

V. HIGH PERFORMANCE BONUS

The High Performance Bonus (HPB) is an annual, competitively awarded grant available to States for strong performance in meeting important objectives of the Temporary Assistance for Needy Families (TANF) program. A total of \$200 million was available in HPB funds to reward States for their performance for fiscal year (FY) 2000. Bonus amounts available to each State were based on a given State's relative performance during the performance year, but could not exceed five percent of the State's TANF grant. The formula for measuring State performance was developed by the Department of Health and Human Services (HHS) in consultation with the National Governors Association, the American Public Human Services Association, the National Conference of State Legislatures, and representatives of approximately 30 States and other interested parties.

Based on these consultations and the comments HHS received on draft proposals, HHS issued program guidance specifying the measures, data sources, and other provisions on which HHS would base the bonus awards for performance years 1998, 1999, and 2000.

Under this guidance, HHS based these bonus awards on the following measures:

- job entry rate;
- success in the work force (which combines job retention and earning gains measures);
- improvement from the prior fiscal year in job entry rate;
- improvement from the prior fiscal year in success in the work force.

HHS made one major change in the work measures for the awards for performance year 2000: the retention measure requires continued employment in three consecutive quarters instead of just two consecutive quarters.

The \$200 million was allocated as follows: Job Entry - \$80 million; Success in the Workforce - \$50 million; Improvement in Job Entry Rate - \$40 million; and Improvement in Success in the Workforce - \$30 million. (See Table 5.1 for a detailed description of the measures.)

HHS awarded funds to the ten States with the highest scores in each measure. The focus on work measures reflected the critical importance of and strong emphasis on employment and self-sufficiency both in the law and in the States' implementation of the law.

Participation in the HPB is optional, and States may select the measures on which they wish to compete. Forty-nine States and the District of Columbia submitted data to compete for the HPB

for performance year 2000, up from 48 States and the District of Columbia for the prior year and 45 States and the District of Columbia for performance year 1998.

HHS awarded the bonuses for performance year 2000 to 26 States and the District of Columbia on July 2, 2002 (see Table 5:2). Eighteen of the States received the maximum bonus amount allowed by law - five percent of their TANF block grants. Amounts that could not be awarded to States because of the five-percent cap were distributed to the other winning States.

According to reports filed by the 49 States and the District of Columbia competing for the bonus, more than 931,000 adult welfare recipients went to work in the period between Oct. 1, 1999 and Sept. 30, 2000. The job entry rate has continued to increase; the job entry rate for FY 2000 was nearly 7 percentage points (or about 20 percent) higher than the rate for FY 1998 and 3 percentage points (or about 7 percent) higher than the rate for FY 1999. Overall, 46 percent of unemployed adult welfare recipients entered the work force in FY 2000 compared to 43 percent in 1999. While the absolute number of job entries has been declining, this decline is attributable to the overall reduction in TANF cases and adults receiving assistance. Between performance years 1998 and 2000, placements and caseloads both declined 29 percent. The number of adults receiving TANF fell even more, declining an estimated 40 percent.

The calculated job retention rate (65 percent) was lower for 2000 than for the prior two performance years. However, the 2000 numbers are not comparable to the earlier figures because retention was measured over a longer follow-up period (i.e., as employment over three consecutive quarters rather than two consecutive quarters). In fact, if retention for 2000 had been measured over two quarters, as it was for 1999, the calculated job retention rate would have increased two percentage points (or about 3 percent). If retention had been measured over three quarters for both 1999 and 2000, the calculated job retention rate would have increased almost seven percentage points (or about 12 percent) between 1999 and 2000.

The national figure for earnings gain for performance year 2000 slipped two percentage points below the level for performance year 1999, but remained about one percentage point above the level for performance year 1998.

TANF HIGH PERFORMANCE BONUS TREND INFORMATION			
	FY 1998	FY 1999	FY 2000
Competing States	45+DC	48+DC	49+DC
Average Monthly Caseload (Families)	3,058,956	2,597,114	1,970,647
Job Entries	1.3Million	1.2Million	931,000
Job Entry Rate	39%	43%	46%
Job Retention Rate*	--	--	--
Two Quarters	80%	77%	79%*
Three Quarters	NA	58%*	65%
Earnings Gain Rate	24%	27%	25%
Average Earnings Gain	\$483	\$542	\$501

* Beginning with the awards for performance in FY 2000, the job retention rate is computed based on job retention over three quarters, i.e., whether adult recipients employed in a base quarter remains employed (any amount of employment wages) in both of the subsequent two quarters. States provided three quarters of retention information for the FY 1999 performance year in order to compete on the FY 2000 retention performance improvement measure

The States ranked the highest in FY 2000 in each category were Montana (job entry), Arizona (job retention and earnings), Iowa (largest improvement in job entry), and Nevada (largest improvement in job retention and earnings gain). Other jurisdictions receiving bonuses were: California, Connecticut, District of Columbia, Hawaii, Idaho, Indiana, Kentucky, Louisiana, Minnesota, Missouri, Nebraska, New Hampshire, New Mexico, North Dakota, Rhode Island, South Dakota, Texas, Utah, Vermont, Washington, West Virginia, Wisconsin, and Wyoming. (See Tables 5:3, through 5:7.)

