

# ATTACHMENT H

## **PART V. PROGRAM & PERFORMANCE CHART** **INSTRUCTIONS**

*June 25, 2007*

### **1. Completing the Labor Exchange and Title I Program and Performance Charts**

Charts 1-4 described below (and provided in an accompanying Excel file) must be completed and submitted as part of the FY 2008 Local Annual Workforce Development Business Plan.

- a. Complete **Chart 1, FY 2008 Labor Exchange Program Summary** indicating planned levels for job seekers and employers.
- b. Complete **Chart 2, FY 2008 WIA Title I Program Summary for Adults and Dislocated Workers**, indicating planned participants, outcomes, and training activity enrollments.
- c. Complete **Chart 3, FY 2008 WIA Title I Program Summary for Youth**, indicating planned participants, outcomes, and enrollments in the ten required program elements. Enrollment of Title I participants in program elements provided by other partners should be counted in the activity section of the summary.
- d. Complete **Chart 4, FY 2008 Performance Goals**, indicating the WIB goals for each of the performance measures. If the proposed local Performance Goals include baseline or negotiated adjustments, a description of the basis of each proposed adjustment *must be provided* on the **Performance Adjustment Narrative** section on the following page.

#### **September Plan Modifications**

Local areas are asked to estimate carry-over planning numbers for FY 2008 Charts 1-3 based on the best information available during the planning season. Plan modifications based on final carry-over data available in the first quarter of FY 2008 should be submitted to Diane Hurley for approval by September 14, 2007. This will allow time for approval and for the Performance Reporting Unit to update planning figures to be reported in the FY 2008 Career Center Performance Reports beginning with the quarter ending September 30, 2007.

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## FY 2008 PERFORMANCE GOALS STATEMENT

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### WORKFORCE INVESTMENT BOARD

This form must be submitted with the *Chart 4 Performance Goals Summary* to indicate if the Board is adopting the state levels for FY 2008, or is instead taking adjustments and/or proposing negotiations. Please indicate below the statement(s) that apply. If (b) and/or (c) are checked, provide a performance adjustment narrative.

#### **Wagner-Peyser**

Local goals are not required for Wagner-Peyser.

#### **Title I**

- (a) The Board adopts the FY 2008 State Goals for FY 2008 Local Goals.
- (b) Standard Baseline Adjustments have been taken (Summarized below).
- (c) The Board requests negotiation of one or more measures (Summarized below).

#### **Performance Adjustment Narrative**

Summary of Factors Used in Performance Adjustments and/or Proposed Negotiations

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## FY2008 PERFORMANCE ADJUSTMENTS FOR TITLE I

The following charts provide data for potential local adjustments to the state performance goals. The charts include adjustments associated with specific levels of service to hard-to-serve participant groups or with local economic conditions. Proposed adjustments to local performance levels based on these charts *must be described* in the Performance Adjustment Narrative.

The performance measures may be adjusted downward by the amount indicated, based on planned or estimated service levels for FY 2008 for the various factors. The total adjustment for any measure is the sum of the adjustments for each individual factor. For example, if it is planned or expected that high school dropouts will be 25% of adult participants and that welfare recipients will represent 50% of adult participants, an adjustment of “-3” can be taken for the adult entered employment, six month retention and credential measures.

*Please note that approval of requested adjustments will be considered in light of the impact on the statewide goals.*

### **Negotiation of Expected Levels of Performance**

The state will review any proposed alternative factors submitted with the Performance Goals chart and will compare the proposed performance levels with the statewide averages and with available baseline information. The negotiation process will take into account various factors with potential impact on expected levels of performance, including local differences in economic conditions, the characteristics of participants, and the services to be provided.

A review of the proposed local adjustments (if any) for each performance level, and the adequacy of any information local WIBs offer to substantiate each performance level, will be the core of the negotiation process. For any factors that are in addition to the above baseline adjustments, the state will analyze the quality of the data presented by the WIB, including the relevance of the data, the source and timeliness of the data, and if the data is part of a trend or anomalous. If, after its analysis, the state determines that the factors and adjustments do not support the performance levels proposed by the WIB, the state will negotiate with the local WIB to obtain mutually agreed upon expected levels of performance. The state will complete its analysis and negotiations in a timely manner, with final approval of the local performance measures to be provided as part of the plan review and approval process.

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### FY2008 TITLE I PERFORMANCE GOAL ADJUSTMENTS

<b>Baseline Adjustments for Unemployment Rate</b>		
Workforce Investment Area	CY2006 Unemployment Rate*	FY2008 Baseline Adjustment
Berkshire County	4.6%	None
Boston	5.3%	None
Bristol County	6.0%	- 1
Brockton Area	5.4%	None
Cape Cod and Islands	5.0%	None
Central Mass	5.2%	None
Franklin/Hampshire	4.4%	None
Greater Lowell	5.1%	None
Greater New Bedford	6.5%	- 2
Hampden County	6.1%	- 2
Lower Merrimack Valley	5.8%	- 1
Metro North	4.3%	None
Metro South/West	3.8%	None
North Central	5.6%	- 1
North Shore	5.0%	None
South Coastal	4.8%	None
Statewide Average	5.0%	

