

ATTACHMENT H

FISCAL YEAR 2011 PERFORMANCE GOALS STATEMENT AND PERFORMANCE ADJUSTMENT WORKSHEET

Attachment H provides instructions for determining and submitting local Title I program performance goals for Fiscal Year 2011.

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Overview and Submittal Requirements

The U.S. Department of Labor Employment and Training Administration (ETA) approved requested adjustments to the FY 2010 State performance goals and approved the FY 2011 State performance goals. Chart 1 provides the approved FY 2010 and FY 2011 State Performance Goals.

Note: Each area's FY 2010 local performance goals will be adjusted based on the approved FY 2010 State goals and will be reflected in the 4th *Quarter 2010 Career Center Performance Reports* (CCPR) and the annual report to the U.S. Department of Labor due on October 1, 2010.

Submittal Instructions and Due Date

For Fiscal Year 2011, local areas must complete and submit the following by email to Lisa Caissie lcaissie@detma.org at the Division of Career Services by close of business on Wednesday, July 14, 2010:

- FY 2011 Performance Goals Statement (page 4)
- FY 2011 Performance Adjustment Worksheet (Chart 2, page 6)
- FY 2011 Performance Adjustment Calculator (Chart 3, Attachment H-1)
- Request to Negotiate Performance Goals (if applicable)

Performance Goals Statement

The *FY 2011 Performance Goals Statement* on page 4 must be completed. Each Board must indicate if it (a) is adopting the State Title I performance goals as shown on Chart 1, or (2) is taking the standard baseline adjustments to be entered on Chart 2, Performance Adjustment Worksheet and on Chart 3, Performance Adjustment Calculator, and/or (3) is requesting negotiation on one or more goals.

Performance Adjustment Worksheet and Performance Adjustment Calculator

Instructions for completing the *Performance Adjustment Worksheet* and the *Performance Adjustment Calculator* are provided on page 5.

Request to Negotiate Expected Levels of Performance

Instructions for submitting a request to negotiate one or more performance goals is provided on page 8.

Questions and Technical Assistance

Please direct questions to Les Abramowitz at 413-499-2220, ext 220 (labramowitz@detma.org) or Marilyn Boyle at 617-626-5721 (mboyle@detma.org).

CHART 1: FY 2010 AND FY 2011 STATE PERFORMANCE GOALS

Performance Measure	FY 2010 Goals	FY 2011 Goals
One-Stop Services for Job Seekers (Wagner-Peyser)		
Entered Employment Rate	50%	50%
Employment Retention Rate	77%	77%
Average Earnings in 2 nd and 3 rd Quarter	\$16,400	\$15,800
Adult (WIA Title I)		
Entered Employment Rate	72%	72%
Employed-With-Credential Rate	71%	68%
Employment Retention Rate	81%	79%
Average Earnings in 2 nd and 3 rd Quarter	\$9,750	\$9,750
Dislocated Worker (WIA Title I)		
Entered Employment Rate	75%	75%
Employed-With-Credential Rate	76%	72%
Employment Retention Rate	90%	86%
Average Earnings in 2 nd and 3 rd Quarter	\$16,000	\$16,000
Older Youth 19-21 (WIA Title I)		
Entered Employment Rate	76%	76%
Employed-With-Credential Rate	54%	53%
Employment Retention Rate	80%	80%
Earnings Gain (Pre/Post-Program)	\$3,800	\$3,800
Younger Youth (WIA Title I)		
Skill Attainment Rate	88%	88%
Diploma (or Equivalent) Attainment Rate	63%	63%
Employment or Education Retention Rate	69%	69%
<i>Goals Approved by the U.S. Department of Labor Employment and Training Administration, June 2010.</i>		

FY 2011 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 FY2011 State Goals for Wagner Peyser, which are:

Entered Employment Rate	50%
Employment Retention Rate	77%
Average Earnings	\$15,800

Title I Performance Goals

Submit this form to indicate if the Board is adopting the State Title I performance goals for FY2011 shown in Chart 1, 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* and *Performance Adjustment Calculator*. If (c) is checked, please describe the basis for negotiation in an attachment.

