

DEPARTMENT OF WORKFORCE DEVELOPMENT
DIVISION OF EMPLOYMENT AND TRAINING
ADMINISTRATOR'S MEMO SERIES

ACTION
 NOTICE 14-01

ISSUE DATE: 03/26/2014
DISPOSAL DATE: Ongoing

*PROGRAM CATEGORIES:

AS FM LM TC
 CR IT ML TR
 FL JC TA WIA
 YA

TO: Workforce Development Board Directors
Chief Local Elected Officials
Workforce Development Board Chairs

FROM: Scott Jansen
Division Administrator *AAG*

RE: Performance Awards for WIA Performance in Program Year 2012 (PY12)

PURPOSE: The Department will reward Workforce Development Boards (WDBs) for exceeding performance goals, according to aggregate averages, in PY12.

BACKGROUND: Each program year, WDBs are expected to meet or exceed performance goals. Performance achievements were exceptional throughout the state in PY12.

Methodologies outlined in Administrator's Memos 6-20 and 12-07 were referred to when determining the award criteria.

In accordance with the Workforce Investment Act (WIA), states are required to award incentives for outstanding performance. Secretary Newson has allocated \$75,000 to reward those WDBs whose performance in PY12 exceeded standards, when the aggregate averages were used.

POLICY: In order to be eligible to receive incentive funds, a WDB must achieve an aggregate average of at least 100% of the negotiated performance benchmarks within each program (Adult, Dislocated Worker and Youth). To determine the aggregate average for each WIA program, the rates of achievement of the performance goals were added and then divided by three.

*PROGRAM CATEGORIES:

AS--Apprenticeship
Standards
CR--Civil Rights
FL--Foreign Labor
Certification

FM--Financial Management
Requirements
IT--IT Systems
JC--Job Center

LM--Labor Market
Information
ML--Migrant Labor
TA--Trade Assistance

TC--Tax Credit Programs
TR--Transportation
WIA--Workforce
Investment Act
YA--Youth Apprenticeship

The allocations are based upon the aggregate average of the following WIA performance measures:

| Adult and Dislocated Worker | Youth |
|------------------------------------|---------------------------------------|
| Entered Employment Rate | Attainment of a Degree or Certificate |
| Employment Retention Rate | Literacy/Numeracy Gain |
| Average Earnings | Placement in Education/Employment |

The following three WDBs have exceeded the criteria to receive a performance incentive award for PY12:

| | Adult | Dislocated Worker | Youth | |
|-------------|--------------|--------------------------|--------------|----------|
| WDB | Award | Award | Award | Total |
| 3 W-O-W | \$11,482 | \$11,250 | \$2,126 | \$24,858 |
| 5 Bay Area | \$11,368 | \$11,129 | \$3,161 | \$25,658 |
| 7 Northwest | \$10,900 | \$11,371 | \$2,213 | \$24,484 |
| Total | \$33,750 | \$33,750 | \$7,500 | \$75,000 |

ACTION SUMMARY STATEMENT: By March 31, 2014, WDBs that earned a performance award must inform the Department of Workforce Development's (DWD), Division of Employment and Training (DET) into which program they would like the award deposited. In the absence of an indication by any WDB, the award will be placed in the WDB admin grant. The funds must be used in a consistent and same manner, allowable under WIA.

The addition of funds will be a unilateral modification by DET. No local plan revisions are required. Funds for this disbursement are from WIA statewide activity funds. Performance award disbursements must be expended by June 30, 2014.

DET requires that as a condition of accepting the performance award, each awarded WDB will submit a narrative report on how the funds were used and the results/impact derived from them. That report is due to the Local Program Liaison by September 30, 2014.

CONTACT(S): Linda Crane, Director
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 DWD-DET
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ATTACHMENT(S): PY12 Calculations

Adult

NOTE: Incentive Allocation amounts are distributed proportionately based on Aggregate Average.

