

John Hickenlooper
Governor

Ellen Golombek
Executive Director
Department of Labor & Employment

Jay Hardy, Chair

Stephanie Veck, Director



Colorado Workforce
Development Council

633 17th Street, Suite 1200
Denver, Colorado 80202
303-318-8038
cwdc@state.co.us

Subject: PY15 WIOA Performance Incentive Fund Grants
Colorado One-Stop System Policy Guidance Letter#: GRT-2016-02
Revise/Replace: GRT-2014-01
Date: May 31, 2016
Distribution: Managers, Workforce Development Programs Staff, Workforce Directors and Staff

I. REFERENCE(S):

- [Workforce Innovation and Opportunity Act](#), PL 113-128 – July 22, 2014
- Title I of the Workforce Investment Act (WIA) of 1998, Section 134(a)(2)(B)(iii)
- WIA Regulations at 20 CFR 665.200
- Policy Guidance Letter (PGL)#WIOA-2016-01, [PY16-19 Regional and Local Plan Guidelines](#)

II. PURPOSE:

To provide specific guidance and policy direction to Local Workforce Development Boards (LWDBs) and Local Areas on the methodology that will be used to determine Performance Incentive Fund (PIF) grants as result of Program Year 2015 (PY15) performance.

To further explain the categories that will be rated for each area 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 PY15.

III. BACKGROUND:

Under WIA, the Colorado Workforce Development Council (CWDC) was required to provide Performance Incentive Funds using part of its 10% Statewide Activities Funds (in PY14 this set aside was reduced to 5%). While this activity is no longer required under the Workforce Innovation and Opportunity Act (WIOA), this practice has had a positive impact on our system and the CWDC has decided to continue to make these funds available for PY15. These performance incentive funds are provided to local areas for exemplary performance on local performance measures, regional cooperation among local workforce development boards, and local coordination of program activities.

IV. POLICY/ACTION:

A. PY15 PERFORMANCE INCENTIVE FUNDS - AMOUNT:

The CWDC has set aside \$126,481.00 of its PY15 statewide activities funds for performance incentive fund grants. This proposed amount was approved by Governor John Hickenlooper as part of the PY15 Statewide Activities budget proposal. Based on budget availability at the time that PIF grants are awarded, CWDC will consider increasing the total amount available for the incentive awards.

All local areas are automatically considered for PIF grants; no additional application is necessary.

B. RATING CATEGORIES:

The categories that will be rated to determine the PY15 PIF allocations match those addressed by the local areas in their annual plan, and which are being reported to the CWDC quarterly via the PY15 Local Plan Quarterly Report (see *Attachment 2*), in addition to each area's performance on its local performance measures.

The rating categories will fall under the umbrella of:

1. Business Services Enhancement/Expansion of Sector Partnerships
2. Sector Partnerships Role, Objectives and Measurable Outcomes
3. Career Pathways
4. Work-based learning opportunities (Youth, Adult/DW, transitional jobs, incumbent workers)
5. Business Services WIOA Integration and Coordination
6. Increased Enrollments (Adult, Youth, Dislocated Worker)
7. Increased Targeted Group Awareness
8. Workforce Investment Works Success Stories
9. Business Engagement
10. Local Workforce Development Board and Local Youth Standing Committee Engagement
11. WIOA Partnerships for Career Pathways

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

The rating for each category will be based on a two point scale (0=Did not meet expectations; 1=Met or exceeded expectations). The maximum possible number of points for each local area will be 12 (or 120 for all ten local areas). The total number of points earned by all ten local areas 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 ten local areas earn all 12 possible points, the dollar per point will be \$1054 -- \$126,481 divided by 120 points.)

See *Attachment 1* for more information on the rating scale.

C. TIMELINE:

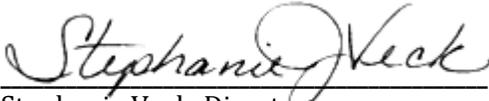
June 1, 2015 – PY15 Local Plans Due
November 20, 2015 – Q1 Report Due
January 29, 2016 – Q2 Report Due
April 29, 2016 – Q3 Report Due
August 12, 2016 – PY15 End of Year Report Due
October 31, 2016 – PIF Allocations Announced

V. IMPLEMENTATION DATE:

Immediately upon receipt.

VI. INQUIRIES:

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



Stephanie Veck, Director
Colorado Workforce Development Council

Attachments:

1. PY15 PIF Rating Scale for Areas
2. PY15 Local Plan Quarterly Report Template