- _____ (a) The Board adopts the FY2011 State Goals for FY2011 Local Goals.
- _____ (b) Standard Baseline Adjustments have been taken. The Performance Adjustment Worksheet, Chart 2, is attached. Adjustments have been entered in the Performance Adjustment Calculator and the adjusted local goals appear in Chart 3, attached.
- _____ (c) The Board requests negotiation of one or more goals, as described in an attachment. (Please refer to page 8, Request to Negotiate Expected Levels of Performance.)

REQUEST FOR FY 2011 PERFORMANCE ADJUSTMENTS FOR TITLE I PROGRAMS

Chart 2 - Performance Adjustment Worksheet Chart 3 - Performance Adjustment Calculator

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 pages 9 - 11 provide the local data that will be needed to calculate local performance adjustments. These data show service levels for hard-to-serve participant groups for FY2009 and for FY2010 through March 31, 2010.

Complete the Performance Adjustment Worksheet, Chart 2 using the performance (baseline) adjustments provided on pages 12 - 16. The charts on pages 15 – 16 show the available adjustments based on participant characteristics by area. 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 and should be shown on Chart 2, Performance Adjustment Worksheet. A *sample* of a completed Performance Adjustment Worksheet is provided on page 7.

The Performance Adjustment Calculator, Chart 3 (Attachment H-1) is an Excel spreadsheet. The adjustment factors from Chart 2, the Performance Adjustment Worksheet, are to be entered into Chart 3 to calculate the FY2011 Local Goals. Use Columns G – L (Performance Adjustment Worksheet Factors) on the Chart 3 spreadsheet to enter the adjustment factors. Columns G – L replicate the Performance Adjustment Worksheet. *Enter as negative numbers.* The data in the FY2011 Local Goals column (column C) on Chart 3 will be automatically adjusted accordingly.

If you have any questions or need assistance, please contact Les Abramowitz at 413-499-2220, extension 220 or Marilyn Boyle at 617-626-5721.

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

Chart 2: Performance Adjustment Worksheet
Workforce Investment Board Name: type name here

*(Note: The **Total Adjustment** fields have a Word Sum Function. After entering the adjustments in each table, highlight and right click the number in the **Total Adjustment** field, then click **Update**). A Sample of a completed worksheet is provided on next page 7.*

ADULT ADJUSTMENTS

Employment, Credential & Retention Rates	Adjustment	Average Earnings	Adjustment
Less Than HS	_____	Less Than HS	_____
Limited Eng.	_____	Limited Eng.	_____
Disabled	_____	Disabled	_____
Welfare	_____	Welfare	_____
Unemployment	_____	Area Wage	_____
Total Adjustment	0	Total Adjustment	0

DISLOCATED WORKER ADJUSTMENTS

Employment, Credential & Retention Rates	Adjustment	Average Earnings	Adjustment
Less Than HS	_____	Less Than HS	_____
Limited Eng.	_____	Limited Eng.	_____
Disabled	_____	Disabled	_____
Age 55 & Older	_____	Age 55 & Older	_____
Unemployment	_____	Area Wage	_____
Total Adjustment	0	Total Adjustment	0

OLDER YOUTH ADJUSTMENTS

Employment, Credential & Retention Rates	Adjustment	Earnings Gain	Adjustment
HS Dropout	_____	HS Dropout	_____
Pregnant/Parenting	_____	Pregnant/Parenting	_____
Disabled	_____	Disabled	_____
Basic Skills Deficient	_____	Basic Skills Deficient	_____
Unemployment	_____	Area Wage	_____
Total Adjustment	0	Total Adjustment	0

YOUNGER YOUTH ADJUSTMENTS

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

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

ADULT ADJUSTMENTS

Employment, Credential & Retention Rates	Adjustment	Average Earnings	Adjustment
Less Than HS	-2	Less Than HS	-\$150
Limited Eng.	-1	Limited Eng.	0
Disabled	0	Disabled	0
Welfare	-1	Welfare	-\$600
Unemployment	-1	Area Wage	-\$300
Total Adjustment	-5	Total Adjustment	(\$1050.00)

DISLOCATED WORKER ADJUSTMENTS

Employment, Credential & Retention Rates	Adjustment	Average Earnings	Adjustment
Less Than HS	-1	Less Than HS	-\$300
Limited Eng.	0	Limited Eng.	0
Disabled	0	Disabled	0
Age 55 & Older	-2	Age 55 & Older	-\$1200
Unemployment	-1	Area Wage	-\$600
Total Adjustment	-4	Total Adjustment	(\$2100.00)

