

**WASHINGTON STATE  
WORKFORCE TRAINING AND EDUCATION COORDINATING BOARD  
MEETING NO. 187  
May 28, 2015**

**WORKFORCE INVESTMENT ACT PY12 INCENTIVE AWARDS**

**Background**

State Workforce Investment Act (WIA) policy 3665 Revision 3 was in effect for PY 12, and commits the state to making small incentive awards to Workforce Development Councils (WDCs) based on performance on both Federal Common measures and State Core measures. The Board determined the exact rules for financial and non-financial awards for PY 11 at its September 2013 meeting. Awards have yet to be made for PY 12.

An updated version of the rules used to make the awards is currently in review with the Washington Workforce Association's representatives. A final proposal for incentive distribution will be offered for Board action.

**Action:** The Workforce Board will be asked to adopt the implementation proposal for WIA PY12 performance incentive awards to the 12 regional WDCs.

**RECOMMENDED MOTION**

**WHEREAS**, Title I-B of the Workforce Investment Act (WIA) indicates that states are to use funds reserved for statewide employment and training activities to provide incentive grants to local areas for exemplary performance on the local performance measures; and

**WHEREAS**, The U.S. Department of Labor has indicated that Washington must either provide such incentive grants or request a waiver from the Department even though Congress has not appropriated moneys for what is commonly referred to as the Governor's Ten Percent Funds; and

**WHEREAS**, The Workforce Development Councils have indicated they prefer that the state provides minimal incentive grants rather than request a waiver; and

**WHEREAS**, The Workforce Development Councils achieved an average of 101.9 percent of the performance targets for Program Year 2012 for the state and federal performance measures for WIA Title I-B, and every Workforce Development Council exceeded an 100 percent on 104 of 180 separate targets; and

**WHEREAS**, Workforce Training and Education Coordinating Board staff have worked with staff from the Employment Security Department to identify an allocation policy to reward Workforce Development Councils for their performance; and

**WHEREAS**, "High Skills, High Wages: Washington's Strategic Plan for Workforce Development" indicates that the Workforce Board establishes the policy for incentive awards;

**THEREFORE, BE IT RESOLVED**, The Workforce Training and Education Coordinating Board adopts the following policy for the allocation of incentive awards to Workforce Development Councils for Program Year 2012 performance:

Each Workforce Development Council that exceeded an average of 105 percent of the performance targets for the state and federal performance measures for WIA Title I and did not fail to achieve at least 80 percent of target on any measure shall receive \$7,000;

Each Workforce Development Council that exceeded an average of 100 percent of the performance targets, but less than an average of 105 percent, for the state and federal performance measures for WIA Title I and did not fail to achieve at least 80 percent of target on any measure shall receive \$4,000;

A plaque shall be given to recognize the Workforce Development Council that had the highest average performance compared to its targets on the state and federal performance measures for WIA Title I;

A plaque shall be given to recognize each Workforce Development Council that exceeded an average of 100 percent of its targets on 10 or more of the 15 state and federal performance measures for WIA Title I; and,

The Workforce Board shall send a letter to each Workforce Development Council congratulating them on a job well done for achieving an average of more than 100 percent of the performance target for the 15 state and federal WIA Title I-B state level performance measures.

