

ATTACHMENT I

INSTRUCTIONS FOR PROGRAM & PERFORMANCE CHARTS IN ATTACHMENTS G AND H

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PARTICIPANT AND PERFORMANCE PLANNING **ATTACHMENT G -CHARTS 1 - 5**

Attachment G - Charts 1-4 request data on the number of planned participants during the fiscal year. In addition, Charts 2 (WIA Adults) and 3 (WIA Dislocated Workers), request data for ARRA participants. Charts 1 (Labor Exchange) and 4 (WIA Youth) requests data for ARRA co-enrollments.

The FY2010 Performance Goals on Chart 5 must be completed and submitted. These will be the Performance Goals for federal reporting: see Training and Employment Guidance Letter No. 24-08 issued May 21, 2009.

Attachment G Charts described below (and provided in an accompanying excel file) must be completed and submitted as part with the FY2010 Plan. *If you re-submit any of the Attachment G Charts 1-5 for FY2010 after the initial submittal, please enter a modification number and date in the box at the top of each form.*

Chart 1 – FY2010 Labor Exchange Program Summary

Line 1.a and Line 1.b, Column (d): Of the number of job seekers to be served in FY2010 on Line 1, Column (d), indicate the number who will be co-enrolled in ARRA Wagner-Peyser and ARRA Reemployment Services. These entries should correspond with your ARRA plan.

Complete all columns (a) – (d).

Charts 2 and 3 – Adult Program and Dislocated Worker Program Summaries

Columns B - E: Provide the number of participants expected to carry-in from FY2009 for both WIA formula and WIA ARRA, and provide the number of new participants expected to be served in FY2010 for both WIA formula and WIA ARRA programs.

Line 1.a, Column F and Line 1.a.i, Column F: Of the number of program participants to be served in FY2010 reported on Line 1, column F, indicate the number who will be co-enrolled in ARRA and Formula Title I Adult or Dislocated Worker programs on Line 1.a, Column F. Of those co-enrolled, indicate the number who will participate in training activities on Line 1.a.i, Column F.

Line 5: Total Participants in Training Activities

Provide the single count of unique individuals who will receive training services on Line 5. Provide the number of individuals in each training activity on Lines 5a – 5f that applies. For example: an individual who will receive ESOL and occupational skills training will be counted once on Line 5, once on Line 5b and once on Line 5c. An individual who will receive occupational skills training through a group contract will be counted once on Line 5, once on Line 5c and once on Line 5e.

Line 7: Support Services

Provide the number of individuals who will receive any support services on Line 7 and the number of individuals who will receive a needs-based payment on Line 7a. Enter zero (0) if applicable.

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Chart 4 – FY2010 Program Summary for Youth

Line 1: Provide the number of Title I youth program participants by age group to be served with FY2010 WIA Youth funds and provide the number of those who will be co-enrolled in ARRA Title I Youth on Line 1.a. Do not include ARRA Youth participants aged 22-24.

Line 1b: Provide the number of new FY2010 enrollments by age group to be served with FY2010 WIA Youth funds.

Line 1c: Provide the number of Youth carried in from FY2009.

Line 1d: Provide the number of out-of-school youth who will receive services with FY2010 funds.

Line 2 – Program Exiters

Lines 2 and 2a-d: Provide the number of youth who will exit youth funded services in the appropriate category 2a-d.

Line 5 – Enrollments by Ten Program Elements

Lines 5 a-j: Provide the number of youth who will participate in each of the ten program elements. Check all that apply.

Lines 6-7: Provide the number of participating youth as indicated.

Chart 5

- a. Complete **Chart 5, FY2010 Performance Goals**, indicating the WIB goals for each of the performance measures. If the proposed local Performance Goals include negotiated adjustments, a description of each proposed adjustment *must be provided* in Attachment H, FY2010 Performance Goals Statement. If baseline adjustments are taken these must be entered into the *Performance Adjustment Calculator* on the Chart 5 excel spreadsheet to adjust the local goals before submitting Chart 5 with the plan. See instructions below for Attachment H.

NOTE: The State has submitted a request to negotiate average earnings performance goals for Adults and Dislocated Workers. If the Department of Labor grants adjustments on these performance goals, we will adjust local areas goals accordingly.

