAL AREA YOUTH PROGRAMS	85%	\$7,700,803	\$0	\$7,700,803
AWIA		\$6,425,647	\$0	\$6,425,647
Jefferson		\$409,365	\$0	\$409,365
Mobile		\$865,791	\$0	\$865,791

**LOCAL AREA PLANNING ALLOCATION
FOR PROGRAM YEAR 2009
(July 1, 2009-June 30, 2010)**

		PY 2009 Allotment	FY 2010 Allotment	Full PY Allotment
SEC. 133(b)(2)(B) DISLOCATED WORKERS		\$3,580,572	\$9,040,986	\$12,621,558
a. RAPID RESPONSE PROGRAMS	15%	\$537,085	\$1,356,147	\$1,893,232
b. GOVERNOR's SET ASIDES:	15%	\$537,085	\$1,356,147	\$1,893,232
Administration (5%)		\$179,028	\$452,049	\$631,077
Other WIA Activities (7%)		\$250,640	\$632,868	\$883,508
Incent/Cap. Bldng. (3%)		\$107,417	\$271,230	\$378,647
Local Area Grants (67%)		\$71,969	\$181,724	\$253,693
State-level (33%)		\$35,448	\$89,506	\$124,954
c. LOCAL AREA D.W. PROGRAMS	70%	\$2,506,402	\$6,328,692	\$8,835,094
AWIA		\$2,050,100	\$5,176,525	\$7,226,625
Jefferson		\$346,951	\$876,055	\$1,223,006
Mobile		\$109,351	\$276,112	\$385,463
TOTAL PROGRAM YEAR 2009 ALLOTMENT		\$14,181,970	\$16,381,101	\$30,563,071
5 POOLED SET ASIDES				
RAPID RESPONSE PROGRAMS	15%	\$537,085	\$1,356,147	\$1,893,232
Administration (5%)		\$709,097	\$819,054	\$1,528,151
Other WIA Activities (7%)		\$992,738	\$1,146,676	\$2,139,414
Incentive Awards/Capacity Building (3%)		\$425,459	\$491,434	\$916,893
Local Area grants (67%)		\$285,057	\$329,261	\$614,318
AWIA		\$177,031	\$114,164	\$291,195
Jefferson		\$63,304	\$79,175	\$142,479
Mobile		\$44,722	\$135,922	\$180,644
State-level activities (33%)		\$140,402	\$162,173	\$302,575

AWIA

Fund Source	PY 2009	FY 2010	Total
Adult	\$11,014	\$52,439	\$63,453
Youth	\$141,572	\$0	\$141,572
Dislocated Worker	\$24,445	\$61,725	\$86,170
	<u>\$177,031</u>	<u>\$114,164</u>	<u>\$291,195</u>

Jefferson

Fund Source	PY 2009	FY 2010	Total
Adult	\$9,689	\$46,133	\$55,822
Youth	\$40,529	\$0	\$40,529
Dislocated Worker	\$13,086	\$33,042	\$46,128
	<u>\$63,304</u>	<u>\$79,175</u>	<u>\$142,479</u>

Mobile

Fund Source	PY 2009	FY 2010	Total
Adult	\$10,284	\$48,965	\$59,249
Youth	\$0	\$0	\$0
Dislocated Worker	\$34,438	\$86,957	\$121,395
	<u>\$44,722</u>	<u>\$135,922</u>	<u>\$180,644</u>

Local Areas' Summary Totals

Adult	\$30,987	\$147,537	\$178,524
Youth	\$182,101	\$0	\$182,101
Dislocated Worker	\$71,969	\$181,724	\$253,693
	<u>\$285,057</u>	<u>\$329,261</u>	<u>\$614,318</u>

INCENTIVE AWARDS
July 1, 2009 - June 30, 2010
BASED ON PY08 PERFORMANCE PERIOD

TOTAL INCENTIVE FUNDS AVAILABLE

	PY09	FY10	TOTAL
ADULT	\$30,987	\$147,537	\$178,524
DISLOCATED WORKER	\$71,969	\$181,724	\$253,693
YOUTH	\$182,101	N/A	\$182,101
TOTAL	\$285,057	\$329,261	\$614,318

	EXCEEDING MEASURES		RELATIVE PERFORMANCE		TOTAL
	PY09	FY10	PY09	FY10	PY/FY
AWIA	\$56,901	\$67,839	\$120,130	\$46,325	\$291,195
JEFFERSON	\$5,366	\$9,343	\$57,938	\$69,832	\$142,479
MOBILE	\$3,276	\$11,208	\$41,446	\$124,714	\$180,644
TOTAL	\$65,543	\$88,390	\$219,514	\$240,871	\$614,318

