



OKLAHOMA WORKFORCE DEVELOPMENT ISSUANCE #05-2014

TO: Workforce Investment Board Staff

FROM: Deidre D. Myers
Deputy Secretary of Commerce for Workforce Development

DATE: June 25, 2014

SUBJECT: Program Year 2013 Performance Incentive Awards for Local Workforce Investment Areas (LWIAs)

PURPOSE: This policy outlines the criteria for awarding incentives to Local Workforce Investment Boards for Program Year 2013.

RESCISSIONS: Oklahoma Employment and Training Issuance (OETI) #06-2009.

REFERENCES:

- WIA Sections (Public Law 105-220) Sections 211 and 503
- 20 CFR parts 664, 666.200-666-230, and 666.205 (c)
- Training and Employment Guidance Letter (TEGL) 9-07
- TEGL 14-00, Change 3
- Training and Employment Guidance Letter (TEGL) 3-04, TEGL 17-05, TEGL 17-05, Change 1 and Change 2
- TEGL 17-07

BACKGROUND: States must use a portion of the funds reserved for statewide workforce investment activities to provide Incentive Grants to local areas for regional cooperation among local boards, for local coordination of activities carried out under WIA, and for exemplary performance.

MESSAGE: Incentive award eligibility will be based on program year performance and calculated on an annual basis. Eligibility results will be distributed after the filing and certification of the annual report. This policy outlines the Adult, Dislocated Worker and Youth program performance measures and the levels of performance that must be achieved to qualify for a Program Year 2013 incentive award.

Adult and Dislocated Worker Program Measures

Entered Employment Rate

Methodology: *Of those who are not employed at the date of participation:*

The number of adult participants who are employed in the first quarter after the exit quarter divided by the number of adult participants who exit during the quarter.

Adult Employment Retention Rate

Methodology: *Of those who are employed in the first quarter after the exit quarter:*

The number of adult participants who are employed in both the second and third quarters after the exit quarter divided by the number of adult participants who exit during the quarter.

Average Earnings

Methodology: *Of those adult participants who are employed in the first, second, and third quarters after the exit quarter:*

Total earnings in the second quarter plus total earnings in the third quarter after the exit quarter divided by the number of adult participants who exit during the quarter.

Youth Program Measures

Placement in Employment or Education

Methodology: *Of those 14-21 who are not in post-secondary education or employment (including the military) at the date of participation:*

The number of youth participants who are in employment (including the military) or enrolled in post-secondary education and/or advanced training/occupational skills training in the first quarter after the exit quarter divided by the number of youth participants who exit during the quarter.

Attainment of a Degree or Certificate

Methodology: *Of those 14-21 enrolled in education (at the date of participation or at any point during the program):*

The number of youth participants who attain a diploma, GED, or certificate by the end of the third quarter after the exit quarter divided by the number of youth participants who exit during the quarter.

Literacy & Numeracy Gain

Methodology: *Of those out-of-school youth who are basic skills deficient:*

The number of youth participants who increase one or more educational functioning levels divided by the number of participants who have completed a year in the youth program (i.e., one year from the date of first youth program service) plus the number of participants who exit before completing a year in the youth program.

Award Eligibility Process

Incentive awards will be based on the LWIAs meeting or exceeding the performance levels the state negotiated with the Department of Labor Employment and Training Administration (DOLETA) for the Title I Adult, Dislocated Worker and Youth programs. LWIAs will be eligible for an incentive award for each measure that is met or exceeded, provided they *do not*

fall below 80% of the level negotiated by the State with DOLETA on any one measure. The amount of the incentive award is dependent upon each LWIAs total contribution to meeting the statewide goal. The numerators (number of those individuals achieving) within the performance measures met or exceeded will be divided into the total incentive fund giving each individual in the numerator a monetary value. Each LWIA will be awarded a dollar amount based on the number of individuals in the numerators of the measure(s) that were met or exceeded.

Awarding of Incentive Funds

LWIAs eligible for incentive awards based on the guidelines set out by this policy will be notified of the monetary value of the award by October 30 following the end of the program year (June 30). The incentive award will be distributed to the fiscal agent who must expend funds in accordance with the approved LWIB budget for these funds and in compliance with WIA financial regulations.

Program Year 2013 Award Requirements

LWIAs will be eligible for an incentive award based on each measure that was met or exceeded provided they did not fall below 80% of the level negotiated by the State with DOLETA on any one measure.

Performance Measure	Negotiated Level	80% of Negotiated Level
Adult Entered Employment	53.5%	42.8%
Adult Employment Retention	81%	64.8%
Adult Average Earnings	\$13,000	\$10,400
Dislocated Worker Entered Employment	55%	44%
Dislocated Worker Employment Retention	85%	68%
Dislocated Worker Average Earnings	\$14,450	\$11,500
Youth Placement in Employment/Education	66%	52.8%
Youth Attainment of Degree/Certificate	53%	42.4%
Youth Literacy/Numeracy Rate	40%	32%

ACTION REQUIRED: This OWDI is to become a part of your permanent records and made available to appropriate staff.

INQUIRIES: If you have any questions regarding this issuance, please contact Robyn Coman at (405) 815-5322, robyn_coman@okcommerce.gov, or Tina Lindsay at (405) 815-5137, tina_lindsay@okcommerce.gov.