

MASSACHUSETTS WORKFORCE DEVELOPMENT SYSTEM

# Mass Workforce Issuance

---

**Workforce Issuance No. 06-51**

**Policy**    **Information**

---

**To:** Chief Elected Officials  
Workforce Investment Board Chairs  
Workforce Investment Board Directors  
Title I Administrators  
Career Center Directors  
Title I Fiscal Officers  
DCS Associate Directors  
DCS Field Managers

**cc:** WIA State Partners

**From:** Jane Edmonds, Director  
Department of Workforce Development

Susan V. Lawler, Director  
Division of Career Services

Jonathan Raymond, President  
Commonwealth Corporation

**Date:** August 9, 2006

**Subject:** **Wagner-Peyser and Title I Performance Goals Negotiated for FY2007**

---

**Purpose:** To distribute Wagner-Peyser and Title I state performance goals for FY2007 that are the result of the Department of Workforce Development's negotiation in June 2006 with the Boston Regional Office of the U.S. Department of Labor Employment and Training Administration (ETA). The Issuance also provides guidance with respect to actions that must be taken by local boards to submit required local goals for the Title I adult and dislocated worker average earnings measures.

**Background:** State Title I performance goals for FY2006 and FY2007 were originally negotiated and published in WIA Communication No. 05-47 FY06-FY07 State Title I Performance Goals (6/23/05). In 2006 ETA issued TEGL 17-05 Common Measures Policy for the Employment and Training Administration's (ETA) Performance Accountability System and Related Performance Issues (2/17/06).

TEGL 17-05 updated certain performance measures to create greater consistency in performance reporting requirements for workforce development programs including Wagner-Peyser and WIA Title I.

State performance goals were not discussed in TEGL 17-05. Subsequently, ETA issued TEGL 29-05 Negotiating Common Measures Performance Goals for Wgner-Peyser Act Funded Activities for Program Year (PY) 2006, Renegotiating the Earnings Common Measure for the Workforce Investment Act (WIA) Title IB Adult and Dislocated Worker Programs, and Clarification of Accountability for Youth Measures (5/12/06), requiring the negotiation of FY 2007 state goals for the following performance measures:

**Wagner-Peyser**

Entered Employment Rate  
Employment Retention Rate  
6-Month Average Earnings

**WIA Title I**

Adult 6-Month Average Earnings  
Dislocated Worker 6-Month Average Earnings

A team of representatives from the Department of Workforce Development, The Division of Career Services, Commonwealth Corporation, the Massachusetts Workforce Investment Board Association and the Workforce Investment Association of MA met in May to establish the Commonwealth's negotiation strategy. Assuming a modest inflation rate, *average earnings goals* were proposed at 103% of simulated FY06Q3 levels. Based on the change in definitions and related decline from FY05 to FY06Q3 in Wagner-Peyser entered employment and employment retention rates, the goals for FY07 were proposed at the same levels as FY06Q3.

The proposed goals were submitted to the Boston Regional Office at the end of May. The average earnings goals were accepted but ETA pressed for Wagner-Peyser entered employment and employment retention rates midway between the FY05 and FY06Q3 levels. The following table summarizes historical data reviewed, goals proposed and the final goals accepted by ETA.

(Subject of Policy Issuance)

	FY05	FY06Q3	FY2007 Proposed MA Goals	<b>FY2007 Final MA Goals</b>
<b>Wagner-Peyser</b>				
Entered Employment Rate	62%*	56%	56%	<b>59%</b>
Employment Retention Rate	83%*	75%	75%	<b>79%</b>
6-Month Average Earnings	\$14,394	\$15,078	\$15,530	<b>\$15,530</b>
<b>Adults</b>				
6-Month Average Earnings	\$10,018	\$10,309	\$10,618	<b>\$10,618</b>
<b>Dislocated Workers</b>				
6-Month Average Earnings	\$16,643	\$17,961	\$18,500	<b>\$18,500</b>

**Policy:** The newly negotiated state goals will be in effect for the FY2007 annual performance period. These newly established state goals are highlighted in blue font on the attached Performance Goals Summary to distinguish them from the Title I state goals that were published in WIA Communication No. 05-47 in June, 2005.