OLDER YOUTH ADJUSTMENTS

Employment, Credential & Retention Rates	Adjustment	Earnings Gain	Adjustment
Less Than HS	-1	Less Than HS	-\$200
Pregnant/Parenting	-1	Pregnant/Parenting	-\$100
Disabled	-1	Disabled	-\$200
Basic Skills Deficient	-1	Basic Skills Deficient	-\$100
Unemployment	-1	Area Wage	-\$400
Total Adjustment	-5	Total Adjustment	(\$1000.00)

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

Request 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 local area should clearly identify in its request the 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.

FY2010 Q3 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 County	12%	0%	7%	46%	2%	0%	3%	23%
Boston	6%	19%	4%	15%	5%	21%	1%	24%
Bristol County	15%	4%	5%	20%	39%	21%	2%	26%
Brockton	18%	8%	10%	16%	13%	9%	3%	24%
Cape & Islands	4%	0%	8%	16%	0%	0%	2%	34%
Central Mass	10%	2%	2%	29%	5%	1%	2%	21%
Franklin/Hampshire	10%	1%	8%	24%	4%	1%	2%	22%
Greater Lowell	16%	26%	1%	7%	11%	12%	1%	20%
Greater New Bedford	27%	8%	4%	52%	40%	25%	3%	24%
Hampden County	17%	13%	8%	30%	10%	6%	3%	21%
Lower Merrimack Valley	24%	12%	7%	59%	10%	13%	3%	23%
Metro North	7%	8%	1%	34%	1%	1%	3%	28%
Metro South/West	11%	2%	5%	60%	3%	5%	1%	27%
North Central	6%	0%	8%	30%	8%	4%	1%	22%
North Shore	7%	1%	5%	30%	2%	2%	4%	28%
South Shore	5%	1%	5%	11%	1%	1%	2%	21%
Statewide Average	13%	7%	5%	29%	13%	9%	2%	24%
Area	Older Youth				Younger Youth			
	H.S. Drop Out	Pregnant/ Parenting	Disabled	Basic Skills Deficient	Welfare	Disabled	Limited English	Basic Skills Deficient
Berkshire County	77%	30%	9%	23%	19%	23%	0%	26%
Boston	28%	24%	3%	75%	23%	3%	3%	73%
Bristol County	55%	33%	22%	77%	13%	45%	1%	80%
Brockton	30%	15%	39%	30%	10%	55%	1%	11%
Cape & Islands	82%	53%	12%	76%	10%	70%	1%	25%
Central Mass	61%	29%	17%	74%	16%	34%	0%	63%
Franklin/Hampshire	22%	27%	7%	37%	18%	24%	0%	13%
Greater Lowell	71%	36%	29%	58%	22%	32%	9%	63%
Greater New Bedford	53%	20%	19%	77%	25%	41%	1%	72%
Hampden County	71%	18%	10%	82%	16%	20%	0%	71%
Lower Merrimack Valley	38%	59%	3%	58%	23%	1%	1%	72%
Metro North	71%	35%	23%	77%	16%	33%	0%	66%
Metro South/West	10%	70%	10%	13%	11%	64%	6%	26%
North Central	63%	23%	11%	33%	6%	33%	1%	8%
North Shore	81%	32%	38%	70%	17%	37%	3%	65%
South Shore	96%	0%	29%	25%	12%	61%	0%	10%
Statewide Average	53%	31%	14%	65%	17%	32%	1%	58%

Source: DWD, Career Center Performance Reports 3rd Quarter 2010 (Quarter Ending 3/31/10)

