

**North Carolina**  
**Department of Commerce**  
*Division of Workforce Development*

**Beverly Eaves Perdue, Governor**  
**J. Keith Crisco, Secretary**

**Roger Shackelford, Executive Director**

October 16, 2009

LOCAL AREA ISSUANCE NO. 2009-17

**SUBJECT:** Performance Incentives Awards for Program Year (PY) 2008 Performance.

**PURPOSE:** To award Program Year 2009 Incentive Funds to Local Workforce Development Areas based on PY 2008 performance using PY 09 Statewide Activities funds.

**BACKGROUND:** Local Area Issuance Number 2008-02, dated April 11, 2008, established North Carolina's performance and incentive policy for Program Year 2007 and subsequent years under Common Measures.

This policy awards incentives by three clusters; adult, dislocated worker, and youth. There are three steps that determine incentive eligibility: 1) the Local Area must have met or exceeded at least five of nine goals to be considered for incentives; 2) cluster performance is examined by adding the actual performance variance on all goals in the cluster, then dividing that total by the number of goals contributing to the total to obtain an average. The cluster average must be no less than 100% in order to constitute an "eligible" cluster, thereby advancing the Local Area to the third step of the incentives funds eligibility process; 3) awards incentives for each goal in an "eligible" cluster on which the Local Workforce Development Area has 100% or better performance.

Each "eligible" cluster is examined in the manner described for all Local Workforce Development Areas, then the total number of goals for which all Local Areas combined are eligible for incentives is divided into the funds available for award to produce an incentive value for each qualifying cluster. All clusters have equal value.

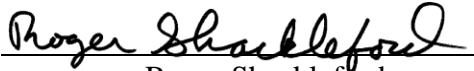
**ACTION:** Local Areas should incorporate their awarded funds using the chart on Attachment A, into Local Area Plan Modification #4 by Administrative Adjustment and submit to their Division Planner no later than November 20, 2009. This incentive award will be budgeted on the "Incentives" line of the Program Year 2009 Statewide Activities (fund 2050) budget. Funds must be expended by June 30, 2011.

Local Workforce Development Areas are reminded that these funds may not be used to enroll participants.

**EFFECTIVE DATE:** October 15, 2009

**EXPIRATION:** June 30, 2011

**CONTACT:** Martha Cranford

  
Roger Shackleford

Attachment

**PY 2009 Incentives for PY 2008 Performance  
PY 2009 Statewide Activities Funds**

33	CAPE FEAR	\$	0
34	CAPITAL AREA		109,756
35	DURHAM		73,171
36	CENTRALINA		0
37	CHARLOTTE/MECKLENBURG		109,756
38	CUMBERLAND		73,171
39	DAVIDSON		73,171
40	EASTERN CAROLINA		36,585
41	GASTON		0
42	GREENSBORO		73,171
43	KERR TAR		73,171
44	LUMBER RIVER		73,171
46	MOUNTAIN AREA		109,756
47	NORTHWEST PIEDMONT		73,171
48	REGION C		73,171
49	HIGH COUNTRY		36,585
51	TURNING POINT		73,171
52	REGION Q		109,756
54	REGIONAL PARTNERSHIP		36,585
55	SOUTHWESTERN		73,171
56	WESTERN PIEDMONT		109,756
58	PEE DEE		36,585
59	NORTHEASTERN		0
60	MID-CAROLINA (CCCC)		73,171
	<b>TOTAL</b>		<b>\$1,500,001</b>