Federal performance reporting for Wagner-Peyser is required only at state level. Workforce investment boards are not required to set local Wagner-Peyser goals.

Federal performance reporting for Title I programs requires state and local goals and thus Local Workforce Investment Boards will be required to submit local goals for the Title I adult and dislocated worker average earnings measures according to the schedule below.

**Action Required:** Each Local Workforce Investment Board must review the updated attachments to the FY2007 local planning instructions published in MassWorkforce Issuance No. 06-17 Local Annual Workforce Development Business Plan (3/16/06). The issuance, with the pertinent revised Attachments (below) is posted on massworkforce.org:

- *Attachment F. Chart 4 -FY2007 Performance Goals Summary, and*
- *Attachment G. Performance Adjustment Narrative*

(Subject of Policy Issuance)

## Schedule

August 9	<i>MassWorkforce Issuance and Revised Attachments posted: 06-XX FY07 Performance Goals Revised 06-17 Attachment F Chart 4 Revised 06-17 Attachment G Performance Adjustments</i>
August 9	Local board contact person will receive email from Carla Erb with previously approved Chart 4 modified to include FY07 additional goals. Charts will include local earnings adjustment calculations for review and acceptance.
September 1	Local boards reply to email indicating acceptance of local goals calculated by DCS, or indicating alternative proposed goals.

**References:** TEGL 17-05 (available at: <http://wdr.doleta.gov/directives/>)  
TEGL 29-05 (available at: <http://wdr.doleta.gov/directives/>)  
Issuance 05-47: FY06-FY07 State Title I Performance Goals  
Issuance 06-17: Attachments F & G (of FY2007 planning instructions)

**Inquiries:** Please email all questions to [PolicyQA@detma.org](mailto:PolicyQA@detma.org). Also, indicate Issuance number and description.

(Subject of Policy Issuance)

**MASSACHUSETTS  
DEPARTMENT OF WORKFORCE DEVELOPMENT**

**WAGNER-PEYSER AND WIA TITLE I  
FY2007 STATE PERFORMANCE GOALS**

<b>PERFORMANCE MEASURES</b>	<b>FY2007 STATE GOALS</b>
<b>WAGNER-PEYSER</b>	
1. Entered Employment Rate	59%
2. Employment Retention Rate	79%
3. Average Earnings in 2nd and 3rd Quarter	\$15,530
<b>ADULT</b>	
1. Entered Employment Rate	79%
2. Employment Retention Rate	78%
3. Average Earnings in 2nd and 3rd Quarter	\$10,618
4. Employment and Certificate/Credential Rate	69%
<b>DISLOCATED WORKER</b>	
5. Entered Employment Rate	85%
6. Employment Retention Rate	87%
7. Average Earnings in 2nd and 3rd Quarter	\$18,500
8. Employment and Certificate/Credential Rate	73%
<b>OLDER YOUTH (19-21)</b>	
9. Entered Employment Rate	68%
10. Employment Retention Rate	83%
11. Earnings Gain (Pre/Post-Program)	\$3,100
12. Attainment of Degree or Certificate/Credential	52%
<b>YOUNGER YOUTH (14-18)</b>	
13. Skill Attainment Rate	84%
14. Diploma (or Equivalent) Attainment Rate	61%
15. Employment or Education Retention Rate	63%
<b>CUSTOMER SATISFACTION</b>	
16. Average Participant Index Score	82
17. Average Employer Index Score	75

July 2006

(Subject of Policy Issuance)