Two States (Iowa and Montana) received bonuses in three categories, and nine States - Connecticut, Hawaii, Indiana, Louisiana, Nevada, North Dakota, Rhode Island, West Virginia and Wisconsin - received bonuses in two categories.

The District of Columbia and sixteen States - Arizona, California, Connecticut, Hawaii, Idaho, Indiana, Minnesota, Missouri, Montana, Nevada, North Dakota, Texas, Utah, West Virginia, Wisconsin, and Wyoming - were repeat winners from last year; five States - Iowa, Louisiana, Rhode Island, South Dakota, and Washington - won awards for performance years 1998 and 2000; and five States - Kentucky, Nebraska, New Hampshire, New Mexico, and Vermont - were new winners.

Appendices

Table 5:1	High Performance Bonus Work Measures for Performance Year 2000
Table 5:2	Awards for Performance Year 2000 by Category Amount
Table 5:3	FY 2000 State Performance and Percentage Change (Increase or Decrease) over FY 1999, by Work-Related Measures
Table 5:4	FY 2000 and FY 1999 State Performance Rates by Work-Related Measures
Table 5:5	State Ranks in FY 2000 Performance Rates for Each Measure
Table 5:6	State Ranks in Improvement between 1999 and 2000 for Each Measure
Table 5:7	States Ranked in Each Measurement Category

Table 5:1

High Performance Bonus Work Measures For Performance Year 2000

States are ranked based on their performance on six work-related measures. Three of the measures (i.e., job entry rate, job retention rate, and earnings gain rate) address actual, or absolute, performance in the performance year. The other three measures (i.e., increase in the job entry rate, increase in the retention rate, and increase in the earnings gain rate) reflect any improvement in State performance over the prior year. For purposes of calculating the actual bonus, State ranks on job retention rate and earnings gain are combined into single measures called success in the workforce and increase in success in the workforce. In determining the ranking for these latter two combined measures, a State's rank on the relevant job retention measure receives a double weight.

Following is a description of each of these measures:

Job Entry Rate – This is a measure of the proportion of unemployed adult TANF recipients who entered employment during the performance year. An adult is considered to have entered employment in a quarter if he or she had no earnings in the prior quarter, but has any amount of employment wages during a quarter. Multiple spells of employment and unemployment are only counted once in the year.

$$\frac{\text{Unduplicated number of job entries}}{\text{Unduplicated number of unemployed adult recipients}} \times 100$$

Job Retention Rate – This is a measure of the rate of continued employment of TANF adult recipients over a three-quarter period. TANF adult recipients employed in each quarter of the fiscal year are evaluated to determine whether they continue to be employed (i.e., show any amount of employment wages) in both the first and second subsequent quarters, at which time the TANF recipient may be a former recipient.

$$\frac{\text{Sum of employed adult recipients in each of Quarters 1 through 4 who continue employment in both the first and second subsequent Quarters}}{\text{Sum of employed adult recipients in Quarters 1 through 4}} \times 100$$

Earnings Gain Rate – This is a measure of the rate of change in earnings of employed adult TANF recipients who are employed in both an initial quarter and a second subsequent quarter for each of the four quarters in the year.

$$\frac{\text{Sum of total dollars earned in second subsequent Quarter in each of Quarters 1 through 4 minus sum of total dollars earned in initial Quarter in each of Quarters 1 through 4 by adult recipients employed in both of these Quarters}}{\text{Sum of total dollars earned in initial Quarter of each of Quarters 1 through 4}} \times 100$$

(continued...)

Table 5:1 (cont.)

