



Department of Labor and Training

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WORKFORCE INVESTMENT NOTICE: 10-10

TO: WORKFORCE INVESTMENT AREAS

FROM: David Tremblay, Acting Administrator-State Workforce Investment Office

SUBJECT: PY 2009 Incentive Awards for Performance and Sanctions

DATE: February 9, 2011

- 1. PURPOSE.** This issuance provides information concerning the distribution of WIA incentive funds for achieving negotiated levels of performance for PY 2009 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, 08-03, 09-08; 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 09-07 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 2010. Based on the criteria necessary to receive an incentive, neither Workforce Investment Area is eligible for an award.

6. SANCTIONS. The following performance measures for the Workforce Partnership of Greater Rhode Island are less than 80% of the negotiated levels:

- Adult Entered Employment Rate
- Dislocated Worker Entered Employment Rate
- Younger Youth Diploma or Equivalent Rate
- Younger Youth Retention Rate

Since this is the first year of failure for these measures, the technical assistance requirements as described in WIN 06-05 (Revised Technical Assistance and Reorganization Policy for WIA Failed Performance) will apply.

7. INQUIRIES. Questions concerning this WIN may be directed to me at 462-8812 (dtremblay@dlt.state.ri.us) or Russell Irving at 462-8738 (rirving@dlt.state.ri.us).

ATTACHMENTS

GRI Performance Chart
P/C Performance Chart

GREATER RHODE ISLAND					
WIA Performance Measure	PY 2009 Negotiated Levels	PY 2009 Actual Performance	90% Threshold	% of Negotiated Levels	% by Program Area
Adult Entered Employment Rate	81.5%	51.8%	73.4%	63.5%	84.1%
Adult Employment Retention Rate	80.5%	73.5%	72.5%	91.3%	
Adult Average Earnings	\$10,250	\$10,012.90	\$9,225	97.6%	
DW Entered Employment Rate	84.1%	57.9%	75.7%	68.8%	97.6%
DW Employment Retention Rate	88.1%	82.0%	79.3%	93.0%	
DW Average Earnings	\$12,716	\$16,666.40	\$11,444	131.0%	
OY Entered Employment Rate	73.6%	60.5%	66.2%	82.2%	81.3%
OY Employment Retention Rate	76.8%	74.3%	69.1%	96.7%	
YY Diplomas or Equivalent Rate	71.7%	51.7%	64.5%	72.1%	
YY Retention Rate	66.4%	49.4%	59.8%	74.3%	

PROVIDENCE/CRANSTON					
WIA Performance Measure	PY 2009 Negotiated Levels	PY 2009 Actual Performance	90% Threshold	% of Negotiated Levels	% by Program Area
Adult Entered Employment Rate	81.5%	69.5%	73.4%	85.2%	99.6%
Adult Employment Retention Rate	80.5%	87.0%	72.5%	108.0%	
Adult Average Earnings	\$10,250	\$10,848.30	\$9,225	105.8%	
DW Entered Employment Rate	84.1%	76.5%	75.7%	90.9%	100.1%
DW Employment Retention Rate	88.1%	85.4%	79.3%	96.9%	
DW Average Earnings	\$12,716	\$14,324.10	\$11,444	112.6%	
OY Entered Employment Rate	73.6%	63.6%	66.2%	86.4%	98.2%
OY Employment Retention Rate	76.8%	100.0%	69.1%	130.2%	
YY Diplomas or Equivalent Rate	71.7%	59.0%	64.5%	82.2%	
YY Retention Rate	66.4%	62.5%	59.8%	94.1%	