

**FY 2018-2020 NORTHERN VIRGINIA WORKFORCE INNOVATION AND OPPORTUNITY
ACT YOUTH PROGRAM MASTER SERVICES AGREEMENT ADDENDUM**

PAY-FOR-PERFORMANCE AGREEMENT

This Pay-for-Performance Agreement (the "*Agreement*") is entered into effective as of July 1, 2017 (the "*Effective Date*"), by and between The *SkillSource* Group, Inc., located at 8300 Boone Blvd., Suite 450, Vienna, VA 22182 ("*SkillSource*"), and Fairfax County acting through its Department of Family Services located at 12011 Government Center Parkway, 5th Floor, Fairfax, Virginia 22035 ("the County"). *SkillSource* and the County may be referred to in this Agreement as "*Parties*," or individually, as a "*Party*."

RECITALS

WHEREAS, *SkillSource* oversees the operation of the Workforce Innovation and Opportunity Act (WIOA) youth workforce development programs located throughout Northern Virginia.

WHEREAS, *SkillSource* and the County are parties to a Master Services Agreement, as renewed or amended on an annual basis (the "*Master Contract*") to furnish all labor and expertise, perform all services, and to do all other things in general support of delivering WIOA services to economically disadvantaged In School and Out of School young adults, ages 16 through 24 in the Northern Virginia Workforce System (Area #11) in the Commonwealth of Virginia, as further detailed in the Master Contract.

WHEREAS, *SkillSource* and the County have launched the Northern Virginia Team Independence ("NVTI") program in order to improve education and employment outcomes for a subset of WIOA young adults involved in foster care and the justice system in Northern Virginia.

WHEREAS, the NVTI is a Pay for Performance project that will serve 100 out-of-school young adults in Northern Virginia ages 18-24 years old, who are involved in the justice and/or foster care systems, over a three-year period. Targeted mobile outreach, employment training/placement services, case management, and follow-up services will be conducted by the County. Services will result in an increased rate of educational placement and attainment, job placement, and measurable skills gain.

WHEREAS, Pay for Performance ("P4P") is an innovative contracting model authorized by 20 C.F.R. § 683.500 *et seq.*, that drives government resources toward high-performing programs, and P4P contracts track the effectiveness of programs over time to ensure funding is directed toward programs that succeed in measurably improving the lives of people in most need.

WHEREAS, as described 20 C.F.R. § 683.500, *et seq.*, WIOA establishes P4P as a contract strategy for adult training services or youth activities, and authorizes reserving up to 10 percent of the total local adult and dislocated worker allocations or the local youth allocation for applicable training services and activities.

WHEREAS, *SkillSource* completed a feasibility analysis to drive better outcomes for foster care and justice-involved young adults in Northern Virginia by combining the flexible WIOA Pay for Performance funding, independent validation, and performance-driven service provision (the "*Feasibility Assessment*").

WHEREAS, as part of the Feasibility Assessment, and in accordance with 20 CFR § 683.500, *SkillSource* (1) has confirmed that the young adults involved in foster care and the justice system are in need of improved education, and employment outcomes, (2) has identified appropriate performance outcomes that will measure and demonstrate the effectiveness of the intervention and of NVTI for the target population, (3) has designed a payment structure that specifies a fixed amount that will be paid to the County based on the achievement of specified levels of performance on the performance outcomes, (4) has designed a strategy for independently validating the performance outcomes achieved under this Agreement prior to payment occurring, and (5) has created a plan to reallocate funds set aside for this P4P strategy to another P4P strategy in the event the County does not achieve all the performance benchmarks set forth in this Agreement.

WHEREAS, *SkillSource* and the County desire to enter into a P4P contract as of the Effective Date, subject to and in accordance with the terms and conditions of this Agreement.

