

Funding (unrestricted)

- \$1 Million from TANF Partnerships
- \$500 from Performance Committee
- \$1.5 Million Total Incentive Awards

Interim Balanced Scorecard (BSC) Incentive Policy Recommendation Option 1

- Regional Workforce Boards (RWBs) must meet each of the following minimum expenditure requirements based on state and/or federal law.
 - State 90% Expenditures on Direct Services Requirement;
 - State 50% ITA Expenditure Requirement for WIA Adults and Dislocated Workers
 - and Federal 30% Out-of-School Requirement for the program year.
- If determined eligible, RWBs will receive incentive award based on its BSC aggregate performance for services to:
 - Job Seekers (Wagner-Peyser (WP)) and,
 - Disadvantaged Customers, Unemployed Adults and Youth (Workforce Investment Act (WIA)) for the program year.

Option 1 Continued

- Equal Share Performance Incentive Awards: All eligible RWBs are apportioned equal shares of half of the total incentive awards reserve for each program, WP and WIA.
- Top Performance Bonus Awards: Bonus awards for each program are awarded to RWBs whose aggregate BSC performance for services to W-P and WIA are in the top quartile. Each of these top performing RWBs is apportioned an equal share of the remaining half of the total incentive awards for each program.
- Redistribution of Forfeited Funds: The total funds that were forfeited by RWBs due to not meeting the minimum expenditure requirements are equally redistributed to the Top Performance Bonus awardees.
- Ten percent of the incentive awards are held back pending any disputes and final resolutions.

Interim Balanced Scorecard (BSC) Incentive Policy Recommendation Option 2

- Regional Workforce Boards (RWBs) must meet each of the following minimum expenditure requirements based on state and/or federal law.
 - State 90% Expenditures on Direct Services Requirement;
 - State 50% ITA Expenditure Requirement for WIA Adults and Dislocated Workers
 - and Federal 30% Out-of-School Requirement for the program year.
- If determined eligible, RWBs will receive incentive award based on its BSC aggregate performance for services to:
 - Job Seekers (Wagner-Peyser (WP)) and,
 - Disadvantaged Customers, Unemployed Adults and Youth (Workforce Investment Act (WIA)) for the program year and
 - Welfare Recipients

Option 2 Continued

- Equal Share Performance Incentive Awards: All eligible RWBs are apportioned equal shares of half of the total incentive awards reserve for each program, WP, WIA and WTP.
- Top Performance Bonus Awards: Bonus awards for each program are awarded to RWBs whose aggregate BSC performance for services to W-P , WIA and WTP are in the top quartile. Each of these top performing RWBs is apportioned an equal share of the remaining half of the total incentive awards for each program.
- Redistribution of Forfeited Funds: The total funds that were forfeited by RWBs due to not meeting the minimum expenditure requirements are equally redistributed to the Top Performance Bonus awardees.
- Ten percent of the incentive awards are held back pending any disputes and final resolutions.

Interim Balanced Scorecard (BSC) Incentive Policy Recommendation Option 3

- RWBs must meet each of the minimum expenditure requirements based on state and/or federal law.
- If determined eligible, RWBs will receive incentive award based on relative performance against the following measures:
 - Wagner-Peyser Entered Employment Rate (WP)
 - Adult Entered Employment Rate (WIA)
 - Employed Worker Outcome Rate (WIA)
 - WIA Employment Retention (WIA)
 - Wagner-Peyser Retention (WP)
 - Older Youth Retention (WIA)
 - Younger Youth Retention (WIA)
 - Funds for the following measures are distributed in equal shares to eligible regions.
 - Customer Satisfaction all Employers (WP)
 - Customer Satisfaction Job Seekers (WP)
 - Customer Satisfaction WIA Participants (WIA)

Option 3 Continued

- Equal Share Performance Incentive Awards: All eligible RWBs are apportioned equal shares of half of the total incentive awards reserve for each program, WP and WIA by measure.
- Top Performance Bonus Awards: Bonus awards for each program are awarded to RWBs whose performance for the afore mentioned measures are in the top quartile. Each of these top performing RWBs is apportioned an equal share of the allotted funds for the performance measure.
- Redistribution of Forfeited Funds: The total funds that were forfeited by RWBs due to not meeting the minimum expenditure requirements and that were in the bottom quartile are equally redistributed to the Top Performance Bonus awardees.
- Ten percent of the incentive awards are held back pending any disputes and final resolutions.