FY2009 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 County	9%	0%	9%	59%	3%	0%	4%	25%
Boston	6%	14%	3%	13%	6%	15%	1%	19%
Bristol County	14%	3%	7%	17%	50%	30%	1%	28%
Brockton	25%	3%	7%	39%	11%	6%	6%	21%
Cape & Islands	6%	0%	12%	30%	1%	0%	1%	33%
Central Mass	10%	1%	4%	48%	7%	2%	3%	21%
Franklin/Hampshire	10%	0%	13%	31%	6%	0%	3%	22%
Greater Lowell	19%	25%	4%	6%	17%	16%	2%	22%
Greater New Bedford	34%	9%	3%	67%	31%	18%	2%	27%
Hampden County	17%	12%	10%	34%	10%	7%	2%	21%
Lower Merrimack Valley	25%	14%	7%	66%	13%	16%	4%	21%
Metro North	9%	6%	1%	35%	2%	1%	3%	29%
Metro South/West	5%	0%	6%	84%	4%	6%	3%	31%
North Central	13%	2%	7%	47%	9%	3%	2%	29%
North Shore	9%	1%	4%	29%	2%	3%	4%	24%
South Shore	5%	1%	4%	19%	3%	1%	1%	20%
Statewide Average	14%	7%	6%	36%	16%	11%	3%	25%
Area	Older Youth				Younger Youth			
	H.S. Drop Out	Pregnant/ Parenting	Disabled	Basic Skills Deficient	Welfare	Disabled	Limited English	Basic Skills Deficient
Berkshire County	72%	33%	6%	28%	22%	21%	0%	12%
Boston	33%	25%	7%	69%	22%	6%	1%	74%
Bristol County	67%	32%	23%	84%	18%	37%	1%	80%
Brockton	71%	31%	20%	21%	16%	35%	1%	18%
Cape & Islands	86%	59%	19%	62%	15%	70%	2%	28%
Central Mass	73%	16%	20%	73%	13%	38%	1%	66%
Franklin/Hampshire	45%	35%	20%	20%	18%	18%	0%	8%
Greater Lowell	73%	40%	40%	47%	23%	35%	15%	62%
Greater New Bedford	66%	47%	23%	77%	27%	43%	2%	77%
Hampden County	70%	22%	10%	79%	15%	21%	0%	72%
Lower Merrimack Valley	41%	51%	4%	68%	20%	3%	3%	75%
Metro North	61%	39%	17%	80%	16%	33%	2%	82%
Metro South/West	19%	69%	8%	19%	13%	64%	10%	30%
North Central	52%	38%	10%	52%	9%	15%	2%	45%
North Shore	90%	24%	38%	62%	18%	38%	3%	68%
South Shore	94%	3%	48%	15%	17%	54%	0%	8%
Statewide Average	60%	34%	16%	62%	18%	32%	2%	59%

Source: DWD, Career Center Performance Reports 4th Quarter 2009 (Quarter Ending 6/30/09)

Highest Percentage Served in Hard-to-Serve Participant Groups FY2010Q3/FY2009

Area	Adult				Dislocated Worker			
	Less Than H.S.	Limited English	Disabled	Welfare	Less Than H.S.	Limited English	Disabled	Age 55 or Older
Berkshire County	12%	0%	9%	59%	3%	0%	4%	25%
Boston	6%	19%	4%	15%	6%	21%	1%	24%
Bristol County	15%	4%	7%	20%	50%	30%	2%	28%
Brockton	25%	8%	10%	39%	13%	9%	6%	24%
Cape & Islands	6%	0%	12%	30%	1%	0%	2%	34%
Central Mass	10%	2%	4%	48%	7%	2%	3%	21%
Franklin/Hampshire	10%	1%	13%	31%	6%	1%	3%	22%
Greater Lowell	19%	26%	4%	7%	17%	16%	2%	22%
Greater New Bedford	34%	9%	4%	67%	40%	25%	3%	27%
Hampden County	17%	13%	10%	34%	10%	7%	3%	21%
Lower Merrimack Valley	25%	14%	7%	66%	13%	16%	4%	23%
Metro North	9%	8%	1%	35%	2%	1%	3%	29%
Metro South/West	11%	2%	6%	84%	4%	6%	3%	31%
North Central	13%	2%	8%	47%	9%	4%	2%	29%
North Shore	9%	1%	5%	30%	2%	3%	4%	28%
South Shore	5%	1%	5%	19%	3%	1%	2%	21%
Statewide Average	14%	7%	6%	36%	16%	11%	3%	25%
Area	Older Youth				Younger Youth			
	H.S. Drop Out	Pregnant/ Parenting	Disabled	Basic Skills Deficient	Welfare	Disabled	Limited English	Basic Skills Deficient
Berkshire County	77%	33%	9%	28%	22%	23%	0%	26%
Boston	33%	25%	7%	75%	23%	6%	3%	74%
Bristol County	67%	33%	23%	84%	18%	45%	1%	80%
Brockton	71%	31%	39%	30%	16%	55%	1%	18%
Cape & Islands	86%	59%	19%	76%	15%	70%	2%	28%
Central Mass	73%	29%	20%	74%	16%	38%	1%	66%
Franklin/Hampshire	45%	35%	20%	37%	18%	24%	0%	13%
Greater Lowell	73%	40%	40%	58%	23%	35%	15%	63%
Greater New Bedford	66%	47%	23%	77%	27%	43%	2%	77%
Hampden County	71%	22%	10%	82%	16%	21%	0%	72%
Lower Merrimack Valley	41%	59%	4%	68%	23%	3%	3%	75%
Metro North	71%	39%	23%	80%	16%	33%	2%	82%
Metro South/West	19%	70%	10%	19%	13%	64%	10%	30%
North Central	63%	38%	11%	52%	9%	33%	2%	45%
North Shore	90%	32%	38%	70%	18%	38%	3%	68%
South Shore	96%	3%	48%	25%	17%	61%	0%	10%
Statewide Average	60%	34%	16%	65%	18%	32%	2%	59%