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AGREEMENT

THEREFORE, the Parties mutually agree as follows:

1. NVTI WORKFORCE SERVICES

1.1 Performance of Workforce Services. The young adults in the NVTI program are a subset of the population currently served by the County and SSG through the Master Services Agreement. As a result, the County will perform all workforce services described in the Master Services Agreement for the young adults enrolled in the NVTI program, in accordance with the terms and conditions set forth in such Master Services Agreement, including, but not limited to (a) delivery and evaluation of the fourteen (14) program elements to eligible Out of School Youth, as required by WIOA; (b) development of Individual Employment Plans, or Individual Service Strategies (the "ISS") and ongoing case management for each young adult participant in the NVTI program; and (c) provision of services to eligible young adults through the completion of the participant's ISS, which includes the minimum 12 months of follow-up services.

1.2 Eligibility Criteria. In order to be eligible for the NVTI program, the potential program participants must be:

- (a) Between the ages of 18 and 24 at the time of enrollment;
- (b) Not attending school; and
- (c) Involved in the foster care or the justice system in Northern Virginia at some point prior to enrollment in the NVTI program.

As used herein, the term "school" refers to secondary, post-secondary or alternative school, in each case as defined by applicable state law. High school equivalency programs, dropout engagement, adult education, YouthBuild and Job Corps are not considered schools in determining school status.

1.3 Compliance. The County acknowledges that workforce services provided as part of the NVTI program described herein that are subject to this Agreement shall remain subject to the terms of the Master Contract, including, but not limited to all the administrative compliance terms contained therein.

2. PERFORMANCE OUTCOMES AND BONUS MILESTONES

2.1 Success Targets. During the Feasibility Assessment, the Parties have determined and agreed upon a set of success targets that will result in better outcomes for foster care and justice-involved young adults in Northern Virginia. The final agreed-upon outcome measures and related success targets for the NVTI Program and its participants during the term of this Agreement are detailed in Exhibit A (the "**Success Targets**").

2.2 Bonus Milestones. The County agrees to use its best efforts to achieve the agreed-upon Success Targets. In an effort to achieve the Success Targets during the term of this Agreement, the Parties have agreed on a set of individual NVTI Program participants' milestones, which are reached each time an individual NVTI program participant achieves one of the 4 outcomes specified in Exhibit A (each, a "**Bonus Milestone**"). Upon achievement of a Bonus Milestone, the County shall be entitled to a Bonus Payment, as further defined and described in Section 4 below. Reference is made to the attached Outcomes and Bonus Milestones Payment Plan for a description of the 4 outcome measures and Bonus Milestones.

3. INDEPENDENT VALIDATION

3.1 Validator. In compliance with 20 CFR § 683.500, **SkillSource** will enter into a separate validation contract with a third party to serve as the Independent Validator (the "**Independent Validator**"). The Independent

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Validator will be responsible for performing the functions specified in the Validation Plan attached to this Agreement as Exhibit B. The Independent Validator will validate achievement of Bonus Milestones on a semiannual basis (each, a "**Validation Period**"), as further described in the Validation Plan.

3.2 Validation Certificates. Upon completing each semiannual validation, the Independent Validator will issue a certificate ("Validation Certificate"), which will include (a) the number of Bonus Milestones achieved during the Validation Period, and (b) the total Bonus Payment amount (as defined in Section 4 below) due and payable to the County for the Validation Period.

3.3 Cooperation. *SkillSource* and the County agree to provide any required information to each other and the Independent Validator, as necessary and as permitted by law so that *SkillSource*, the County, and the Independent Validator may carry out their responsibilities arising from this Agreement or the Independent Validator's contract with *SkillSource*, as applicable. In addition, the County will prepare, provide and submit to *SkillSource* any additional documentation required by *SkillSource*, as is necessary for *SkillSource* to comply with any applicable laws, including, but not limited to existing WIOA P4P regulations, or any future WIOA P4P regulations or guidelines that may come into existence.