**LOCAL AREA PERFORMANCE VS. GOALS
AWIA**

	Goal	Actual Performance	Incentive Award
ADULTS			
Entered Employment Rate	72.70%	71.13%	+
Employment Retention Rate	82.50%	81.25%	+
Six Months Earnings	\$9,919	\$11,206	+
Employment/Credential Rate	48.36%	44.41%	+
DISLOCATED WORKERS			
Entered Employment Rate	80.23%	75.07%	+
Employment Retention Rate	90.87%	90.55%	+
Six Months Earnings	\$12,790	\$13,861	+
Employment/Credential Rate	55.62%	46.18%	+
YOUTH (19-21)			
Entered Employment Rate	69.61%	61.76%	+
Employment Retention Rate	83.99%	81.92%	+
Earnings Change in Six Months	\$4,524	\$4,603	+
Employment/Credential Rate	41.39%	18.02%	-
YOUTH (14-18)			
Skill Attainment Rate	75.51%	88.41%	+
Diploma/Equivalent Rate	47.86%	32.31%	-
Retention Rate	62.66%	58.93%	+
Customer Satisfaction			
Individuals	82.02	80.19	+
Employers	87.00	95.13	+

INCENTIVE AWARD KEY

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

**LOCAL AREA PERFORMANCE VS. GOALS
JEFFERSON**

	Goal	Actual Performance	Incentive Award
ADULTS			
Entered Employment Rate	71.67%	64.97%	+
Employment Retention Rate	83.98%	80.36%	+
Six Months Earnings	\$8,342	\$8,812	+
Employment/Credential Rate	42.77%	50.48%	+
DISLOCATED WORKERS			
Entered Employment Rate	78.10%	77.78%	+
Employment Retention Rate	90.42%	87.30%	+
Six Months Earnings	\$13,605	\$13,091	+
Employment/Credential Rate	49.26%	58.14%	+
YOUTH (19-21)			
Entered Employment Rate	61.72%	54.55%	+
Employment Retention Rate	78.38%	71.43%	+
Earnings Change in Six Months	\$2,630	\$2,366	+
Employment/Credential Rate	34.68%	4.17%	-
YOUTH (14-18)			
Skill Attainment Rate	63.65%	94.44%	+
Diploma/Equivalent Rate	29.60%	17.65%	-
Retention Rate	53.19%	50.00%	+
Customer Satisfaction			
Individuals	82.44	80.16	+
Employers	88.81	93.77	+

INCENTIVE AWARD KEY

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

**LOCAL AREA PERFORMANCE VS. GOALS
MOBILE**

	Goal	Actual Performance	Incentive Award
ADULTS			
Entered Employment Rate	92.97%	77.21%	+
Employment Retention Rate	86.09%	89.02%	+
Six Months Earnings	\$11,449	\$13,549	+
Employment/Credential Rate	52.98%	42.65%	+
DISLOCATED WORKERS			
Entered Employment Rate	88.93%	83.33%	+
Employment Retention Rate	90.47%	90.48%	+
Six Months Earnings	\$13,241	\$19,147	+
Employment/Credential Rate	47.80%	56.00%	+
YOUTH (19-21)			
Entered Employment Rate	87.30%	73.85%	+
Employment Retention Rate	80.37%	66.67%	+
Earnings Change in Six Months	\$2,166	\$1,182	-
Employment/Credential Rate	35.86%	25.71%	-
YOUTH (14-18)			
Skill Attainment Rate	69.86%	85.00%	+
Diploma/Equivalent Rate	78.39%	36.21%	-
Retention Rate	82.26%	60.00%	-
Customer Satisfaction			
Individuals	81.64	89.60	+
Employers	87.72	96.29	+

INCENTIVE AWARD KEY

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

INCENTIVE AWARD CALCULATION PY09 FUNDS

Tier I: Degree Exceeded ADULT Goals	Amount Available:	\$30,987
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LOCAL AREA	Adult Allocation	Allocation Percentage	Total Incentive Funds	Incentive Funds/ Local Area	No. of Weights	Incentive Funds/ Weight	Maximum Award
AWIA	\$1,089,944	0.8318	\$30,987	\$25,774	4	\$6,443	\$25,774
JEFFERSON	\$72,338	0.0552	\$30,987	\$1,711	4	\$428	\$1,711
MOBILE	\$148,104	0.1130	\$30,987	\$3,502	4	\$876	\$3,502
TOTAL	\$1,310,386	1.0000		\$30,987			\$30,987
AWIA: Amount Available per Weight		\$6,443					
	Goal	Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Unawarded	
Entered Employment Rate	72.70%	71.13%	-2.15%	0.00	\$0	\$6,443	
Employment Retention Rate	82.50%	81.25%	-1.51%	0.00	\$0	\$6,443	
Six Months Earnings	\$9,919	\$11,206	\$1,287	100%	\$6,443	\$0	
Employment/Credential Rate	48.36%	44.41%	-8.17%	0.00	\$0	\$6,443	
Sub-Total					\$6,443	\$19,330	\$25,774
JEFFERSON: Amount Available per Weight		\$428					
	Goal	Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Unawarded	
Entered Employment Rate	71.67%	64.97%	-9.35%	0.00	\$0	\$428	
Employment Retention Rate	83.98%	80.36%	-4.31%	0.00	\$0	\$428	
Six Months Earnings	\$8,342	\$8,812	\$470	50%	\$214	\$214	
Employment/Credential Rate	42.77%	50.48%	18.03%	100%	\$428	\$0	
Sub-Total					\$641	\$1,069	\$1,711
MOBILE: Amount Available per Weight		\$876					
	Goal	Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Unawarded	
Entered Employment Rate	92.97%	77.21%	-16.96%	0.00	\$0	\$876	
Employment Retention Rate	86.09%	89.02%	3.40%	50%	\$438	\$438	
Six Months Earnings	\$11,449	\$13,549	\$2,100	100%	\$876	\$0	
Employment/Credential Rate	52.98%	42.65%	-19.49%	0.00	\$0	\$876	
Sub-Total					\$1,313	\$2,189	\$3,502
STATE TOTALS					\$8,398	\$22,588	\$30,987