December 31, 2009 Deadline to Submit Final Plan Changes

Local areas are asked to estimate carry-over planning numbers for FY2010 on Charts 2-4 based on the best information available during the planning season. Plan modifications based on final carry-over data available in the first quarter of FY2010 should be submitted to Lisa Caissie for approval by COB December 31, 2009.

Additional guidance will be provided on modification deadlines following review and approval of the FY 2010 plans.

Questions: If you have questions on completing the charts, please contact Les Abramowitz at labramowitz@detma.org or 413-499-2220, ext. 220.

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ATTACHMENT H, FY 2010 PERFORMANCE GOALS STATEMENT

Local areas must complete the two-paged Attachment H and submit it with their plan.

The first page is the *Performance Goals Statement*, shown below. Each Board must determine if they are adopting the State Title I performance goals *as shown on Chart 5 of Attachment G*, or taking the standard baseline adjustments, or requesting negotiation on one or more goals.

The second page of Attachment H is the *Performance Adjustment Worksheet*. These standard baseline adjustments data are used to adjust local WIA Title I Performance Goals on Chart 5 (Attachment G) for areas that are requesting to take the standard baseline adjustments.

FY 2010 PERFORMANCE GOALS STATEMENT

Enter the name of the Workforce Board

WORKFORCE INVESTMENT BOARD

Wagner-Peyser Performance Goals

Workforce areas are not required to set local goals for Wagner-Peyser Performance. Each area's performance will be reported against the FY2010 State Goals for Wagner Peyser, which are:

Entered Employment Rate	61%
Employment Retention Rate	81%
Average Earnings	\$16,400

Title I Performance Goals

Submit this form to indicate if the Board is adopting the State Title I performance goals for FY2010 shown in Chart 5, or is instead taking adjustments and/or requesting negotiations. Please indicate below the statement(s) that apply. If (b) is checked, please complete the *Performance Adjustment Worksheet*. If (c) is checked, please describe the basis for negotiation below and/or on additional sheets.

- _____ (a) The Board adopts the FY2010 State Goals for FY2010 Local Goals.
- _____ (b) Standard Baseline Adjustments have been taken. The Performance Adjustment Worksheet is attached. Adjustments have been entered in the Adjustment Calculator attached to Chart 5 and the adjusted local goals appear in Chart 5.
- _____ (c) The Board requests negotiation of one or more goals, as described below.

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SAMPLE

Workforce Investment Board Name: Sample WIB Performance Adjustment Worksheet (Enter data as negative numbers)

ADULT ADJUSTMENTS

Employment, Credential & Retention Rates	Adjustment	Average Earnings	Adjustment
Less Than HS	-2	Less Than HS	-\$650
Limited Eng.	-1	Limited Eng.	-\$325
Disabled	0	Disabled	0
Welfare	-1	Welfare	-\$325
Unemployment	-1	Area Wage	-\$325
Total Adjustment	-5	Total Adjustment	(\$1625.00)

DISLOCATED WORKER ADJUSTMENTS

Employment, Credential & Retention Rates	Adjustment	Average Earnings	Adjustment
Less Than HS	-1	Less Than HS	-\$700
Limited Eng.	0	Limited Eng.	0
Disabled	0	Disabled	0
Age 55 & Older	-2	Age 55 & Older	-\$1400
Unemployment	-1	Area Wage	-\$700
Total Adjustment	-4	Total Adjustment	(\$2800.00)

OLDER YOUTH ADJUSTMENTS

Employment, Credential & Retention Rates	Adjustment	Earnings Gain	Adjustment
Less Than HS	-1	Less Than HS	-\$125
Pregnant/Parenting	-1	Pregnant/Parenting	-\$125
Disabled	-1	Disabled	-\$125
Basic Skills Deficient	-1	Basic Skills Deficient	-\$125
Unemployment	-1	Area Wage	-\$250
Total Adjustment	-5	Total Adjustment	(\$750.00)

YOUNGER YOUTH ADJUSTMENTS

Skill Attainment, Diploma & Retention Rates	Adjustment
Welfare	0
Disabled	-1
Limited English	0
Basic Skills Deficient	-1
Unemployment	-1
Total Adjustment	-3

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REQUEST FOR FY2010 PERFORMANCE ADJUSTMENTS FOR TITLE I

Local Title I performance goals may be adjusted/lowered from the State levels based on area economic conditions, and based on the percent of jobseekers served that are in hard-to-serve participant groups. The charts on the following pages provide all local data that will be needed to calculate local performance adjustments.

