

# The State of New Mexico

*Workforce Investment Act  
Annual Report - Program Year 2008*

WIA  
2008

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NEW MEXICO DEPARTMENT OF  
WORKFORCE SOLUTIONS



# State of New Mexico

## *Workforce Investment Act*

### *Annual Report - Program Year 2008*



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# Table of **CONTENTS**



Acknowledgements .....	i
Table of Contents .....	ii
Looking to the Future.....	1
Understanding the Challenges.....	2
Local Workforce Progress .....	4
Other Innovations .....	7
Waivers .....	8
Performance Analysis.....	11



# Looking to the **FUTURE**

## Our Vision

The New Mexico workforce system will support the productivity and competitiveness of New Mexico businesses and improve the quality and availability of services resulting in a well-trained workforce. It is necessary to achieve a strong and vital public workforce system capable of confronting the challenges of a global economy while understanding that economic prosperity for individuals and communities is determined in large part in regional economies. Metropolitan and rural stakeholders at every level must continue to develop and refine innovative service delivery strategies. The Department of Workforce Solutions has redesigned the service delivery system to promote a system where adults and youth can move easily between the labor market and further education and training in order to advance in their careers and enhance their contribution in the workplace.

## Goals

In support of this vision, the following five goals were established in our State Strategic Plan:

**GOAL #1** - - Provide consistent high quality services and accountability through a user-friendly system that is responsive to business, job seekers and workers.

**GOAL #2** - Integrate services provided by separately funded workforce development programs, including those in the private sector, to provide best possible service to customers.

**GOAL #3** - Ensure all New Mexico's youth (including youth most in need of assistance, such as out-of-school youth, homeless youth, youth in foster care, youth aging out of foster care, youth offenders, children of incarcerated parents, migrant and seasonal farm worker youth, and other youth at risk) receive the education, training, and support they need for success in post-secondary education and/or work.

**GOAL #4** - Provide New Mexico's adults (including those with barriers to education and employment) with access to life long education, training, and workforce services.

**GOAL #5** - Establish business as a primary driver of the New Mexico workforce system to ensure their employment needs are met through consistent, timely, and quality services.

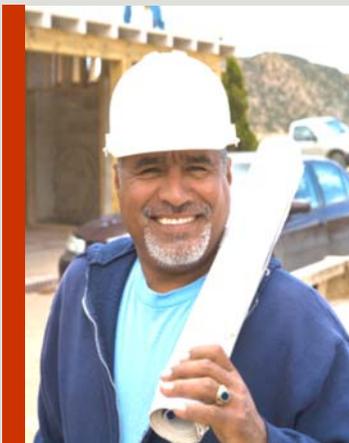


# Understanding the **CHALLENGES**

## *The New Mexico Economic Outlook*

New Mexico's seasonally adjusted unemployment rate was 7.0 percent in July 2009, up from 6.8 percent in June and 4.2 percent a year ago. The national unemployment rate dropped slightly to 9.4 percent. The rate of over-the-year job growth, comparing July 2009 with July 2008, was negative 3.1 percent, representing an over-the-year loss of 25,900 jobs. Even with the weakest job growth in decades, New Mexico remained in the top half of the state rankings, at twentieth highest for July. Only two states, North Dakota and the District of Columbia, reported year-over-year employment increases.

The decline in the number of jobs is the worst the state has experienced since 1954, when jobs declined by an even greater 3.6 percent at the lowest point. This 1954 decline followed a decade where job growth averaged more than 6 percent. Back in the 1950s, New Mexico had a much smaller economy and such variability was fairly normal. This kind of a drop in employment is unprecedented in recent times.



New Mexico's goods-producing sectors of mining, manufacturing, and construction have been significantly impacted during

this recession, and the overall sector is down 12.5 percent over the year. The service-providing industries declines were to a lesser degree than those in the goods-producing sector; however, these industries were down 1.6 percent over the year.

Only two of the state's 13 industries posted any job growth since last year, while the 11 others reported employment declines. Government and private health care appear to offer the best employment prospects for the state as we continue to endure difficult economic times. Most of the gains came from education & health services, which was up 3,600 jobs on the year showing strength in both components of the industry. Government also posted a year-over-year gain, adding 2,300 jobs. Many of the new government jobs are at the federal level now that hundreds of workers are actively engaged in preparation for the massive Census 2010 endeavor.

