

ALABAMA WORKFORCE INVESTMENT SYSTEM

Department of Commerce
Workforce Development Division
401 Adams Avenue, Suite 380
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Montgomery, Alabama 36130-4103

January 6, 2017

GOVERNOR'S WORKFORCE INNOVATION DIRECTIVE NO. PY2015-19, Change 05

SUBJECT: Program Year 2016 / Fiscal Year 2017 Workforce Innovation and Opportunity Act (WIOA) Adult, Youth and Dislocated Worker Allocations.

1. Purpose. This transmits notice of local area's Program Year 2016 / Fiscal Year 2017 Adult, Youth and Dislocated Worker program incentive awards.

2. Discussion. Adult, Youth and Dislocated Worker Workforce Innovation and Opportunity Act funds reserved for incentive purposes are made available for local area performance incentive awards. Such incentive awards are granted to those local areas whose actual prior program year's performance in each category (Adult, Youth and Dislocated Worker) exceeds the corresponding negotiated performance goals for these programs. The local area incentive fund awards are shown in Attachment 1 of this Directive. The actual calculations of local area Program Year 2016 incentive awards are available in this Directive at Attachment 2. Attachment 3 details the final Program Year 2015 performance, on which these awards are based, for Statewide and each local area.

As indicated in GWID 2015-16, local areas must first reach the 80% threshold to meet their respective performance goals in each of the funding streams in order to be eligible for incentive awards.

Local areas' expenditure of incentive funds must be tracked and reported separately from other WIOA expenditures (*Statewide WIOA Fiscal Procedures Manual*, Section III, Transfer and Incentive Policy, 2. Incentive Awards); i.e., each local area should budget its Program Year 2016 / Fiscal Year 2017 incentive awards on a separate WIOA-60 form, under the Governor's 10% Funds' column.

Local area WIOA funds must be fully expended over a period not to exceed two years from the date (July 1, 2016) these funds were first made available to the State for expenditure. Therefore, the ending date on the WIOA-60 Grant Agreement form should be June 30, 2018. Note these funds may be used for any activities allowed under WIOA Title I-B without respect to Administration or Program Cost categories.

Please note that the latest Local Area Performance Management Policy (GWID PY2015-16) was issued on April 15, 2016. Per this revised policy, there are no incentive awards for any funding stream for which a local workforce development area failed to spend funds in the two years allowed for the local workforce development area to spend a particular WIOA allocation of funds. Two local workforce development areas (Jefferson and Mobile) fell into this category in regard to the expenditure of Dislocated Worker funds. Thus, while performance may have resulted in an allocation of Dislocated Worker Incentive funds, these two local workforce development areas were excluded from an award of incentive funds from the Dislocated Worker Incentive funds due to the non-expenditure of Dislocated Worker funds.

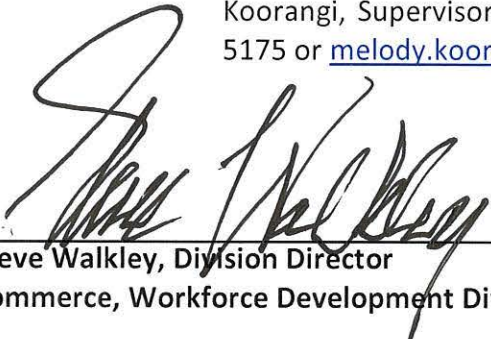
3. Action.

Please review Attachment 1 of this Directive to determine the amount of your local area's Program Year 2016 / Fiscal Year 2017 incentive awards and submit the appropriate modifications to the respective WIOA Grant Agreement to the Workforce Development Division no later than January 20, 2017.

As noted above, local areas should record their incentive fund awards on a separate WDD-60 Grantee Budget Summary sheet.

4. Contact.

Questions regarding this Directive should be referred to Melody Koorangi, Supervisor, State Program Integrity Section at (334) 242-5175 or melody.koorangi@commerce.alabama.gov.


Steve Walkley, Division Director
Commerce, Workforce Development Division

Date 1/4/2017

Attachments

- 1. Local Area Planning Allocation for Program Year 2016*
- 2. Program Year 2016 Local Area Incentive Award Calculations*

**LOCAL AREA PLANNING ALLOCATION
FOR PROGRAM YEAR 2016
(July 1, 2016-June 30, 2017)**

| | | PY 2016 Allotment | FY 2017 Allotment | Full PY Allotment |
|---|------------|------------------------------|------------------------------|------------------------------|
| SEC. 133(b)(2)(A) ADULT PROGRAMS | | \$1,636,968 | \$11,162,472 | \$12,799,440 |
| a. GOVERNOR's SET ASIDES: | 15% | \$245,545 | \$1,674,370 | \$1,919,915 |
| Administration (5%) | | \$81,848 | \$558,123 | \$639,971 |
| Other WIOA Activities (7%) | | \$114,588 | \$781,373 | \$895,961 |
| Incent/Cap. Bldng. (3%) | | \$49,109 | \$334,874 | \$383,983 |
| Local Area Grants (100%) | | \$49,109 | \$334,874 | \$383,983 |
| State-level (0%) | | \$0 | \$0 | \$0 |
| b. LOCAL AREA ADULT PROGRAMS | 85% | \$1,391,423 | \$9,488,102 | \$10,879,525 |
| AWIA | | \$1,035,489 | \$6,775,453 | \$7,810,942 |
| Jefferson | | \$140,942 | \$1,074,151 | \$1,215,093 |
| Mobile | | \$214,992 | \$1,638,498 | \$1,853,490 |
| SEC. 128(b)(2) YOUTH ALLOTMENT | | \$13,242,811 | \$0 | \$13,242,811 |
| a. GOVERNOR's SET ASIDES: | 15% | \$1,986,421 | \$0 | \$1,986,421 |
| Administration (5%) | | \$662,140 | \$0 | \$662,140 |
| Other WIOA Activities (7%) | | \$926,997 | \$0 | \$926,997 |
| Incent/Cap. Bldng. (3%) | | \$397,284 | \$0 | \$397,284 |
| Local Area Grants (100%) | | \$397,284 | \$0 | \$397,284 |
| State-level (0%) | | \$0 | \$0 | \$0 |
| b. LOCAL AREA YOUTH PROGRAMS | 85% | \$11,256,390 | \$0 | \$11,256,390 |
| AWIA | | \$8,530,942 | \$0 | \$8,530,942 |
| Jefferson | | \$1,046,186 | \$0 | \$1,046,186 |
| Mobile | | \$1,679,262 | \$0 | \$1,679,262 |

