



Department of Labor and Training

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WORKFORCE INVESTMENT NOTICE: 11-21

TO: WORKFORCE INVESTMENT AREAS

FROM: David Tremblay, Administrator-State Workforce Investment Office

SUBJECT: PY 2010 Incentive Awards for Performance and Sanctions

DATE: June 29, 2012

- 1. PURPOSE.** This issuance provides information concerning the distribution of Workforce Investment Act (WIA) incentive funds for achieving negotiated levels of performance for PY 2010 and sanctions for failing to meet negotiated levels.
- 2. REFERENCE(S).** Workforce Investment Notices (WIN) 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 and 10-10; Training and Employment Guidance Letters (TEGL) [17-05](#) including Change 1, and [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 LWIAs. Such policy includes:
 - Definitions of meeting and exceeding each of the applicable measures.
 - Criteria for determining which LWIAs qualify for incentive awards.
 - A method of calculating incentive awards.
 - Developing and implementing policies to provide technical assistance to, and impose sanctions on, LWIAs 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. LWIAs 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 State must achieve above 100% for each of the WIA program areas (adults, dislocated workers, and youth). In addition, a State 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 TEGL 09-07 attachment). In addition, according to Section 5 of TEGL 09-07, a State is not eligible for an incentive if a request has been made to lower its performance levels for any measure after the end of the third quarter of the program/performance year (March 31). On May 27, 2011, the State, on behalf of the Local Areas, requested that the Department of Labor, Employment and Training Administration adjust the WIA performance measures to better reflect the actual economic circumstances in Rhode Island. Several of the resulting negotiated measures were, in fact, lower than the original measures, thereby deeming Rhode Island ineligible for a PY 2010 incentive grant. Through previous policy issuances, the same criteria used to determine a State's eligibility for incentive funds are applied to a Local Area's eligibility.

D. Utilization of Funds

Incentive funds received by LWIAs 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. No sanctions apply to PY 2010 performance.

7. INQUIRIES. Questions concerning this WIN may be directed to the State Workforce Investment Office Administrator at 462-8812.

ATTACHMENT

GRI Performance Chart
P/C Performance Chart

GREATER RHODE ISLAND					
WIA Performance Measure	PY 2010 Negotiated Levels	PY 2010 Actual Performance	90% Threshold	% of Negotiated Levels	% by Program Area
Adult Entered Employment Rate	59.0%	57.1%	53.1%	97%	103%
Adult Employment Retention Rate	83.1%	85.0%	74.8%	102%	
Adult Average Earnings	\$10,000	\$11,057.30	\$9,000	110%	
DW Entered Employment Rate	63.0%	63.1%	56.7%	100%	102%
DW Employment Retention Rate	85.0%	88.6%	76.5%	104%	
DW Average Earnings	\$16,000	16,188.80	\$14,400	101%	
OY Entered Employment Rate	67.0%	71.7%	60.3%	107%	107%
OY Employment Retention Rate	76.0%	81.3%	68.4%	107%	
YY Diplomas or Equivalent Rate	62.0%	66.3%	55.8%	107%	
YY Retention Rate	54.0%	57.6%	48.6%	107%	

PROVIDENCE/CRANSTON					
WIA Performance Measure	PY 2010 Negotiated Levels	PY 2010 Actual Performance	90% Threshold	% of Negotiated Levels	% by Program Area
Adult Entered Employment Rate	59.0%	68.5%	53.1%	116%	110%
Adult Employment Retention Rate	83.1%	87.5%	74.8%	105%	
Adult Average Earnings	\$10,000	\$10,891.80	\$9,000	109%	
DW Entered Employment Rate	63.0%	70.1%	56.7%	111%	105%
DW Employment Retention Rate	85.0%	87.4%	76.5%	103%	
DW Average Earnings	\$16,000	\$16,037.90	\$14,400	100%	
OY Entered Employment Rate	67.0%	76.1%	60.3%	113%	103%
OY Employment Retention Rate	76.0%	62.8%	68.4%	83%	
YY Diplomas or Equivalent Rate	62.0%	71.8%	55.8%	116%	
YY Retention Rate	54.0%	53.4%	48.6%	99%	

Neither local is eligible for an incentive grant because a re-negotiation of the performance measures was requested on May 27, 2011, after the end of the third quarter of PY2010.