The performance measures may be adjusted downward by the amount indicated, based on historical service levels for the various factors. The total adjustment for any measure is the sum of the adjustments for each individual factor, as shown in the Performance Adjustment Worksheet example on page 5.

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

Completing the Performance Adjustment Worksheet – Attachment H

Using the adjustments provided on pages 10, 13, and 14, complete the *Performance Adjustment Worksheet* on page H-2. **The adjustments on pages 13 and 14 are derived from the data presented on pages 11 and 12.**

The adjustment factors on page H-2 are entered into Chart 5 in Attachment G to calculate the FY2010 Local Goals. Use Columns G – L (*Performance Adjustment Worksheet Factors*) on the Chart 5 excel spreadsheet which replicates the Performance Adjustment Worksheet, to enter the factors. Enter as negative numbers. The data in the *FY2010 Local Goals* column on Chart 5 will be automatically adjusted accordingly.

If you have any questions or need assistance, please contact Les Abramowitz at 413-499-2220, extension 220.

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Requests to Negotiate Expected Levels of Performance

Local areas may request negotiation of additional adjustments based on factors not adequately addressed in the standard baseline adjustments. The State will review any proposed alternative factors submitted 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 provided.

A review of the proposed local adjustments 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.

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

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FY2010 TITLE I PERFORMANCE GOAL ADJUSTMENTS

ADULTS

Baseline Adjustments for Adult Entered Employment, Retention, and Credential Rates						
Factor	Service Level Range	Adjustment	Service Level Range	Adjustment	Service Level Range	Adjustment
Less Than HS	Up to 16%	None	17% - 24%	- 1	25% & over	- 2
Limited English	Up to 9%	None	10% - 19%	- 1	20% & over	- 2
Disabled	Up to 7%	None	8% - 14%	- 1	15% & over	- 2
Welfare	Up to 39%	None	40% - 59%	- 1	60% & over	- 2
Unemployed Rate	Up to 5.0%	None	5.1% -6.0%	- 1	6.1% & over	- 2

Baseline Adjustments for Adult Average Earnings						
Factor	Service Level Range	Adjustment	Service Level Range	Adjustment	Service Level Range	Adjustment
Less Than HS	Up to 16%	None	17% - 24%	- \$350	25% & over	-\$700
Limited English	Up to 9%	None	10% - 19%	- \$175	20% & over	-\$350
Disabled	Up to 7%	None	8% - 14%	- \$175	15% & over	-\$350
Welfare	Up to 39%	None	40% - 59%	- \$350	60% & over	-\$700
Area Wage	Over \$48,000	None	\$40,000 to \$48,000	- \$350	Less Than \$40,000	-\$700

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
Less Than HS	Up to 10%	None	11% - 19%	- 1	20% & over	- 2
Limited English	Up to 9%	None	10% - 17%	- 1	18% & over	- 2
Disabled	Up to 4%	None	5% - 8%	- 1	9% & over	- 2
Age 55 or Older	Up to 21%	None	22% - 28%	- 1	29% & over	- 2
Unemployed Rate	Up to 5.0%	None	5.1% -6.0%	- 1	6.1% & over	- 2

Baseline Adjustments for Dislocated Worker Average Earnings						
Factor	Service Level Range	Adjustment	Service Level Range	Adjustment	Service Level Range	Adjustment
Less Than HS	Up to 10%	None	11% - 19%	- \$700	20% & over	-\$1400
Limited English	Up to 9%	None	10% - 17%	- \$700	18% & over	-\$1400
Disabled	Up to 4%	None	5% - 8%	- \$350	9% & over	-\$700
Age 55 or Older	Up to 21%	None	22% - 28%	- \$700	29% & over	-\$1400
Area Wage	Over \$48,000	None	\$40,000 to \$48,000	- \$700	Less Than \$40,000	-\$1400