Increase in the Job Entry Rate – This measure compares the percentage change between the job entry rate achieved in the performance year (FY 2000) and the year before (comparison year- FY 1999). For the "increase measures" below, the calculations could result in a negative percent change if the rate achieved in the performance year is less than that achieved in the comparison year.

$$\frac{\text{FY 2000 job entry rate minus FY 1999 job entry rate}}{\text{FY 1999 job entry rate}} \times 100$$

Increase in the Job Retention Rate – This measure compares the percentage change between the job retention rate achieved in the performance year and the year before.

$$\frac{\text{FY 2000 retention rate minus FY 1999 retention rate}}{\text{FY 1999 retention rate}} \times 100$$

Increase in the Earnings Gain Rate – This measure compares the percentage change between the earnings gain rate achieved in the performance year and the year before.

$$\frac{\text{FY 2000 earnings gain rate minus FY 1999 earnings gain rate}}{\text{FY 1999 earnings gain rate}} \times 100$$

Table 5:2

HIGH PERFORMANCE BONUS
Awards for Performance Year 2000 by Category Amount

State	BONUS AMOUNTS	PERFORMANCE		IMPROVEMENT	
		Job Entry	Success in the Workforce	Job Entry	Success in the Workforce
Arizona	\$ 2,484,131	\$ -	\$ 2,484,131	\$ -	\$ -
California	41,701,720	-	41,701,720	-	-
Connecticut*	13,339,405	-	2,478,066	10,861,339	-
Dist. of Columbia*	4,630,491	-	-	4,630,491	-
Hawaii*	4,945,239	-	-	2,825,552	2,119,687
Idaho	1,080,734	-	-	-	1,080,734
Indiana*	10,339,955	8,870,878	1,469,077	-	-
Iowa*	6,576,248	-	931,213	3,225,393	2,419,642
Kentucky*	9,064,383	-	-	9,064,383	-
Louisiana*	8,198,599	5,210,079	-	2,988,520	-
Minnesota	2,993,030	-	2,993,030	-	-
Missouri*	10,852,587	10,852,587	-	-	-
Montana*	2,276,700	1,136,128	-	651,687	488,885
Nebraska	648,101	-	648,101	-	-
Nevada*	2,198,838	1,537,317	-	-	661,521
New Hampshire	430,231	-	430,231	-	-
New Mexico*	6,305,158	6,305,158	-	-	-
North Dakota*	1,319,990	922,871	-	-	397,119
Rhode Island*	4,751,079	-	882,610	3,868,469	-
South Dakota	740,843	-	-	-	740,843
Texas*	24,312,838	24,312,838	-	-	-
Utah*	3,841,461	3,841,461	-	-	-
Vermont*	2,367,659	-	-	2,367,659	-
Washington	13,681,956	-	-	-	13,681,956
West Virginia*	5,508,816	-	-	3,147,562	2,361,254
Wisconsin	14,320,736	-	3,553,737	-	10,766,999
Wyoming*	1,089,072	1,089,072	-	-	-
TOTAL **	\$ 200,000,000	\$ 64,078,389	\$ 57,571,916	\$ 43,631,055	\$ 34,718,640

*Bonus amounts to these States are limited to five percent of the State's family assistance grant for the year

**These totals differ from the amounts allocated to each work measure due to the redistribution resulting from

Table 5:3

HIGH PERFORMANCE BONUS AWARDS FOR PERFORMANCE YEAR 2000
 FY 2000 State Performance and Percentage Change (Increase or Decrease)