| WDA | Entered Employment | | Retention Rate | | Average Earnings | | Criteria >.8 or Higher | | | Aggregate | | Allocation Amt. | \$ | | |
|-----------------|--------------------|--------------|----------------|--------------|------------------|------------------|------------------------|--------|-----|-----------|---|-----------------|-------------|----|---------|
| | Actual | Negotiated | Actual | Negotiated | Actual | Negotiated | EE | RR | AE | Average | | | | | |
| 1 Southeast | 73.8 | 87.4% | 89.0% | 89.7% | \$ 12,883 | \$ 12,338 | 84.4% | 99.22 | 104 | 96 | | | \$ 33,750 | | |
| 2 Milwaukee | 63.5 | 70.0% | 75.4% | 80.0% | \$ 10,178 | \$ 9,886 | 90.6% | 94.24 | 103 | 96 | | | | | Rounded |
| 3 WOW | 86.9 | 81.6% | 88.5% | 85.7% | \$ 14,006 | \$ 11,500 | 106.4% | 103.22 | 122 | 110.5 | X | 34.0% | \$11,482.07 | \$ | 11,482 |
| 4 Fox Valley | 71.7 | 80.0% | 93.5% | 95.8% | \$ 11,684 | \$ 11,688 | 89.6% | 97.65 | 100 | 95.7 | | | | | |
| 5 Bay Area | 92.2 | 72.0% | 87.7% | 83.0% | \$ 11,231 | \$ 11,900 | 128.1% | 105.63 | 94 | 109.4 | X | 33.7% | \$11,367.76 | \$ | 11,368 |
| 6 North Central | 76.1 | 83.8% | 85.1% | 88.7% | \$ 11,561 | \$ 12,124 | 90.8% | 96 | 95 | 94 | | | | | |
| 7 Northwest | 88.1 | 87.6% | 91.8% | 86.3% | \$ 13,438 | \$ 12,490 | 100.6% | 106.37 | 108 | 104.9 | X | 32.3% | \$10,900.17 | \$ | 10,900 |
| 8 West Central | 90.1 | 84.9% | 83.9% | 86.8% | \$ 11,394 | \$ 10,413 | 106.1% | 96.66 | 109 | 104.1 | | | | | |
| 9 Western | 77 | 75.2% | 83.0% | 80.7% | \$ 10,485 | \$ 10,000 | 102.5% | 102.87 | 105 | 103.4 | | | \$33,750.00 | \$ | 33,750 |
| 10 South Centra | 84.4 | 81.9% | 89.5% | 86.9% | \$ 11,290 | \$ 11,288 | 103.1% | 102.96 | 100 | 102 | | | | | |
| 11 Southwest | 81.6 | 75.0% | 94.4% | 92.0% | \$ 12,565 | \$ 10,956 | 108.8% | 102.66 | 115 | 108.7 | | | | | |
| State | 76.9 | 71.0% | 85.0% | 84.0% | \$ 11,663 | \$ 11,054 | 108.3% | 101.18 | 106 | | | 324.8 | | | |

Note: If ratio of actual to negotiated falls below 0.8 no incentive award can be provided

Dislocated Worker

| WDA | Entered Employment | | Retention Rate | | Average Earnings | | Criteria >.8 or Higher | | | Aggregate | | Allocation Amt. | \$ | | |
|-----------------|--------------------|--------------|----------------|--------------|------------------|------------------|------------------------|--------|-----|-----------|---|-----------------|-------------|----|---------|
| | Actual | Negotiated | Actual | Negotiated | Actual | Negotiated | EE | RR | AE | Average | | | | | |
| 1 Southeast | 83.0% | 81.1% | 92.1% | 95.7% | \$ 17,058 | \$ 18,000 | 102.3 | 96.19 | 95 | 98 | | | \$ 33,750 | | |
| 2 Milwaukee | 70.8% | 79.0% | 91.5% | 90.9% | \$ 15,394 | \$ 15,352 | 89.6 | 100.71 | 100 | 97 | | | | | Rounded |
| 3 WOW | 90.3% | 88.4% | 96.0% | 94.6% | \$ 17,542 | \$ 17,132 | 102.1 | 101.46 | 102 | 102 | X | 33.3% | \$11,250.00 | \$ | 11,250 |
| 4 Fox Valley | 82.8% | 90.4% | 95.2% | 95.7% | \$ 17,352 | \$ 18,899 | 91.6 | 99.43 | 92 | 94 | | | | | |
| 5 Bay Area | 92.2% | 87.0% | 94.4% | 92.0% | \$ 17,119 | \$ 18,179 | 105.9 | 102.57 | 94 | 100.9 | X | 33.0% | \$11,128.68 | \$ | 11,129 |
| 6 North Central | 87.3% | 85.0% | 95.1% | 92.6% | \$ 15,807 | \$ 15,761 | 102.7 | 102.74 | 100 | 101.9 | | | | | |
| 7 Northwest | 91.0% | 85.0% | 95.5% | 95.4% | \$ 12,860 | \$ 12,595 | 107.1 | 100.06 | 102 | 103.1 | X | 33.7% | \$11,371.32 | \$ | 11,371 |
| 8 West Central | 90.8% | 90.6% | 92.9% | 95.3% | \$ 16,845 | \$ 14,711 | 100.2 | 97.45 | 115 | 104.1 | | | | | |
| 9 Western | 87.7% | 88.7% | 95.5% | 95.0% | \$ 14,347 | \$ 14,999 | 98.9 | 100.48 | 96 | 98 | | | \$33,750.00 | \$ | 33,750 |
| 10 South Centra | 91.2% | 89.3% | 94.4% | 93.7% | \$ 15,924 | \$ 17,680 | 102.2 | 100.77 | 90 | 98 | | | | | |
| 11 Southwest | 88.8% | 91.4% | 96.7% | 97.2% | \$ 15,395 | \$ 16,786 | 97.2 | 99.51 | 92 | 96 | | | | | |
| State | 84.2% | 85.0% | 94.0% | 93.5% | \$ 16,244 | \$ 16,812 | 99 | 100.54 | 97 | | | 306 | | | |