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FY2010 TITLE I PERFORMANCE GOAL ADJUSTMENTS

OLDER YOUTH

Baseline Adjustments for Older Youth Entered Employment, Retention, and Credential Rates						
Factor	Service Level Range	Adjustment	Service Level Range	Adjustment	Service Level Range	Adjustment
HS Dropouts	Up to 63%	None	64% - 76%	- 1	77% & over	- 2
Pregnant/Parenting	Up to 37%	None	38% - 50%	- 1	51% & over	- 2
Disabled	Up to 18%	None	19% - 29%	- 1	30% & over	- 2
Basic Skills Def.	Up to 60%	None	61% - 73%	- 1	74% & over	- 2
Unemployed Rate	Up to 5.0%	None	5.1% -6.0%	- 1	6.1% & over	- 2

Baseline Adjustments for Older Youth Earnings Gain						
Factor	Service Level Range	Adjustment	Service Level Range	Adjustment	Service Level Range	Adjustment
HS Dropouts	Up to 63%	None	64% - 76%	- \$250	77% & over	- \$500
Pregnant/Parenting	Up to 37%	None	38% - 50%	- \$125	51% & over	- \$250
Disabled	Up to 18%	None	19% - 29%	- \$125	30% & over	- \$250
Basic Skills Def.	Up to 60%	None	61% - 73%	- \$125	74% & over	- \$250
Area Wage	Over \$48,000	None	\$40,000 to \$48,000	- \$250	Less Than \$40,000	-\$500

YOUNGER YOUTH

Baseline Adjustments for Younger Youth Skill Attainment, Diploma, and Retention Rates						
Factor	Service Level Range	Adjustment	Service Level Range	Adjustment	Service Level Range	Adjustment
Welfare	Up to 18%	None	19% - 25%	- 1	26% & over	- 2
Disabled	Up to 35%	None	36% - 46%	- 1	47% & over	- 2
Limited English	Up to 4%	None	5% -10%	- 1	11% & over	- 2
Basic Skills Def.	Up to 58%	None	59% - 75%	- 1	76% & over	- 2
Unemployed Rate	Up to 5.0%	None	5.1% -6.0%	- 1	6.1% & over	- 2

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FY2010 TITLE I PERFORMANCE GOAL ADJUSTMENTS

Baseline Adjustments for Unemployment Rate		
Workforce Investment Area	CY2008 Unemployment Rate*	FY2010 Baseline Adjustment
Berkshire County	5.1%	- 1
Boston	5.1%	- 1
Bristol County	6.8%	- 2
Brockton Area	5.8%	- 1
Cape Cod and Islands	5.5%	- 1
Central Mass	5.6%	- 1
Franklin/Hampshire	4.6%	None
Greater Lowell	5.4%	- 1
Greater New Bedford	7.4%	- 2
Hampden County	6.4%	- 2
Merrimack Valley	6.1%	- 2
Metro North	4.4%	None
Metro South/West	4.0%	None
North Central	5.9%	- 1
North Shore	5.2%	- 1
South Coastal	5.2%	- 1
Statewide Average	5.3%	

*MA Labor and Workforce Development website, Economic Data, March 2009

Baseline Adjustments for Average Area Wages				
Workforce Investment Area	CY2007 Average Area Wage	Adjustment for Adult Average Earnings	Adjustment for Dislocated Worker Average Earnings	Adjustment for Older Youth Earnings Gain
Berkshire	\$38,051	- \$700	- \$1400	- \$500
Boston	\$76,731	None	None	None
Bristol County	\$39,542	- \$700	- \$1400	- \$500
Brockton	\$42,769	- \$350	- \$700	- \$250
Cape Cod and Islands	\$38,310	- \$700	- \$1400	- \$500
Central Mass	\$45,911	- \$350	- \$700	- \$250
Franklin/Hampshire	\$36,697	- \$700	- \$1400	- \$500
Greater Lowell	\$58,681	None	None	None
Greater New Bedford	\$38,047	- \$700	- \$1400	- \$500
Hampden County	\$40,567	- \$350	- \$700	- \$250
Merrimack Valley	\$48,410	None	None	None
Metro North	\$60,006	None	None	None
Metro South/West	\$64,773	None	None	None
North Central	\$39,265	- \$700	- \$1400	- \$500
North Shore	\$46,073	- \$350	- \$700	- \$250
South Coastal	\$45,493	- \$350	- \$700	- \$250
Statewide Average	\$55,262			

