



STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS

Department of Labor and Training

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Director

WORKFORCE INVESTMENT NOTICE: 07-07, Change 1

TO: WORKFORCE INVESTMENT AREAS

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

SUBJECT: Revised PY 2006 Incentive Awards for Performance

DATE: October 19, 2007

- 1. PURPOSE.** This issuance provides revised information concerning the distribution of WIA incentive funds for achieving negotiated levels of performance for PY 2006.
- 2. REFERENCE(S).** Workforce Investment Notices 01-04, 01-10, 02-01, 03-01; 05-01; 05-04; 06-04, 07-07, 07-08; TEGL 8-99; TEGL 17-05 including Change 1; TEGL 9-07.
- 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 the WIA Regulations, except where a State has been granted a waiver to report performance using Common Measures definitions.

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).)

Equal Opportunity Employer/Program

Auxiliary aids and services are available upon request
to individuals with disabilities

4. DISCUSSION.

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 applicable measures.
- 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 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

In order to hold all states to a comparable standard of performance for incentive purposes, all states beginning with PY 2006 are being treated as if they had requested the common measures performance waiver. Along with the other criteria referenced in Section 5 of TEGL 9-07 and described further in Section 6, to be eligible to receive an incentive award, a Local Area must achieve above 100% for each of the WIA program areas (adults, dislocated workers, and youth). In addition, a Local Area may not have any of the 10 applicable measures fall below 90% of their negotiated performance levels. (Refer to WIA Measures for Non-Waiver States in the TEGL attachment)

D. Utilization of Funds

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

- 5. REVISED INCENTIVE AWARDS FOR PY 2006.** 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 2006 performance.
- 7. INQUIRIES.** Questions concerning this WIN may be directed to me at 462-8782 (johare@dlt.state.ri.us) or Donna Treglia at 462-8784 (dtreglia@dlt.state.ri.us).

ATTACHMENTS

GRI Performance Chart
P/C Performance Chart

GREATER RHODE ISLAND	PY 2006 Negotiated Levels	PY 2006 Actual Performance	90% Threshold	% of Negotiated Levels	% by Program Area
WIA Performance Measure					
Adult Entered Employment Rate	82.0%	77.9%	73.8%	95.0%	101.9%
Adult Employment Retention Rate	85.0%	81.7%	76.5%	96.1%	
Adult Average Earnings	\$10,866	\$12,466	\$9,779	114.7%	
DW Entered Employment Rate	89.0%	82.3%	80.1%	92.5%	95.7%
DW Employment Retention Rate	92.0%	85.4%	82.8%	92.8%	
DW Average Earnings	\$13,650	\$13,888	\$12,285	101.7%	
OY Entered Employment Rate	71.0%	64.7%	63.9%	91.1%	102.7%
OY Employment Retention Rate	81.0%	72.7%	72.9%	89.8%	
YY Diplomas or Equivalent Rate	64.0%	69.6%	57.6%	108.8%	
YY Retention Rate	62.0%	75.0%	55.8%	121.0%	

PROVIDENCE/CRANSTON	PY 2006 Negotiated Levels	PY 2006 Actual Performance	90% Threshold	% of Negotiated Levels	% by Program Area
WIA Performance Measure					
Adult Entered Employment Rate	82.0%	85.3%	73.8%	104.0%	95.9%
Adult Employment Retention Rate	85.0%	81.0%	76.5%	95.3%	
Adult Average Earnings	\$10,866	\$9,599	\$9,779	88.3%	
DW Entered Employment Rate	89.0%	89.6%	80.1%	100.7%	92.7%
DW Employment Retention Rate	92.0%	86.5%	82.8%	94.0%	
DW Average Earnings	\$13,650	\$11,379	\$12,285	83.4%	
OY Entered Employment Rate	71.0%	100.0%	63.9%	140.8%	126.6%
OY Employment Retention Rate	81.0%	100.0%	72.9%	123.5%	
YY Diplomas or Equivalent Rate	64.0%	75.0%	57.6%	117.2%	
YY Retention Rate	62.0%	77.5%	55.8%	125.0%	