4. FINANCIAL PROVISIONS

4.1 P4P Funds Allocation. *SkillSource* agrees to set aside, through the Monthly Expenditure Detail Reports (MEDRs) submitted to the Virginia Community College System as no-year funds, a portion of its WIOA Youth allocation in the amount of \$50,000.00 per year during the Service Provision Period (as defined in Section 6.1 below), for a total of \$150,000 in P4P funds (collectively, the "**Max Bonus Amount**").

(a) The Parties further acknowledge and agree that the Max Bonus Amount may be subject to change in the event the overall annual WIOA Title I Youth budget received by *SkillSource* and the Northern Virginia Workforce Development Board from the U.S. Department of Labor during the term of this Agreement is reduced by 30% or more in any program year as compared to the previous year.

4.2 Cost Reimbursement Payments. The Parties acknowledge and agree that the County will invoice *SkillSource*, and *SkillSource* will reimburse the County, for provision of services described in Section 1 above, in accordance with the cost reimbursement payment terms set forth in the Master Contract. Nothing in this Agreement is intended to change the terms of the Master Contract, as may be amended or renewed from time to time during the term of this Agreement.

4.3 Bonus Payments. In addition to the payments described in Section 4.2 above, and as part of this Agreement, the County shall be entitled to receive additional payments for meeting Bonus Milestones (as defined in Section 2 above) (each, a "**Bonus Payment**"). For each Validation Period, the Bonus Payment amount shall be calculated in accordance with the Validation Plan based on the number of Bonus Milestones achieved. Reference is made to the attached Validation Plan for a detailed description of the evaluation criteria and performance measurement criteria. Subject to receipt of a Validation Certificate confirming Bonus Milestone achievement, *SkillSource* will pay the County the corresponding Bonus Payment. In no event shall the total amount of Bonus Payments paid under this Agreement exceed the Max Bonus Amount. In addition, in no event shall the total amount of Bonus Payments for each Bonus Milestone exceed the milestone payment pool amounts set forth in Exhibit A.

4.4 Invoicing. Following receipt of the Validation Certificate for a particular validation period, the County may invoice *SkillSource* for the amount of Bonus Milestone payments set forth in the Validation Certificate. *SkillSource* will pay the full amount of each such invoice within 45 days following receipt thereof. The total amount invoiced by and paid to the County during the term of this Agreement shall be referred to as the "**Earned Bonus**"

4.5 Use of Bonus Payments. The parties acknowledge and agree that Bonus Payments may only be used to expand the capacity of the County to provide workforce services.

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4.6 Reallocation of P4P Funds. In compliance with 20 CFR § 683.500, in the event the Max Bonus Amount is not earned by and paid out to the County during the term of this Agreement, the amount equal to the Max Bonus Amount less the Earned Bonus (the "Unspent Funds") shall be reallocated to (a) a new P4P strategy, as evidenced by a new P4P agreement, or (b) a feasibility study dedicated to assessing a different P4P strategy. In the event the Unspent Funds are not reallocated as specified above, the funds shall be returned to the Virginia Community College System.

5. LIMITATION OF LIABILITY

5.1 IN NO EVENT SHALL EITHER PARTY BE LIABLE TO THE OTHER PARTY FOR ANY LOSSES OR DAMAGES INCURRED DURING PERFORMANCE OF THIS AGREEMENT OR FOR ANY INCIDENTAL, CONSEQUENTIAL, INDIRECT OR PUNITIVE DAMAGES (INCLUDING BUT NOT LIMITED TO LOST PROFITS, BUSINESS REVENUE, GOODWILL OR ANTICIPATED SAVINGS), REGARDLESS OF WHETHER SUCH LIABILITY IS BASED ON BREACH OF CONTRACT, TORT, STRICT LIABILITY, BREACH OF WARRANTIES, FAILURE OF ESSENTIAL PURPOSE OR OTHERWISE AND EVEN IF ADVISED OF THE POSSIBILITY OF SUCH DAMAGES.