Mining generated over-the-year gains until February, when job losses escalated and employment slipped below last year's level. Layoffs continued for subsequent months, and the industry is now down 2,200 jobs on the year. The construction industry reported 8,100 fewer jobs in July 2009 than in July 2008. The industry is going through a difficult period of adjustment following four years of growth that resulted in the creation of 14,000 new jobs. The state also is up 4,100 manufacturing jobs over the last year, with reductions reported across the board.



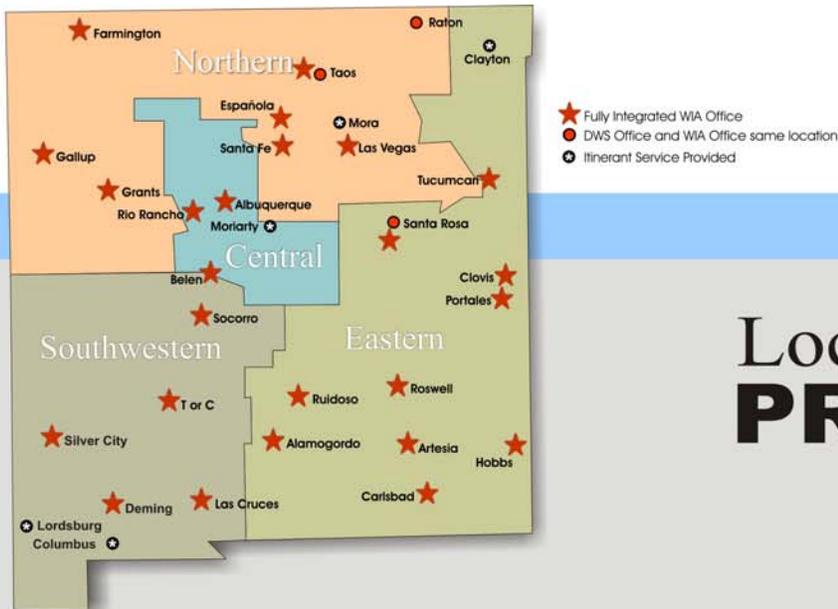
# Understanding the **CHALLENGES**

Employment reports for retail trade continue to worsen, with a reported 6,200 fewer jobs in July than at the same time last year. A number of faltering retailers held on through the start of the year and then had liquidation sales before finally closing. The much smaller wholesale trade industry did not fare much better reporting 1,200 fewer jobs. The professional & business services industry, often considered a barometer for the rest of the economy, reported employment that was down by 4,900 jobs from last year. The transportation, warehousing & utilities industry lost 1,200 jobs, down 5.1 percent.

Leisure & hospitality reported 3,100 fewer jobs, with most of the declines coming in the accommodation of food services component. The

financial activities industry also lost jobs, declining by 400 since last July. The miscellaneous other service category reported 200 fewer jobs than at this time last year. This follows a seven-month boom in employment in the run-up to the national election last year. The major political parties and social advocacy organizations boosted employment by as many as 1,000 jobs from April to October last year.

The information industry is still doing fairly well, however, reported an over-the-year decline of 200 jobs. During times of intensive film production, employment in the state's film industry may be as many as 3,000 jobs above baseline levels.



