




Memorandum of Record #345

DATE: JANUARY 12, 2009

MEMORANDUM TO: WORKFORCE SOLUTIONS-ALAMO CONTRACTORS

FROM: FRANCISCO MONCIVAIS
DEPUTY EXECUTIVE DIRECTOR-PROGRAM OPERATIONS 

SUBJECT: BOARD CONTRACT YEAR 2009 INCENTIVE AWARDS-UPDATE

The Texas Workforce Commission (TWC) has released Workforce Development (WD) Letter 42-08, Change 1 Board Contract Year 2009 Incentive Awards-Update, which provides updated information on Board Contract Year 2009 incentive award criteria.

Workforce Solutions-Alamo adopts this WD letter as local policy. The policy highlights performance measures for purposes of incentives for 2009. Workforce Solutions-Alamo contractors must ensure that appropriate staff reviews this information and all procedures are implemented to meet all performance measures.

All comments and inquiries pertaining to this policy should be directed to:

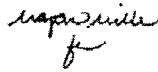
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Attached: WD 42-08, Change 1 Board Contract Year 2009 Incentive Awards-Update

TEXAS WORKFORCE COMMISSION LETTER

ID/No:	WD 42-08, Change 1
Date:	December 18, 2008
Keyword:	Administration; Performance
Effective:	Immediately

To: Local Workforce Development Board Executive Directors
Commission Executive Offices
Integrated Service Area Managers



From: Laurence M. Jones, Director, Workforce Development Division

Subject: **Board Contract Year 2009 Incentive Awards—Update**

PURPOSE:

To provide Local Workforce Development Boards (Boards) with **updated** information on **the following** Board Contract Year 2009 (BCY'09) incentive award ~~criteria~~:

- **Workforce Investment Act (WIA) Exemplary Performance Awards**
- **WIA Regional Cooperation/Local Coordination Awards**
- **Board Service Awards**
- **Board Performance Awards**

CHANGES TO WD LETTER 42-08:

New information in this WD Letter is indicated by:

- A ~~strikethrough~~ of the original language, which indicates that language has been deleted; and
- **Bold** typeface, which indicates new or clarifying language.

BACKGROUND:

The Texas Workforce Commission's (Commission) General Administration rules §800.106 **and §800.107** provide a flexible framework for providing incentives to Boards and rewarding strong performances by Boards in key areas that are identified yearly by the Commission. This WD Letter meets the requirements of Commission rule §800.106(d), which states that the Commission "shall notify Boards of the method by which performance shall be evaluated for the purpose of giving awards under this rule for that year."

On November 12, 2008, the Commission approved additional incentives for Boards to further emphasize the Commission's priorities and focus on strategies that support regional economies.

PROCEDURES:

Boards must be aware of the BCY'09 incentive award criteria and weighting approved by the Commission on September 23, 2008, and **November 12, 2008**, as set forth in Attachment I.

NLF

INQUIRIES:

Direct inquiries regarding this WD Letter to wfpolicy.clarifications@twc.state.tx.us.

ATTACHMENT:

Attachment 1: Board Classifications and Incentive Award Criteria for Board Contract Year 2009

RESCISSIONS:

WD Letter 42-08

REFERENCE:

Texas Workforce Commission General Administration Rules: 40 TAC §§800.101–800.107

FLEXIBILITY RATINGS:

No Local Flexibility (NLF): This rating indicates that Boards must comply with the federal and state laws, rules, policies, and required procedures set forth in this WD Letter and have no local flexibility in determining whether and/or how to comply. All information with an NLF rating is indicated by “must” or “shall.”

Local Flexibility (LF): This rating indicates that Boards have local flexibility in determining whether and/or how to implement guidance or recommended practices set forth in this WD Letter. All information with an LF rating is indicated by “may” or “recommend.”