Since many of the participant and exit cohorts that will be included in FY2011 annual performance outcomes may have been served in prior years, adjustments are based on the highest percent served in FY2009 and through FY2010Q3 per charts on pages 9 and 10.

FY2011 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 17%	None	18% - 26%	- 1	27% & over	- 2
Limited English	Up to 10%	None	11% - 19%	- 1	20% & over	- 2
Disabled	Up to 9%	None	10% - 12%	- 1	13% & over	- 2
Welfare	Up to 49%	None	50% - 68%	- 1	69% & over	- 2
Unemployed Rate	Up to 9.2%	None	9.3% -10.2%	- 1	10.3% & 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 17%	None	18% - 26%	- \$300	27% & over	- \$600
Limited English	Up to 10%	None	11% - 19%	- \$150	20% & over	- \$300
Disabled	Up to 9%	None	10% - 12%	- \$150	13% & over	- \$300
Welfare	Up to 49%	None	50% - 68%	- \$300	69% & over	- \$600
Area Wage	Over \$46,000	None	\$40,000 to \$46,000	- \$300	Less than \$40,000	- \$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
Less Than HS	Up to 21%	None	22% - 34%	- 1	39% & over	- 2
Limited English	Up to 14%	None	15% - 22%	- 1	23% & over	- 2
Disabled	Up to 3%	None	4% - 6%	- 1	7% & over	- 2
Age 55 or Older	Up to 28%	None	29% - 33%	- 1	34% & over	- 2
Unemployed Rate	Up to 9.2%	None	9.3% -10.2%	- 1	10.3% & 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 21%	None	22% - 34%	- \$600	39% & over	-\$1200
Limited English	Up to 14%	None	15% - 22%	- \$600	23% & over	-\$1200
Disabled	Up to 3%	None	4% - 6%	- \$300	7% & over	-\$600
Age 55 or Older	Up to 28%	None	29% - 33%	- \$600	34% & over	-\$1200
Area Wage	Over \$46,000	None	\$40,000 to \$46,000	- \$600	Less Than \$40,000	-\$1200

FY2011 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 72%	None	73% - 88%	- 1	89% & over	- 2
Pregnant/Parenting	Up to 41%	None	42% - 59%	- 1	60% & over	- 2
Disabled	Up to 24%	None	25% - 39%	- 1	40% & over	- 2
Basic Skills Def.	Up to 74%	None	75% - 88%	- 1	89% & over	- 2
Unemployed Rate	Up to 9.2%	None	9.3% -10.2%	- 1	10.3% & 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 72%	None	73% - 88%	- \$200	89% & over	- \$400
Pregnant/Parenting	Up to 41%	None	42% - 59%	- \$100	60% & over	- \$200
Disabled	Up to 24%	None	25% - 39%	- \$100	40% & over	- \$200
Basic Skills Def.	Up to 74%	None	75% - 88%	- \$100	89% & over	- \$200
Area Wage	Over \$46,000	None	\$40,000 to \$46,000	- \$200	Less Than \$40,000	-\$400