6. TERM AND TERMINATION

6.1 Term. The term of this Agreement will commence on the Effective Date and end on the date when all Bonus Payments due to the County are paid in accordance with Section 4, which is anticipated to be March 31, 2023.

(a) The County's obligation to provide workforce services in the NVTI program described in Section 1 of this Agreement commences on the Effective Date and ends on June 30, 2020 (such period, the "*Service Provision Period*"). Both the Agreement Term and the Service Provision Period may be terminated or extended pursuant to the terms of this Agreement and the Master Contract.

6.2 Termination. Any Party may terminate this Agreement, at any time, upon written notice to the other Party if the other Party. In addition, in the event that the Master Contract is terminated or not renewed for any reason, this Agreement will be immediately terminated. Upon the expiration or any termination of this Agreement for any reason, the County will not be entitled to invoice for or receive any further Bonus Payments.

6.3 Survival. The rights and obligations of the parties under Sections 6 and 7 will survive the expiration or termination of this Agreement.

7. MISCELLANEOUS

7.1 Anti-Discrimination. The County certifies to *SkillSource* that this Agreement will conform to the provisions of the Federal Civil Rights Act of 1964, as amended, as well as the Virginia Fair Employment Contracting Act of 1975, as amended, where applicable, the Virginians with Disabilities Act, the Americans with Disabilities Act and Section 2.2-4311 of the Virginia Public Procurement Act which provides:

During the performance of this Agreement, the County agrees as follows:

(a) The County will not discriminate against any employee or applicant for employment because of race, religion, color, sex or national origin, or disabilities, except where religion, sex or national origin is a bona fide occupational qualification reasonably necessary to the normal operation of the County. The County agrees to post in conspicuous places, available to employees and applicants for employment, notices setting forth the provisions of this nondiscrimination clause.

(b) The County, in all solicitations or advertisements for employees placed by or on behalf of the County, will state that such contractor is an equal opportunity employer.

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(c) Notices, advertisements and solicitations placed in accordance with federal law, rule or regulation shall be deemed sufficient for the purpose of meeting the requirements of this Section.

7.2 Assignment. Neither party may assign or transfer this Agreement, in whole or in part, without *the other Party's* express prior written consent. Any attempt to assign this Agreement, without such consent, will be void.

7.3 Applicable Laws and Courts. This Agreement shall be governed in all respects by the laws of the Commonwealth of Virginia and any litigation with respect thereto shall be brought in the courts of the Commonwealth. The Parties shall comply with all applicable federal, state and local laws and regulations.

7.4 Resolution of Disagreements. The Parties agree that they will notify each other if a conflict regarding the administration of this Agreement arises and will attempt to resolve these conflicts.

7.5 Entire Agreement. This Agreement, together with all the Recitals and Exhibits which are hereby incorporated by this reference, constitutes the complete and exclusive understanding and agreement of the parties with respect to its P4P subject matter and supersedes all prior understandings and agreements, whether written or oral, with respect to P4P.

7.6 Amendment. The Parties may agree in writing to modify this Agreement, including, but not limited to, the Outcomes and Bonus Milestones Payment Plan attached hereto as Exhibit A. Any such modifications shall be agreed to by both Parties. In the event of a modification or revision of this Agreement, the Parties shall execute a written amendment to the Agreement. The Parties will negotiate in good faith in the event modification to the Bonus Milestones, Bonus Payments, or the Success Targets are deemed necessary by either Party.

7.7 Severability. If any provision of this Agreement is held invalid or unenforceable by a court of competent jurisdiction, the remaining provisions of this Agreement will remain in full force and effect, and the provision affected will be construed so as to be enforceable to the maximum extent permissible by law.

7.8 Waiver. The failure by either Party to enforce any provision of this Agreement will not constitute a waiver of future enforcement of that or any other provision.