\*Benchmark 2007

<b>Baseline Adjustments for Average Area Wages</b>				
Workforce Investment Area	CY2005 Average Area Wage	Adjustment for Older Youth Earnings Gain	Adjustment for Adult Average Earnings	Adjustment for Dislocated Worker Average Earnings
Berkshire	\$35,464	- \$400	- \$600	- \$1200
Boston	\$70,096	None	None	None
Bristol County	\$35,048	- \$400	- \$600	- \$1200
Brockton	\$37,804	- \$200	- \$300	- \$600
Cape Cod and Islands	\$34,008	- \$400	- \$600	- \$1200
Central Mass	\$41,860	None	None	None
Franklin/Hampshire	\$31,980	- \$400	- \$600	- \$1200
Greater Lowell	\$54,236	None	None	None
Greater New Bedford	\$34,112	- \$400	- \$600	- \$1200
Hampden County	\$36,920	- \$200	- \$300	- \$600
Lower Merrimack Valley	\$45,136	None	None	None
Metro North	\$54,964	None	None	None
Metro South/West	\$59,488	None	None	None
North Central	\$35,672	- \$400	- \$600	- \$1200
North Shore	\$41,912	None	None	None
South Coastal	\$42,276	None	None	None
Statewide Average	\$50,440			

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## ADULTS

### Baseline Adjustments for Adult Entered Employment, Retention, and Credential Rates

Factor	Service Level Range	Adjustment	Service Level Range	Adjustment	Service Level Range	Adjustment
HS Dropouts	Up to 20%	None	21% - 29%	- 1	30% & over	- 2
Limited English	Up to 12%	None	13% - 22%	- 1	23% & over	- 2
Disabled	Up to 10%	None	11% - 17%	- 1	18% & over	- 2
Welfare	Up to 40%	None	41% - 54%	- 1	55% & over	- 2
Unemployt. Rate	Up to 5.4%	None	5.5% - 6.0%	- 1	6.1% - 6.6%	- 2

### Baseline Adjustments for Adult Average Earnings

Factor	Service Level Range	Adjustment	Service Level Range	Adjustment	Service Level Range	Adjustment
HS Dropouts	Up to 20%	None	21% - 29%	- \$300	30% & over	-\$600
Limited English	Up to 12%	None	13% - 22%	- \$150	23% & over	-\$300
Disabled	Up to 10%	None	11% - 17%	- \$150	18% & over	- \$300
Welfare	Up to 40%	None	41% - 54%	- \$300	55% & over	-\$600
Area Wage	\$41,000 +	None	\$35,875 - 40,999	-\$300	LT \$35,875	-\$600

## DISLOCATED WORKERS

### Baseline Adjustments for Dislocated Worker Entered Employment, Retention, and Credential Rates

Factor	Service Level Range	Adjustment	Service Level Range	Adjustment	Service Level Range	Adjustment
HS Dropouts	Up to 11%	None	12% - 18%	- 1	19% & over	- 2
Limited English	Up to 8%	None	9% - 16%	- 1	17% & over	- 2
Disabled	Up to 5%	None	6% - 9%	- 1	10% & over	- 2
Age 55 or Older	Up to 18%	None	19% - 24%	- 1	25% & over	- 2
Unemployt. Rate	Up to 5.4%	None	5.5% - 6.0%	- 1	6.1% - 6.6%	- 2

### Baseline Adjustments for Dislocated Worker Average Earnings

Factor	Service Level Range	Adjustment	Service Level Range	Adjustment	Service Level Range	Adjustment
HS Dropouts	Up to 11%	None	12% - 18%	- \$600	19% & over	-\$1200
Limited English	Up to 8%	None	9% - 16%	- \$600	17% & over	-\$1200
Disabled	Up to 5%	None	6% - 9%	- \$300	10% & over	- \$600
Age 55 or Older	Up to 18%	None	19% - 24%	- \$300	25% & over	- \$600
Area Wage	\$41,000 +	None	\$35,875 - 40,999	-\$600	LT \$35,875	-\$1200

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## OLDER YOUTH

<b>Baseline Adjustments for Older Youth Entered Employment, Retention, and Credential Rates</b>						
Factor	Service Level Range	Adjustment	Service Level Range	Adjustment	Service Level Range	Adjustment
HS Dropouts	Up to 59%	None	60% - 70%	- 1	71% & over	- 2
Pregnant/Parent	Up to 30%	None	31% - 42%	- 1	43% & over	- 2
Disabled	Up to 14%	None	15% - 20%	- 1	21% & over	- 2
Lack Basic Skills	Up to 59%	None	60% - 69%	- 1	70% & over	- 2
Unemployt. Rate	Up to 5.4%	None	5.5% - 6.0%	- 1	6.1% - 6.6%	- 2

<b>Baseline Adjustments for Older Youth Earnings Gain</b>						
Factor	Service Level Range	Adjustment	Service Level Range	Adjustment	Service Level Range	Adjustment
HS Dropouts	Up to 59%	None	60% - 70%	- 50	71% & over	- 100
Pregnant/Parent	Up to 30%	None	31% - 42%	- 50	43% & over	- 100
Disabled	Up to 14%	None	15% - 20%	- 50	21% & over	- 100
Lack Basic Skills	Up to 59%	None	60% - 69%	- 50	70% & over	- 100
Area Wage	\$41,000 +	None	\$35,875 - 40,999	- \$200	LT \$35,875	- \$400

## YOUNGER YOUTH

<b>Baseline Adjustments for Younger Youth Skill Attainment, Diploma, and Retention Rates</b>						
Factor	Service Level Range	Adjustment	Service Level Range	Adjustment	Service Level Range	Adjustment
Welfare	Up to 24%	None	25% - 29%	- 1	30% & over	- 2
Disabled	Up to 30%	None	31% - 39%	- 1	40% & over	- 2
Limited English	Up to 8%	None	9% - 15%	- 1	16% & over	- 2
Lack Basic Skills	Up to 59%	None	60% - 69%	- 1	70% & over	- 2
Unemployt. Rate	Up to 5.7%	None	5.8% - 6.4%	- 1	6.5% & over	- 2