



STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS

Department of Labor and Training

Center General Complex
1511 Pontiac Avenue
Cranston, RI 02920

Telephone: (401) 462-8000
TDD: (401) 462-8006

Donald L. Carcieri
Governor
Adelita S. Orefice
Director

WORKFORCE INVESTMENT NOTICE: 06-04

TO: WORKFORCE INVESTMENT AREAS

FROM: John J. O'Hare, Administrator-Work Investment Office

SUBJECT: PY 2005 Incentive Awards for Performance

DATE: December 12, 2006

1. PURPOSE

This issuance will provide you with information concerning the distribution of WIA Incentive Funds for achieving negotiated levels of performance for PY 2005.

2. REFERENCES

Workforce Investment Notices 01-04, 01-10, 02-01, 03-01; 05-01; 05-04; TEGL 8-99.

3. BACKGROUND

Each Local Workforce Investment Area in a State is subject to the same core indicators of performance and the customer satisfaction indicators that apply to the State under Sec. 666.100(a) of WIA Regulations.

The Local Board and the Chief Elected Official have negotiated with the Governor and reached agreement on the local levels of performance for each indicator identified under Sec. 666.300. The levels must be based on the State negotiated levels of performance established under Sec. 666.120.

The amount of funds used for Incentive Grants and the criteria used for determining exemplary local performance levels to qualify for the incentive grants are determined by the Governor. (WIA sec. 134(a)(2)(B)(iii).)

4. DISCUSSION

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A. The State Role in Performance Standards

X Negotiate the numerical level with the DOL and with the Local Board for each of the Secretary's 17 core standards.

X Develop and implement an incentive policy consistent with DOL guidelines to be used in distributing incentive awards to WIAs. Such policy includes:

- Definitions of meeting and exceeding each of the 17 standards
- Criteria for determining which WIAs qualify for incentive awards.
- A method of calculating incentive awards.
- Developing and implementing policies to provide technical assistance to , and impose sanctions on, WIAs that fail to meet their standards.

B. The WIA and WIB Role in Performance Standards

LWIAs, with guidance from LWIBs, have the responsibility for implementing WIA programs and for making program design decisions about service and client mix. In making these decisions, WIAs must try to balance local goals, their assessment of local conditions, and the performance-standards incentives offered by the State. WIAs are also motivated to perform well for a number of reasons, including the desire to (1) develop programs that achieve high-quality of outcomes, (2) be accountable to local elected officials and representatives of the WIB, (3) be in a position to receive incentive awards, and (4) avoid possible reorganization as a consequence of failing to perform at acceptable levels for 2 years in succession.

C. Basis for Incentive Awards to the WIAs

To be eligible to receive an incentive award, a Local Area must meet two criteria. A Local Area must achieve at least a 100% cumulative program area score for each of the program areas and for the customer satisfaction group. In addition, a Local Area may not have any of their 17 measures fall below 85% of their negotiated performance levels.

D. Exclusion of the Dislocated Worker Earnings Measure for PY 2005 Incentives

USDOL issued a one-year suspension of the Dislocated Worker earnings measure as a determining factor for PY 2005 incentive awards and sanctions. Therefore, the Dislocated Worker earnings measure will be excluded from incentive award and sanction determinations for PY 2005 only by ETA.

TEN 16-06 is made part of this issuance and can be viewed at:

http://wdr.doleta.gov/directives/attach/TEN/TEN16-06_508.pdf

Achievement of at least 100% for the Dislocated Worker cumulative program area score by the Local Areas is waived for PY 2005 only in Rhode Island.

E. Utilization of Funds

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Incentive funds received by WIAs may be used for any activities allowed under WIA Title 1-B.

5. INCENTIVE AWARD FOR PY 2005

Based on the criteria necessary to receive an incentive, neither Workforce Investment Area is eligible for an award.

6. SANCTIONS

No sanctions apply to PY 2005 performance.

7. INQUIRIES: Questions concerning this Workforce Investment Notice may be directed to me or Donna Treglia at 401-462-8784.

ATTACHMENTS

GRI Performance Chart

P/C Performance Chart

GREATER RHODE ISLAND	PY 2005 Negotiated Levels	PY 2005 Actual Performance	85% Threshold	% of Negotiated Levels	% by Program Area
WIA Performance Measure					
Adult Entered Employment Rate	80.0%	77.5%	68.0%	96.9%	101.0%
Adult Employment Retention Rate	83.0%	79.8%	70.6%	96.1%	
Adult Average Earnings	\$4,500	\$4,380	\$3,825	97.3%	
Adult Employment & Credential Rate	64.0%	72.8%	54.4%	113.8%	
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DW Entered Employment Rate	87.5%	85.5%	74.4%	97.7%	WAIVED THIS YEAR ONLY
DW Employment Retention Rate	90.0%	89.6%	76.5%	99.6%	
DW Average Earnings	(\$1,050)	(\$226)	(\$1,208)	EXCLUDED	
DW Employment & Credential Rate	77.5%	77.9%	65.9%	100.5%	
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OY Entered Employment Rate	68.0%	61.5%	57.8%	90.4%	114.0%
OY Employment Retention Rate	79.0%	83.3%	67.2%	105.4%	
OY Six Months Earnings Increase	\$2,750	\$4,194	\$2,338	152.5%	
OY Credential Rate	56.0%	50.0%	47.6%	89.3%	
YY Skill Attainment Rate	90.0%	95.8%	76.5%	106.4%	
YY Diplomas or Equivalent Rate	62.0%	90.0%	52.7%	145.2%	
YY Retention Rate	60.0%	65.3%	51.0%	108.8%	
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Employer Customer Satisfaction Rate	72.0%	64.8%	61.2%	90.0%	92.8%
Participant Customer Satisfaction Rate	78.0%	74.6%	66.3%	95.6%	

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PROVIDENCE/CRANSTON	PY 2005 Negotiated Levels	PY 2005 Actual Performance	85% Threshold	% of Negotiated Levels	% by Program Area
WIA Performance Measure					
Adult Entered Employment Rate	80.0%	91.8%	68.0%	114.8%	112.2%
Adult Employment Retention Rate	83.0%	76.7%	70.6%	92.4%	
Adult Average Earnings	\$4,500	\$5,246	\$3,825	116.6%	
Adult Employment & Credential Rate	64.0%	80.0%	54.4%	125.0%	
DW Entered Employment Rate	87.5%	95.7%	74.4%	109.4%	WAIVED THIS YEAR ONLY
DW Employment Retention Rate	90.0%	85.9%	76.5%	95.4%	
DW Average Earnings	(\$1,050)	\$11,597	(\$1,208)	EXCLUDED	
DW Employment & Credential Rate	77.5%	83.0%	65.9%	107.1%	
OY Entered Employment Rate	68.0%	75.0%	57.8%	110.3%	115.3%
OY Employment Retention Rate	79.0%	69.6%	67.2%	88.1%	
OY Six Months Earnings Increase	\$2,750	\$4,030	\$2,338	146.5%	
OY Credential Rate	56.0%	50.0%	47.6%	89.3%	
YY Skill Attainment Rate	90.0%	86.3%	76.5%	95.9%	
YY Diplomas or Equivalent Rate	62.0%	94.7%	52.7%	152.7%	
YY Retention Rate	60.0%	74.7%	51.0%	124.5%	
Employer Customer Satisfaction Rate	72.0%	69.1%	61.2%	96.0%	97.5%
Participant Customer Satisfaction Rate	78.0%	77.2%	66.3%	99.0%	

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