Youth

| WDA | Attainment of Degree or | | Literacy and Numeracy Gain | | Placement in Employment or | | Criteria >.8 or Higher | | | Aggregate Average | Allocation Amt. | \$ | | Rounded |
|-----------------|-------------------------|-------|----------------------------|-------|----------------------------|-------|------------------------|-----|--------|-------------------|-----------------|----------|-------------|----------|
| | AD or C | LNG | PEE | | | | | | | | | | | |
| 1 Southeast | 85.9% | 82.6% | 46.4% | 60.0% | 84.1% | 78.3% | 104.04 | 77 | 107.4% | 96 | | \$ 7,500 | | |
| 2 Milwaukee | 72.2% | 63.8% | 36.9% | 30.0% | 57.4% | 59.0% | 113.17 | 123 | 97.3% | 111.2 | | | | Rounded |
| 3 WOW | 80.2% | 76.5% | 53.6% | 52.2% | 80.2% | 74.5% | 104.82 | 103 | 107.6% | 105 | X | 28.3% | \$ 2,126.08 | \$ 2,126 |
| 4 Fox Valley | 57.8% | 78.8% | 26.3% | 33.3% | 60.0% | 71.2% | 73.32 | 79 | 84.3% | 79 | | | | |
| 5 Bay Area | 90.5% | 69.0% | 90.0% | 42.6% | 87.0% | 69.0% | 131.12 | 211 | 126.0% | 156.1 | X | 42.1% | \$ 3,160.77 | \$ 3,161 |
| 6 North Central | 86.5% | 83.6% | 38.9% | 40.0% | 72.0% | 73.0% | 103.49 | 97 | 98.6% | 99.8 | | | | |
| 7 Northwest | 84.4% | 76.5% | 57.1% | 47.8% | 75.3% | 76.8% | 110.35 | 120 | 98.1% | 109.3 | X | 29.5% | \$ 2,213.15 | \$ 2,213 |
| 8 West Central | 74.7% | 79.2% | 54.2% | 56.9% | 83.5% | 83.3% | 94.36 | 95 | 100.2% | 97 | | | | |
| 9 Western | 55.6% | 65.1% | 50.0% | 42.1% | 66.7% | 62.2% | 85.34 | 119 | 107.2% | 103.8 | | | \$ 7,500.00 | \$ 7,500 |
| 10 South Centra | 67.8% | 74.5% | 30.2% | 31.3% | 77.6% | 76.2% | 91 | 96 | 101.8% | 96 | | | | |
| 11 Southwest | 89.7% | 85.0% | 50.0% | 41.7% | 84.4% | 96.4% | 105.48 | 120 | 87.6% | 104.3 | | | | |
| State | 77.0% | 69.3% | 41.7% | 35.0% | 69.8% | 60.0% | | 119 | 116.4% | | | 370.4 | | |

| TOTAL Incentive Award Distribution | | | | |
|------------------------------------|-------------|-----------|-------------|-----------|
| WDA | Adult Award | DW Award | Youth Award | Total |
| 3 W-O-W | \$ 11,482 | \$ 11,250 | \$ 2,126 | \$ 24,858 |
| 5 Bay Area | \$ 11,368 | \$ 11,129 | \$ 3,161 | \$ 25,658 |
| 7 Northwest | \$ 10,900 | \$ 11,371 | \$ 2,213 | \$ 24,484 |
| | \$ 33,750 | \$ 33,750 | \$ 7,500 | \$ 75,000 |

Average Standards

| Adult | DW | Youth | Total PY Average | WDA |
|-------------------|-------------------|-------------------|------------------|-----|
| Aggregate Average | Aggregate Average | Aggregate Average | | |
| 96 | 98 | 96 | 96.66667 | 1 |
| 96 | 97 | 111.2 | 101.4 | 2 |
| 110.5 | 102 | 105 | 105.83333 | 3 X |
| 95.7 | 94 | 79 | 89.56667 | 4 |
| 109.4 | 100.9 | 156.1 | 122.13333 | 5 X |
| 94 | 101.9 | 99.8 | 98.56667 | 6 |
| 104.9 | 103.1 | 109.3 | 105.76667 | 7 X |
| 104.1 | 104.1 | 97 | 101.73333 | 8 |
| 103.4 | 98 | 103.8 | 101.73333 | 9 |
| 102 | 98 | 96 | 98.66667 | 10 |
| 108.7 | 96 | 104.3 | 103 | 11 |