**LOCAL AREA PLANNING ALLOCATION
FOR PROGRAM YEAR 2016
(July 1, 2016-June 30, 2017)**

GWID PY2015-19, Change 5
Attachment 1
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| | | PY 2016 Allotment | FY 2017 Allotment | Full PY Allotment |
|---|-----|----------------------|----------------------|----------------------|
| SEC. 133(b)(2)(B) DISLOCATED WORKERS | | \$2,595,993 | \$13,763,143 | \$16,359,136 |
| a. RAPID RESPONSE PROGRAMS | 0% | \$0 | \$0 | \$0 |
| b. GOVERNOR's SET ASIDES: | 15% | \$389,398 | \$2,064,471 | \$2,453,869 |
| Administration (5%) | | \$129,799 | \$688,157 | \$817,956 |
| Other WIOA Activities (7%) | | \$181,720 | \$963,420 | \$1,145,140 |
| Incent/Cap. Bldng. (3%) | | \$77,879 | \$412,894 | \$490,773 |
| Local Area Grants (100%) | | \$77,879 | \$412,894 | \$490,773 |
| State-level (0%) | | \$0 | \$0 | \$0 |
| c. LOCAL AREA D.W. PROGRAMS | 85% | \$2,206,595 | \$11,698,672 | \$13,905,267 |
| AWIA | | \$1,827,721 | \$9,690,002 | \$11,517,723 |
| Jefferson | | \$198,652 | \$1,053,191 | \$1,251,843 |
| Mobile | | \$180,222 | \$955,479 | \$1,135,701 |
| TOTAL PROGRAM YEAR ALLOTMENT | | \$17,475,772 | \$24,925,615 | \$42,401,387 |
| 5 POOLED SET ASIDES | | | | |
| RAPID RESPONSE PROGRAMS | 0% | \$0 | \$0 | \$0 |
| Administration (5%) | | \$873,787 | \$1,246,280 | \$2,120,067 |
| Other WIOA Activities (7%) | | \$1,223,305 | \$1,744,794 | \$2,968,099 |
| Incentive Awards/Capacity Building (3%) | | \$524,272 | \$747,768 | \$1,272,040 |
| Local Area grants (100%) | | | | |
| AWIA | | \$91,909 | \$593,434 | \$685,343 |
| Jefferson | | \$306,072 | \$67,022 | \$373,094 |
| Mobile | | \$112,919 | \$87,312 | \$200,231 |
| Unawarded DW Incentive Funds | | \$13,372 | \$0 | \$13,372 |
| State-level activities (0%) | | \$0 | \$0 | \$0 |

PY2010 / FY2011 Local Area Incentive Awards by CFDA / Funding Category

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AWIA

| Fund Source | PY 2016 | FY 2017 | Total |
|--------------------|------------------------|-------------------------|--------------------------------|
| Adult | \$27,402 | \$180,540 | \$207,942 |
| Youth | \$0 | \$0 | \$0 |
| Dislocated Worker | <u>\$64,507</u> | <u>\$412,894</u> | <u>\$477,401</u> |
| | <u><u>\$91,909</u></u> | <u><u>\$593,434</u></u> | <u><u>\$685,343</u></u> |

Jefferson

| Fund Source | | | |
|--------------------|-------------------------|------------------------|--------------------------------|
| Adult | \$9,504 | \$67,022 | \$76,526 |
| Youth | \$296,568 | \$0 | \$296,568 |
| Dislocated Worker | <u>\$0</u> | <u>\$0</u> | <u>\$0</u> |
| | <u><u>\$306,072</u></u> | <u><u>\$67,022</u></u> | <u><u>\$373,094</u></u> |

Mobile

| Fund Source | | | |
|--------------------|-------------------------|------------------------|--------------------------------|
| Adult | \$12,203 | \$87,312 | \$99,515 |
| Youth | \$100,716 | \$0 | \$100,716 |
| Dislocated Worker | <u>\$0</u> | <u>\$0</u> | <u>\$0</u> |
| | <u><u>\$112,919</u></u> | <u><u>\$87,312</u></u> | <u><u>\$200,231</u></u> |

Local Areas' Summary Totals

| | | | |
|-------------------|--------------------------------|--------------------------------|----------------------------------|
| Adult | \$49,109 | \$334,874 | \$383,983 |
| Youth | \$397,284 | \$0 | \$397,284 |
| Dislocated Worker | <u>\$64,507</u> | <u>\$412,894</u> | <u>\$477,401</u> |
| | <u><u>\$510,900</u></u> | <u><u>\$747,768</u></u> | <u><u>\$1,258,668</u></u> |

INCENTIVE AWARDS
July 1, 2016 - June 30, 2017
BASED ON PY15 PERFORMANCE PERIOD

TOTAL INCENTIVE FUNDS AVAILABLE

| | PY16 | FY17 | TOTAL |
|-------------------|------------------|------------------|--------------------|
| ADULT | \$49,109 | \$334,874 | \$383,983 |
| DISLOCATED WORKER | \$77,879 | \$412,894 | \$490,773 |
| YOUTH | <u>\$397,284</u> | <u>N/A</u> | <u>\$397,284</u> |
| TOTAL | <u>\$524,272</u> | <u>\$747,768</u> | <u>\$1,272,040</u> |

| | EXCEEDING MEASURES | | RELATIVE PERFORMANCE | | TOTAL |
|-----------|--------------------|------------------|----------------------|------------------|--------------------|
| | PY15 | FY16 | PY15 | FY16 | PY/FY |
| AWIA | \$32,070 | \$196,495 | \$59,839 | \$396,940 | \$685,344 |
| JEFFERSON | \$27,932 | \$25,274 | \$278,139 | \$41,748 | \$373,094 |
| MOBILE | <u>\$15,569</u> | <u>\$43,372</u> | <u>\$97,350</u> | <u>\$43,939</u> | <u>\$200,230</u> |
| TOTAL | <u>\$75,572</u> | <u>\$265,140</u> | <u>\$435,329</u> | <u>\$482,628</u> | <u>\$1,258,668</u> |

**LOCAL AREA PERFORMANCE VS. GOALS
PROGRAM YEAR 2015
AWIA**

| | Goal | Actual Performance | Incentive Award |
|--------------------------------------|-------------|-------------------------------|----------------------------|
| ADULTS | | | |
| Entered Employment Rate | 67.0% | 71.8% | + |
| Employment Retention Rate | 84.5% | 86.5% | + |
| Average Six Months Earnings | \$12,000 | \$12,478 | + |
| DISLOCATED WORKERS | | | |
| Entered Employment Rate | 75.0% | 77.4% | + |
| Employment Retention Rate | 91.0% | 87.6% | + |
| Average Six Months Earnings | \$15,632 | \$15,378 | + |
| YOUTH COMMON MEASURES (19-21) | | | |
| Literacy and Numeracy Gains | 58.0% | 43.0% | - |
| Placement in Employment or Education | 56.0% | 56.8% | + |
| Attainment of Degree or Certificate | 50.5% | 40.2% | - |

INCENTIVE AWARD KEY

"+" Attained/Exceeded or within 80% of Goal
 "-" Achieved less than 80% of Goal

**LOCAL AREA PERFORMANCE VS. GOALS
PROGRAM YEAR 2015
MOBILE**

| | Goal | Actual Performance | Incentive Award |
|--------------------------------------|----------|-----------------------|--------------------|
| ADULTS | | | |
| Entered Employment Rate | 67.0% | 70.3% | + |
| Employment Retention Rate | 84.5% | 89.5% | + |
| Average Six Months Earnings | \$12,000 | \$14,964 | + |
| DISLOCATED WORKERS | | | |
| Entered Employment Rate | 75.0% | 70.7% * | + |
| Employment Retention Rate | 91.0% | 88.1% * | + |
| Average Six Months Earnings | \$15,632 | \$14,334 * | + |
| YOUTH COMMON MEASURES (14-21) | | | |
| Literacy and Numeracy Gains | 58.0% | 59.7% | + |
| Placement in Employment or Education | 56.0% | 45.9% | + |
| Attainment of Degree or Certificate | 50.5% | 46.3% | + |