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 20%	None	21% - 25%	- 1	26% & over	- 2
Disabled	Up to 41%	None	42% - 59%	- 1	60% & over	- 2
Limited English	Up to 3%	None	4% -8%	- 1	9% & over	- 2
Basic Skills Def.	Up to 73%	None	74% - 88%	- 1	89% & over	- 2
Unemployed Rate	Up to 9.2%	None	9.3% -10.2%	- 1	10.3% & over	- 2

FY2011 TITLE I PERFORMANCE GOAL ADJUSTMENTS

Baseline Adjustments for Unemployment Rate

Workforce Investment Area	CY2008 Unemployment Rate*	CY2009 Unemployment Rate*	FY2011 Baseline Adjustment Based on CY 2009*
Berkshire County	5.1%	8.1%	None
Boston	5.2%	8.1%	None
Bristol County	6.7%	10.6%	-2
Brockton Area	5.8%	9.3%	- 1
Cape & Islands	5.5%	8.4%	None
Central Mass	5.6%	9.0%	None
Franklin/Hampshire	4.6%	7.3%	None
Greater Lowell	5.4%	9.1%	None
Greater New Bedford	7.3%	11.2%	- 2
Hampden County	6.4%	9.7%	- 1
Lower Merrimack Valley	6.1%	9.9%	- 1
Metro North	4.4%	7.2%	None
Metro South/West	4.0%	6.6%	None
North Central	5.9%	9.6%	- 1
North Shore	5.2%	8.4%	None
South Shore	5.2%	8.3%	None
Statewide Average	5.3%	8.4%	

*Source: MA Labor and Workforce Development website, Economic Data, April 2010

Baseline Adjustments for Average Area Wages

Workforce Investment Area	CY2008 Average Area Wage*	Adjustment for Adult Average Earnings	Adjustment for Dislocated Worker Average Earnings	Adjustment for Older Youth Earnings Gain
Berkshire County	\$38,939	- \$600	- \$1200	- \$400
Boston	\$78,419	None	None	None
Bristol County	\$41,435	- \$300	- \$600	- \$200
Brockton	\$44,124	- \$300	- \$600	- \$200
Cape & Islands	\$39,558	- \$600	- \$1200	- \$400
Central Mass	\$47,369	None	None	None
Franklin/Hampshire	\$38,004	-\$600	-\$1200	-\$400
Greater Lowell	\$58,465	None	None	None
Greater New Bedford	\$39,146	- \$600	- \$1200	- \$400
Hampden County	\$42,162	- \$300	- \$600	- \$200
Lower Merrimack Valley	\$49,527	None	None	None
Metro North	\$62,701	None	None	None
Metro South/West	\$65,426	None	None	None
North Central	\$40,707	- \$300	- \$600	- \$200
North Shore	\$46,655	None	None	None
South Shore	\$46,514	None	None	None
Statewide Average	\$56,759			