State	FY 2000 Performance Rates						FY 2000 Change in Performance Rates					
	JOB ENTRY		RETENTION		EARNINGS GAIN		JOB ENTRY		RETENTION**		EARNINGS GAIN	
	Rate	Rank	Rate	Rank	Rate	Rank	Rate	Rank	Rate	Rank	Rate	Rank
<i>U.S. Average</i>	46.36	-	65.17	-	24.79	-	7.00	-	11.92	-	(8.27)	-
Alabama	58.16	12	*	-	*	-	(11.98)	38	*	-	*	-
Alaska	50.69	22	64.37	22	37.41	17	(1.84)	26	(1.67)	26	28.25	3
Arizona	48.79	25	70.00	8	43.67	9	2.80	16	(0.84)	22	(13.60)	33
Arkansas	37.76	39	63.79	25	19.21	36	(50.07)	50	(1.33)	24	(17.35)	35
California	38.76	38	73.25	3	18.70	39	6.23	12	(0.95)	23	(2.97)	21
Colorado	28.81	48	58.37	39	37.35	19	(17.69)	44	(4.76)	38	(18.40)	36
Connecticut	42.41	31	70.73	6	25.95	29	44.79	5	(3.53)	33	(1.52)	18
Delaware	56.61	15	60.34	34	22.35	32	(7.96)	34	(4.53)	37	(25.04)	39
Dist. of Columbia	31.31	44	51.19	45	18.77	38	50.69	4	*	47	(45.48)	44
Florida	29.94	46	64.06	23	42.72	11	(16.03)	42	(5.08)	39	2.65	15
Georgia	39.38	36	64.05	24	41.55	12	2.56	17	*	-	3.32	14
Guam	*	-	*	-	*	-	*	-	*	-	*	-
Hawaii	39.05	37	71.70	4	16.12	43	43.14	6	23.75	4	(9.99)	28
Idaho	55.80	17	62.94	27	82.82	1	(28.48)	47	2.33	12	6.09	12
Illinois	49.12	24	71.25	5	11.24	46	(7.61)	33	(2.74)	29	(49.35)	46
Indiana	64.36	5	82.25	1	17.00	41	4.70	14	10.46	7	(35.83)	40
Iowa	43.32	29	68.20	9	31.37	24	146.75	1	23.39	6	23.22	5
Kansas	43.03	30	62.82	28	43.28	10	(4.44)	30	1.10	16	(12.96)	32
Kentucky	57.44	13	27.03	49	12.49	45	42.88	7	(3.21)	32	(47.26)	45
Louisiana	77.63	2	42.79	46	21.96	33	54.71	3	0.23	19	47.57	1
Maine	29.60	47	36.32	48	15.44	44	(16.45)	43	(18.92)	46	(36.70)	41
Maryland	32.72	43	58.27	42	48.54	6	(9.13)	35	(10.89)	45	(4.58)	22
Massachusetts	33.93	42	58.35	40	16.85	42	(19.19)	45	(0.15)	20	(66.05)	47
Michigan	56.88	14	61.26	32	49.79	5	4.03	15	(4.28)	35	15.96	8
Minnesota	44.25	28	70.64	7	29.06	28	0.73	19	(1.33)	24	(10.56)	29
Mississippi	48.44	26	58.31	41	29.18	27	(11.50)	37	(3.54)	34	8.30	10
Missouri	62.93	6	64.68	19	29.79	25	(0.15)	21	2.24	13	(22.06)	37
Montana	79.19	1	58.79	38	37.38	18	21.03	8	83.06	1	(15.57)	34
Nebraska	52.69	20	67.53	10	46.86	7	(0.44)	22	(2.97)	30	1.82	16
Nevada	62.50	7	65.37	17	32.94	23	(5.37)	31	58.23	2	9.24	9
New Hampshire	45.13	27	65.59	14	38.98	14	6.95	11	0.58	18	(6.52)	25
New Jersey	40.92	34	63.58	26	25.45	30	1.57	18	1.41	14	7.60	11
New Mexico	72.24	3	59.63	37	(28.98)	49	(1.51)	25	(4.32)	36	(215.26)	48
New York	*	-	*	-	*	-	*	-	*	-	*	-
North Carolina	55.44	18	62.58	29	44.16	8	5.06	13	(7.32)	41	26.42	4
North Dakota	61.47	9	60.99	33	37.84	16	(2.86)	27	6.29	9	38.95	2
Ohio	41.67	33	60.16	35	36.76	20	(14.62)	41	(9.94)	43	(4.88)	23
Oklahoma	42.31	32	40.42	47	(15.14)	48	(24.54)	46	(5.93)	40	(37.51)	42
Oregon	17.87	50	65.76	13	20.43	35	(3.36)	28	(2.00)	27	(7.55)	26
Pennsylvania	50.40	23	62.53	30	24.02	31	(0.63)	23	(2.64)	28	(39.45)	43
Puerto Rico	*	-	*	-	*	-	*	-	*	-	*	-
Rhode Island	51.25	21	74.54	2	17.29	40	9.18	10	1.36	15	(5.65)	24
South Carolina	40.64	35	65.34	18	29.34	26	(9.44)	36	(3.07)	31	(23.85)	38
South Dakota	28.73	49	57.54	43	70.46	2	(31.32)	48	7.63	8	22.43	6
Tennessee	55.93	16	65.82	12	20.86	34	(13.97)	39	5.01	11	(11.86)	31
Texas	62.35	8	62.02	31	35.85	21	(3.44)	29	0.87	17	(9.04)	27
Utah	58.61	10	59.73	36	40.83	13	0.17	20	(10.79)	44	(2.09)	19
Vermont	52.90	19	64.65	20	33.41	22	9.88	9	(0.51)	21	18.62	7
Virgin Islands	*	-	*	-	*	-	*	-	*	-	*	-
Virginia	58.48	11	65.38	16	19.14	37	(7.57)	32	*	-	*	-
Washington	34.26	41	64.43	21	38.26	15	(14.60)	40	5.49	10	3.38	13
West Virginia	31.12	45	65.44	15	(14.63)	47	57.01	2	23.47	5	(2.50)	20
Wisconsin	35.17	40	67.14	11	52.37	4	(33.84)	49	24.60	3	(11.06)	30
Wyoming	71.06	4	55.80	44	54.42	3	(0.73)	24	(7.40)	42	0.91	17