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 Area' Relative Performance

PERFORMANCE MEASURE	Amount Unawarded	Local Area Performance Goal Ratio			TOTAL
		AWIA	Jefferson	Mobile	
Entered Employment Rate	\$7,747	0.9785	0.9065	0.8304	
Employment Retention Rate	\$7,309	0.9849	0.9569	1.0340	
Six Months Earnings	\$214	1.1297	1.0563	1.1834	
Employment/Credential Rate	\$7,319	0.9183	1.1803	0.8051	
TOTAL	\$22,588				
COMPOSITE PERFORMANCE INDICES					
Entered Employment Rate		0.0000	0.0000	0.0000	
Employment Retention Rate		0.0000	0.0000	1.0340	
Six Months Earnings		1.1297	1.0563	1.1834	
Employment/Credential Rate		0.0000	1.1803	0.0000	
		Average	0.2824	0.5591	0.5544
		Relative Performance Indices	0.2023	0.4005	0.3971
			AWIA	Jefferson	Mobile
LOCAL AREA SUPPLEMENTAL AWARDS			\$4,570	\$9,048	\$8,971
					\$22,588

Tier I: Degree Exceeded Dislocated Worker Goals	Amount Available:	\$71,969
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LOCAL AREA	D.W. Allocation	Allocation Percentage	Total Incentive Funds	Incentive Funds/ Local Area	No. of Weights	Incentive Funds/ Weight	Maximum Award
AWIA	\$2,050,100	0.8179	\$71,969	\$58,867	4	\$14,717	\$58,867
JEFFERSON	\$346,951	0.1384	\$71,969	\$9,962	4	\$2,491	\$9,962
MOBILE	\$109,351	0.0436	\$71,969	\$3,140	4	\$785	\$3,140
TOTAL	\$2,506,402	1.0000		\$71,969			\$71,969

AWIA: Amount Available per Weight

\$14,717

	Goal	Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Unawarded
Entered Employment Rate	80.23%	75.07%	-6.43%	0.00	\$0	\$14,717
Employment Retention Rate	90.87%	90.55%	-0.35%	0.00	\$0	\$14,717
Six Months Earnings	\$12,790	\$13,861	\$1,071	100%	\$14,717	\$0
Employment/Credential Rate	55.62%	46.18%	-16.97%	0.00	\$0	\$14,717

Sub-Total

\$14,717

\$44,150

\$58,867

JEFFERSON: Amount Available per Weight

\$2,491

	Goal	Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Unawarded
Entered Employment Rate	78.10%	77.78%	-0.41%	0.00	\$0	\$2,491
Employment Retention Rate	90.42%	87.30%	-3.45%	0.00	\$0	\$2,491
Six Months Earnings	\$13,605	\$13,091	-\$514	0.00	\$0	\$2,491
Employment/Credential Rate	49.26%	58.14%	18.03%	100%	\$2,491	\$0

Sub-Total

\$2,491

\$7,472

\$9,962

MOBILE: Amount Available per Weight

\$785

	Goal	Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Unawarded
Entered Employment Rate	88.93%	83.33%	-6.29%	0.00	\$0	\$785
Employment Retention Rate	90.47%	90.48%	0.01%	50%	\$392	\$392
Six Months Earnings	\$13,241	\$19,147	\$5,906	100%	\$785	\$0
Employment/Credential Rate	47.80%	56.00%	17.15%	100%	\$785	\$0

Sub-Total

\$1,962

\$1,177

\$3,140

STATE TOTALS

\$19,170

\$52,800

\$71,969

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

PERFORMANCE MEASURE	Amount Unawarded	Local Area Performance Goal Ratio				
		AWIA	Jefferson	Mobile		
Entered Employment Rate	\$17,992	0.9357	0.9959	0.9371		
Employment Retention Rate	\$17,600	0.9965	0.9655	1.0001		
Six Months Earnings	\$2,491	1.0837	0.9622	1.4460		
Employment/Credential Rate	\$14,717	0.8303	1.1803	1.1715		
TOTAL	\$52,800					
COMPOSITE PERFORMANCE INDICES						
Entered Employment Rate		0.0000	0.0000	0.0000		
Employment Retention Rate		0.0000	0.0000	1.0001		
Six Months Earnings		1.0837	0.0000	1.4460		
Employment/Credential Rate		0.0000	1.1803	1.1715		
		Average	0.2709	0.2951	0.9044	
		Relative Performance Indices	0.1843	0.2007	0.6151	
			AWIA	Jefferson	Mobile	TOTAL
LOCAL AREA SUPPLEMENTAL AWARDS			\$9,729	\$10,595	\$32,476	\$52,800