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FY2007 Participant Characteristics by Area

Area	Adult				Dislocated Worker			
	Less Than H.S.	Limited English	Disabled	Welfare	Less Than H.S.	Limited English	Disabled	Age 55 or Older
Berkshire	12%	0%	10%	51%	4%	1%	3%	14%
Boston	6%	31%	4%	14%	12%	29%	2%	14%
Bristol	18%	3%	6%	43%	45%	31%	1%	20%
Brockton	19%	7%	8%	34%	10%	10%	4%	18%
Cape & Islands	11%	0%	17%	51%	0%	0%	5%	33%
Central Mass	8%	0%	6%	66%	9%	3%	3%	18%
Franklin/Hampshire	20%	5%	20%	41%	7%	2%	5%	19%
Greater Lowell	7%	8%	3%	18%	21%	13%	2%	19%
Greater New Bedford	29%	13%	7%	61%	19%	12%	4%	17%
Hampden	18%	7%	7%	36%	11%	8%	5%	18%
Merrimack Valley	29%	16%	4%	64%	16%	16%	3%	17%
Metro North	7%	16%	3%	40%	3%	8%	2%	20%
Metro South/West	15%	10%	7%	77%	2%	4%	4%	33%
North Central	11%	2%	0%	44%	9%	3%	5%	23%
North Shore	11%	6%	8%	47%	5%	5%	5%	18%
South Coastal	6%	8%	9%	38%	3%	8%	3%	22%
Statewide Average	16%	11%	6%	44%	15%	12%	3%	21%
Area	Older Youth				Younger Youth			
	H.S. Drop Out	Pregnant/ Parenting	Disabled	Basic Skills Deficient	Welfare	Disabled	Limited English	Basic Skills Deficient
Berkshire	50%	44%	33%	44%	39%	29%	0%	27%
Boston	38%	34%	1%	78%	18%	1%	2%	73%
Bristol	67%	47%	22%	73%	21%	46%	1%	77%
Brockton	50%	27%	20%	20%	9%	38%	5%	5%
Cape & Islands	88%	53%	12%	71%	21%	67%	0%	31%
Central Mass	80%	33%	22%	59%	12%	39%	3%	61%
Franklin/Hampshire	75%	13%	13%	38%	24%	8%	0%	6%
Greater Lowell	68%	32%	14%	73%	18%	36%	18%	75%
Greater New Bedford	62%	62%	19%	78%	28%	40%	2%	77%
Hampden	66%	14%	11%	78%	13%	22%	0%	72%
Merrimack Valley	41%	50%	7%	73%	19%	17%	7%	79%
Metro North	66%	34%	7%	78%	17%	23%	3%	73%
Metro South/West	26%	78%	9%	17%	16%	73%	7%	33%
North Central	68%	40%	8%	12%	15%	29%	1%	16%
North Shore	85%	20%	25%	65%	22%	29%	2%	69%
South Coastal	56%	19%	37%	3%	7%	71%	0%	3%
Statewide Average	57%	38%	14%	62%	18%	34%	3%	56%

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FY2008 Participant Characteristics by Area