7.9 Notices. All notices required or permitted under this Agreement will be in writing, will reference this Agreement, and will be deemed given: (i) when delivered personally; (ii) one (1) business day after deposit with a nationally-recognized express courier, with written confirmation of receipt; or (iii) three (3) business days after having been sent by registered or certified mail, return receipt requested, postage prepaid. All such notices will be sent to the addresses set forth above or to such other address as may be specified by either party to the other party in accordance with this Section.

7.10 Audit. *SkillSource* has the right, upon reasonable notice to the County and parameters agreed to by the Parties, to audit the records of the County in connection with this Agreement.

7.11 Reports and Quality Assurance. David Hunn, the President and CEO of *SkillSource*, will monitor the NVTI program activities, provide guidance on an as-needed basis, and will report progress to the Board of Directors of *SkillSource* and the Northern Virginia Workforce Development Board.

7.12 Counterparts. This Agreement may be executed in counterparts, each of which will be deemed an original, but all of which together will constitute one and the same instrument.

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IN WITNESS WHEREOF, the parties have executed this Agreement as of the Effective Date.

The SkillSource Group, Inc.

Fairfax County Government

Signature: 

Signature: David M. Kincannon

Name: David A. Hunn

Name: ^{for} Kirk W. Kincannon

Title: President & CEO

Title: Acting County Executive

Date: 12-28-2017

Date: 12-28-17

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EXHIBIT A

OUTCOMES AND BONUS MILESTONES PAYMENT PLAN

Outcome Measures	Bonus Milestone	Success Targets	# of Successful Outcomes Needed to Reach Success Target*	Bonus Milestone Payment per Youth	Bonus Milestone Payment Pool*
Placement in Employment, Training or Education	Each NVTI program participant who successfully exits programming and is employed or in education or training during the second quarter after exit	63.0%	63	\$712.30	\$45,000.00
Placement in Employment, Training or Education	Each NVTI program participant who successfully exit programming and is employed or in education or training during the fourth quarter after exit	60.0%	60	\$712.30	\$42,857.00
Measurable Skills Gain During Programming	Each NVTI program participant who is enrolled in an education or training program that demonstrate a documented academic, technical occupation or other forms of progress	53.0%	53	\$712.30	\$37,857.00
Attainment of Degree or Certificate	Each NVTI program participant who (1) enrolled in degree or certificate program and (2) attains a recognized degree or certificate within 4 quarters after program exit	68.0%	34**	\$712.30	\$24,286.00
TOTAL:					\$150,000.00

Figure 1. Outcome Measures and Success Targets

* These are rounded numbers and may vary slightly (i.e. +/- 1 for # of successful outcomes), provided however that the total shall not exceed the Max Bonus Amount.

** The 68% Attainment of Degree or Certification goal is applied to only those who are enrolled in a degree/certificate program. It is anticipated that 50 out of the 100 NVTI project participants will be enrolled in degree/certificate training, with 68% or 34 youth attaining a degree or certificate, resulting in a bonus payment pool cap of \$24,286.00.

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The NVTI P4P project will run for 6 years, with Year 1, Year 2, and Year 3 dedicated to enrolling and serving foster care and justice involved youth in Area #11 and establishing the NVTI outcomes validation process. Year 4, Year 5, and Year 6 of the pilot will focus on closing out service provision and tracking NVTI participants' outcomes after program exit. Below is an estimated timeline for NVTI service delivery, outcomes measurement, and bonus payments over the term of the Agreement and the NVTI P4P pilot. This timeline assumes that there is a 6 months' delay in the data availability for each quarter. This is meant to be a visual representation of the likely timeline for the project and may be condensed or extended depending on the ability of the Virginia Community College System (VCCS) to deliver the necessary data to *SkillSource* and the County to conduct the validation.