Tier I: Degree Exceeded 19-21 Youth Goals	Amount Available:	\$182,101
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LOCAL AREA	Youth Allocation	Allocation Percentage	Total Incentive Funds	19-21 Percentage Served	Incentive Funds/ Local Area	No. of Weights	Incentive Funds/ Weight	Maximum Award
AWIA	\$6,425,647	0.8344	\$182,101	0.47092	\$71,555	4	\$17,889	\$71,555
JEFFERSON	\$409,365	0.0532	\$182,101	0.30769	\$2,979	4	\$745	\$2,979
MOBILE	\$865,791	0.1124	\$182,101	0.48951	\$10,022	4	\$2,505	\$10,022
TOTAL	\$7,700,803	1.0000						\$84,556

AWIA: Amount Available per Weight \$17,889

	Goal	Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Unawarded
Entered Employment Rate	69.61%	61.76%	-11.27%	0.00	\$0	\$17,889
Employment Retention Rate	83.99%	81.92%	-2.46%	0.00	\$0	\$17,889
Earnings Change in Six Months	\$4,524	\$4,603	\$79	50%	\$8,944	\$8,944
Employment/Credential Rate	41.39%	18.02%	-56.47%	0.00	\$0	\$17,889

Sub-Total \$8,944 \$62,611 \$71,555

JEFFERSON: Amount Available per Weight \$745

	Goal	Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Unawarded
Entered Employment Rate	61.72%	54.55%	-11.62%	0.00	\$0	\$745
Employment Retention Rate	78.38%	71.43%	-8.87%	0.00	\$0	\$745
Earnings Change in Six Months	\$2,630	\$2,366	-\$264	0.00	\$0	\$745
Employment/Credential Rate	34.68%	4.17%	-87.99%	0.00	\$0	\$745

Sub-Total \$0 \$2,979 \$2,979

MOBILE: Amount Available per Weight \$2,505

	Goal	Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Unawarded
Entered Employment Rate	87.30%	73.85%	-15.41%	0.00	\$0 *	\$2,505
Employment Retention Rate	80.37%	66.67%	-17.05%	0.00	\$0 *	\$2,505
Earnings Change in Six Months	\$2,166	\$1,182	-\$984	0.00	\$0 *	\$2,505
Employment/Credential Rate	35.86%	25.71%	-28.29%	0.00	\$0 *	\$2,505

*Failed to meet 5 of the 7 Youth performance measures.

Sub-Total \$0 \$10,022 \$10,022

STATE TOTALS \$8,944 \$75,612 \$84,556

Tier II: 19-21 Youth Supplemental Award for Local Areas' Relative Performance

PERFORMANCE MEASURE	Amount Unawarded	Local Area Performance Goal Ratio				
		AWIA	Jefferson	Mobile		
Entered Employment Rate	\$21,139	0.8873	0.8838	0.0000	*	
Employment Retention Rate	\$21,139	0.9754	0.9113	0.0000	*	
Earnings Change in Six Months	\$12,195	1.0175	0.8997	0.0000	*	
Employment/Credential Rate	\$21,139	0.4353	0.1201	0.0000	*	
*Failed to meet 5 of the 7 Youth performance measures.						
TOTAL	\$75,612					
COMPOSITE PERFORMANCE INDICES						
Entered Employment Rate		0.0000	0.0000	0.0000		
Employment Retention Rate		0.0000	0.0000	0.0000		
Earnings Change in Six Months		1.0175	0.0000	0.0000		
Employment/Credential Rate		0.0000	0.0000	0.0000		
		Average	0.2544	0.0000	0.0000	
		Relative Performance Indices	1.0000	0.0000	0.0000	
			AWIA	Jefferson	Mobile	TOTAL
LOCAL AREA SUPPLEMENTAL AWARDS			\$75,612	\$0	\$0	\$75,612

Tier I: Degree Exceeded 14-18 Youth Goals	Amount Available:	\$182,101
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LOCAL AREA	Youth Allocation	Allocation Percentage	Total Incentive Funds	14-18 Served Percentage	Incentive Funds/ Local Area	No. of Weights	Incentive Funds/ Weight	Maximum Award
AWIA	\$6,425,647	0.8344	\$182,101	0.52908	\$80,392	3	\$26,797	\$80,392
JEFFERSON	\$409,365	0.0532	\$182,101	0.69231	\$6,702	3	\$2,234	\$6,702
MOBILE	\$865,791	0.1124	\$182,101	0.51049	\$10,451	3	\$3,484	\$10,451
TOTAL	\$7,700,803	1.0000						\$97,545

AWIA: Amount Available per Weight **\$26,797**

	Goal	Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Unawarded
Skill Attainment Rate	75.51%	88.41%	17.09%	100%	\$26,797	\$0
Diploma/Equivalent Rate	47.86%	32.31%	-32.50%	0.00	\$0	\$26,797
Retention Rate	62.66%	58.93%	-5.96%	0.00	\$0	\$26,797

Sub-Total **\$26,797** **\$53,595** **\$80,392**

JEFFERSON: Amount Available per Weight **\$2,234**

	Goal	Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Unawarded
Skill Attainment Rate	63.65%	94.44%	48.38%	100%	\$2,234	\$0
Diploma/Equivalent Rate	29.60%	17.65%	-40.38%	0.00	\$0	\$2,234
Retention Rate	53.19%	50.00%	-6.00%	0.00	\$0	\$2,234

Sub-Total **\$2,234** **\$4,468** **\$6,702**

MOBILE: Amount Available per Weight **\$3,484**

	Goal	Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Unawarded
Skill Attainment Rate	69.86%	85.00%	21.67%	100%	\$0 *	\$3,484
Diploma/Equivalent Rate	78.39%	36.21%	-53.81%	0.00	\$0 *	\$3,484
Retention Rate	82.26%	60.00%	-27.06%	0.00	\$0 *	\$3,484

*Failed to meet 5 of the 7 Youth performance measures.