*Source: DWD, Economic Research Department, ES-202, April 2010

FY2011 Adjustments Available Based on 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 County	-	-	-	-1	-	-	-1	-
Boston	-	-1	-	-	-	-1	-	-
Bristol County	-	-	-	-	-2	-2	-	-
Brockton	-1	-	-1	-	-	-	-1	-
Cape & Islands	-	-	-1	-	-	-	-	-2
Central Mass	-	-	-	-	-	-	-	-
Franklin/Hampshire	-	-	-2	-	-	-	-	-
Greater Lowell	-	-2	-	-	-	-1	-	-
Greater New Bedford	-2	-	-	-1	-2	-2	-	-
Hampden County	-	-1	-1	-	-	-	-	-
Lower Merrimack Valley	-1	-1	-	-1	-	-1	-1	-
Metro North	-	-	-	-	-	-	-	-1
Metro South/West	-	-	-	-2	-	-	-	-1
North Central	-	-	-	-	-	-	-	-1
North Shore	-	-	-	-	-	-	-1	-
South Shore	-	-	-	-	-	-	-	-
Statewide Average	-	-	-	-	-	-	-	-
Area	Older Youth				Younger Youth			
	H.S. Drop Out	Pregnant/ Parenting	Disabled	Basic Skills Deficient	Welfare	Disabled	Limited English	Basic Skills Deficient
Berkshire County	-1	-	-	-	-1	-	-	-
Boston	-	-	-	-1	-1	-	-	-1
Bristol County	-	-	-	-1	-	-1	-	-1
Brockton	-	-	-1	-	-	-1	-	-
Cape & Islands	-1	-1	-	-1	-	-2	-	-
Central Mass	-1	-	-	-	-	-	-	-
Franklin/Hampshire	-	-	-	-	-	-	-	-
Greater Lowell	-1	-	-2	-	-1	-	-2	-
Greater New Bedford	-	-1	-	-1	-2	-1	-	-1
Hampden County	-	-	-	-1	-	-	-	-
Lower Merrimack Valley	-	-1	-	-	-1	-	-	-1
Metro North	-	-	-	-1	-	-	-	-1
Metro South/West	-	-2	-	-	-	-2	-2	-
North Central	-	-	-	-	-	-	-	-
North Shore	-2	-	-1	-	-	-	-	-
South Shore	-2	-	-2	-	-	-2	-	-
Statewide Average	-	-	-	-	-	-	-	-

Since many of the participant and exit cohorts that will be included in FY2011 annual performance outcomes may have been served in prior years, adjustments are based on the highest percent served in FY2009 and through FY2010Q3 per charts on pages 9 -11.

FY2011 Earnings Adjustments Available Based on 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 County	-	-	-	-\$300	-	-	-\$300	-
Boston	-	-\$150	-	-	-	-\$600	-	-
Bristol County	-	-	-	-	-\$1200	-\$1200	-	-
Brockton	-\$300	-	-\$150	-	-	-	-\$300	-
Cape & Islands	-	-	-\$150	-	-	-	-	-\$1200
Central Mass	-	-	-	-	-	-	-	-
Franklin/Hampshire	-	-	-\$300	-	-	-	-	-
Greater Lowell	-	-\$300	-	-	-	-\$600	-	-
Greater New Bedford	-\$600	-	-	-\$300	-\$1200	-\$1200	-	-
Hampden County	-	-\$150	-\$150	-	-	-	-	-
Lower Merrimack Valley	-\$300	-\$150	-	-\$300	-	-\$600	-\$300	-
Metro North	-	-	-	-	-	-	-	-\$600
Metro South/West	-	-	-	-\$600	-	-	-	-\$600
North Central	-	-	-	-	-	-	-	-\$600
North Shore	-	-	-	-	-	-	-\$300	-
South Shore	-	-	-	-	-	-	-	-
Statewide Average	-	-	-	-	-	-	-	-
Area	Older Youth				Younger Youth			
	H.S. Drop Out	Pregnant/ Parenting	Disabled	Basic Skills Deficient	Welfare	Disabled	Limited English	Basic Skills Deficient
Berkshire County	-\$200	-	-	-	-	-	-	-
Boston	-	-	-	-\$100	-	-	-	-
Bristol County	-	-	-	-\$100	-	-	-	-
Brockton	-	-	-\$100	-	-	-	-	-
Cape & Islands	-\$200	-\$100	-	-\$100	-	-	-	-
Central Mass	-\$200	-	-	-	-	-	-	-
Franklin/Hampshire	-	-	-	-	-	-	-	-
Greater Lowell	-\$200	-	-\$200	-	-	-	-	-
Greater New Bedford	-	-\$100	-	-\$100	-	-	-	-
Hampden County	-	-	-	-\$100	-	-	-	-
Lower Merrimack Valley	-	-\$100	-	-	-	-	-	-
Metro North	-	-	-	-\$100	-	-	-	-
Metro South/West	-	-\$200	-	-	-	-	-	-
North Central	-	-	-	-	-	-	-	-
North Shore	-\$400	-	-\$100	-	-	-	-	-
South Shore	-\$400	-	-\$200	-	-	-	-	-
Statewide Average	-	-	-	-	-	-	-	-

Since many of the participant and exit cohorts that will be included in FY2011 annual performance outcomes may have been served in prior years, adjustments are based on the highest percent served in FY2009 and through FY2010Q3 per charts on pages 9 - 11.