ATTACHMENT F

Date Submitted: \_\_\_\_\_

Modification # if not new: \_\_\_\_\_

CHART 4

FY2007 PERFORMANCE GOALS		
_____		
WORKFORCE INVESTMENT BOARD NAME		
PERFORMANCE MEASURES	GOALS	
<b>WAGNER-PEYSER</b>		
<b>STATE GOALS</b>		
1. Entered Employment Rate	59%	
2. Employment Retention Rate	79%	
3. Average Earnings in 2nd and 3rd Quarter	\$15,530	
<b>TITLE I ADULT</b>	<b>STATE GOALS</b>	<b>LOCAL GOALS</b>
1. Entered Employment Rate	79%	79%
2. Employment Retention Rate	78%	78%
3. Average Earnings in 2nd and 3rd Quarter	\$10,618	\$10,618
4. Employment and Certificate/Credential Rate	69%	69%
<b>TITLE I DISLOCATED WORKER</b>		
5. Entered Employment Rate	85%	85%
6. Employment Retention Rate	87%	87%
7. Average Earnings in 2nd and 3rd Quarter	\$18,500	\$18,500
8. Employment and Certificate/Credential Rate	73%	73%
<b>TITLE I OLDER YOUTH (19-21)</b>		
9. Entered Employment Rate	68%	68%
10. Employment Retention Rate	83%	83%
11. Earnings Gain (Post-Program - Pre-Program)	\$3,100	\$3,100
12. Attainment of Degree or Certificate/Credential	52%	52%
<b>TITLE I YOUNGER YOUTH (14-18)</b>		
13. Skill Attainment Rate	84%	84%
14. Diploma (or Equivalent) Attainment Rate	61%	61%
15. Employment or Education Retention Rate	63%	63%
<b>TITLE I CUSTOMER SATISFACTION</b>		
16. Average Participant Index Score	82	82
17. Average Employer Index Score	75	75
<b>ADJUSTMENTS TO LOCAL PERFORMANCE GOALS</b>		
LOCAL GOALS INCLUDE BASELINE ADJUSTMENTS (YES / NO)*		
LOCAL GOALS INCLUDE PROPOSED NEGOTIATIONS (YES / NO)*		

The sum of local adjustments entered below for each measure will automatically display the adjusted local goal in Chart 4.

**Adjustment Calculator**

Measure	Adjustment
Adult Ent'd Employment Rate*	0%
Adult Retention Rate*	0%
Adult Average Earnings:	\$0
Adult Certificate/Credential Rate*:	0%
D.W. Ent'd Employment Rate*:	0%
D.W. Retention Rate*:	0%
D.W. Average Earnings:	\$0
D.W. Certificate/Credential Rate*:	0%
O.Y. Ent'd Employment Rate*:	0%
O.Y. Retention Rate*:	0%
O.Y. Earnings Gain:	\$0
O.Y. Certificate/Credential Rate*:	0%
Y.Y. Skill Attainment*:	0%
Y.Y. Diploma Attainment*:	0%
Y.Y. Retention*:	0%
Participant Satisfaction:	0
Employer Satisfaction:	0

\*Attach a summary of factors used in standard baseline adjustments and/or proposed negotiations.

Adults, dislocated workers and older youth enrolling in Title I on July 1, 2006 or later must meet the new certificate definition. Adults, dislocated workers and older youth enrolled in Title I before July 1, 2006 must meet either the certificate definition or the credential definition.

# ATTACHMENT F

Date Submitted: \_\_\_\_\_

Modification # if not new: \_\_\_\_\_

## CHART 1

<b>FY2007 LABOR EXCHANGE PROGRAM SUMMARY for the ONE-STOP CAREER CENTERS</b>			
Workforce Investment Board Name			
(a)	(b)	(c)	(d)
Program Activity in MOSES	July-June FY2005	July-Mar FY2006	Planned FY2007
<b>A. Job Seekers Services</b>			
1. Total Job Seekers Served	0	0	0
a. Total Job Seekers Unemployed	0	0	0
b. Persons with Disabilities	0	0	0
c. UI Claimants Served	0	0	0
d. Veterans Served	0	0	0
<b>B. Employer Services</b>			
1. Total Employers Served	0	0	0
a. New to Career Center	0	0	0
b. Repeat	0	0	0
2. Employers Listing Job Orders	0	0	0
<u>Row and Column Instructions:</u> Column (b) - Enter data from the Year-to-Date Column of the local area June 2005 OSCCAR. Column (c) - Enter data from the Year-to-Date Column of the March 2006 OSCCAR. Column (d) - Enter planned numbers for the July-June period of FY 2007.			

