

## Appendix G – Negotiated Levels of Performance

**Instructions:** Enter your local area's levels of performance for PYs 2011-12 and 2012-13 and provide an estimate of your PY 2013-14 performance target. On the following page, provide a narrative rationale that supports each PY 2013-14 goal. For example, if the local projected goal is lower than the PY 2012-13 State goal, provide an explanation.

### STATE NEGOTIATED LEVELS OF PERFORMANCE<sup>1</sup>

WIA Requirement at Section 136(b) <sup>2</sup>	PY 2011-12	PY 2012-13
<b>Adults</b>		
Entered Employment Rate	56.4%	59%
Employment Retention Rate	81.%	81%
Average Earnings	\$13,000	\$13,700
<b>Dislocated Workers</b>		
Entered Employment Rate	65%	64.5%
Employment Retention Rate	83%	84%
Average Earnings	\$15,900	\$18,543
<b>Youth (ages 14-21)</b>		
Placement in Employment or Education	65%	72%
Attainment of a Degree or Certificate	61%	60%
Literacy and Numeracy Gains	40%	54%

### LOCAL LEVELS OF PERFORMANCE<sup>1</sup>

WIA Requirement at Section 136(c) <sup>2</sup>	PY 2011-12	PY 2012-13	Estimated PY 2013-14
<b>Adults</b>			
Entered Employment Rate	67.0%	67.0%	68.2%
Employment Retention Rate	75.0%	75.0%	81.2%
Average Earnings	\$10,550	\$10,500	\$9,884
<b>Dislocated Workers</b>			
Entered Employment Rate	63.4%	63.4%	67.0%
Employment Retention Rate	80.0%	80.0%	82.4%
Average Earnings	\$12,500	\$12,500	\$14,186
<b>Youth (ages 14-21)</b>			
Placement in Employment or Education	65.0%	72.0%	72.2%
Attainment of a Degree or Certificate	61.0%	60.0%	76.3%
Literacy and Numeracy Gains	40.0%	54.0%	61.0%

<sup>1</sup> Guidance on state and local performance can be found on the U.S. Department of Labor (DOL) [Employment and Training Administration](#) Web site. Specific Training and Employment Guidance Letters (TEGL) include, but are not limited to 8-99, 11-01, and 17-05.

<sup>2</sup> The DOL Employment and Training Administration approved California's waiver request to move from the statutory performance measures specified in WIA Section 136 to the common performance measures defined in TEGL 17-05. This waiver was initially approved for Program Year (PY) 2007-08 and has been extended through PY 2013-14.

## **RATIONALE SUPPORTING PY 2013-14 ESTIMATED LOCAL PERFORMANCE LEVELS**

The MCWIB acknowledges that the Common Measures performance goals are set using a negotiation process and welcomes the opportunity to engage in the process with the State as circumstances allow.

### **▪ Adult and Dislocated Worker Local Levels of Performance –**

Reduction in funding due to sequestration, potential reduction in staffing and uncertainty over WIA reauthorization prompted our decision to request consideration to maintain the same levels of performance in the Adult and Dislocated Worker Programs for PY 2012-13.

Monterey County's primary industry consists of agriculture and hospitality. Recently Monterey County was significantly impacted by a very large company closure; Capital One. Most employees had been employed at Capital One for more than 10 to 15 years; some more than 20 years. Their salaries were quite high in comparison to the average jobs currently available in the county.

Locating adequate employment to replace those currently laid off from such a large organization has proven to be challenging at best. To increase the percentage of individuals to a 70% rate, although highly commendable, could very definitely set Monterey County's LWIA up for failure rather than success in the PY 2013-14.

In Program Year 2009-10, the MCWIB adopted a "Service Integration Model" for the purpose of creating a workforce system that is skill based and moves clients through the America's Job Center (formerly known as One-Stop Career Center) system through a common set of value added and integrated services. These services were designed to increase employability and job retention.

As an integrated services delivery system, we are actively enrolling all customers in Workforce Investment Act (WIA) funded programs that visit our America's Job Centers of California located throughout Monterey County.

Key elements for the integration of services include Core, Intensive and Training services that are coordinated to avoid duplication and provide common intake procedures utilizing a shared case management system. As a result, our enrollments have increased substantially which demonstrate our commitment to an integrated service delivery system.

The MCWIB respectfully requests to be given the same consideration as the other integrated service delivery areas when establishing the performance goals.

### **▪ Youth Local Levels of Performance –**

The WIA Youth Program Literacy and Numeracy proposed performance goal of 69.5% from the current goal of 54% is significantly higher than where we have been. MCWIB respectfully requests that the State WIB meet us half way and increase the Literacy and Numeracy performance goal to 61% from the current 54%. Again, with a jurisdiction that has more than a 30% poverty rate for youth in this category and a primary industry for those youth in agriculture, the ability to obtain a Literacy and Numeracy goal of just under 70% is definitely setting the jurisdiction up to be below the 80% performance benchmark rate by the end of the 2013-14 program year.