* State not participating

**Job retention performance measured on the same basis for FY 2000 and FY 1999 (job retention over three quarters).

Table 5:4

HIGH PERFORMANCE BONUS AWARDS FOR PERFORMANCE YEAR 2000
 FY 2000 and FY 1999 State Performance Rates by Work Related Measures (in percent)

State	FY 2000 Performance Rates			FY 1999 Performance Rates		
	Job Entry	Retention	Earnings Gain	Job Entry	Retention**	Earnings Gain
<i>U.S. Average</i>	46.36	65.17	24.79	43.34	58.23	26.98
Alabama	58.16	*	*	66.08	*	10.27
Alaska	50.69	64.37	37.41	51.64	65.46	29.17
Arizona	48.79	70.00	43.67	47.46	70.60	50.54
Arkansas	37.76	63.79	19.21	75.63	64.65	23.24
California	38.76	73.25	18.70	36.48	73.96	19.28
Colorado	28.81	58.37	37.35	35.00	61.29	45.77
Connecticut	42.41	70.73	25.95	29.29	73.32	26.35
Delaware	56.61	60.34	22.35	61.50	63.20	29.82
Dist. of Columbia	31.31	51.19	18.77	20.78	*	34.43
Florida	29.94	64.06	42.72	35.65	67.50	41.62
Georgia	39.38	64.05	41.55	38.40	*	40.22
Guam	*	*	*	*	*	*
Hawaii	39.05	71.70	16.12	27.28	57.94	17.91
Idaho	55.80	62.94	82.82	78.02	61.51	78.06
Illinois	49.12	71.25	11.24	53.16	73.26	22.20
Indiana	64.36	82.25	17.00	61.46	74.46	26.49
Iowa	43.32	68.20	31.37	17.55	55.27	25.46
Kansas	43.03	62.82	43.28	45.03	62.14	49.73
Kentucky	57.44	27.03	12.49	40.20	27.93	23.69
Louisiana	77.63	42.79	21.96	50.18	42.69	14.88
Maine	29.60	36.32	15.44	35.42	44.80	24.39
Maryland	32.72	58.27	48.54	36.01	65.39	50.87
Massachusetts	33.93	58.35	16.85	41.99	58.43	49.63
Michigan	56.88	61.26	49.79	54.68	64.00	42.94
Minnesota	44.25	70.64	29.06	43.93	71.59	32.49
Mississippi	48.44	58.31	29.18	54.73	60.45	26.94
Missouri	62.93	64.68	29.79	63.03	63.26	38.23
Montana	79.19	58.79	37.38	65.43	32.12	44.27
Nebraska	52.69	67.53	46.86	52.93	69.60	46.03
Nevada	62.50	65.37	32.94	66.05	41.31	30.16
New Hampshire	45.13	65.59	38.98	42.19	65.21	41.70
New Jersey	40.92	63.58	25.45	40.29	62.70	23.66
New Mexico	72.24	59.63	(28.98)	73.35	62.32	(9.19)
New York	*	*	*	27.52	*	26.00
North Carolina	55.44	62.58	44.16	52.77	67.52	34.93
North Dakota	61.47	60.99	37.84	63.28	57.38	27.23
Ohio	41.67	60.16	36.76	48.81	66.81	38.65
Oklahoma	42.31	40.42	(15.14)	56.08	42.97	(11.01)
Oregon	17.87	65.76	20.43	18.49	67.10	22.10
Pennsylvania	50.40	62.53	24.02	50.72	64.23	39.68
Puerto Rico	*	*	*	*	*	*
Rhode Island	51.25	74.54	17.29	46.94	73.54	18.32
South Carolina	40.64	65.34	29.34	44.88	67.41	38.53
South Dakota	28.73	57.54	70.46	41.82	53.47	57.55
Tennessee	55.93	65.82	20.86	65.01	62.68	23.66
Texas	62.35	62.02	35.85	64.57	61.49	39.41
Utah	58.61	59.73	40.83	58.51	66.96	41.71
Vermont	52.90	64.65	33.41	48.14	64.98	28.17
Virgin Islands	*	*	*	*	*	*
Virginia	58.48	65.38	19.14	63.27	*	*
Washington	34.26	64.43	38.26	40.12	61.08	37.01
West Virginia	31.12	65.44	(14.63)	19.82	53.00	(14.28)
Wisconsin	35.17	67.14	52.37	53.16	53.89	58.89
Wyoming	71.06	55.80	54.42	71.58	60.26	53.92