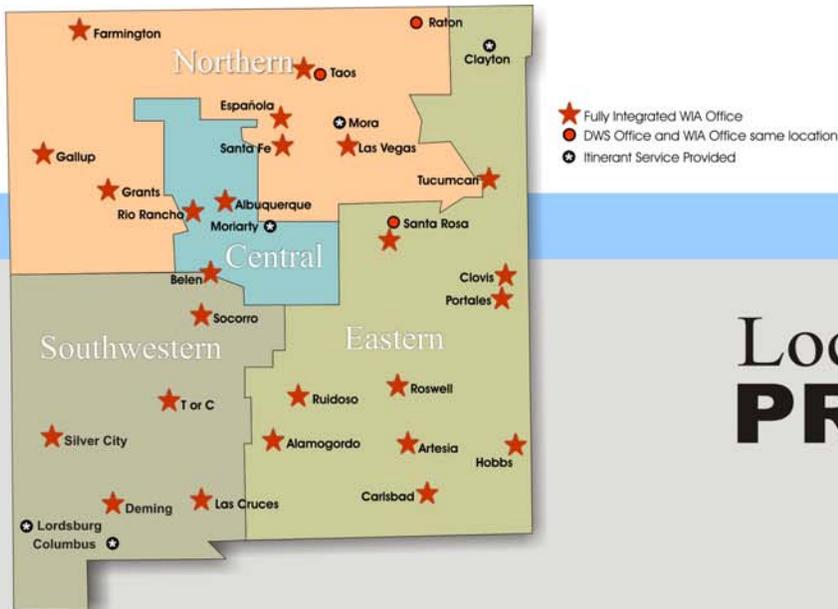
# Local Workforce **PROGRESS**

## *New Mexico Workforce Connection Centers*

The New Mexico Department of Workforce Solutions, through four local workforce investment boards and a network of New Mexico Workforce Connection Centers, has achieved a system that is customer-oriented and makes maximum use of technology to reach the greatest number of customers. The New Mexico Virtual One Stop System (NMVOSS) ([www.jobs.state.nm.us](http://www.jobs.state.nm.us)) allows the public direct access through internet technology to support employment and training needs. Through the New Mexico Workforce Connection Centers job seekers have ready access to labor market information, employment opportunities, unemployment insurance, employment guidance and counseling, training and a single point of contact for pertinent employment and training information. For employers, the system is able to offer relevant labor market information, a ready

pool of job applicants, a referral and screening system, training programs, as well as a single point of contact for employment and training information.

As the economy improves and job trends become more positive, the need for an efficient labor market exchange that will match workers to jobs becomes even more critical. Continued implementation of effective workforce development strategies will be a primary requirement for continued economic growth in the state. Effectively matching worker skills to employer needs will be a key step in that strategy while simultaneously focusing on enhancing standards of performance.



# Local Workforce **PROGRESS**

## *Working Together Towards Success – The NM Workforce Connection*

The following real stories reveal that success can only be defined by the positive impact on individuals.

- A young man drifted between several states doing odd jobs before deciding it was time to settle down and build a future and permanent place to call home. He visited a Workforce Connection Center in Eastern New Mexico. It was determined that he was eligible for their dislocated worker program. The young man's interest in becoming a heavy equipment operator and the support of a Workforce Investment Act on-the-Job Training program resulted in full-time employment complete with full benefits and a good salary. He is now self-sufficient and has established a permanent residence.
- Mrs. O is married with four children. It became increasingly difficult to make ends meet even though her husband had a good job and she had a part-time job. After attending various colleges on and off for twenty years, she herself decided to return to school to complete her degree but found that she was not eligible for any type of financial aid. With the help of a Workforce Connection Center in Southwestern New Mexico and Workforce Investment Act funding, Ms. O was able to return to school.

Shortly after her graduation Ms. O began working full-time for a local health service agency as a family practitioner. The assistance and support received made all the difference and Mrs. O's family is now financially stable.

- An 18-year-old young man who had a limited work history met staff from the Workforce Connection Center of Northern Mexico at a school career day event and was soon enrolled into a Workforce Investment Act (WIA) Work Experience activity as an office assistant. Throughout his WIA activity he expressed how beneficial the work experience was for him, and how it would help him in pursuing a future career. A career assessment helped him realize that his interest was in the field of criminal justice. He successfully completed the WIA Work Experience activity, graduated from high school and is currently enrolled in the Crime Scene Investigation program with a concentration in forensic investigation at Colorado Technical University.



# Local Workforce **PROGRESS**

- A partnership was established between the Workforce Connection of Central New Mexico, Albuquerque Job Corps, the Prizm Foundation, and a major construction contractor that was interested in a pre-apprenticeship program to help meet its labor needs. Through this partner collaboration, eleven (11) Workforce

Investment Act (WIA) participants and Job Corps students completed the program successfully. A second pre-apprenticeship class comprised of fifteen (15) WIA clients and Job Corps students is underway. The contractor has begun hiring and preference will be given to those individuals who have successfully completed the Prizm/WIA pre-apprenticeship program.