Sub-Total **\$0** **\$10,451** **\$10,451**

STATE TOTALS **\$29,031** **\$68,514** **\$97,545**

Tier II: 14-18 Youth Supplemental Award for Local Areas' Relative Performance

PERFORMANCE MEASURE	Amount Unawarded	Local Area Performance Goal Ratio			Total
		AWIA	Jefferson	Mobile	
Skill Attainment Rate	\$3,484	1.1709	1.4838	0.0000 *	
Diploma/Equivalent Rate	\$32,515	0.6750	0.5962	0.0000 *	
Retention Rate	\$32,515	0.9404	0.9400	0.0000 *	
*Failed to meet 5 of the 7 Youth performance measures.					
TOTAL UNAWARDED FUNDS	\$68,514				
COMPOSITE PERFORMANCE INDICES					
Skill Attainment Rate		1.1709	1.4838	0.0000	
Diploma/Equivalent Rate		0.0000	0.0000	0.0000	
Retention Rate		0.0000	0.0000	0.0000	
		Average	0.3903	0.4946	0.0000
		Relative Performance Indices	0.4411	0.5589	0.0000
		AWIA	Jefferson	Mobile	
LOCAL AREA SUPPLEMENTAL AWARDS		\$30,219	\$38,295	\$0	\$68,514

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.

INCENTIVE AWARD CALCULATION FY10 FUNDS

Tier I: Degree Exceeded ADULT Goals	Amount Available:	\$147,537
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LOCAL AREA	Adult Allocation	Allocation Percentage	Total Incentive Funds	Incentive Funds/ Local Area	No. of Weights	Incentive Funds/ Weight	Maximum Award
AWIA	\$5,189,516	0.8318	\$147,537	\$122,717	4	\$30,679	\$122,717
JEFFERSON	\$344,421	0.0552	\$147,537	\$8,145	4	\$2,036	\$8,145
MOBILE	\$705,161	0.1130	\$147,537	\$16,675	4	\$4,169	\$16,675
TOTAL	\$6,239,098	1.0000		\$147,537			\$147,537

AWIA: Amount Available per Weight

\$30,679

	Goal	Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Unawarded
Entered Employment Rate	72.70%	71.13%	-2.15%	0.00	\$0	\$30,679
Employment Retention Rate	82.50%	81.25%	-1.51%	0.00	\$0	\$30,679
Six Months Earnings	\$9,919	\$11,206	\$1,287	100%	\$30,679	\$0
Employment/Credential Rate	48.36%	44.41%	-8.17%	0.00	\$0	\$30,679
Sub-Total					\$30,679	\$92,038

JEFFERSON: Amount Available per Weight

\$2,036

	Goal	Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Unawarded
Entered Employment Rate	71.67%	64.97%	-9.35%	0.00	\$0	\$2,036
Employment Retention Rate	83.98%	80.36%	-4.31%	0.00	\$0	\$2,036
Six Months Earnings	\$8,342	\$8,812	\$470	50%	\$1,018	\$1,018
Employment/Credential Rate	42.77%	50.48%	18.03%	100%	\$2,036	\$0
Sub-Total					\$3,054	\$5,090

MOBILE: Amount Available per Weight

\$4,169

	Goal	Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Unawarded
Entered Employment Rate	92.97%	77.21%	-16.96%	0.00	\$0	\$4,169
Employment Retention Rate	86.09%	89.02%	3.40%	50%	\$2,084	\$2,084
Six Months Earnings	\$11,449	\$13,549	\$2,100	100%	\$4,169	\$0
Employment/Credential Rate	52.98%	42.65%	-19.49%	0.00	\$0	\$4,169
Sub-Total					\$6,253	\$10,422

STATE TOTALS

\$39,987 \$107,550 \$147,537

Tier II: Adult Supplemental Award for Local Areas' Relative Performance

PERFORMANCE MEASURE	Amount Unawarded	Local Area Performance Goal Ratio			TOTAL
		AWIA	Jefferson	Mobile	
Entered Employment Rate	\$36,884	0.9785	0.9065	0.8304	
Employment Retention Rate	\$34,800	0.9849	0.9569	1.0340	
Six Months Earnings	\$1,018	1.1297	1.0563	1.1834	
Employment/Credential Rate	\$34,848	0.9183	1.1803	0.8051	
TOTAL	\$107,550				
COMPOSITE PERFORMANCE INDICES					
Entered Employment Rate		0.0000	0.0000	0.0000	
Employment Retention Rate		0.0000	0.0000	1.0340	
Six Months Earnings		1.1297	1.0563	1.1834	
Employment/Credential Rate		0.0000	1.1803	0.0000	
		Average	0.2824	0.5591	0.5544
		Relative Performance Indices	0.2023	0.4005	0.3971
		AWIA	Jefferson	Mobile	
LOCAL AREA SUPPLEMENTAL AWARDS		\$21,760	\$43,079	\$42,711	\$107,550