* State not participating

** Job retention performance measured on the same basis for FY 2000 and FY 1999 (job retention over three quarters).

Table 5:5

HIGH PERFORMANCE BONUS AWARDS FOR PERFORMANCE YEAR 2000
State Ranks in FY 2000 Performance Rates for Each Measure

Job Entry		Success in the		Retention		Earnings Gain	
Rank	State	Rank	State	Rank	State	Rank	State
12	Alabama	-	**	-	**	-	**
22	Alaska	19	Alaska	22	Alaska	17	Alaska
25	Arizona	1	Arizona	8	Arizona	9	Arizona
39	Arkansas	33	Arkansas	25	Arkansas	36	Arkansas
38	California	10	California	3	California	39	California
48	Colorado	40	Colorado	39	Colorado	19	Colorado
31	Connecticut	4	Connecticut	6	Connecticut	29	Connecticut
15	Delaware	41	Delaware	34	Delaware	32	Delaware
44	Dist. of Columbia	46	Dist. of Columbia	45	Dist. of Columbia	38	Dist. of Columbia
46	Florida	14	Florida	23	Florida	11	Florida
36	Georgia	18	Georgia	24	Georgia	12	Georgia
37	Hawaii	11	Hawaii	4	Hawaii	43	Hawaii
17	Idaho	12	Idaho	27	Idaho	1	Idaho
24	Illinois	13	Illinois	5	Illinois	46	Illinois
5	Indiana	8	Indiana	1	Indiana	41	Indiana
29	Iowa	5	Iowa	9	Iowa	24	Iowa
30	Kansas	24	Kansas	28	Kansas	10	Kansas
13	Kentucky	49	Kentucky	49	Kentucky	45	Kentucky
2	Louisiana	45	Louisiana	46	Louisiana	33	Louisiana
47	Maine	47	Maine	48	Maine	44	Maine
43	Maryland	35	Maryland	42	Maryland	6	Maryland
42	Massachusetts	43	Massachusetts	40	Massachusetts	42	Massachusetts
14	Michigan	26	Michigan	32	Michigan	5	Michigan
28	Minnesota	5	Minnesota	7	Minnesota	28	Minnesota
26	Mississippi	42	Mississippi	41	Mississippi	27	Mississippi
6	Missouri	23	Missouri	19	Missouri	25	Missouri
1	Montana	39	Montana	38	Montana	18	Montana
20	Nebraska	3	Nebraska	10	Nebraska	7	Nebraska
7	Nevada	14	Nevada	17	Nevada	23	Nevada
27	New Hampshire	5	New Hampshire	14	New Hampshire	14	New Hampshire
34	New Jersey	29	New Jersey	26	New Jersey	30	New Jersey
3	New Mexico	44	New Mexico	37	New Mexico	49	New Mexico
18	North Carolina	24	North Carolina	29	North Carolina	8	North Carolina
9	North Dakota	29	North Dakota	33	North Dakota	16	North Dakota
33	Ohio	35	Ohio	35	Ohio	20	Ohio
32	Oklahoma	48	Oklahoma	47	Oklahoma	48	Oklahoma
50	Oregon	19	Oregon	13	Oregon	35	Oregon
23	Pennsylvania	37	Pennsylvania	30	Pennsylvania	31	Pennsylvania
21	Rhode Island	9	Rhode Island	2	Rhode Island	40	Rhode Island
35	South Carolina	21	South Carolina	18	South Carolina	26	South Carolina
49	South Dakota	34	South Dakota	43	South Dakota	2	South Dakota
16	Tennessee	17	Tennessee	12	Tennessee	34	Tennessee
8	Texas	31	Texas	31	Texas	21	Texas
10	Utah	32	Utah	36	Utah	13	Utah
19	Vermont	21	Vermont	20	Vermont	22	Vermont
11	Virginia	26	Virginia	16	Virginia	37	Virginia
41	Washington	14	Washington	21	Washington	15	Washington
45	West Virginia	28	West Virginia	15	West Virginia	47	West Virginia
40	Wisconsin	2	Wisconsin	11	Wisconsin	4	Wisconsin
4	Wyoming	37	Wyoming	44	Wyoming	3	Wyoming

*Ranks of Job Retention and Earnings Gain measures are weighted, combined and then re-ranked.