Board Classifications and Incentive Award Criteria for Board Contract Year 2009

BCY'09 Board Classifications

BCY'09 Board Classifications			
LWDA	LWDA Name	BCY'09 Allocation	Classification
12	Concho Valley	5,027,624	Cohort 1
25	Texoma	5,609,660	
19	Golden Crescent	6,405,727	
3	North Texas	6,830,374	
16	Brazos Valley	9,151,972	
7	North East	9,635,611	
27	Middle Rio Grande	9,662,868	
9	West Central	10,620,793	Cohort 2
13	Heart of Texas	11,688,907	
1	Panhandle	12,445,706	
21	South Texas	12,668,275	
17	Deep East Texas	12,757,798	
11	Permian Basin	13,082,507	
26	Central Texas	13,265,115	Cohort 3
2	South Plains	13,550,021	
18	Southeast Texas	13,690,040	
15	Rural Capital	16,639,115	
24	Cameron County	20,619,982	
22	Coastal Bend	21,050,510	
8	East Texas	24,442,745	
14	Capital Area	25,266,480	Cohort 4
10	Upper Rio Grande	38,355,874	
23	Lower Rio Grande	48,493,723	
4	North Central	48,969,524	
5	Tarrant County	50,385,244	
20	Alamo	63,273,189	
6	Dallas	78,081,775	
28	Gulf Coast	168,309,344	

BCY'09 Incentive Award Criteria

Workforce Investment Act Exemplary Performance Awards

Awarded to Boards with the best performance on Workforce Investment Act (WIA) performance measures, based on the following criteria:

- Board must achieve at least 100 percent cumulative program score for each of the program performance areas, and a Board may not have any of the individual WIA performance measures fall below 90 percent of its adjusted performance targets;
- Board must meet or exceed at least an 80 percent expenditure rate of each WIA funding stream; and
- Board must achieve a minimum 60 percent expenditure rate for out-of-school youth.

WIA Exemplary Performance in the amount of \$225,000 is awarded as follows:

- First Place: \$100,000
- Second Place: \$ 75,000
- Third Place: \$ 50,000

WIA Regional Cooperation/Local Coordination Awards

Awarded in the amount of \$500,000 through competitive Requests for Proposals to Boards working cooperatively with other Boards in their region, local chambers of commerce, and economic development entities to align workforce planning and resource allocation with the state’s economic development goals (i.e., Governor’s six industry clusters).

Board Service Awards

Four awards totaling \$200,000 (\$50,000 each) for the following:

- Service to Workers
- Service to Business
- Service to Community
- Industry Sector Outreach

Board Performance Awards

Awarded as follows:

Board Performance Awards	Criteria		Award Amount/Distribution
	Performance Measure	Weight	
Category 1: Claimant and Youth Performance Measures (actual performance for the 2 claimant measures and % of current target for the youth measure)	Claimant Reemployment	34%	\$500,000 (50% WIA and 50% ES funds), to be distributed as follows: Cohort 4: \$200,000 Cohort 3: \$100,000 Cohort 2: \$100,000 Cohort 1: \$100,000
	Claimant Reemployment within 10 Weeks	33%	
	WIA Youth Attainment of Degree or Certificate	33%	
Category 2: Choices Participation Rate Performance Measures (% of current target)	Choices Single Parent Tx-Mandatory Participation Rate	33%	\$500,000 (TANF funds), to be distributed as follows: Cohort 4: \$200,000 Cohort 3: \$100,000 Cohort 2: \$100,000 Cohort 1: \$100,000
	Choices Single Parent Tx-Nonmandatory Participation Rate	34%	
	Choices Two Parent Participation Rate	33%	
Category 3: Lowest Overall Percentage of Child Care Expenditures Spent on Administrative/Operations Costs (actual performance)	Child Care Admin/Ops Expenditure Rate	100%	\$250,000 (child care funds), to be distributed as follows: Cohort 4: \$100,000 Cohort 3: \$ 50,000 Cohort 2: \$ 50,000 Cohort 1: \$ 50,000
Category 4: Most Improvement in Percentage of Child Care Expenditures Spent on Administrative/Operations Costs (actual performance)	Child Care Admin/Ops Expenditure Rate	100%	\$250,000 (child care funds), to be distributed as follows: Cohort 4: \$100,000 Cohort 3: \$ 50,000 Cohort 2: \$ 50,000 Cohort 1: \$ 50,000