INCENTIVE AWARD KEY

"+" Attained/Exceeded or within 80% of Goal
 "- " Achieved less than 80% of Goal

INCENTIVE AWARD CALCULATION PY16 FUNDS

| Tier I: Degree Exceeded ADULT Goals | | | Amount Available: | | \$49,109 | | | |
|--|---|------------------|-----------------------|-----------------------|-----------------------------|----------------|-------------------------|---------------|
| LOCAL AREA | | Adult Allocation | Allocation Percentage | Total Incentive Funds | Incentive Funds/ Local Area | No. of Weights | Incentive Funds/ Weight | Maximum Award |
| AWIA | | \$1,035,489 | 0.7442 | \$49,109 | \$36,547 | 3 | \$12,182 | \$36,547 |
| JEFFERSON | | \$140,942 | 0.1013 | \$49,109 | \$4,974 | 3 | \$1,658 | \$4,974 |
| MOBILE | | \$214,992 | 0.1545 | \$49,109 | \$7,588 | 3 | \$2,529 | \$7,588 |
| TOTAL | | \$1,391,424 | 1.0000 | | \$49,109 | | | \$49,109 |
| AWIA: Amount Available per Weight | | | \$12,182 | | | | | |
| | | Goal | Actual Performance | Degree Exceeded | Potential Percent Awarded | Amount Awarded | Amount Unawarded | |
| Entered Employment Rate | 1 | 67.0% | 71.8% | 7.2% | 75% | \$9,137 | \$3,046 | |
| Employment Retention Rate | 1 | 84.5% | 86.5% | 2.3% | 50% | \$6,091 | \$6,091 | |
| Average Six Months Earnings | 1 | \$12,000 | \$12,478 | \$478 | 50% | \$6,091 | \$6,091 | |
| Sub-Total | | | | | | \$21,319 | \$15,228 | \$36,547 |
| JEFFERSON: Amount Available per Weight | | | \$1,658 | | | | | |
| | | Goal | Actual Performance | Degree Exceeded | Potential Percent Awarded | Amount Awarded | Amount Unawarded | |
| Entered Employment Rate | 1 | 67.0% | 72.7% | 8.5% | 75% | \$1,244 | \$415 | |
| Employment Retention Rate | 1 | 84.5% | 88.0% | 4.2% | 50% | \$829 | \$829 | |
| Average Six Months Earnings | 1 | \$12,000 | \$12,734 | \$734 | 75% | \$1,244 | \$415 | |
| Sub-Total | | | | | | \$3,316 | \$1,658 | \$4,974 |
| MOBILE: Amount Available per Weight | | | \$2,529 | | | | | |
| | | Goal | Actual Performance | Degree Exceeded | Potential Percent Awarded | Amount Awarded | Amount Unawarded | |
| Entered Employment Rate | 1 | 67.0% | 70.3% | 4.9% | 50% | \$1,265 | \$1,265 | |
| Employment Retention Rate | 1 | 84.5% | 89.5% | 6.0% | 75% | \$1,897 | \$632 | |
| Average Six Months Earnings | 1 | \$12,000 | \$14,964 | \$2,964 | 100% | \$2,529 | \$0 | |
| Sub-Total | | | | | | \$5,691 | \$1,897 | \$7,588 |
| STATE TOTALS | | | | | | \$30,326 | \$18,783 | \$49,109 |

Tier II: Adult Supplemental Award for Local Area' Relative Performance

| PERFORMANCE MEASURE | Amount Unawarded | Local Area Performance Goal Ratio | | | |
|---------------------------------------|------------------------------|-----------------------------------|----------------|----------------|-----------------|
| | | AWIA | Jefferson | Mobile | |
| Entered Employment Rate | \$4,725 | 1.0717 | 1.0855 | 1.0493 | |
| Employment Retention Rate | \$7,553 | 1.0233 | 1.0419 | 1.0595 | |
| Average Six Months Earnings | \$6,506 | 1.0399 | 1.0611 | 1.2470 | |
| TOTAL | \$18,783 | | | | |
| COMPOSITE PERFORMANCE INDICES | | | | | |
| Entered Employment Rate | | 1.0717 | 1.0855 | 1.0493 | |
| Employment Retention Rate | | 1.0233 | 1.0419 | 1.0595 | |
| Average Six Months Earnings | | 1.0399 | 1.0611 | 1.2470 | |
| | Average | 1.0449 | 1.0628 | 1.1186 | |
| | Relative Performance Indices | 0.3239 | 0.3294 | 0.3467 | |
| | | AWIA | Jefferson | Mobile | TOTAL |
| LOCAL AREA SUPPLEMENTAL AWARDS | | \$6,083 | \$6,187 | \$6,512 | \$18,783 |

| | | |
|--|--------------------------|-----------------|
| Tier I: Degree Exceeded Dislocated Worker Goals | Amount Available: | \$77,879 |
|--|--------------------------|-----------------|

| LOCAL AREA | D.W. Allocation | Allocation Percentage | Total Incentive Funds | Incentive Funds/ Local Area | No. of Weights | Incentive Funds/ Weight | Maximum Award |
|--------------|--------------------|--------------------------|-----------------------------|-----------------------------------|-------------------|-------------------------------|------------------|
| AWIA | \$1,827,721 | 0.8283 | \$77,879 | \$64,507 | 3 | \$21,502 | \$64,507 |
| JEFFERSON | \$198,652 | 0.0900 | \$77,879 | \$7,011 | 3 | \$0 | \$0 |
| MOBILE | \$180,222 | 0.0817 | \$77,879 | \$6,361 | 3 | \$0 | \$0 |
| TOTAL | \$2,206,595 | 1.0000 | | \$77,879 | | | \$64,507 |

AWIA: Amount Available per Weight

\$21,502

| | | Goal | Actual Performance | Degree Exceeded | Potential Percent Awarded | Amount Awarded | Amount Unawarded |
|-----------------------------|---|----------|-----------------------|--------------------|---------------------------------|-------------------|---------------------|
| Entered Employment Rate | 1 | 75.0% | 77.4% | 3.1% | 50% | \$10,751 | \$10,751 |
| Employment Retention Rate | 1 | 91.0% | 87.6% | -3.7% | 0.00 | \$0 | \$21,502 |
| Average Six Months Earnings | 1 | \$15,632 | \$15,378 | -\$254 | 0.00 | \$0 | \$21,502 |
| # | | | | | | | |

Sub-Total

\$10,751

\$53,756

\$64,507

JEFFERSON: Amount Available per Weight

\$0

| | | Goal | Actual Performance | Degree Exceeded | Potential Percent Awarded | Amount Awarded | Amount Unawarded |
|-----------------------------|---|----------|-----------------------|--------------------|---------------------------------|-------------------|---------------------|
| Entered Employment Rate | 1 | 75.0% | 70.5% | -6.1% | 0.00 | \$0 | \$0 |
| Employment Retention Rate | 1 | 91.0% | 85.7% | -5.8% | 0.00 | \$0 | \$0 |
| Average Six Months Earnings | 1 | \$15,632 | \$13,598 | -\$2,034 | 0.00 | \$0 | \$0 |

Sub-Total

\$0

\$0

\$0

MOBILE: Amount Available per Weight

\$0

| | | Goal | Actual Performance | Degree Exceeded | Potential Percent Awarded | Amount Awarded | Amount Unawarded |
|-----------------------------|---|----------|-----------------------|--------------------|---------------------------------|-------------------|---------------------|
| Entered Employment Rate | 1 | 75.0% | 70.7% | -5.7% | 0.00 | \$0 | \$0 |
| Employment Retention Rate | 1 | 91.0% | 88.1% | -3.2% | 0.00 | \$0 | \$0 |
| Average Six Months Earnings | 1 | \$15,632 | \$14,334 | -\$1,298 | 0.00 | \$0 | \$0 |