Tier I: Degree Exceeded Dislocated Worker Goals	Amount Available:	\$181,724
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LOCAL AREA	D.W. Allocation	Allocation Percentage	Total Incentive Funds	Incentive Funds/ Local Area	No. of Weights	Incentive Funds/ Weight	Maximum Award
AWIA	\$5,176,525	0.8179	\$181,724	\$148,640	4	\$37,160	\$148,640
JEFFERSON	\$876,055	0.1384	\$181,724	\$25,155	4	\$6,289	\$25,155
MOBILE	\$276,112	0.0436	\$181,724	\$7,928	4	\$1,982	\$7,928
TOTAL	\$6,328,692	1.0000		\$181,724			\$181,724

AWIA: Amount Available per Weight **\$37,160**

	Goal	Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Unawarded
Entered Employment Rate	80.23%	75.07%	-6.43%	0.00	\$0	\$37,160
Employment Retention Rate	90.87%	90.55%	-0.35%	0.00	\$0	\$37,160
Six Months Earnings	\$12,790	\$13,861	\$1,071	100%	\$37,160	\$0
Employment/Credential Rate	55.62%	46.18%	-16.97%	0.00	\$0	\$37,160

Sub-Total **\$37,160** **\$111,480** **\$148,640**

JEFFERSON: Amount Available per Weight **\$6,289**

	Goal	Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Unawarded
Entered Employment Rate	78.10%	77.78%	-0.41%	0.00	\$0	\$6,289
Employment Retention Rate	90.42%	87.30%	-3.45%	0.00	\$0	\$6,289
Six Months Earnings	\$13,605	\$13,091	-\$514	0.00	\$0	\$6,289
Employment/Credential Rate	49.26%	58.14%	18.03%	100%	\$6,289	\$0

Sub-Total **\$6,289** **\$18,866** **\$25,155**

MOBILE: Amount Available per Weight **\$1,982**

	Goal	Actual Performance	Degree Exceeded	Potential Percent Awarded	Amount Awarded	Amount Unawarded
Entered Employment Rate	88.93%	83.33%	-6.29%	0.00	\$0	\$1,982
Employment Retention Rate	90.47%	90.48%	0.01%	50%	\$991	\$991
Six Months Earnings	\$13,241	\$19,147	\$5,906	100%	\$1,982	\$0
Employment/Credential Rate	47.80%	56.00%	17.15%	100%	\$1,982	\$0

Sub-Total **\$4,955** **\$2,973** **\$7,928**

STATE TOTALS **\$48,404** **\$133,320** **\$181,724**

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	Amount Unawarded	Local Area Performance Goal Ratio				
		AWIA	Jefferson	Mobile		
Entered Employment Rate	\$45,431	0.9357	0.9959	0.9371		
Employment Retention Rate	\$44,440	0.9965	0.9655	1.0001		
Six Months Earnings	\$6,289	1.0837	0.9622	1.4460		
Employment/Credential Rate	\$37,160	0.8303	1.1803	1.1715		
TOTAL	\$133,320					
COMPOSITE PERFORMANCE INDICES						
Entered Employment Rate		0.0000	0.0000	0.0000		
Employment Retention Rate		0.0000	0.0000	1.0001		
Six Months Earnings		1.0837	0.0000	1.4460		
Employment/Credential Rate		0.0000	1.1803	1.1715		
		Average	0.2709	0.2951	0.9044	
		Relative Performance Indices	0.1843	0.2007	0.6151	
			AWIA	Jefferson	Mobile	TOTAL
LWIA SUPPLEMENTAL AWARDS			\$24,565	\$26,753	\$82,002	\$ 133,320

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.