		2017		2018				2019				2020				2021				2022				2023	
		Jul-Sep	Oct-Dec	Jan-Mar	Apr-Jun	Jul-Sep	Oct-Dec	Jan-Mar	Apr-Jun	Jul-Sep	Oct-Dec	Jan-Mar	Apr-Jun	Jul-Sep	Oct-Dec	Jan-Mar	Apr-Jun	Jul-Sep	Oct-Dec	Jan-Mar	Apr-Jun	Jul-Sep	Oct-Dec	Jan-Mar	Apr-Jun
		Year 1				Year 2				Year 3				Year 4				Year 5				Year 6			
Owner	NVTI Activity	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q13	Q14	Q15	Q16	Q17	Q18	Q19	Q20	Q21	Q22	Q23	Q24
DFS	Enrollment in NVTI and Service Delivery																								
VCCS	Full and Validate WIOA Youth Performance Data																								
SkillSource	Transfer WIOA Youth Performance Data and NVTI State IDs to Independent Validator																								
Validator	Validate NVTI Outcomes and Calculate Bonus Payments																								
Validator	Issue Bonus Payment Certificate																								
SkillSource	Make Bonus Payments to DFS																								

Figure 2. Project Timeline

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EXHIBIT B

VALIDATION PLAN

Overview

This exhibit describes the evaluation and validation procedures for the NVTI program. The NVTI P4P project aims to enroll about 100 youth over three years. Each youth in the NVTI P4P program will receive WIOA Youth services for approximately 6 quarters and will be tracked and receive follow up services for 4 quarters after program exit, for a total observation period of roughly 10 quarters. Participants will be evaluated based on four WIOA Youth program outcome measures (see Figure 1).

SkillSource and the County will track the performance of youth in the NVTI P4P program. The Virginia Community College System (VCCS) will conduct the first round of performance against WIOA Youth outcome measures and share such data with *SkillSource*. VCCS delivers and coordinates workforce activities within the Commonwealth of Virginia. VCCS also performs WIOA performance measure tracking and validation for the County.

SkillSource will de-identify the data and provide de-identified data to the Independent Validator. The Independent Validator will receive de-identified WIOA Youth data for all WIOA Youth participants, including those in the NVTI program, along with State identification numbers of NVTI program participants. The Independent Validator will verify how many Bonus Milestones have not been met, and determine Bonus Payment amounts in calendar quarters 11, 13, 15, 17, 19, 21 and 23 of the project, as shown in in Figure 2 of Exhibit A. Once Bonus Milestones have been validated, Bonus Payments will be made by *SkillSource* to the County as set forth in the Agreement.

WIOA Performance Measures

Below is a list of the WIOA Youth outcome measures, which will be used to track NVTI program participants' progress during programming, and up to 4 quarters after exit:

Outcome Measures	Definition	Success Target
Placement in Employment, Training or Education	The percent of youth who successfully exit programming and are employed or in education or training during the second quarter after exit	63.0%
Placement in Employment, Training or Education	The percent of youth who successfully exit programming and are employed or in education or training during the fourth quarter after exit	60.0%
Measurable Skills Gain During Programming	The percentage of participants who are in education or training programs that lead to documented academic, technical occupation or other forms of progress.	53.0%
Attainment of Degree or Certificate	Attainment of recognized degree or certificate within 4 quarters after program exit for those enrolled in degree or certificate program	68.0%

