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Colorado Workforce
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Category/Subject: PY14 WIA Performance Incentive Fund Grants
Colorado Policy Guidance Letter#: GRT-2014-01 (prior #14-09-WIA)
Revise/Replace: N/A
Date: November 25, 2014
Distribution: Managers, Workforce Development Programs Staff, Workforce Directors and Staff

I. REFERENCE(S):

Title I of the Workforce Investment Act (WIA) of 1998, Section 134(a)(2)(B)(iii); WIA Regulations at 20 CFR 665.200; PGL 14-04-WIA: PY14 Local Plan Guidelines (rescinded)

II. PURPOSE:

To provide specific guidance and policy direction to Local Workforce Investment Boards (LWIB) and Workforce Regions on the methodology that will be used to determine Performance Incentive Fund (PIF) grants to each local region as result of Program Year 2014 performance, as mandated by Workforce Investment Act (WIA).

To further explain the categories that will be rated for each region (see *Attachment 1*) to determine PIF allocations, which will be based on Connecting Colorado performance reports, local plan quarterly reports and the end of year, cumulative report for PY14.

III. BACKGROUND:

Under WIA, the Colorado Workforce Development Council (CWDC) is required to provide Performance Incentive Funds using part of its 10% Statewide Activities Funds (in PY14 this set aside was reduced to 3.75%). These performance incentive funds are provided to local workforce regions for exemplary performance on local performance measures, regional cooperation among local workforce invest boards, and local coordination of program activities.

IV. PY14 PERFORMANCE INCENTIVE FUNDS - AMOUNT:

The CWDC set aside \$126,418.00 of its PY14 statewide activities funds for performance incentive grants. This proposed amount was approved by Governor John Hickenlooper as part of the PY14 Statewide Activities budget proposal. Based on budget availability at the

time incentive grants are awarded, CWDC will consider increasing the total amount applied to the incentive awards.

V. CATEGORIES TO BE RATED:

The categories that will be rated to determine the PY14 PIF allocations match those addressed by the local regions in their annual plan, and which are being reported to the CWDC quarterly via the PY14 Local Plan Quarterly Report form (see *Attachment 2*), in addition to each region's performance on its local performance measures.

The rating categories will be:

- Local Performance Measures
- Business Services Standardization
- Sector Partnerships
- Local Workforce Investment Board and Local Youth Council Engagement
- Increased Enrollments (Adult, Youth, Dislocated Worker)
- Workforce Investment Works Success Stories
- Other Advertising and Outreach Activities
- Local Workforce Investment Board and Local Youth Council Composition
- Career Pathways

Local performance measures will be considered as one of nine categories, and will be rated with the same rating scale (below) as the other categories.

The rating for each category will be based on a 0 or 1 scale (0=Did not meet expectations; 1=Met or exceeded expectations). The maximum possible number of points for each region will be 9 (or 81 for all nine regions). The total number of points earned by all nine regions will determine the dollar per point that is awarded; the more total points that are earned, the less the dollar amount per point. (Example: If all nine regions earn all 9 possible points, the dollar per point will be \$1561 -- \$126,418 divided by 81 points.)

Additionally, each region's participation in the planning and implementation of the Workforce Innovation & Opportunity Act will be considered. This category will be "extra credit" if additional budget is available for performance incentive awards.

See *Attachment 1* for more information.

VI. TIMELINE:

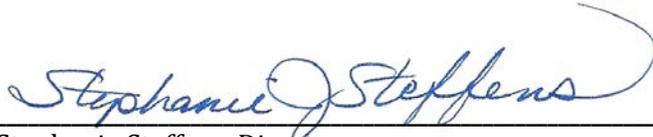
May 30, 2014 – PY14 Local Plans Due
November 14, 2014 – Q1 Report Due
January 31, 2015 – Q2 Report Due
April 30, 2015 – Q3 Report Due
August 7, 2015 – PY14 End of Year Report Due
October 31, 2015 – PIF Allocations Announced

VIII. IMPLEMENTATION DATE:

Immediately upon receipt.

IX. INQUIRIES:

Please direct all inquiries to Colorado Workforce Development Council staff:
cwdc@state.co.us

A handwritten signature in blue ink that reads "Stephanie Steffens". The signature is written in a cursive style with a large, sweeping flourish at the end.

Stephanie Steffens, Director
Colorado Workforce Development Council

Attachments:

1. PY14 PIF Rating Scale for Regions
2. PY14 Local Plan Quarterly Report Template