Sub-Total

\$0

\$0

\$0

STATE TOTALS

\$10,751

\$53,756

\$64,507

Tier II: Dislocated Worker Supplemental Award for Local Areas' Relative Performance

| PERFORMANCE MEASURE | Amount Unawarded | Local Area Performance Goal Ratio | | | |
|---------------------------------------|------------------------------|-----------------------------------|------------|------------|-----------------|
| | | AWIA | Jefferson | Mobile | |
| Entered Employment Rate | \$10,751 | 1.0314 | 0.9394 | 0.9431 | |
| Employment Retention Rate | \$21,502 | 0.9631 | 0.9419 | 0.9681 | |
| Average Six Months Earnings | \$21,502 | 0.9837 | 0.8699 | 0.9170 | |
| TOTAL | \$53,756 | | | | |
| COMPOSITE PERFORMANCE INDICES | | | | | |
| Entered Employment Rate | | 1.0314 | 0.0000 | 0.0000 | |
| Employment Retention Rate | | 0.0000 | 0.0000 | 0.0000 | |
| Average Six Months Earnings | | 0.0000 | 0.0000 | 0.0000 | |
| | Average | 0.3438 | 0.0000 | 0.0000 | |
| | Relative Performance Indices | 1.0000 | 0.0000 | 0.0000 | |
| | | AWIA | Jefferson | Mobile | TOTAL |
| LOCAL AREA SUPPLEMENTAL AWARDS | | \$53,756 | \$0 | \$0 | \$53,756 |

| Tier I: Degree Exceeded Youth (14-21) | | | Amount Available: | | \$397,284 | | | |
|--|---|------------------|-----------------------|-----------------------|-----------------------------|----------------|-------------------------|---------------|
| LOCAL AREA | | Youth Allocation | Allocation Percentage | Total Incentive Funds | Incentive Funds/ Local Area | No. of Weights | Incentive Funds/ Weight | Maximum Award |
| AWIA | | \$8,530,942 | 0.7579 | \$397,284 | \$301,092 | 3 | \$100,364 | \$301,092 |
| JEFFERSON | | \$1,046,186 | 0.0929 | \$397,284 | \$36,924 | 3 | \$12,308 | \$36,924 |
| MOBILE | | \$1,679,262 | 0.1492 | \$397,284 | \$59,268 | 3 | \$19,756 | \$59,268 |
| TOTAL | | \$11,256,390 | | | | | | \$397,284 |
| AWIA: Amount Available per Weight | | | \$100,364 | | | | | |
| | | Goal | Actual Performance | Degree Exceeded | Potential Percent Awarded | Amount Awarded | Amount Unawarded | |
| Literacy and Numeracy Gains | 0 | 58.0% | 43.0% | -25.9% | 0.00 | \$0 * | \$100,364 | |
| Placement in Employment or Education | 1 | 56.0% | 56.8% | 1.4% | 50% | \$0 * | \$100,364 | |
| Attainment of Degree or Certificate | 0 | 50.5% | 40.2% | -20.4% | 0.00 | \$0 * | \$100,364 | |
| *Failed to meet 2 of the 3 Youth performance measures. | | | | | | | | |
| Sub-Total | | | | | | \$0 | \$301,092 | \$301,092 |
| JEFFERSON: Amount Available per Weight | | | \$12,308 | | | | | |
| | | Goal | Actual Performance | Degree Exceeded | Potential Percent Awarded | Amount Awarded | Amount Unawarded | |
| Literacy and Numeracy Gains | 1 | 58.0% | 81.1% | 39.9% | 100% | \$12,308 | \$0 | |
| Placement in Employment or Education | 1 | 56.0% | 54.2% | -3.2% | 0.00 | \$0 | \$12,308 | |
| Attainment of Degree or Certificate | 1 | 50.5% | 84.9% | 68.1% | 100% | \$12,308 | \$0 | |
| Sub-Total | | | | | | \$24,616 | \$12,308 | \$36,924 |
| MOBILE: Amount Available per Weight | | | \$19,756 | | | | | |
| | | Goal | Actual Performance | Degree Exceeded | Potential Percent Awarded | Amount Awarded | Amount Unawarded | |
| Literacy and Numeracy Gains | 1 | 58.0% | 59.7% | 2.9% | 50% | \$9,878 | \$9,878 | |
| Placement in Employment or Education | 1 | 56.0% | 45.9% | -18.0% | 0.00 | \$0 | \$19,756 | |
| Attainment of Degree or Certificate | 1 | 50.5% | 46.3% | -8.4% | 0.00 | \$0 | \$19,756 | |
| Sub-Total | | | | | | \$9,878 | \$49,390 | \$59,268 |
| STATE TOTALS | | | | | | \$34,494 | \$362,790 | \$397,284 |

Tier II: Youth (14-21) Supplemental Award for Local Areas' Relative Performance

| | | Local Area Performance Goal Ratio | | | |
|--|------------------------------|-----------------------------------|-----------|----------|-----------|
| PERFORMANCE MEASURE | Amount Unawarded | AWIA | Jefferson | Mobile | |
| Literacy and Numeracy Gains | \$110,242 | 0.0000 * | 1.3988 | 1.0287 | |
| Placement in Employment or Education | \$132,428 | 0.0000 * | 0.9682 | 0.8197 | |
| Attainment of Degree or Certificate | \$120,120 | 0.0000 * | 1.6809 | 0.9164 | |
| *Failed to meet 2 of the 3 Youth performance measures. | | | | | |
| TOTAL UNAWARDED FUNDS | \$362,790 | | | | |
| COMPOSITE PERFORMANCE INDICES | | | | | |
| Literacy and Numeracy Gains | | 0.0000 | 1.3988 | 1.0287 | |
| Placement in Employment or Education | | 0.0000 | 0.0000 | 0.0000 | |
| Attainment of Degree or Certificate | | 0.0000 | 1.6809 | 0.0000 | |
| | Average | 0.0000 | 1.0266 | 0.3429 | |
| | Relative Performance Indices | 0.0000 | 0.7496 | 0.2504 | |
| | | AWIA | Jefferson | Mobile | Total |
| LOCAL AREA SUPPLEMENTAL AWARDS | | \$0 | \$271,952 | \$90,838 | \$362,790 |

INCENTIVE AWARD CALCULATION FY17 FUNDS

| Tier I: Degree Exceeded ADULT Goals | | | Amount Available: | | \$334,874 | | |
|--|------------------|-----------------------|-----------------------|-----------------------------|----------------|-------------------------|---------------|
| LOCAL AREA | Adult Allocation | Allocation Percentage | Total Incentive Funds | Incentive Funds/ Local Area | No. of Weights | Incentive Funds/ Weight | Maximum Award |
| AWIA | \$6,775,453 | 0.7141 | \$334,874 | \$239,133 | 3 | \$79,711 | \$239,133 |
| JEFFERSON | \$1,074,151 | 0.1132 | \$334,874 | \$37,911 | 3 | \$12,637 | \$37,911 |
| MOBILE | \$1,638,498 | 0.1727 | \$334,874 | \$57,829 | 3 | \$19,276 | \$57,829 |
| TOTAL | \$9,488,102 | 1.0000 | | \$334,874 | | | \$334,874 |
| AWIA: Amount Available per Weight | | \$79,711 | | | | | |
| | Goal | Actual Performance | Degree Exceeded | Potential Percent Awarded | Amount Awarded | Amount Unawarded | |
| Entered Employment Rate | 67.0% | 71.8% | 7.2% | 75% | \$59,783 | \$19,928 | |
| Employment Retention Rate | 84.5% | 86.5% | 2.3% | 50% | \$39,856 | \$39,856 | |
| Average Six Months Earnings | \$12,000 | \$12,478 | \$478 | 50% | \$39,856 | \$39,856 | |
| Sub-Total | | | | | \$139,495 | \$99,639 | \$239,133 |
| JEFFERSON: Amount Available per Weight | | \$12,637 | | | | | |
| | Goal | Actual Performance | Degree Exceeded | Potential Percent Awarded | Amount Awarded | Amount Unawarded | |
| Entered Employment Rate | 67.0% | 72.7% | 8.5% | 75% | \$9,478 | \$3,159 | |
| Employment Retention Rate | 84.5% | 88.0% | 4.2% | 50% | \$6,319 | \$6,319 | |
| Average Six Months Earnings | \$12,000 | \$12,734 | \$734 | 75% | \$9,478 | \$3,159 | |
| Sub-Total | | | | | \$25,274 | \$12,637 | \$37,911 |
| MOBILE: Amount Available per Weight | | \$19,276 | | | | | |
| | Goal | Actual Performance | Degree Exceeded | Potential Percent Awarded | Amount Awarded | Amount Unawarded | |
| Entered Employment Rate | 67.0% | 70.3% | 4.9% | 50% | \$9,638 | \$9,638 | |
| Employment Retention Rate | 84.5% | 89.5% | 6.0% | 75% | \$14,457 | \$4,819 | |
| Average Six Months Earnings | \$12,000 | \$14,964 | \$2,964 | 100% | \$19,276 | \$0 | |
| Sub-Total | | | | | \$43,372 | \$14,457 | \$57,829 |
| STATE TOTALS | | | | | \$208,141 | \$126,733 | \$334,874 |