**State not participating in the measure.

Table 5-6

HIGH PERFORMANCE BONUS AWARDS FOR PERFORMANCE YEAR 2000
State Ranks in Improvement between 1999 and 2000 for Each Measure

JOB ENTRY			SUCCESS IN THE WORKFORCE*		RETENTION			EARNINGS GAIN		
Rank	State	Rate (%)	Rank	State	Rank	State	Rate (%)	Rank	State	Rate (%)
38	Alabama	(11.98)	-	**	-	-	**	-	-	**
26	Alaska	(1.84)	17	Alaska	26	Alaska	(1.67)	3	Alaska	28.25
16	Arizona	2.80	24	Arizona	22	Arizona	(0.84)	33	Arizona	(13.60)
50	Arkansas	(50.07)	29	Arkansas	24	Arkansas	(1.33)	35	Arkansas	(17.35)
12	California	6.23	22	California	23	California	(0.95)	21	California	(2.97)
44	Colorado	(17.69)	42	Colorado	38	Colorado	(4.76)	36	Colorado	(18.40)
5	Connecticut	44.79	30	Connecticut	33	Connecticut	(3.53)	18	Connecticut	(1.52)
34	Delaware	(7.96)	44	Delaware	37	Delaware	(4.53)	39	Delaware	(25.04)
4	Dist. of Columbia	50.69	48	Dist. of Columbia	-	-	**	44	Dist. of Columbia	(45.48)
42	Florida	(16.03)	33	Florida	39	Florida	(5.08)	15	Florida	2.65
17	Georgia	2.56	39	Georgia	-	-	**	14	Georgia	3.32
6	Hawaii	43.14	7	Hawaii	4	Hawaii	23.75	28	Hawaii	(9.99)
47	Idaho	(28.48)	7	Idaho	12	Idaho	2.33	12	Idaho	6.09
33	Illinois	(7.61)	37	Illinois	29	Illinois	(2.74)	46	Illinois	(49.35)
14	Indiana	4.70	15	Indiana	7	Indiana	10.46	40	Indiana	(35.83)
1	Iowa	146.75	2	Iowa	6	Iowa	23.39	5	Iowa	23.22
30	Kansas	(4.44)	21	Kansas	16	Kansas	1.10	32	Kansas	(12.96)
7	Kentucky	42.88	40	Kentucky	32	Kentucky	(3.21)	45	Kentucky	(47.26)
3	Louisiana	54.71	11	Louisiana	19	Louisiana	0.23	1	Louisiana	47.57
43	Maine	(16.45)	47	Maine	46	Maine	(18.92)	41	Maine	(36.70)
35	Maryland	(9.13)	42	Maryland	45	Maryland	(10.89)	22	Maryland	(4.58)
45	Massachusetts	(19.19)	32	Massachusetts	20	Massachusetts	(0.15)	47	Massachusetts	(66.05)
15	Michigan	4.03	26	Michigan	35	Michigan	(4.28)	8	Michigan	15.96
19	Minnesota	0.73	24	Minnesota	25	Minnesota	(1.33)	29	Minnesota	(10.56)
37	Mississippi	(11.50)	26	Mississippi	34	Mississippi	(3.54)	10	Mississippi	8.30
21	Missouri	(0.15)	20	Missouri	13	Missouri	2.24	37	Missouri	(22.06)
8	Montana	21.03	7	Montana	1	Montana	83.06	34	Montana	(15.57)
22	Nebraska	(0.44)	23	Nebraska	30	Nebraska	(2.97)	16	Nebraska	1.82
31	Nevada	(5.37)	1	Nevada	2	Nevada	58.23	9	Nevada	9.24
11	New Hampshire	6.95	18	New Hampshire	18	New Hampshire	0.58	25	New Hampshire	(6.52)
18	New Jersey	1.57	11	New Jersey	14	New Jersey	1.41	11	New Jersey	7.60
25	New Mexico	(1.51)	45	New Mexico	36	New Mexico	(4.32)	48	New Mexico	(215.26)
13	North Carolina	5.06	31	North Carolina	41	North Carolina	(7.32)	4	North Carolina	26.42
27	North Dakota	(2.86)	3	North Dakota	9	North Dakota	6.29	2	North Dakota	38.95
41	Ohio	(14.62)	40	Ohio	43	Ohio	(9.94)	23	Ohio	(4.88)
46	Oklahoma	(24.54)	46	Oklahoma	40	Oklahoma	(5.93)	42	Oklahoma	(37.51)
28	Oregon	(3.36)	28	Oregon	27	Oregon	(2.00)	26	Oregon	(7.55)
23	Pennsylvania	(0.63)	34	Pennsylvania	28	Pennsylvania	(2.64)	43	Pennsylvania	(39.45)
10	Rhode Island	9.18	15	Rhode Island	15	Rhode Island	1.36	24	Rhode Island	(5.65)
36	South Carolina	(9.44)	35	South Carolina	31	South Carolina	(3.07)	38	South Carolina	(23.85)
48	South Dakota	(31.32)	4	South Dakota	8	South Dakota	7.63	6	South Dakota	22.43
39	Tennessee	(13.97)	14	Tennessee	11	Tennessee	5.01	31	Tennessee	(11.86)
29	Texas	(3.44)	18	Texas	17	Texas	0.87	27	Texas	(9.04)
20	Utah	0.17	38	Utah	44	Utah	(10.79)	19	Utah	(2.09)
9	Vermont	9.88	13	Vermont	21	Vermont	(0.51)	7	Vermont	18.62
32	Virginia	(7.57)	-	**	-	-	**	-	-	**
40	Washington	(14.60)	6	Washington	10	Washington	5.49	13	Washington	3.38
2	West Virginia	57.01	5	West Virginia	5	West Virginia	23.47	20	West Virginia	(2.50)
49	Wisconsin	(33.84)	7	Wisconsin	3	Wisconsin	24.60	30	Wisconsin	(11.06)
24	Wyoming	(0.73)	36	Wyoming	42	Wyoming	(7.40)	17	Wyoming	0.91