Notes:

"**New**" means that the employer has never received services from the Career Center. An employer that is new in a given month will appear in the monthly and the cumulative "new" counts on OSCCAR. In the remaining months of the fiscal year the new employer

"**Repeat**" means that the employer has returned to the Career Center for service after having received services in a prior fiscal year. At no time will a repeat employer be counted as new.

Entered employment information will be reported from the Quarterly Labor Exchange Performance Reports *based on wage record matching* rather than from the OSCCAR information based on local data entry.

03/13/06

Date Submitted: \_\_\_\_\_

Modification # if not new: \_\_\_\_\_

**CHART 2**

**FY2007 WIA TITLE I PROGRAM SUMMARY FOR  
ADULTS AND DISLOCATED WORKERS**

\_\_\_\_\_  
**WORKFORCE INVESTMENT BOARD NAME**

<b>ADULT PROGRAM</b>	<b>TOTAL</b>
1. Participants (1.a + 1.b)	0
a. New Enrollments during FY2007	
b. Carry-Overs from FY2006	
2. Program Exiters (2.a + 2.b)	0
a. Enter Employment	
i. Average Hourly Wage at Placement	
b. Other Exit Reasons	
3. Carry-Out to FY2008 (1 - 2)	0
4. Entered Employment Rate at Exit ( 2.a / 2)	#DIV/0!
5. Total Participants in Training Activities (single count)*	
a. Basic Education / Literacy Skills	
b. ESOL (ESL)	
c. Occupational Skills Training (ITA and Customized)	
d. On-the-Job Training	
6. Training Participants Obtaining Certificate/Credential**	
<b>DISLOCATED WORKER PROGRAM</b>	<b>TOTAL</b>
1. Participants (1.a + 1.b)	0
a. New Enrollments during FY2007	
b. Carry-Overs from FY2006	
2. Program Exiters (2.a + 2.b)	0
a. Enter Employment	
i. Average Hourly Wage at Placement	
b. Other Exit Reasons	
3. Carry-Out to FY2008 (1 - 2)	0
4. Entered Employment Rate at Exit ( 2.a / 2)	#DIV/0!
5. Total Participants in Training Activities (single count)*	
a. Basic Education / Literacy Skills	
b. ESOL (ESL)	
c. Occupational Skills Training (ITA and Customized)	
d. On-the-Job Training	
6. Training Participants Obtaining Certificate/Credential**	

\*Please include new and carry-over training participants in 5., 5.a., 5.b., 5.c.,and 5.d.

\*\*FY07 enrollees must meet the definition of a certificate; carry-in participants may meet the definition of a certificate or a credential.



**ATTACHMENT F**

Date Submitted: \_\_\_\_\_

Modification # if not new: \_\_\_\_\_

**CHART 3**

**FY2007 WIA TITLE I PROGRAM SUMMARY FOR YOUTH**

\_\_\_\_\_  
**WORKFORCE INVESTMENT BOARD NAME**

<b>YOUTH PROGRAM</b>	<b>(Age 19-21)</b>	<b>(Age 14-18)</b>	<b>TOTAL</b>
1. Participants (formula = 1.a + 1.b)	0	0	0
a. New Enrollments during FY2007			0
b. Carry-Overs from FY2006			0
c. Out-of-School Participants (non-add)			0
2. Program Exiters (formula = 2.a+2.b+2.c+2.d)	0	0	0
a. Enter Employment			0
i. Average Hourly Wage at Placement			#DIV/0!
b. Enter Post-Secondary Education or Training			0
c. Attending High School at Exit			0
d. Other Exit Reasons			0
3. Carry-Out to FY2008 (formula = 1 - 2)	0	0	0
4. Employment or Education Rate ((2.a + 2.b) / (2-2.c))	#DIV/0!	#DIV/0!	#DIV/0!
<b>5. Enrollments by Ten Program Elements</b>			
a. Tutoring and Dropout Prevention			0
b. Alternative Secondary School, GED Prep, ESOL			0
c. Summer Employment Opportunities			0
d. Other Work Experience, Internships, OJT			0
e. Occupational Skills Training			0
f. Leadership Development Opportunities			0
g. Adult Mentoring			0
h. Comprehensive Guidance and Counseling			0
i. Supportive Services			0
j. Follow-up Services			0
6. Obtained Certificate/Credential at Completion (Older)			0
7. Attained HS Diploma or Equivalent (Younger)			0