Tier II: Adult Supplemental Award for Local Areas' Relative Performance

| PERFORMANCE MEASURE | Amount Unawarded | Local Area Performance Goal Ratio | | | |
|--------------------------------------|------------------------------|-----------------------------------|-----------|----------|-----------|
| | | AWIA | Jefferson | Mobile | |
| Entered Employment Rate | \$32,725 | 1.0717 | 1.0855 | 1.0493 | |
| Employment Retention Rate | \$50,993 | 1.0233 | 1.0419 | 1.0595 | |
| Average Six Months Earnings | \$43,015 | 1.0399 | 1.0611 | 1.2470 | |
| TOTAL | \$126,733 | | | | |
| COMPOSITE PERFORMANCE INDICES | | | | | |
| Entered Employment Rate | | 1.0717 | 1.0855 | 1.0493 | |
| Employment Retention Rate | | 1.0233 | 1.0419 | 1.0595 | |
| Average Six Months Earnings | | 1.0399 | 1.0611 | 1.2470 | |
| | Average | 1.0449 | 1.0628 | 1.1186 | |
| | Relative Performance Indices | 0.3239 | 0.3294 | 0.3467 | |
| | | AWIA | Jefferson | Mobile | TOTAL |
| LOCAL AREA SUPPLEMENTAL AWARDS | | \$41,046 | \$41,748 | \$43,939 | \$126,733 |

| Tier I: Degree Exceeded Dislocated Worker Goals | | | Amount Available: | | \$412,894 | | |
|---|--------------------|--------------------------|-----------------------------|-----------------------------------|-------------------|-------------------------------|------------------|
| LOCAL AREA | D.W. Allocation | Allocation Percentage | Total Incentive Funds | Incentive Funds/ Local Area | No. of Weights | Incentive Funds/ Weight | Maximum Award |
| AWIA | \$9,690,002 | 0.8283 | \$412,894 | \$342,000 | 3 | \$114,000 | \$342,000 |
| JEFFERSON | \$1,053,191 | 0.0900 | \$412,894 | \$37,171 | 3 | \$12,390 | \$37,171 |
| MOBILE | \$955,479 | 0.0817 | \$412,894 | \$33,723 | 3 | \$11,241 | \$33,723 |
| TOTAL | \$11,698,672 | 1.0000 | | \$412,894 | | | \$412,894 |
| AWIA: Amount Available per Weight | | \$114,000 | | | | | |
| | Goal | Actual Performance | Degree Exceeded | Potential Percent Awarded | Amount Awarded | Amount Unawarded | |
| Entered Employment Rate | 75.0% | 77.4% | 3.1% | 50% | \$57,000 | \$57,000 | |
| Employment Retention Rate | 91.0% | 87.6% | -3.7% | 0.00 | \$0 | \$114,000 | |
| Average Six Months Earnings | \$15,632 | \$15,378 | -\$254 | 0.00 | \$0 | \$114,000 | |
| Sub-Total | | | | | \$57,000 | \$285,000 | \$342,000 |
| JEFFERSON: Amount Available per Weight | | \$12,390 | | | | | |
| | Goal | Actual Performance | Degree Exceeded | Potential Percent Awarded | Amount Awarded | Amount Unawarded | |
| Entered Employment Rate | 75.0% | 70.5% | -6.1% | 0.00 | \$0 | \$12,390 | |
| Employment Retention Rate | 91.0% | 85.7% | -5.8% | 0.00 | \$0 | \$12,390 | |
| Average Six Months Earnings | \$15,632 | \$13,598 | -\$2,034 | 0.00 | \$0 | \$12,390 | |
| Sub-Total | | | | | \$0 | \$37,171 | \$37,171 |
| MOBILE: Amount Available per Weight | | \$11,241 | | | | | |
| | Goal | Actual Performance | Degree Exceeded | Potential Percent Awarded | Amount Awarded | Amount Unawarded | |
| Entered Employment Rate | 75.0% | 70.7% | -5.7% | 0.00 | \$0 | \$11,241 | |
| Employment Retention Rate | 91.0% | 88.1% | -3.2% | 0.00 | \$0 | \$11,241 | |
| Average Six Months Earnings | \$15,632 | \$14,334 | -\$1,298 | 0.00 | \$0 | \$11,241 | |
| Sub-Total | | | | | \$0 | \$33,723 | \$33,723 |
| STATE TOTALS | | | | | \$57,000 | \$355,894 | \$412,894 |

Tier II: Dislocated Worker Supplemental Award for Local Areas' Relative Performance

| PERFORMANCE MEASURE | Amount Unawarded | Local Area Performance Goal Ratio | | | |
|--------------------------------------|-------------------------------------|-----------------------------------|------------------|---------------|------------------|
| | | AWIA | Jefferson | Mobile | |
| Entered Employment Rate | \$80,631 | 1.0314 | 0.9394 | 0.9431 | |
| Employment Retention Rate | \$137,631 | 0.9631 | 0.9419 | 0.9681 | |
| Average Six Months Earnings | \$137,631 | 0.9837 | 0.8699 | 0.9170 | |
| TOTAL | \$355,894 | | | | |
| COMPOSITE PERFORMANCE INDICES | | | | | |
| Entered Employment Rate | | 1.0314 | 0.0000 | 0.0000 | |
| Employment Retention Rate | | 0.0000 | 0.0000 | 0.0000 | |
| Average Six Months Earnings | | 0.0000 | 0.0000 | 0.0000 | |
| | Average | 0.3438 | 0.0000 | 0.0000 | |
| | Relative Performance Indices | 1.0000 | 0.0000 | 0.0000 | |
| | | AWIA | Jefferson | Mobile | TOTAL |
| LWIA SUPPLEMENTAL AWARDS | | \$355,894 | \$0 | \$0 | \$355,894 |

**LOCAL AREA PERFORMANCE VS. GOALS
PROGRAM YEAR 2015
JEFFERSON**

| | Goal | Actual Performance | Incentive Award |
|--------------------------------------|-------------|-------------------------------|----------------------------|
| ADULTS | | | |
| Entered Employment Rate | 67.0% | 72.7% | + |
| Employment Retention Rate | 84.5% | 88.0% | + |
| Average Six Months Earnings | \$12,000 | \$12,734 | + |
| DISLOCATED WORKERS | | | |
| Entered Employment Rate | 75.0% | 70.5% | + |
| Employment Retention Rate | 91.0% | 85.7% | + |
| Average Six Months Earnings | \$15,632 | \$13,598 | + |
| YOUTH COMMON MEASURES (19-21) | | | |
| Literacy and Numeracy Gains | 58.0% | 81.1% | + |
| Placement in Employment or Education | 56.0% | 54.2% | + |
| Attainment of Degree or Certificate | 50.5% | 84.9% | + |