*Ranks of Job Retention and Earnings Gain measures are weighted, combined and then re-ranked.

**State not participating in the measure.

Table 5:7

HIGH PERFORMANCE BONUS AWARDS FOR PERFORMANCE YEAR 2000
States Ranked in Each Measurement Category*

Ranking Score	2000 Performance		2000 Improvement	
	Job Entry	Success in the Workforce**	Job Entry	Success in the Workforce**
1	Montana	Arizona	Iowa	Nevada
2	Louisiana	Wisconsin	West Virginia	Iowa
3	New Mexico	Nebraska	Louisiana	North Dakota
4	Wyoming	Connecticut	Dist. of Columbia	South Dakota
5	Indiana	Iowa	Connecticut	West Virginia
6	Missouri	Minnesota	Hawaii	Washington
7	Nevada	New Hampshire	Kentucky	Hawaii
8	Texas	Indiana	Montana	Idaho
9	North Dakota	Rhode Island	Vermont	Montana
10	Utah	California	Rhode Island	Wisconsin
11	Virginia	Hawaii	New Hampshire	Louisiana
12	Alabama	Idaho	California	New Jersey
13	Kentucky	Illinois	North Carolina	Vermont
14	Michigan	Florida	Indiana	Tennessee
15	Delaware	Nevada	Michigan	Indiana
16	Tennessee	Washington	Arizona	Rhode Island
17	Idaho	Tennessee	Georgia	Alaska
18	North Carolina	Georgia	New Jersey	New Hampshire
19	Vermont	Alaska	Minnesota	Texas
20	Nebraska	Oregon	Utah	Missouri
21	Rhode Island	South Carolina	Missouri	Kansas
22	Alaska	Vermont	Nebraska	California
23	Pennsylvania	Missouri	Pennsylvania	Nebraska
24	Illinois	Kansas	Wyoming	Arizona
25	Arizona	North Carolina	New Mexico	Minnesota
26	Mississippi	Michigan	Alaska	Michigan
27	New Hampshire	Virginia	North Dakota	Mississippi
28	Minnesota	West Virginia	Oregon	Oregon
29	Iowa	New Jersey	Texas	Arkansas
30	Kansas	North Dakota	Kansas	Connecticut
31	Connecticut	Texas	Nevada	North Carolina
32	Oklahoma	Utah	Virginia	Massachusetts
33	Ohio	Arkansas	Illinois	Florida
34	New Jersey	South Dakota	Delaware	Pennsylvania
35	South Carolina	Maryland	Maryland	South Carolina
36	Georgia	Ohio	South Carolina	Wyoming
37	Hawaii	Pennsylvania	Mississippi	Illinois
38	California	Wyoming	Alabama	Utah
39	Arkansas	Montana	Tennessee	Georgia
40	Wisconsin	Colorado	Washington	Kentucky
41	Washington	Delaware	Ohio	Ohio
42	Massachusetts	Mississippi	Florida	Colorado
43	Maryland	Massachusetts	Maine	Maryland
44	Dist. of Columbia	New Mexico	Colorado	Delaware
45	West Virginia	Louisiana	Massachusetts	New Mexico
46	Florida	Dist. of Columbia	Oklahoma	Oklahoma
47	Maine	Maine	Idaho	Maine
48	Colorado	Oklahoma	South Dakota	Dist. of Columbia
49	South Dakota	Kentucky	Wisconsin	
50	Oregon		Arkansas	

*Top ten States received a bonus award.

**Ranks of Job Retention and Earnings Gain measures are weighted, combined and then re-ranked.

NOTE: States included within a bracket are States having the same combined weighted ranking score.