WDA Name		ADULT			DISLOCATED WORKER			YOUTH			Average Achievement	Exceeds	Incentive Award	Ten Targets >100% Plaque
		Entered Emp Rate	Retention Rate	Average Earnings	Entered Emp Rate	Retention Rate	Average Earnings	Certificate Rate	Literacy/ Numeracy Rate	Placement Rate				
<b>Olympic</b>														
Fed'l Common Measure	Ach %	104.0%	97.7%	100.9%	108.6%	99.0%	103.9%	102.3%	120.4%	108.0%	104.98%	7		
State Core Measure	Ach %	94.5%		99.0%	97.8%		96.8%	115.0%		105.3%	101.4%	2		
											<b>103.55%</b>	<b>9</b>	*	
<b>Pacific Mountain</b>														
Fed'l Common Measure	Ach %	112.3%	102.0%	102.8%	101.4%	100.2%	105.3%	118.9%	45.3%	126.3%	101.61%	8		
State Core Measure	Ach %	106.8%		97.0%	97.5%		97.0%	121.3%		89.1%	101.45%	2		
											<b>101.55%</b>	<b>10</b>		*
<b>Northwest</b>														
Fed'l Common Measure	Ach %	104.9%	108.8%	123.0%	109.1%	104.3%	106.0%	109.3%	120.4%	130.5%	112.92%	9		
State Core Measure		87.1%		118.0%	101.7%		104.1%	115.8%		136.2%	110.48%	5		
											<b>111.95%</b>	<b>14</b>	*	*
<b>Snohomish</b>														
Fed'l Common Measure	Ach %	96.9%	105.9%	98.5%	102.4%	99.1%	91.5%	65.9%	53.2%	88.6%	89.11%	2		
State Core Measure		92.0%		109.0%	94.9%		109.3%	126.5%		115.3%	107.83%	4		
											<b>96.6%</b>	<b>6</b>		
<b>Seattle - King</b>														
Fed'l Common Measure	Ach %	100.5%	101.0%	91.8%	110.9%	102.6%	102.6%	107.8%	87.7%	100.3%	100.58%	7		
State Core Measure		97.7%		109.0%	101.9%		103.6%	97.3%		103.0%	102.08%	4		
											<b>101.18%</b>	<b>11</b>	*	*
<b>Tacoma - Pierce</b>														
Fed'l Common Measure	Ach %	105.9%	100.6%	102.6%	100.3%	102.3%	101.8%	93.9%	107.6%	105.2%	102.24%	8		
State Core Measure		95.2%		111.0%	100.8%		106.7%	109.3%		103.0%	104.33%	5		
											<b>103.08%</b>	<b>13</b>	*	*
<b>Southwest</b>														
Fed'l Common Measure	Ach %	123.2%	97.6%	113.5%	105.1%	100.3%	113.5%	109.2%	107.6%	117.5%	109.72%	8		
State Core Measure		101.9%		111.0%	99.0%		96.3%	109.4%		105.0%	103.77%	4		
											<b>107.34%</b>	<b>12</b>	*	*
<b>North Central</b>														
Fed'l Common Measure	Ach %	95.0%	102.3%	99.5%	104.0%	104.1%	82.4%	105.3%	112.7%	97.6%	100.32%	5		
State Core Measure		100.1%		88.0%	94.5%		73.8%	94.8%		118.3%	94.92%	2		
											<b>98.16%</b>	<b>7</b>		
<b>South Central</b>														
Fed'l Common Measure	Ach %	95.4%	97.9%	95.9%	97.8%	98.1%	93.2%	92.8%	143.4%	102.0%	101.83%	2		
State Core Measure		93.8%		90.0%	99.2%		95.2%	84.6%		82.8%	90.93%	0		
											<b>97.47%</b>	<b>2</b>		
<b>Eastern</b>														
Fed'l Common Measure	Ach %	100.4%	92.8%	94.6%	98.8%	104.3%	89.2%	88.1%	44.8%	92.3%	89.48%	2		
State Core Measure		99.6%		86.0%	112.6%		93.5%	95.9%		97.9%	97.58%	1		
											<b>92.72%</b>	<b>3</b>		
<b>Benton/Franklin</b>														
Fed'l Common Measure	Ach %	106.2%	106.2%	77.1%	100.0%	94.6%	92.6%	92.9%	66.5%	108.2%	93.81%	3		
State Core Measure		112.8%		99.0%	106.5%		86.7%	110.8%		127.9%	107.28%	4		
											<b>99.2%</b>	<b>7</b>		
<b>Spokane</b>														
Fed'l Common Measure	Ach %	89.6%	97.6%	113.7%	99.9%	100.6%	112.9%	104.3%	97.0%	96.7%	101.37%	4		
State Core Measure		102.4%		118.0%	103.3%		103.6%	102.7%		126.4%	109.4%	6		
											<b>104.58%</b>	<b>10</b>	*	*
<b>STATEWIDE</b>														
Fed'l Common Measure	Ach %	105.1%	100.4%	102.9%	104.2%	101.0%	102.2%	100.0%	92.9%	104.7%	101.49%			
State Core Measure		98.8%		103.0%	99.6%		102.7%	103.5%		107.3%	102.48%			
											<b>101.89%</b>			