## Other **INNOVATIONS**



### WIRED

New Mexico is preparing the future workforce by partnering with public and private entities in the New Mexico Workforce Innovation in Regional Economic Development (WIRED) Initiative. The goals of this project are significant – to stimulate entrepreneurship, to advance the development of the technical workforce, and to create a public policy environment that supports and rewards innovation. NM WIRED is a federally funded, comprehensive effort that brings together businesses, national laboratories, investors, economic developers, educational institutions, workforce development and advocacy organizations, and government officials. Together, these organizations are charting a new direction for New Mexico by ensuring that all New Mexicans are receiving a top notch education, first-class workforce training, and access to high-quality green manufacturing employment opportunities.

### Green Jobs Cabinet

In 2009 Governor Richardson created the Green Jobs Cabinet to promote clean energy and clean technology, economic development and job creation. The Green Jobs Cabinet is comprised of key state agencies coordinating to develop an aggressive clean energy strategy to facilitate the attraction of clean technology companies and develop the education, training and preparation of a workforce to support clean energy jobs. It will align New Mexico's education and workforce systems to create a skilled workforce to meet the demands of a green economy. The Green Jobs cabinet will consist of Cabinet Secretaries from Department of Workforce Solutions, Economic Development, Public Education Department, Agriculture Department, the State Investment Officer and a representative from the Governor's office.

# WAIVERS



New Mexico has been granted the waivers listed below. Three waivers have become fundamental to WIA operations; Common Measures, Individual Training Accounts for youth, and eligibility for training providers. All the waivers are critical to maximize flexibility and increase opportunities for job seekers and business customers.

## Incumbent Worker Waiver

The New Mexico Department of Workforce Solutions (DWS) was granted a waiver to allow local boards to designate up to 10% of their local adult and dislocated worker allocation to carry out Incumbent Worker Training. This waiver would remove the current provision which allows only statewide funds to be used for incumbent worker training. The intent of the waiver was to expand employment, occupational skill training, and support services to ensure New Mexico business have a skilled workforce and New Mexico job seekers have greater opportunity to retain employment with more possibility for advancement. This waiver was not utilized this program year. DWS is continuing to request the waiver as a critical part of a new layoff aversion strategy where Incumbent Worker Training is used in lay-off aversion and job retention strategies. Training and technical assistance will be provided to promote the effective use of this waiver.

## Transfer of WIA Funds between Adult and Dislocated Worker Programs

The New Mexico Department of Workforce Solutions (DWS) received a waiver to eliminate the 20 percent limitation on transferring WIA funds between Adult and Dislocated Worker programs. The waiver

provides the ability to transfer funds between funding streams ensuring flexibility in meeting the regional workforce needs of business. This flexibility allowed local boards to respond to changes within their areas and address the specific geographic, demographic and industry needs differing from community to community. The waiver enabled local boards to effectively use limited funds to impact their communities as needed.

# WAIVERS



The information below indicates the amount transferred from Dislocated Worker to Adult programs increasing the number of Adult participants that received training in demand occupations.

Local Board	Dislocated Worker (DW) Program Budget	PY08/FY09 DW to Adult Transfer	Percentage	TOTAL
Central	747,184	75,000	10%	75,000
East	315,583	0.0	0.0%	0.0
North	466,885	93,377	20%	93,377
Southwest	346,798	60,000	17%	60,000
<b>TOTAL</b>	<b>1,876,450</b>	<b>228,377</b>	<b>12%</b>	<b>228,377</b>

## Common Measures

The State of New Mexico received a waiver for the 17 (15 core and two customer satisfaction) indicators of performance for employment and training activities authorized under Section 136(b) of the Workforce Investment Act. These performance indicators were replaced by **Common Measures** articulated by the US Department of Labor in TEGL 17-05 effective July 01, 2008. New Mexico will report the three Common Measures for WIA Adult and WIA Dislocated Worker programs and three youth Common Measures for the WIA youth Programs. New Mexico is using Common Measures to improve program management and facilitate integration of workforce program services. This will limit duplication of data reporting requirements and simplify the performance accountability system. During the last year it has positively impacted performance as follows:

- Increased number of participants served
- Increased co-enrollment of participants
- Lowered cost per participant

## Youth Individual Training Account (ITA) Waiver

New Mexico was granted a waiver of WIA Section 129 and CFR 664.510, to allow local areas to employ the use of Individual Training Accounts (ITA) for out-of-school youth, especially those 16 years of age or above. An ITA allows youth to receive individual training in accordance with systems established by the local areas. The ITA is applicable generally to older youth who do not want to pursue post-secondary education, but lack the skills to be successful in employment. The ITA gives service providers options for youth, which maximize efficiency and customer choice.

# WAIVERS



The goals to be achieved by the waiver are to (a) increase the number of youth entering into employment; (b) increase the percentage of youth receiving credentials; (c) increase the number of youth being retained in employment.

## Eligible Training Provider Eligibility Waiver

New Mexico was granted a waiver to postpone the eligibility process for training providers alleviating the concern over the costly and burdensome process of collecting and evaluating specific

performance data in order to participate as a training provider.

This waiver continues to allow the greatest flexibility for local areas to engage training providers providing job seekers with more options and opportunities. Local boards can then develop effective and efficient methods of measuring training provider effectiveness in order to maintain training provider accountability.



# Performance **ANALYSIS**

The Department of Workforce Solutions commends the local workforce boards and NM Workforce Connection Center staff for its dedicated service and performance measure attainment during Program Year 2008. The State met three (3) and exceeded (6) of the nine (9) Common Measures. These performance indicators are vital in evaluating program effectiveness.

New Mexico is committed to conducting management analysis of administrative and fiscal performance and to provide the technical assistance to each local board to promote continuous improvement and superior customer service to job seeker and business customers.

The Department of Workforce Solutions has internal performance measures in place to support our organizational goals and objectives. Internal Performance measures that impact Workforce Investment Act activities include the following:

- Completion of program and fiscal monitoring of state and federal service providers.
- Employer Surveys conducted to measure customer satisfaction following the receipt of service through New Mexico Workforce Connection Centers.
- Number of personal contacts made to employers to inform them of available services or provide actual services.
- Number of individuals receiving services through the Workforce Investment Act.

The Department of Workforce Solutions will address all performance in the coming year and provide the necessary technical assistance to local workforce development boards. Specific attention will go to identifying state and local policies and procedures which can improve program performance including service delivery strategies, participant tracking and data quality and collection.

# Performance **ANALYSIS**

Table B - Adult Program Results

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	83	80.2	564
			703
Employment Retention Rate	89	92.3	903
			978
Average Earnings	11,200	\$13,685.3	\$10,825,042
			791

Table C - Outcomes for Adult Special Populations

Reported Information	Public Assistance Recipients Receiving Intensive or Training Services		Veterans		Individuals With Disabilities		Older Individuals	
Entered Employment Rate	75.0	96	73.8	31	47.4	9	68.4	26
		128		42		19		38
Employment Retention Rate	87.2	136	98.3	58	81.8	18	92.3	36
		156		59		22		39
Earnings Change in Six Months	12,423	1,515,607	14,658.1	747,564	8,672.8	130,092	13,001.1	416,034
		122		51		15		32
Average Earnings	54.5	78	52.8	28	25.0	4	45.2	14
		143		53		16		31

# Performance **ANALYSIS**

Table D - Other Outcome Information for the Adult Program

Reported Information	Individuals Who Received Training Services		Individuals Who Received Only Core and Intensive Services	
Entered Employment Rate	82.9	465	69.7	99
		561		142
Employment Retention Rate	92.8	812	88.3	91
		875		103
Average Earnings Rate	13,802.6	9,758,450	12,697.5	1,066,592
		707		84

Table E - Dislocated Worker Program Results

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	86	87.5	147
			169
Employment Retention Rate	93	94.1	159
			169
Average Earnings	14,200	17,723.4	2,569,897
			145

