

**PACIFIC GATEWAY WORKFORCE INVESTMENT NETWORK  
WIA YOUTH PERFORMANCE INCENTIVE CRITERIA**

**Instructions:** Youth have an opportunity to obtain four incentive options for up to \$300 in Performance Incentives. Incentives are presented in increments of \$75 in the form of gift cards/certificates, and may not be redeemable for cash. Youth must attain a Performance Measure in order to receive a Performance Incentive. Incentives may be awarded at any point during the program, from the date of Enrollment through the 12-month Follow-up period. Youth may not receive more than one Performance Incentive for the same outcome unless otherwise indicated\*. Acceptable supporting documentation must be maintained in the youth's file and recorded on the Incentive Tracking/Receipt form. Performance Incentives may be awarded to youth in addition to Program Incentive. Youth must meet one or more of the specific criteria's below in order to earn a Performance Incentive.

YOUTH PARTICIPATION ACTIVITIES ELIGIBLE FOR INCENTIVES

**YOUTH PERFORMANCE MEASURE ATTAINMENTS (\$300 Max. in \$75 increments)**

**SKILL ATTAINMENT – LITERACY AND NUMERACY**

**Objective:** Youth should attain at least one basic skills goal, which represents an increase in an educational functioning level, within one year of the date set or prior to exit (whichever comes first)

**Program Elements** – Basic skills remediation must be provided in each area of deficiency

**Required Documentation** – Evidence of functioning level increase recorded on the Youth Test Scores form, Basic Skills Pre and Post assessments, MIS Goals form (when applicable).

**Excludes** – Youth that are not deficient on their basic skills pre-test

*Please Note: Youth may receive performance incentive(s) for basic skills attainment in **each** area of deficiency (i.e., reading and math).*

**NATIONAL WORK READINESS SKILLS TRAINING**

**Objective:** Youth will complete and pass all credential assessments, earning them a credential for attaining skills. All youth should obtain skills and post test.

**Program Elements** – 25 Hours of National Work Readiness Training

**Required Documentation** – 25 documented hours of National Work Readiness, Post assessments and evaluations, MIS Goals form upon completion

**Excludes** – None. All youth are required to participate unless they have earned their NWRC previously through another Pacific Gateway sponsored program.

**OCCUPATIONAL SKILLS TRAINING (Not Applicable as an Industry Recognized Certificate)**

**Objective:** Youth should successfully complete occupational skill training and receive Subcontractor’s issued program certificate for “Successful Completion of Occupational Skill Training” prior to exit.

**Program Elements** – Occupational skills training

**Required Documentation** – Occupational skills evaluations Pre and Post assessment, attendance records, Subcontractor issued certificate of completion

**Excludes** – N/A. All youth required to participate

*\*Youth must still attain an occupational industry-recognized certificate to meet performance measures*

**CERTIFICATE ATTAINMENT \*BOTH ITEMS BELOW ARE ELIGIBLE FOR INCENTIVES**

**1. Industry Recognized Certificate\***

**Objective:** Youth obtains an occupational industry-recognized certificate prior to exit

**Program Elements:** Occupational skills, academic assistance, alternative education leading to “Training Related Industry Recognized Credential”

**Required Documentation:** Program related occupational Industry-Recognized Credential certificate

**Excludes:** None. All youth are required to participate

**2. High School Diploma or GED\***

**Objective:** Youth obtains a High School Diploma or GED

**Program Elements:** Academic assistance

**Required Documentation:** High School Diploma or GED

**Excludes:** Youth who have a High School Diploma or GED at eligibility or enrollment

**EXIT – PLACED IN ONE OF THE FOLLOWING: EMPLOYMENT, POST-SECONDARY EDUCATION, MILITARY OR ADVANCED TRAINING**

At exit, **youth may receive a one-time incentive for placement in:** employment (full-time or part-time), enrolled in post-secondary education, advanced training, and/or in the military.

**Program Elements** – Work readiness or occupational skills training, academic and training assistance, work experience, internship, job search assistance

**Required Documentation** – Employment information (i.e., check stub, letter of employment, etc.), school records, training records, military records (when applicable) and MIS Exit Form

**Excludes** – Youth who are already employed with the same employer at exit, or in post-secondary education or training at enrollment or neutral outcomes

The following items are services provided by the Subcontractor to ensure Program Performance according to contractual obligations. They are not youth program activities. Therefore, incentives cannot be issued to Youth for any of the following:

### FOLLOW-UP ACTIVITY

During the first quarter after exit, youth should be in employment (fulltime or part-time), post-secondary education, advanced training, occupational skills training and/or in the military.

During the third quarter after exit the State Measures Performance outcomes and therefore is the **most crucial**. Subcontractors **must** ensure youth are employed (fulltime or part-time), post-secondary education, advanced training, occupational skills training and/or in the military in the 3<sup>rd</sup> quarter after exit in order to meet State Performance outcomes.

**Program Elements** – Follow-up services

**Required Documentation** – Employment information/supplemental data, school records, training records or military records (when applicable) and MIS Follow-Up Form

**Excludes** – Youth that exit the program with a neutral outcome

### NEUTRAL OUTCOMES

Youth that exit the program in one of the following neutral outcomes will be excluded from this performance measure:

- Institutionalized
- Health/Medical
- Reserve Forces called to active duty
- Relocated to a Mandated Program
- Deceased