*\*\*FY07 enrollees must meet the definition of a certificate; carry-in participants may meet the definition of a certificate or a credential.*

NOTE: Out-of-School Percentage of Total Participants                   #####

NOTE: Younger Youth Diploma Rate (formula = 7 / (2-2c.))           #####

Revised 6/21/2006

## ATTACHMENT G

### PART V. FY07 PERFORMANCE ADJUSTMENTS

July 2006

#### 1. Completing the Labor Exchange and Title I Program and Performance Charts

Charts 1-4 described below (and provided in an accompanying Excel file) must be completed and submitted as part of the FY 2007 Local Annual Workforce Development Business Plan.

- a. Complete **Chart 1, FY 2007 Labor Exchange Program Summary** indicating planned levels for job seekers and employers.
- b. Complete **Chart 2, FY 2007 WIA Title I Program Summary for Adults and Dislocated Workers**, indicating planned participants, outcomes, and training activity enrollments.
- c. Complete **Chart 3, FY 2007 WIA Title I Program Summary for Youth**, indicating planned participants, outcomes, and enrollments in the ten required program elements. Enrollment of Title I participants in program elements provided by other partners should be counted in the activity section of the summary.
- d. Complete **Chart 4, FY 2007 Performance Goals**, indicating the WIB goals for each of the performance measures. If the proposed local Performance Goals include baseline or negotiated adjustments, a description of the basis of each proposed adjustment *must be provided* on the **Performance Adjustment Narrative** section on the following page.

#### **September Plan Modifications**

Local areas are asked to estimate carry-over planning numbers for FY 2007 based on the best information available during the planning season. Plan modifications based on more complete data available in the first quarter of FY 2007 should be submitted to Diane Hurley for approval by September 15. This will allow time for approval and for the Performance Reporting Unit to update planning figures to be reported in the FY 2007 Career Center Performance Reports beginning with the quarter ending September 30, 2006.

## ATTACHMENT G

### FY 2007 PERFORMANCE GOALS STATEMENT

---

#### WORKFORCE INVESTMENT BOARD

This form must be submitted with the *Chart 4 Performance Goals Summary* to indicate if the Board is adopting the state levels for FY 2007, or is instead taking adjustments and/or proposing negotiations. Please indicate below the statement(s) that apply. If (b) and/or (c) are checked, provide a performance adjustment narrative.

#### **Wagner-Peyser**

Local goals are not required for Wagner-Peyser.

#### **Title I**

- (a) The Board adopts the FY 2007 State Goals for FY 2007 Local Goals.
- (b) Standard Baseline Adjustments have been taken (Summarized below).
- (c) The Board requests negotiation of one or more measures (Summarized below).

#### **Performance Adjustment Narrative**

Summary of Factors Used in Performance Adjustments and/or Proposed Negotiations

## ATTACHMENT G

### **REVISED FY2007 PERFORMANCE ADJUSTMENTS FOR TITLE I**

The following charts provide data for potential local adjustments to the state performance goals. The charts include adjustments associated with specific levels of service to hard-to-serve participant groups or with local economic conditions. Proposed adjustments to local performance levels based on these charts *must be described* in the Performance Adjustment Narrative.

The performance measures may be adjusted downward by the amount indicated, based on planned or estimated service levels for FY 2007 for the various factors. The total adjustment for any measure is the sum of the adjustments for each individual factor. For example, if it is planned or expected that high school dropouts will be 25% of adult participants and that welfare recipients will represent 50% of adult participants, an adjustment of “-3” can be taken for the adult entered employment, six month retention and credential measures.