# Performance **ANALYSIS**

Table F - Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	87.5	14	66.7	2	76.5	13	76.5	13
		16		3		17		17
Employment Retention Rate	87.5	14	100.0	1	94.4	17	100.0	13
		16		1		18		13
Average Earnings	20,544.2	246,530	0.0	0	13,882.2	180,468	14,233.0	156,453
		12		0		13		11

Table G - Other Outcome for the Dislocated Worker Program

Reported Information	Individuals Who Received Training Services		Individuals Who Received Core and Intensive Services	
Entered Employment Rate	89.3	125	75.9	22
		140		29
Employment Retention Rate	93.5	130	96.7	29
		139		30
Average Earnings	18,224.5	2,132,266	15,629.7	437,631
		117		28

# Performance **ANALYSIS**

Table H.1 - Youth (14 - 21) Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Placement in Employment or Education	64	63.2	608 962
Attainment of Degree or Certificate	35	38.5	317 823
Literacy and Numeracy Gains	25	20.6	74 359

Table L - Other Reported Information

Reported Information	12 Month Employment Retention Rate		12 Month Earning Increase (Adults and Older Youth) Or 12 Months Earning Replacement (Dislocated Workers)		Placement in Non-traditional Employment		Wages at Entry Into Employment for Those Individuals who Entered Unsubsidized Employment		Entry into Unsubsidized Employment Related to the Training Received of Those who Completed Training Services	
Adults	87.9	828	6,506.5	5,413,379	5.0	28	5,550.3	2,891,694	42.8	199
		942		832		564		521		465
Dislocated Workers	87.0	167	107.0	2,629,852	2.0	3	7,616.0	1,051,005	42.4	53
		192		2,458,600		147		138		125
Older Youths	87.0	107	3,765.8	391,642	6.5	9	2,688.4	346,798		
		123		104		138		129		

# Performance **ANALYSIS**

Table M - Participation Levels

Reported Information	Total Participants Served	Total Exiters
Total Adult Customers	21,796	16,409
Total Adult self-service only	18,152	14,720
WIA Adult	21,355	16,174
WIA Dislocated Worker	475	249
Total Youth (14-21)	1,799	1,173
Younger Youth (14-18)	1,357	897
Older Youth (19-21)	442	276
Out-of-School Youth	724	479
In-School Youth	1,075	694

Table N - Cost of Program Activities

Program Activity	Total Federal Spending
Local Adults	4,827,986.37
Local Dislocated Workers	3,481,934.39
Local Youth	5,963,488.51
Rapid Response (up to 25%) WIA Section 134(a)(2)(B)	156,912.00
Statewide Required Activities & up to 15%) WIA Section 134(a)(2)(B)	1,810,367.16
Statewide Allowable Activities WIA Section 134(a)(3)	Program Activity Description
	Capacity Building & Tech Assist.
<b>Total of all Federal Spending Listed Above</b>	<b>16,240,688.4</b>

Cost of Program Activities

	Cost per Participant
Adult Program	\$226
Dislocated Worker Program	\$7330
Youth Program	\$2302

# Performance **ANALYSIS**

## **CENTRAL**

Table O - Local Performance

Local Area Name <u>Central</u>	Total Participants Served	Adults	8,062
		Dislocated Workers	210
		Older Youth (19-21)	131
		Younger Youth (14-18)	415
ETA Assigned # <u>35005</u>	Total Exiters	Adults	6481
		Dislocated Workers	146
		Older Youth (19-21)	77
		Younger Youth (14-18)	277
<b>Reported Information</b>		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>
Entered Employment Rates	Adults	81%	66.4
	Dislocated Workers	82%	84.5
Retention Rates	Adults	89%	92.1
	Dislocated Workers	93%	91.1
Average Earnings	Adults	\$11,000.0	\$13,271.3
	Dislocated Workers	\$14,200.0	\$17,771.4
Placement in Employment or Education	Youth (14-21)	64%	67.6
Attainment of Degree or Certificate	Youth (14-21)	35%	46.6
Literacy or Numeric Gains	Youth (14-21)	25%	5.1
Overall Status of Local Performance	<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
	1	2	6