Area	Adult				Dislocated Worker			
	Less Than H.S.	Limited English	Disabled	Welfare	Less Than H.S.	Limited English	Disabled	Age 55 or Older
Berkshire	14%	0%	12%	61%	2%	0%	4%	23%
Boston	8%	20%	4%	14%	7%	16%	2%	15%
Bristol	14%	3%	7%	15%	59%	39%	1%	25%
Brockton	22%	8%	7%	47%	11%	10%	4%	24%
Cape & Islands	6%	0%	10%	47%	0%	0%	9%	47%
Central Mass	13%	2%	5%	66%	12%	6%	3%	21%
Franklin/Hampshire	12%	0%	22%	42%	7%	1%	5%	20%
Greater Lowell	20%	21%	3%	6%	20%	14%	1%	20%
Greater New Bedford	31%	12%	5%	60%	21%	14%	2%	27%
Hampden	18%	10%	12%	35%	10%	8%	4%	20%
Merrimack Valley	26%	17%	5%	63%	16%	19%	2%	18%
Metro North	9%	20%	3%	35%	2%	3%	3%	24%
Metro South/West	2%	5%	8%	77%	5%	5%	4%	33%
North Central	14%	1%	0%	46%	8%	2%	4%	28%
North Shore	12%	1%	5%	38%	3%	7%	4%	19%
South Coastal	5%	2%	3%	25%	1%	1%	4%	20%
Statewide Average	16%	9%	7%	38%	21%	15%	3%	24%
Area	Older Youth				Younger Youth			
	H.S. Drop Out	Pregnant/ Parenting	Disabled	Basic Skills Deficient	Welfare	Disabled	Limited English	Basic Skills Deficient
Berkshire	71%	62%	6%	12%	31%	31%	0%	8%
Boston	39%	30%	7%	73%	18%	6%	2%	80%
Bristol	58%	40%	23%	78%	19%	43%	1%	76%
Brockton	68%	36%	21%	19%	15%	33%	1%	10%
Cape & Islands	61%	60%	28%	44%	12%	75%	0%	26%
Central Mass	86%	25%	31%	75%	10%	39%	4%	65%
Franklin/Hampshire	60%	24%	20%	33%	23%	8%	0%	8%
Greater Lowell	69%	41%	31%	54%	19%	40%	21%	68%
Greater New Bedford	64%	57%	22%	74%	30%	40%	2%	78%
Hampden	69%	22%	10%	68%	15%	19%	0%	71%
Merrimack Valley	41%	52%	5%	66%	15%	6%	7%	74%
Metro North	68%	36%	13%	79%	19%	25%	2%	80%
Metro South/West	24%	66%	17%	34%	12%	73%	8%	33%
North Central	63%	37%	0%	44%	14%	33%	4%	16%
North Shore	87%	11%	30%	70%	17%	26%	2%	71%
South Coastal	77%	15%	39%	20%	17%	56%	0%	9%
Statewide Average	59%	37%	16%	60%	18%	32%	3%	58%

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FY2010 Adjustments Available Based on FY2007 or FY2008 Participant Characteristics by Area*

Workforce Area	Adult				Dislocated Worker			
	Less Than H.S.	Limited English	Disabled	Welfare	Less Than H.S.	Limited English	Disabled	Age 55 & Older
Berkshire	-	-	-1	-2	-	-	-	-1
Boston	-	-2	-	-	-1	-2	-	-
Bristol	-1	-	-	-1	-2	-2	-	-1
Brockton	-1	-	-1	-1	-1	-1	-	-1
Cape & Islands	-	-	-2	-1	-	-	-2	-2
Central Mass	-	-	-	-2	-1	-	-	-
Franklin/Hampshire	-1	-	-2	-1	-	-	-1	-
Greater Lowell	-1	-2	-	-	-2	-1	-	-
Greater New Bedford	-2	-1	-	-2	-2	-1	-	-1
Hampden	-1	-1	-1	-	-1	-	-1	-
Merrimack Valley	-2	-1	-	-2	-1	-2	-	-
Metro North	-	-2	-	-1	-	-	-	-1
Metro South/West	-	-1	-1	-2	-	-	-	-2
North Central	-	-	-	-1	-	-	-1	-1
North Shore	-	-	-1	-1	-	-	-1	-
South Coastal	-	-	-1	-	-	-	-	-1
Workforce Area	Older Youth				Younger Youth			
	H.S. Dropout	Pregnant/ Parenting	Disabled	Basic Skills Deficient	Welfare	Disabled	Limited English	Basic Skills Deficient
Berkshire	-1	-2	-2	-	-2	-	-	-
Boston	-	-	-	-2	-	-	-	-2
Bristol	-1	-1	-1	-2	-1	-1	-	-2
Brockton	-1	-	-1	-	-	-1	-1	-
Cape & Islands	-2	-2	-1	-1	-1	-2	-	-
Central Mass	-2	-	-2	-2	-	-1	-	-1
Franklin/Hampshire	-1	-	-1	-	-1	-	-	-
Greater Lowell	-1	-1	-2	-1	-1	-1	-2	-1
Greater New Bedford	-1	-2	-1	-2	-2	-1	-	-2
Hampden	-1	-	-	-2	-	-	-	-1
Merrimack Valley	-	-2	-	-1	-1	-	-1	-2
Metro North	-1	-	-	-2	-1	-	-	-2
Metro South/West	-	-2	-	-	-	-2	-1	-
North Central	-1	-1	-	-	-	-	-	-
North Shore	-2	-	-2	-1	-1	-	-	-1
South Coastal	-2	-	-2	-	-	-2	-	-