*Please note that approval of requested adjustments will be considered in light of the impact on the statewide goals.*

#### **Negotiation of Expected Levels of Performance**

The state will review any proposed alternative factors submitted with the Performance Goals chart and will compare the proposed performance levels with the statewide averages and with available baseline information. The negotiation process will take into account various factors with potential impact on expected levels of performance, including local differences in economic conditions, the characteristics of participants, and the services to be provided.

A review of the proposed local adjustments (if any) for each performance level, and the adequacy of any information local WIBs offer to substantiate each performance level, will be the core of the negotiation process. For any factors that are in addition to the above baseline adjustments, the state will analyze the quality of the data presented by the WIB, including the relevance of the data, the source and timeliness of the data, and if the data is part of a trend or anomalous. If, after its analysis, the state determines that the factors and adjustments do not support the performance levels proposed by the WIB, the state will negotiate with the local WIB to obtain mutually agreed upon expected levels of performance. The state will complete its analysis and negotiations in a timely manner, with final approval of the local performance measures to be provided as part of the plan review and approval process.

## ATTACHMENT G

### FY2007 TITLE I PERFORMANCE GOAL ADJUSTMENTS

<b>Baseline Adjustments for Unemployment Rate</b>		
Workforce Investment Area	CY2005 Rev. Unemployment Rate	FY2007 Baseline Adjustment
Berkshire County	4.2%	None
Boston	5.1%	None
Bristol County	5.6%	None
Brockton Area	5.1%	None
Cape Cod and Islands	4.5%	None
Central Mass	4.8%	None
Franklin/Hampshire	4.0%	None
Greater Lowell	5.1%	None
Greater New Bedford	6.3%	- 1
Hampden County	5.7%	None
Lower Merrimack Valley	5.7%	None
Metro North	4.1%	None
Metro South/West	3.6%	None
North Central	5.5%	None
North Shore	4.8%	None
South Coastal	4.5%	None
Statewide Average	4.8%	

<b>Baseline Adjustments for Average Area Wages</b>				
Workforce Investment Area	CY2004 Average Area Wage	Adjustment for Older Youth Earnings Gain	Adjustment for Adult Average Earnings	Adjustment for Dislocated Worker Average Earnings
Berkshire	\$34,424	- \$200	- \$600	- \$1200
Boston	\$69,264	None	None	None
Bristol County	\$34,528	- \$200	- \$600	- \$1200
Brockton	\$37,700	- \$200	- \$300	- \$600
Cape Cod and Islands	\$33,488	- \$200	- \$600	- \$1200
Central Mass	\$41,236	None	None	None
Franklin/Hampshire	\$30,940	- \$400	- \$600	- \$1200
Greater Lowell	\$53,196	None	None	None
Greater New Bedford	\$33,072	- \$200	- \$600	- \$1200
Hampden County	\$35,840	- \$200	- \$300	- \$600
Lower Merrimack Valley	\$43,472	None	None	None
Metro North	\$53,092	None	None	None
Metro South/West	\$57,668	None	None	None
North Central	\$35,152	- \$200	- \$300	- \$600
North Shore	\$40,716	None	None	None
South Coastal	\$41,912	None	None	None
Statewide Average	\$49,224			

## ATTACHMENT G

### ADULTS

<b>Baseline Adjustments for Adult Entered Employment, Retention, and Credential Rates</b>						
Factor	Service Level Range	Adjustment	Service Level Range	Adjustment	Service Level Range	Adjustment
HS Dropouts	Up to 20%	None	21% - 29%	- 1	30% & over	- 2
Limited English	Up to 12%	None	13% - 22%	- 1	23% & over	- 2
Disabled	Up to 10%	None	11% - 17%	- 1	18% & over	- 2
Welfare	Up to 40%	None	41% - 54%	- 1	55% & over	- 2
Unemployt. Rate	Up to 5.7%	None	5.8% - 6.4%	- 1	6.5% & over	- 2