INCENTIVE AWARD KEY

"+" Attained/Exceeded or within 80% of Goal
 "- " Achieved less than 80% of Goal

**LOCAL AREA PERFORMANCE VS. GOALS
PROGRAM YEAR 2015
MOBILE**

| | Goal | Actual Performance | Incentive Award |
|--------------------------------------|----------|-----------------------|--------------------|
| ADULTS | | | |
| Entered Employment Rate | 67.0% | 70.3% | + |
| Employment Retention Rate | 84.5% | 89.5% | + |
| Average Six Months Earnings | \$12,000 | \$14,964 | + |
| DISLOCATED WORKERS | | | |
| Entered Employment Rate | 75.0% | 70.7% * | + |
| Employment Retention Rate | 91.0% | 88.1% * | + |
| Average Six Months Earnings | \$15,632 | \$14,334 * | + |
| YOUTH COMMON MEASURES (14-21) | | | |
| Literacy and Numeracy Gains | 58.0% | 59.7% | + |
| Placement in Employment or Education | 56.0% | 45.9% | + |
| Attainment of Degree or Certificate | 50.5% | 46.3% | + |

INCENTIVE AWARD KEY

"+" Attained/Exceeded or within 80% of Goal
 "- " Achieved less than 80% of Goal

INCENTIVE AWARD CALCULATION PY16 FUNDS

| Tier I: Degree Exceeded ADULT Goals | | | Amount Available: | | \$49,109 | | | |
|--|---|------------------|-----------------------|-----------------------|-----------------------------|----------------|-------------------------|---------------|
| LOCAL AREA | | Adult Allocation | Allocation Percentage | Total Incentive Funds | Incentive Funds/ Local Area | No. of Weights | Incentive Funds/ Weight | Maximum Award |
| AWIA | | \$1,035,489 | 0.7442 | \$49,109 | \$36,547 | 3 | \$12,182 | \$36,547 |
| JEFFERSON | | \$140,942 | 0.1013 | \$49,109 | \$4,974 | 3 | \$1,658 | \$4,974 |
| MOBILE | | \$214,992 | 0.1545 | \$49,109 | \$7,588 | 3 | \$2,529 | \$7,588 |
| TOTAL | | \$1,391,424 | 1.0000 | | \$49,109 | | | \$49,109 |
| AWIA: Amount Available per Weight | | | \$12,182 | | | | | |
| | | Goal | Actual Performance | Degree Exceeded | Potential Percent Awarded | Amount Awarded | Amount Unawarded | |
| Entered Employment Rate | 1 | 67.0% | 71.8% | 7.2% | 75% | \$9,137 | \$3,046 | |
| Employment Retention Rate | 1 | 84.5% | 86.5% | 2.3% | 50% | \$6,091 | \$6,091 | |
| Average Six Months Earnings | 1 | \$12,000 | \$12,478 | \$478 | 50% | \$6,091 | \$6,091 | |
| Sub-Total | | | | | | \$21,319 | \$15,228 | \$36,547 |
| JEFFERSON: Amount Available per Weight | | | \$1,658 | | | | | |
| | | Goal | Actual Performance | Degree Exceeded | Potential Percent Awarded | Amount Awarded | Amount Unawarded | |
| Entered Employment Rate | 1 | 67.0% | 72.7% | 8.5% | 75% | \$1,244 | \$415 | |
| Employment Retention Rate | 1 | 84.5% | 88.0% | 4.2% | 50% | \$829 | \$829 | |
| Average Six Months Earnings | 1 | \$12,000 | \$12,734 | \$734 | 75% | \$1,244 | \$415 | |
| Sub-Total | | | | | | \$3,316 | \$1,658 | \$4,974 |
| MOBILE: Amount Available per Weight | | | \$2,529 | | | | | |
| | | Goal | Actual Performance | Degree Exceeded | Potential Percent Awarded | Amount Awarded | Amount Unawarded | |
| Entered Employment Rate | 1 | 67.0% | 70.3% | 4.9% | 50% | \$1,265 | \$1,265 | |
| Employment Retention Rate | 1 | 84.5% | 89.5% | 6.0% | 75% | \$1,897 | \$632 | |
| Average Six Months Earnings | 1 | \$12,000 | \$14,964 | \$2,964 | 100% | \$2,529 | \$0 | |
| Sub-Total | | | | | | \$5,691 | \$1,897 | \$7,588 |
| STATE TOTALS | | | | | | \$30,326 | \$18,783 | \$49,109 |

Tier II: Adult Supplemental Award for Local Area' Relative Performance

| PERFORMANCE MEASURE | Amount Unawarded | Local Area Performance Goal Ratio | | | |
|---------------------------------------|------------------------------|-----------------------------------|----------------|----------------|-----------------|
| | | AWIA | Jefferson | Mobile | |
| Entered Employment Rate | \$4,725 | 1.0717 | 1.0855 | 1.0493 | |
| Employment Retention Rate | \$7,553 | 1.0233 | 1.0419 | 1.0595 | |
| Average Six Months Earnings | \$6,506 | 1.0399 | 1.0611 | 1.2470 | |
| TOTAL | \$18,783 | | | | |
| COMPOSITE PERFORMANCE INDICES | | | | | |
| Entered Employment Rate | | 1.0717 | 1.0855 | 1.0493 | |
| Employment Retention Rate | | 1.0233 | 1.0419 | 1.0595 | |
| Average Six Months Earnings | | 1.0399 | 1.0611 | 1.2470 | |
| | Average | 1.0449 | 1.0628 | 1.1186 | |
| | Relative Performance Indices | 0.3239 | 0.3294 | 0.3467 | |
| | | AWIA | Jefferson | Mobile | TOTAL |
| LOCAL AREA SUPPLEMENTAL AWARDS | | \$6,083 | \$6,187 | \$6,512 | \$18,783 |

| | | |
|--|--------------------------|-----------------|
| Tier I: Degree Exceeded Dislocated Worker Goals | Amount Available: | \$77,879 |
|--|--------------------------|-----------------|

| LOCAL AREA | D.W. Allocation | Allocation Percentage | Total Incentive Funds | Incentive Funds/ Local Area | No. of Weights | Incentive Funds/ Weight | Maximum Award |
|--------------|--------------------|--------------------------|-----------------------------|-----------------------------------|-------------------|-------------------------------|------------------|
| AWIA | \$1,827,721 | 0.8283 | \$77,879 | \$64,507 | 3 | \$21,502 | \$64,507 |
| JEFFERSON | \$198,652 | 0.0900 | \$77,879 | \$7,011 | 3 | \$0 | \$0 |
| MOBILE | \$180,222 | 0.0817 | \$77,879 | \$6,361 | 3 | \$0 | \$0 |
| TOTAL | \$2,206,595 | 1.0000 | | \$77,879 | | | \$64,507 |

AWIA: Amount Available per Weight

\$21,502

| | | Goal | Actual Performance | Degree Exceeded | Potential Percent Awarded | Amount Awarded | Amount Unawarded |
|-----------------------------|---|----------|-----------------------|--------------------|---------------------------------|-------------------|---------------------|
| Entered Employment Rate | 1 | 75.0% | 77.4% | 3.1% | 50% | \$10,751 | \$10,751 |
| Employment Retention Rate | 1 | 91.0% | 87.6% | -3.7% | 0.00 | \$0 | \$21,502 |
| Average Six Months Earnings | 1 | \$15,632 | \$15,378 | -\$254 | 0.00 | \$0 | \$21,502 |
| # | | | | | | | |

Sub-Total

\$10,751

\$53,756

\$64,507

JEFFERSON: Amount Available per Weight

\$0

| | | Goal | Actual Performance | Degree Exceeded | Potential Percent Awarded | Amount Awarded | Amount Unawarded |
|-----------------------------|---|----------|-----------------------|--------------------|---------------------------------|-------------------|---------------------|
| Entered Employment Rate | 1 | 75.0% | 70.5% | -6.1% | 0.00 | \$0 | \$0 |
| Employment Retention Rate | 1 | 91.0% | 85.7% | -5.8% | 0.00 | \$0 | \$0 |
| Average Six Months Earnings | 1 | \$15,632 | \$13,598 | -\$2,034 | 0.00 | \$0 | \$0 |