WORKFORCE INVESTMENT ACT
STATEWIDE PY08 PERFORMANCE INCENTIVE ANALYSIS
07/01/08 - 06/30/09

MEASURES		NEGOTIATED GOAL	ACTUAL	NUMERATOR/ DENOMINATOR	ACHIEVEMENT INDEX (Actual/Goal)
ADULTS					
Entered Employment Rate	(10/01/07-09/30/08)	74.50%	70.34%	1207 / 1716	94.41%
Employment Retention Rate	(04/01/07-03/31/08)	83.00%	81.95%	1853 / 2261	98.74%
Average Six-Month Earnings	(04/01/07-03/31/08)	\$9,800	\$11,101 *	\$20,570,455 / 1853	113.28%
Employment/Credential Rate	(10/01/07-09/30/08)	48.00%	45.09%	744 / 1650	93.94%
DISLOCATED WORKERS:					
Entered Employment Rate	(10/01/07-09/30/08)	80.50%	75.59%	706 / 934	93.90%
Employment Retention Rate	(04/01/07-03/31/08)	91.00%	90.60%	771 / 851	99.56%
Average Six-Month Earnings	(04/01/07-03/31/08)	\$13,500	\$14,005 *	\$10,798,044 / 771	103.74%
Employment/Credential Rate	(10/01/07-09/30/08)	55.00%	47.54%	329 / 692	86.44%
YOUTH (19-21)					
Entered Employment Rate	(10/01/07-09/30/08)	72.00%	63.69%	207 / 325	88.46%
Employment Retention Rate	(04/01/07-03/31/08)	83.00%	78.35%	275 / 351	94.39%
Earnings Change	(04/01/07-03/31/08)	\$4,000	\$3,818	1,340,251 / 351	95.46%
Employment/Credential Rate	(10/01/07-09/30/08)	40.00%	18.50%	79 / 427	46.25%
YOUTH (14-18)					
Skill Attainment Rate	(04/01/08- 03/31/09)	73.00%	88.04% *	552 / 627	120.60%
Diploma/Equivalent Rate	(04/01/08- 03/31/09)	52.00%	32.05%	108 / 337	61.63%
Retention Rate	(04/01/07-03/31/08)	65.00%	59.02%	288 / 488	90.79%
YOUTH COMMON MEASURES (14-21)					
Literacy/Numeracy Gains	(07/01/08 - 06/30/09)	N/A	25.60%	127 / 496	N/A
Placement in Education/Employment	(10/01/07-09/30/08)	N/A	54.85%	396 / 722	N/A
Attainment of Degree/Certificate	(10/01/07-09/30/08)	N/A	37.41%	156 / 417	N/A
CUSTOMER SATISFACTION					
Participants		82.00	80.99		98.77%
Employers		87.00	94.84 *		109.01%

* Exceeded Goal

Highlighted - Failed to Achieve 80% of negotiated Goal

**WORKFORCE INVESTMENT ACT
AWIA PY08 PERFORMANCE INCENTIVE ANALYSIS
07/01/08 - 06/30/09**

MEASURES		NEGOTIATED GOAL	ACTUAL	NUMERATOR/ DENOMINATOR	ACHIEVEMENT INDEX (Actual/Goal)
ADULTS					
Entered Employment Rate	(10/01/07-09/30/08)	72.70%	71.13%	865 / 1216	97.85%
Employment Retention Rate	(04/01/07-03/31/08)	82.50%	81.25%	1309 / 1611	98.49%
Average Six-Month Earnings	(04/01/07-03/31/08)	\$9,919	\$11,206 *	\$14,668,268 / 1309	112.97%
Employment/Credential Rate	(10/01/07-09/30/08)	48.36%	44.41%	544 / 1225	91.83%
DISLOCATED WORKERS:					
Entered Employment Rate	(10/01/07-09/30/08)	80.23%	75.07%	554 / 738	93.57%
Employment Retention Rate	(04/01/07-03/31/08)	90.87%	90.55%	623 / 688	99.65%
Average Six-Month Earnings	(04/01/07-03/31/08)	\$12,790	\$13,861 *	\$8,635,321 / 623	108.37%
Employment/Credential Rate	(10/01/07-09/30/08)	55.62%	46.18%	266 / 576	83.03%
YOUTH (19-21)					
Entered Employment Rate	(10/01/07-09/30/08)	69.61%	61.76%	147 / 238	88.73%
Employment Retention Rate	(04/01/07-03/31/08)	83.99%	81.92%	213 / 260	97.54%
Earnings Change	(04/01/07-03/31/08)	\$4,524	\$4,603 *	\$1,196,803 / 260	101.75%
Employment/Credential Rate	(10/01/07-09/30/08)	41.39%	18.02%	60 / 333	43.53%
YOUTH (14-18)					
Skill Attainment Rate	(04/01/08- 03/31/09)	75.51%	88.41% *	435 / 492	117.09%
Diploma/Equivalent Rate	(04/01/08- 03/31/09)	47.86%	32.31%	84 / 260	67.50%
Retention Rate	(04/01/07-03/31/08)	62.66%	58.93%	198 / 336	94.04%
YOUTH COMMON MEASURES (14-21)					
Literacy/Numeracy Gains	(07/01/08 - 06/30/09)	N/A	15.98%	58 / 363	N/A
Placement in Education/Employment	(10/01/07-09/30/08)	N/A	53.82%	268 / 498	N/A
Attainment of Degree/Certificate	(10/01/07-09/30/08)	N/A	40.00%	120 / 300	N/A
CUSTOMER SATISFACTION					
Participants		82.02	80.19		97.77%
Employers		87.00	95.13 *		109.34%