<b>Baseline Adjustments for Adult Average Earnings</b>						
Factor	Service Level Range	Adjustment	Service Level Range	Adjustment	Service Level Range	Adjustment
HS Dropouts	Up to 20%	None	21% - 29%	- \$300	30% & over	-\$600
Limited English	Up to 12%	None	13% - 22%	- \$150	23% & over	-\$300
Disabled	Up to 10%	None	11% - 17%	- \$150	18% & over	- \$300
Welfare	Up to 40%	None	41% - 54%	- \$300	55% & over	-\$600
Area Wage	\$40,000 +	None	\$35-39,999	- \$300	LT \$35,000	-\$600

### DISLOCATED WORKERS

<b>Baseline Adjustments for Dislocated Worker Entered Employment, Retention, and Credential Rates</b>						
Factor	Service Level Range	Adjustment	Service Level Range	Adjustment	Service Level Range	Adjustment
HS Dropouts	Up to 11%	None	12% - 18%	- 1	19% & over	- 2
Limited English	Up to 8%	None	9% - 16%	- 1	17% & over	- 2
Disabled	Up to 5%	None	6% - 9%	- 1	10% & over	- 2
Age 55 or Older	Up to 18%	None	19% - 24%	- 1	25% & over	- 2
Unemployt. Rate	Up to 5.7%	None	5.8% - 6.4%	- 1	6.5% & over	- 2

<b>Baseline Adjustments for Dislocated Worker Average Earnings</b>						
Factor	Service Level Range	Adjustment	Service Level Range	Adjustment	Service Level Range	Adjustment
HS Dropouts	Up to 11%	None	12% - 18%	- \$600	19% & over	-\$1200
Limited English	Up to 8%	None	9% - 16%	- \$600	17% & over	-\$1200
Disabled	Up to 5%	None	6% - 9%	- \$300	10% & over	- \$600
Age 55 or Older	Up to 18%	None	19% - 24%	- \$300	25% & over	- \$600
Area Wage	\$40,000 +	None	\$35-39,999	- \$600	LT \$35,000	-\$1200

## ATTACHMENT G

### OLDER YOUTH

<b>Baseline Adjustments for Older Youth Entered Employment, Retention, and Credential Rates</b>						
Factor	Service Level Range	Adjustment	Service Level Range	Adjustment	Service Level Range	Adjustment
HS Dropouts	Up to 59%	None	60% - 70%	- 1	71% & over	- 2
Pregnant/Parent	Up to 30%	None	31% - 42%	- 1	43% & over	- 2
Disabled	Up to 14%	None	15% - 20%	- 1	21% & over	- 2
Lack Basic Skills	Up to 59%	None	60% - 69%	- 1	70% & over	- 2
Unemployt. Rate	Up to 5.7%	None	5.8% - 6.4%	- 1	6.5% & over	- 2

<b>Baseline Adjustments for Older Youth Earnings Gain</b>						
Factor	Service Level Range	Adjustment	Service Level Range	Adjustment	Service Level Range	Adjustment
HS Dropouts	Up to 59%	None	60% - 70%	- 50	71% & over	- 100
Pregnant/Parent	Up to 30%	None	31% - 42%	- 50	43% & over	- 100
Disabled	Up to 14%	None	15% - 20%	- 50	21% & over	- 100
Lack Basic Skills	Up to 59%	None	60% - 69%	- 50	70% & over	- 100
Area Wage	\$40,000 +	None	33 - 40,000	- 200	27 – 33,000	- 400

### YOUNGER YOUTH

<b>Baseline Adjustments for Younger Youth Skill Attainment, Diploma, and Retention Rates</b>						
Factor	Service Level Range	Adjustment	Service Level Range	Adjustment	Service Level Range	Adjustment
Welfare	Up to 24%	None	25% - 29%	- 1	30% & over	- 2
Disabled	Up to 30%	None	31% - 39%	- 1	40% & over	- 2
Limited English	Up to 8%	None	9% - 15%	- 1	16% & over	- 2
Lack Basic Skills	Up to 59%	None	60% - 69%	- 1	70% & over	- 2
Unemployt. Rate	Up to 5.7%	None	5.8% - 6.4%	- 1	6.5% & over	- 2