Sub-Total

\$0

\$0

\$0

MOBILE: Amount Available per Weight

\$0

| | | Goal | Actual Performance | Degree Exceeded | Potential Percent Awarded | Amount Awarded | Amount Unawarded |
|-----------------------------|---|----------|-----------------------|--------------------|---------------------------------|-------------------|---------------------|
| Entered Employment Rate | 1 | 75.0% | 70.7% | -5.7% | 0.00 | \$0 | \$0 |
| Employment Retention Rate | 1 | 91.0% | 88.1% | -3.2% | 0.00 | \$0 | \$0 |
| Average Six Months Earnings | 1 | \$15,632 | \$14,334 | -\$1,298 | 0.00 | \$0 | \$0 |

Sub-Total

\$0

\$0

\$0

STATE TOTALS

\$10,751

\$53,756

\$64,507

Tier II: Dislocated Worker Supplemental Award for Local Areas' Relative Performance

| PERFORMANCE MEASURE | Amount Unawarded | Local Area Performance Goal Ratio | | | |
|---------------------------------------|------------------------------|-----------------------------------|------------|------------|-----------------|
| | | AWIA | Jefferson | Mobile | |
| Entered Employment Rate | \$10,751 | 1.0314 | 0.9394 | 0.9431 | |
| Employment Retention Rate | \$21,502 | 0.9631 | 0.9419 | 0.9681 | |
| Average Six Months Earnings | \$21,502 | 0.9837 | 0.8699 | 0.9170 | |
| TOTAL | \$53,756 | | | | |
| COMPOSITE PERFORMANCE INDICES | | | | | |
| Entered Employment Rate | | 1.0314 | 0.0000 | 0.0000 | |
| Employment Retention Rate | | 0.0000 | 0.0000 | 0.0000 | |
| Average Six Months Earnings | | 0.0000 | 0.0000 | 0.0000 | |
| | Average | 0.3438 | 0.0000 | 0.0000 | |
| | Relative Performance Indices | 1.0000 | 0.0000 | 0.0000 | |
| | | AWIA | Jefferson | Mobile | TOTAL |
| LOCAL AREA SUPPLEMENTAL AWARDS | | \$53,756 | \$0 | \$0 | \$53,756 |

| Tier I: Degree Exceeded Youth (14-21) | | | Amount Available: | | \$397,284 | | | |
|--|---|------------------|-----------------------|-----------------------|-----------------------------|----------------|-------------------------|---------------|
| LOCAL AREA | | Youth Allocation | Allocation Percentage | Total Incentive Funds | Incentive Funds/ Local Area | No. of Weights | Incentive Funds/ Weight | Maximum Award |
| AWIA | | \$8,530,942 | 0.7579 | \$397,284 | \$301,092 | 3 | \$100,364 | \$301,092 |
| JEFFERSON | | \$1,046,186 | 0.0929 | \$397,284 | \$36,924 | 3 | \$12,308 | \$36,924 |
| MOBILE | | \$1,679,262 | 0.1492 | \$397,284 | \$59,268 | 3 | \$19,756 | \$59,268 |
| TOTAL | | \$11,256,390 | | | | | | \$397,284 |
| AWIA: Amount Available per Weight | | | \$100,364 | | | | | |
| | | Goal | Actual Performance | Degree Exceeded | Potential Percent Awarded | Amount Awarded | Amount Unawarded | |
| Literacy and Numeracy Gains | 0 | 58.0% | 43.0% | -25.9% | 0.00 | \$0 * | \$100,364 | |
| Placement in Employment or Education | 1 | 56.0% | 56.8% | 1.4% | 50% | \$0 * | \$100,364 | |
| Attainment of Degree or Certificate | 0 | 50.5% | 40.2% | -20.4% | 0.00 | \$0 * | \$100,364 | |
| *Failed to meet 2 of the 3 Youth performance measures. | | | | | | | | |
| Sub-Total | | | | | | \$0 | \$301,092 | \$301,092 |
| JEFFERSON: Amount Available per Weight | | | \$12,308 | | | | | |
| | | Goal | Actual Performance | Degree Exceeded | Potential Percent Awarded | Amount Awarded | Amount Unawarded | |
| Literacy and Numeracy Gains | 1 | 58.0% | 81.1% | 39.9% | 100% | \$12,308 | \$0 | |
| Placement in Employment or Education | 1 | 56.0% | 54.2% | -3.2% | 0.00 | \$0 | \$12,308 | |
| Attainment of Degree or Certificate | 1 | 50.5% | 84.9% | 68.1% | 100% | \$12,308 | \$0 | |
| Sub-Total | | | | | | \$24,616 | \$12,308 | \$36,924 |
| MOBILE: Amount Available per Weight | | | \$19,756 | | | | | |
| | | Goal | Actual Performance | Degree Exceeded | Potential Percent Awarded | Amount Awarded | Amount Unawarded | |
| Literacy and Numeracy Gains | 1 | 58.0% | 59.7% | 2.9% | 50% | \$9,878 | \$9,878 | |
| Placement in Employment or Education | 1 | 56.0% | 45.9% | -18.0% | 0.00 | \$0 | \$19,756 | |
| Attainment of Degree or Certificate | 1 | 50.5% | 46.3% | -8.4% | 0.00 | \$0 | \$19,756 | |
| Sub-Total | | | | | | \$9,878 | \$49,390 | \$59,268 |
| STATE TOTALS | | | | | | \$34,494 | \$362,790 | \$397,284 |

Tier II: Youth (14-21) Supplemental Award for Local Areas' Relative Performance

| | | Local Area Performance Goal Ratio | | | |
|--|------------------------------|-----------------------------------|-----------|----------|-----------|
| PERFORMANCE MEASURE | Amount Unawarded | AWIA | Jefferson | Mobile | |
| Literacy and Numeracy Gains | \$110,242 | 0.0000 * | 1.3988 | 1.0287 | |
| Placement in Employment or Education | \$132,428 | 0.0000 * | 0.9682 | 0.8197 | |
| Attainment of Degree or Certificate | \$120,120 | 0.0000 * | 1.6809 | 0.9164 | |
| *Failed to meet 2 of the 3 Youth performance measures. | | | | | |
| TOTAL UNAWARDED FUNDS | \$362,790 | | | | |
| COMPOSITE PERFORMANCE INDICES | | | | | |
| Literacy and Numeracy Gains | | 0.0000 | 1.3988 | 1.0287 | |
| Placement in Employment or Education | | 0.0000 | 0.0000 | 0.0000 | |
| Attainment of Degree or Certificate | | 0.0000 | 1.6809 | 0.0000 | |
| | Average | 0.0000 | 1.0266 | 0.3429 | |
| | Relative Performance Indices | 0.0000 | 0.7496 | 0.2504 | |
| | | AWIA | Jefferson | Mobile | Total |
| LOCAL AREA SUPPLEMENTAL AWARDS | | \$0 | \$271,952 | \$90,838 | \$362,790 |

