



**Department of Labor and Training**

Center General Complex  
1511 Pontiac Avenue  
Cranston, RI 02920-4407

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

Donald L. Carcieri  
Governor  
Sandra M. Powell  
Director

## **WORKFORCE INVESTMENT NOTICE: 08-03**

**TO:** WORKFORCE INVESTMENT AREAS

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

**SUBJECT:** PY 2007 Incentive Awards for Performance and Sanctions

**DATE:** October 14, 2008

- 1. PURPOSE.** This issuance provides information concerning the distribution of WIA incentive funds for achieving negotiated levels of performance for PY 2007 and sanctions.
- 2. REFERENCE(S).** Workforce Investment Notices 01-04, 01-10, 02-01, 03-01, 05-01, 05-04, 06-04, 06-05, 07-07 (Change 1), 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).)

## **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. INCENTIVE AWARDS FOR PY 2007.** Based on the criteria necessary to receive an incentive, neither Workforce Investment Area is eligible for an award.

**6. SANCTIONS.** Since this is the first year of failure for the Workforce Partnership of Greater Rhode Island, the technical assistance requirements as described in WIN 06-05 (Revised Technical Assistance and Reorganization Policy for WIA Failed Performance) will apply. The Younger Youth Retention Rate is less than 80% of the negotiated level.

**7. INQUIRIES.** Questions concerning this WIN may be directed to me at 462-8782 ([johare@dlt.state.ri.us](mailto:johare@dlt.state.ri.us)) or Donna Treglia at 462-8784 ([dtreglia@dlt.state.ri.us](mailto:dtreglia@dlt.state.ri.us)).

## **ATTACHMENTS**

GRI Performance Chart  
P/C Performance Chart

<b>GREATER RHODE ISLAND</b>	PY 2007 Negotiated Levels	PY 2007 Actual Performance	90% Threshold	% of Negotiated Levels	% by Program Area
<b>WIA Performance Measure</b>					
Adult Entered Employment Rate	82.0%	75.2%	73.8%	91.7%	106.4%
Adult Employment Retention Rate	84.0%	86.2%	75.6%	102.6%	
Adult Average Earnings	\$11,030	\$13,773	\$9,927	124.9%	
DW Entered Employment Rate	87.0%	89.2%	78.3%	102.5%	102.2%
DW Employment Retention Rate	91.0%	91.0%	81.9%	100.0%	
DW Average Earnings	\$13,855	\$14,423	\$12,470	104.1%	
OY Entered Employment Rate	73.1%	72.7%	65.8%	99.5%	88.5%
OY Employment Retention Rate	79.8%	71.4%	71.8%	89.5%	
YY Diplomas or Equivalent Rate	70.0%	62.0%	63.0%	88.6%	
YY Retention Rate	65.5%	50.0%	59.0%	76.3%	

<b>PROVIDENCE/CRANSTON</b>	PY 2007 Negotiated Levels	PY 2007 Actual Performance	90% Threshold	% of Negotiated Levels	% by Program Area
<b>WIA Performance Measure</b>					
Adult Entered Employment Rate	82.0%	82.4%	73.8%	100.5%	102.8%
Adult Employment Retention Rate	84.0%	85.6%	75.6%	101.9%	
Adult Average Earnings	\$11,030	\$11,686	\$9,927	105.9%	
DW Entered Employment Rate	87.0%	91.8%	78.3%	105.5%	100.0%
DW Employment Retention Rate	91.0%	89.9%	81.9%	98.8%	
DW Average Earnings	\$13,855	\$13,275	\$12,470	95.8%	
OY Entered Employment Rate	73.1%	83.3%	65.8%	114.0%	110.7%
OY Employment Retention Rate	79.8%	100.0%	71.8%	125.3%	
YY Diplomas or Equivalent Rate	70.0%	61.5%	63.0%	87.9%	
YY Retention Rate	65.5%	75.6	59.0%	115.4%	