Since many of the participant and exit cohorts that will be included in FY2010 annual performance outcomes may have been served in prior fiscal years, adjustments are based on the highest percent served in FY2007 or FY2008.

ATTACHMENT I

FY2010 Earnings Adjustments Available Based on FY2007 or FY2008 Participant Characteristics by Area*

Workforce Area	Adult				Dislocated Worker			
	Less Than H.S.	Limited English	Disabled	Welfare	Less Than H.S.	Limited English	Disabled	Age 55 & Older
Berkshire	-	-	-\$175	-\$700	-	-	-	-\$700
Boston	-	-\$350	-	-	-\$700	-\$1400	-	-
Bristol	-\$350	-	-	-\$350	-\$1400	-\$1400	-	-\$700
Brockton	-\$350	-	-\$175	-\$350	-\$700	-\$700	-	-\$700
Cape & Islands	-	-	-\$350	-\$350	-	-	-\$700	-\$1400
Central Mass	-	-	-	-\$700	-\$700	-	-	-
Franklin/Hampshire	-\$350	-	-\$350	-\$350	-	-	-\$350	-
Greater Lowell	-\$350	-\$350	-	-	-\$1400	-\$700	-	-
Greater New Bedford	-\$700	-\$175	-	-\$700	-\$1400	-\$700	-	-\$700
Hampden	-\$350	-\$175	-\$175	-	-\$700	-	-\$350	-
Merrimack Valley	-\$700	-\$175	-	-\$700	-\$700	-\$1400	-	-
Metro North	-	-\$350	-	-\$350	-	-	-	-\$700
Metro South/West	-	-\$175	-\$175	-\$700	-	-	-	-\$1400
North Central	-	-	-	-\$350	-	-	-\$350	-\$700
North Shore	-	-	-\$175	-\$350	-	-	-\$350	-\$0
South Coastal	-	-	-\$175	-	-	-	-	-\$700
Workforce Area	Older Youth				Younger Youth			
	H.S. Dropout	Pregnant/ Parenting	Disabled	Basic Skills Deficient	Welfare	Disabled	Limited English	Basic Skills Deficient
Berkshire	-\$250	-\$250	-\$250	-	-	-	-	-
Boston	-	-	-	-\$250	-	-	-	-
Bristol	-\$250	-\$125	-\$125	-\$250	-	-	-	-
Brockton	-\$250	-	-\$125	-	-	-	-	-
Cape & Islands	-\$500	-\$250	-\$125	-\$125	-	-	-	-
Central Mass	-\$500	-	-\$250	-\$250	-	-	-	-
Franklin/Hampshire	-\$250	-	-\$125	-	-	-	-	-
Greater Lowell	-\$250	-\$125	-\$250	-\$125	-	-	-	-
Greater New Bedford	-\$250	-\$250	-\$125	-\$250	-	-	-	-
Hampden	-\$250	-	-	-\$250	-	-	-	-
Merrimack Valley	-	-\$250	-	-\$125	-	-	-	-
Metro North	-\$250	-	-	-\$250	-	-	-	-
Metro South/West	-	-\$250	-	-	-	-	-	-
North Central	-\$250	-\$125	-	-	-	-	-	-
North Shore	-\$500	-	-\$250	-\$125	-	-	-	-
South Coastal	-\$500	-	-\$250	-	-	-	-	-

Since many of the participant and exit cohorts that will be included in FY2010 annual performance outcomes may have been served in prior fiscal years, adjustments are based on the highest percent served in FY2007 or FY2008.