INCENTIVE AWARD CALCULATION FY17 FUNDS

| Tier I: Degree Exceeded ADULT Goals | | | Amount Available: | | \$334,874 | | |
|--|------------------|-----------------------|-----------------------|-----------------------------|----------------|-------------------------|---------------|
| LOCAL AREA | Adult Allocation | Allocation Percentage | Total Incentive Funds | Incentive Funds/ Local Area | No. of Weights | Incentive Funds/ Weight | Maximum Award |
| AWIA | \$6,775,453 | 0.7141 | \$334,874 | \$239,133 | 3 | \$79,711 | \$239,133 |
| JEFFERSON | \$1,074,151 | 0.1132 | \$334,874 | \$37,911 | 3 | \$12,637 | \$37,911 |
| MOBILE | \$1,638,498 | 0.1727 | \$334,874 | \$57,829 | 3 | \$19,276 | \$57,829 |
| TOTAL | \$9,488,102 | 1.0000 | | \$334,874 | | | \$334,874 |
| AWIA: Amount Available per Weight | | \$79,711 | | | | | |
| | Goal | Actual Performance | Degree Exceeded | Potential Percent Awarded | Amount Awarded | Amount Unawarded | |
| Entered Employment Rate | 67.0% | 71.8% | 7.2% | 75% | \$59,783 | \$19,928 | |
| Employment Retention Rate | 84.5% | 86.5% | 2.3% | 50% | \$39,856 | \$39,856 | |
| Average Six Months Earnings | \$12,000 | \$12,478 | \$478 | 50% | \$39,856 | \$39,856 | |
| Sub-Total | | | | | \$139,495 | \$99,639 | \$239,133 |
| JEFFERSON: Amount Available per Weight | | \$12,637 | | | | | |
| | Goal | Actual Performance | Degree Exceeded | Potential Percent Awarded | Amount Awarded | Amount Unawarded | |
| Entered Employment Rate | 67.0% | 72.7% | 8.5% | 75% | \$9,478 | \$3,159 | |
| Employment Retention Rate | 84.5% | 88.0% | 4.2% | 50% | \$6,319 | \$6,319 | |
| Average Six Months Earnings | \$12,000 | \$12,734 | \$734 | 75% | \$9,478 | \$3,159 | |
| Sub-Total | | | | | \$25,274 | \$12,637 | \$37,911 |
| MOBILE: Amount Available per Weight | | \$19,276 | | | | | |
| | Goal | Actual Performance | Degree Exceeded | Potential Percent Awarded | Amount Awarded | Amount Unawarded | |
| Entered Employment Rate | 67.0% | 70.3% | 4.9% | 50% | \$9,638 | \$9,638 | |
| Employment Retention Rate | 84.5% | 89.5% | 6.0% | 75% | \$14,457 | \$4,819 | |
| Average Six Months Earnings | \$12,000 | \$14,964 | \$2,964 | 100% | \$19,276 | \$0 | |
| Sub-Total | | | | | \$43,372 | \$14,457 | \$57,829 |
| STATE TOTALS | | | | | \$208,141 | \$126,733 | \$334,874 |

Tier II: Adult Supplemental Award for Local Areas' Relative Performance

| PERFORMANCE MEASURE | Amount Unawarded | Local Area Performance Goal Ratio | | | |
|---------------------------------------|------------------------------|-----------------------------------|-----------------|-----------------|------------------|
| | | AWIA | Jefferson | Mobile | |
| Entered Employment Rate | \$32,725 | 1.0717 | 1.0855 | 1.0493 | |
| Employment Retention Rate | \$50,993 | 1.0233 | 1.0419 | 1.0595 | |
| Average Six Months Earnings | \$43,015 | 1.0399 | 1.0611 | 1.2470 | |
| TOTAL | \$126,733 | | | | |
| COMPOSITE PERFORMANCE INDICES | | | | | |
| Entered Employment Rate | | 1.0717 | 1.0855 | 1.0493 | |
| Employment Retention Rate | | 1.0233 | 1.0419 | 1.0595 | |
| Average Six Months Earnings | | 1.0399 | 1.0611 | 1.2470 | |
| | Average | 1.0449 | 1.0628 | 1.1186 | |
| | Relative Performance Indices | 0.3239 | 0.3294 | 0.3467 | |
| | | AWIA | Jefferson | Mobile | TOTAL |
| LOCAL AREA SUPPLEMENTAL AWARDS | | \$41,046 | \$41,748 | \$43,939 | \$126,733 |

| Tier I: Degree Exceeded Dislocated Worker Goals | | | Amount Available: | | \$412,894 | | |
|---|--------------------|--------------------------|-----------------------------|-----------------------------------|-------------------|-------------------------------|------------------|
| LOCAL AREA | D.W. Allocation | Allocation Percentage | Total Incentive Funds | Incentive Funds/ Local Area | No. of Weights | Incentive Funds/ Weight | Maximum Award |
| AWIA | \$9,690,002 | 0.8283 | \$412,894 | \$342,000 | 3 | \$114,000 | \$342,000 |
| JEFFERSON | \$1,053,191 | 0.0900 | \$412,894 | \$37,171 | 3 | \$12,390 | \$37,171 |
| MOBILE | \$955,479 | 0.0817 | \$412,894 | \$33,723 | 3 | \$11,241 | \$33,723 |
| TOTAL | \$11,698,672 | 1.0000 | | \$412,894 | | | \$412,894 |
| AWIA: Amount Available per Weight | | \$114,000 | | | | | |
| | Goal | Actual Performance | Degree Exceeded | Potential Percent Awarded | Amount Awarded | Amount Unawarded | |
| Entered Employment Rate | 75.0% | 77.4% | 3.1% | 50% | \$57,000 | \$57,000 | |
| Employment Retention Rate | 91.0% | 87.6% | -3.7% | 0.00 | \$0 | \$114,000 | |
| Average Six Months Earnings | \$15,632 | \$15,378 | -\$254 | 0.00 | \$0 | \$114,000 | |
| Sub-Total | | | | | \$57,000 | \$285,000 | \$342,000 |
| JEFFERSON: Amount Available per Weight | | \$12,390 | | | | | |
| | Goal | Actual Performance | Degree Exceeded | Potential Percent Awarded | Amount Awarded | Amount Unawarded | |
| Entered Employment Rate | 75.0% | 70.5% | -6.1% | 0.00 | \$0 | \$12,390 | |
| Employment Retention Rate | 91.0% | 85.7% | -5.8% | 0.00 | \$0 | \$12,390 | |
| Average Six Months Earnings | \$15,632 | \$13,598 | -\$2,034 | 0.00 | \$0 | \$12,390 | |
| Sub-Total | | | | | \$0 | \$37,171 | \$37,171 |
| MOBILE: Amount Available per Weight | | \$11,241 | | | | | |
| | Goal | Actual Performance | Degree Exceeded | Potential Percent Awarded | Amount Awarded | Amount Unawarded | |
| Entered Employment Rate | 75.0% | 70.7% | -5.7% | 0.00 | \$0 | \$11,241 | |
| Employment Retention Rate | 91.0% | 88.1% | -3.2% | 0.00 | \$0 | \$11,241 | |
| Average Six Months Earnings | \$15,632 | \$14,334 | -\$1,298 | 0.00 | \$0 | \$11,241 | |
| Sub-Total | | | | | \$0 | \$33,723 | \$33,723 |
| STATE TOTALS | | | | | \$57,000 | \$355,894 | \$412,894 |

Tier II: Dislocated Worker Supplemental Award for Local Areas' Relative Performance

| PERFORMANCE MEASURE | Amount Unawarded | Local Area Performance Goal Ratio | | | |
|--------------------------------------|-------------------------------------|-----------------------------------|------------------|---------------|------------------|
| | | AWIA | Jefferson | Mobile | |
| Entered Employment Rate | \$80,631 | 1.0314 | 0.9394 | 0.9431 | |
| Employment Retention Rate | \$137,631 | 0.9631 | 0.9419 | 0.9681 | |
| Average Six Months Earnings | \$137,631 | 0.9837 | 0.8699 | 0.9170 | |
| TOTAL | \$355,894 | | | | |
| COMPOSITE PERFORMANCE INDICES | | | | | |
| Entered Employment Rate | | 1.0314 | 0.0000 | 0.0000 | |
| Employment Retention Rate | | 0.0000 | 0.0000 | 0.0000 | |
| Average Six Months Earnings | | 0.0000 | 0.0000 | 0.0000 | |
| | Average | 0.3438 | 0.0000 | 0.0000 | |
| | Relative Performance Indices | 1.0000 | 0.0000 | 0.0000 | |
| | | AWIA | Jefferson | Mobile | TOTAL |
| LWIA SUPPLEMENTAL AWARDS | | \$355,894 | \$0 | \$0 | \$355,894 |