Figure 1. WIOA Program Performance Measures

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Validation Process

1. The County Case Management and Tracking
 - i. Over the course of programming, and after program exit, the County tracks participant employment, training, and academic performance outcomes
 - ii. The County Case Manager enters in information for NVTI program participant in the Virtual One-Stop System (VOS)
 - a. The process for NVTI program participants is identical to other WIOA Youth
 - b. The Case Manager indicates that an individual is part of NVTI
 - iii. Fields for entry include eligibility criteria, demographic and educational background, referral source, activities and support services, start and exit dates, case notes, final assessments, and State ID
2. VCCS WIOA Youth Outcome Measurements
 - i. On a bi-annual basis, VCCS pulls data from VOS and generates a supplemental data supporting WIOA youth program outcomes, with results for the four WIOA Youth outcome measures identified in Figure 1 above
 - ii. This report includes outcomes for all participants in WIOA Youth programming and corresponding application information, including their State ID numbers
 - a. Starting on January 1, 2020, if not earlier, VCCS submits this report to the County no later than January 1 and July 1 of each year
 - b. The County will share that report with *SkillSource* for validation process to begin, no later than 30 days after receipt
 - c. The first Validation Period shall be for the period between July 1, 2017 and June 30, 2019. Each bi-annual Validation Period thereafter will be for the prior 2 quarters.
 - d. To the extent that VCCS expedites the outcomes validation process and reporting to the County, this validation process may be shortened
3. *SkillSource* De-Identification of Participant Data
 - i. *SkillSource* strips personally identifiable information from the VCCS WIOA Youth Outcomes Report, but keeps State ID numbers for all WIOA Youth participants
 - ii. *SkillSource* compiles a list of all NVTI participants State ID numbers in a separate document
 - iii. *SkillSource* sends the list of State ID numbers of NVTI participants and the de-identified VCCS WIOA Youth Outcomes Report to the Independent Validator
 - a. Starting on January 31, 2020, *SkillSource* submits this report to the Independent Validator on a biannual basis no later than July 31 and January 31 of each year.
4. Validation of NVTI WIOA Youth Bonus Milestones
 - i. The Independent Validator confirms that WIOA Youth in the NVTI program are in fact foster care and/or justice involved
 - ii. The Independent Validator determines the number of youth that have met each of the four outcome measures/Bonus Milestones during the Validation
 - a. Each participant in NVTI is eligible to earn up to four Bonus Payments; a maximum of one bonus payment for the achievement of each of the four WIOA youth outcome measures/Bonus Milestones

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- b. The Independent Validator will be responsible for tracking NVTI program participants' achievement of Bonus Milestones by their State ID number and ensuring that each youth in the NVTI program only earns a maximum of one Bonus Payment per Bonus Milestone
5. Production of Bonus Payment Certificate
- i. Within 30 days of receiving the WIOA Youth Outcomes Report and participant State ID numbers from *SkillSource*, the Independent Validator will issue a certificate with the total Bonus Payment amount for the Validation Period
 - a. The Bonus Payment Certificate will be distributed to *SkillSource* and the County
6. Calculation of NVTI Bonus Payments
- i. Within 30 days of receiving the Bonus Payment Certificate from the Independent Validator, the County will invoice *SkillSource* for the Bonus Payment amount calculated by the Independent Validator for the Validation Period
 - ii. *SkillSource* will issue payment to the County within 45 days of receiving the invoice for the Bonus Payment amount specified in the Bonus Payment Certificate
 - iii. Cumulative Bonus Payments shall not exceed the Max Bonus Payment Amount
 - iv. The Bonus Payments for each of the outcome measures shall not exceed the bonus milestone payment pool amount for each of the four outcome measures
 - a. If the County achieves more successful outcomes than the number specified for "Successful Outcomes to Reach Cap" in Figure 2 for any of the four performance measures, they will receive the exact bonus milestone payment pool amount
- I. E.g., if 54 youth in the pilot achieve measurable skills gain during programming, the County will earn \$37,857.00 in Bonus Payments for that outcome measure

Outcome Measures (WIOA Performance Measures)	Success Target	Successful Outcomes to Reach Cap	Bonus Milestone Payment Pool	Bonus Milestone Payment Per Youth
Youth Placed in Employment, Training or Education (2Q After Exit)	63.0%	63	\$45,000.00	\$712.30
Youth Placed in Employment, Training or Education (4Q After Exit)	60.0%	60	\$42,857.00	\$712.30
Measurable Skills Gain During Programming	53.0%	53	\$37,857.00	\$712.30
Attainment of Degree or Certificate (4Qs After Exit)	68.0%	34	\$24,286.00	\$712.30

Figure 2. NVTI Bonus Payment Structure