* Exceeded Goal

Highlighted - Failed to Achieve 80% of negotiated Goal

WORKFORCE INVESTMENT ACT
JEFFERSON COUNTY LWIA PY08 PERFORMANCE INCENTIVE ANALYSIS
07/01/08 - 06/30/09

MEASURES		NEGOTIATED GOAL	ACTUAL	NUMERATOR/ DENOMINATOR	ACHIEVEMENT INDEX (Actual/Goal)
ADULTS					
Entered Employment Rate	(10/01/07-09/30/08)	71.67%	64.97%	230 / 354	90.65%
Employment Retention Rate	(04/01/07-03/31/08)	83.98%	80.36%	311 / 387	95.69%
Average Six-Month Earnings	(04/01/07-03/31/08)	\$8,342	\$8,812 *	\$2,740,390 / 311	105.63%
Employment/Credential Rate	(10/01/07-09/30/08)	42.77%	50.48% *	105 / 208	118.03%
DISLOCATED WORKERS:					
Entered Employment Rate	(10/01/07-09/30/08)	78.10%	77.78%	42 / 54	99.59%
Employment Retention Rate	(04/01/07-03/31/08)	90.42%	87.30%	55 / 63	96.55%
Average Six-Month Earnings	(04/01/07-03/31/08)	\$13,605	\$13,091	\$720,004 / 55	96.22%
Employment/Credential Rate	(10/01/07-09/30/08)	49.26%	58.14% *	25 / 43	118.03%
YOUTH (19-21)					
Entered Employment Rate	(10/01/07-09/30/08)	61.72%	54.55%	12 / 22	88.38%
Employment Retention Rate	(04/01/07-03/31/08)	78.38%	71.43%	20 / 28	91.13%
Earnings Change	(04/01/07-03/31/08)	\$2,630	\$2,366	\$66,251 / 28	89.97%
Employment/Credential Rate	(10/01/07-09/30/08)	34.68%	4.17%	1 / 24	12.01%
YOUTH (14-18)					
Skill Attainment Rate	(04/01/08- 03/31/09)	63.65%	94.44% *	17 / 18	148.38%
Diploma/Equivalent Rate	(04/01/08- 03/31/09)	29.60%	17.65% *	3 / 17	59.62%
Retention Rate	(04/01/07-03/31/08)	53.19%	50.00%	6 / 12	94.00%
YOUTH COMMON MEASURES (14-21)					
Literacy/Numeracy Gains	(07/01/08 - 06/30/09)	N/A	17.14%	6 / 35	N/A
Placement in Education/Employment	(10/01/07-09/30/08)	N/A	37.84%	28 / 74	N/A
Attainment of Degree/Certificate	(10/01/07-09/30/08)	N/A	8.11%	3 / 37	N/A
CUSTOMER SATISFACTION					
Participants		82.44	80.16		97.23%
Employers		88.81	93.77 *		105.58%

* Exceeded Goal

Highlighted - Failed to Achieve 80% of negotiated Goal

WORKFORCE INVESTMENT ACT
MOBILE WORKS, INC. PY08 PERFORMANCE INCENTIVE ANALYSIS
07/01/08 - 06/30/09

MEASURES		NEGOTIATED GOAL	ACTUAL	NUMERATOR/ DENOMINATOR	ACHIEVEMENT INDEX (Actual/Goal)
ADULTS					
Entered Employment Rate	(10/01/07-09/30/08)	92.97%	77.21%	105 / 136	83.04%
Employment Retention Rate	(04/01/07-03/31/08)	86.09%	89.02% *	227 / 255	103.40%
Average Six-Month Earnings	(04/01/07-03/31/08)	\$11,449	\$13,549 *	\$3,075,670 / 227	118.34%
Employment/Credential Rate	(10/01/07-09/30/08)	52.98%	42.65%	90 / 211	80.51%
DISLOCATED WORKERS:					
Entered Employment Rate	(10/01/07-09/30/08)	88.93%	83.33%	20 / 24	93.71%
Employment Retention Rate	(04/01/07-03/31/08)	90.47%	90.48% *	19 / 21	100.01%
Average Six-Month Earnings	(04/01/07-03/31/08)	\$13,241	\$19,147 *	\$363,787 / 19	144.60%
Employment/Credential Rate	(10/01/07-09/30/08)	47.80%	56.00% *	14 / 25	117.15%
YOUTH (19-21)					
Entered Employment Rate	(10/01/07-09/30/08)	87.30%	73.85%	48 / 65	84.59%
Employment Retention Rate	(04/01/07-03/31/08)	80.37%	66.67%	40 / 60	82.95%
Earnings Change	(04/01/07-03/31/08)	\$2,166	\$1,182	\$70,892 / 60	54.55%
Employment/Credential Rate	(10/01/07-09/30/08)	35.86%	25.71%	18 / 70	71.71%
YOUTH (14-18)					
Skill Attainment Rate	(04/01/08- 03/31/09)	69.86%	85.00% *	85 / 100	121.67%
Diploma/Equivalent Rate	(04/01/08- 03/31/09)	78.39%	36.21%	21 / 58	46.19%
Retention Rate	(04/01/07-03/31/08)	82.26%	60.00%	84 / 140	72.94%
YOUTH COMMON MEASURES (14-21)					
Literacy/Numeracy Gains	(07/01/08 - 06/30/09)	N/A	64.29%	63 / 98	N/A
Placement in Education/Employment	(10/01/07-09/30/08)	N/A	66.67%	100 / 150	N/A
Attainment of Degree/Certificate	(10/01/07-09/30/08)	N/A	41.25%	33 / 80	N/A
CUSTOMER SATISFACTION					
Participants		81.64	89.60 *		109.75%
Employers		87.72	96.29 *		109.77%

* Exceeded Goal

Highlighted - Failed to Achieve 80% of negotiated Goal