# Performance **ANALYSIS**

## **EASTERN**

Table O - Local Performance

Local Area Name <u>Eastern</u>	Total Participants Served	Adults	5,127
		Dislocated Workers	93
		Older Youth (19-21)	26
		Younger Youth (14-18)	96
ETA Assigned # <u>35020</u>	Total Exitters	Adults	3650
		Dislocated Workers	70
		Older Youth (19-21)	20
		Younger Youth (14-18)	92
<b>Reported Information</b>		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>
Entered Employment Rates	Adults	86%	90.6
	Dislocated Workers	87%	90.9
Retention Rates	Adults	90%	91.3
	Dislocated Workers	91%	98.0
Average Earnings	Adults	\$12,700.0	\$14,970.8
	Dislocated Workers	\$14,200.0	\$20,430.2
Placement in Employment or Education	Youth (14-21)	64%	75.0
Attainment of Degree or Certificate	Youth (14-21)	35%	52.3
Literacy or Numeric Gains	Youth (14-21)	25%	31.6
Overall Status of Local Performance	<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
			9

# Performance **ANALYSIS**

## **NORTHERN**

Table O - Local Performance

Local Area Name <u>Northern</u>	Total Participants Served	Adults	4,121
		Dislocated Workers	31
		Older Youth (19-21)	95
		Younger Youth (14-18)	253
ETA Assigned # <u>35015</u>	Total Exiters	Adults	3073
		Dislocated Workers	18
		Older Youth (19-21)	97
		Younger Youth (14-18)	260
<b>Reported Information</b>		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>
Entered Employment Rates	Adults	83%	85.8
	Dislocated Workers	89%	93.3
Retention Rates	Adults	89%	94.2
	Dislocated Workers	91%	100.0
Average Earnings	Adults	\$12,100.0	\$14,919.6
	Dislocated Workers	\$14,200.0	\$14,931.4
Placement in Employment or Education	Youth (14-21)	64%	57.7
Attainment of Degree or Certificate	Youth (14-21)	35%	26.5
Literacy or Numeric Gains	Youth (14-21)	25%	18.6
Overall Status of Local Performance	<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
	2	1	6

# Performance **ANALYSIS**

## **SOUTHWESTERN**

Table O - Local Performance

Local Area Name <u>Southern</u>	Total Participants Served	Adults	3,777
		Dislocated Workers	32
		Older Youth (19-21)	161
		Younger Youth (14-18)	450
ETA Assigned # <u>35010</u>	Total Exiters	Adults	2,971
		Dislocated Workers	15
		Older Youth (19-21)	86
		Younger Youth (14-18)	271
<b>Reported Information</b>		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>
Entered Employment Rates	Adults	83%	86.3
	Dislocated Workers	84%	90.9
Retention Rates	Adults	86%	92.4
	Dislocated Workers	93%	91.7
Average Earnings	Adults	\$10,300.0	\$12,710.6
	Dislocated Workers	\$12,468.0	\$ 12,901.9
Placement in Employment or Education	Youth (14-21)	64%	59.2
Attainment of Degree or Certificate	Youth (14-21)	35%	37.9
Literacy or Numeric Gains	Youth (14-21)	25%	31.3
Overall Status of Local Performance	<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
		2	7

States/grantees are not required to respond to these reporting requirements unless they display an OMB approval number. Respondents' obligation to reply to these reporting requirements are mandatory per WIA section 185 (29 U.S.C. 2935) and WIA Regulations 20 CFR 667.300(e)(2); Wagner-Peyser Act section 10 (29 U.S.C. 49i), Older Americans Act section 503(f)(3) and (4) (42 U.S.C. 3056a(f)(3) and (4)), and TAA Regulations 20 CFR 617.57. Public reporting burden for the collection of information is estimated to average 400 hours per response, including time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this information collection, including suggestions for reducing this burden, to the Employment and Training Administration, U.S. Department of Labor, Office of Performance and Technology, Division of System Accomplishments, 200 Constitution Avenue, N.W., Washington, DC, 20210 (Paperwork Reduction Project No. 1205-0420)