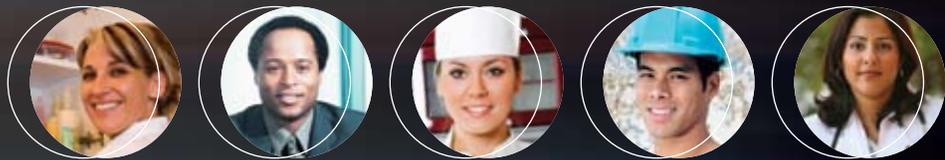


# WORKFORCE SYSTEM RESULTS



**January 1 – March 31, 2008**  
**Third Quarter, Program Year 2007**  
**Second Quarter, Fiscal Year 2008**

EMPLOYMENT AND TRAINING ADMINISTRATION  
UNITED STATES DEPARTMENT OF LABOR

## WORKFORCE SYSTEM RESULTS

The Employment and Training Administration (ETA) is pleased to present this overview of performance results for the period ending March 31, 2008. The programs highlighted herein reinforce ETA's commitment to helping people find jobs and to connect employers to workers. The goal of the workforce investment system is to improve the quality of the workforce and to strengthen the nation's competitiveness in the 21st century global economy.

Common performance measures, applicable to many of ETA's programs, focus on gaining employment, employment retention, earnings, and other elements to ensure that the nation's youth, adult and dislocated workers have the skills necessary to succeed in a global environment. ETA will continue to align programs to promote talent development and address economic needs faced by communities, regions, states, and the nation as a whole.

In general, this overview presents program outcomes and results for the most recent quarter compared to the same quarter in the prior year. Although many programs report against common performance measures outcomes, several programs have specific performance measures. A glossary of performance measures, included in this overview, provides specific definitions for each program.

For further information about this review, please contact the Office of Performance and Technology, attention: Ms. Karen Staha, at (202) 693-3420. An electronic version can also be found at: [www.doleta.gov/performance](http://www.doleta.gov/performance).



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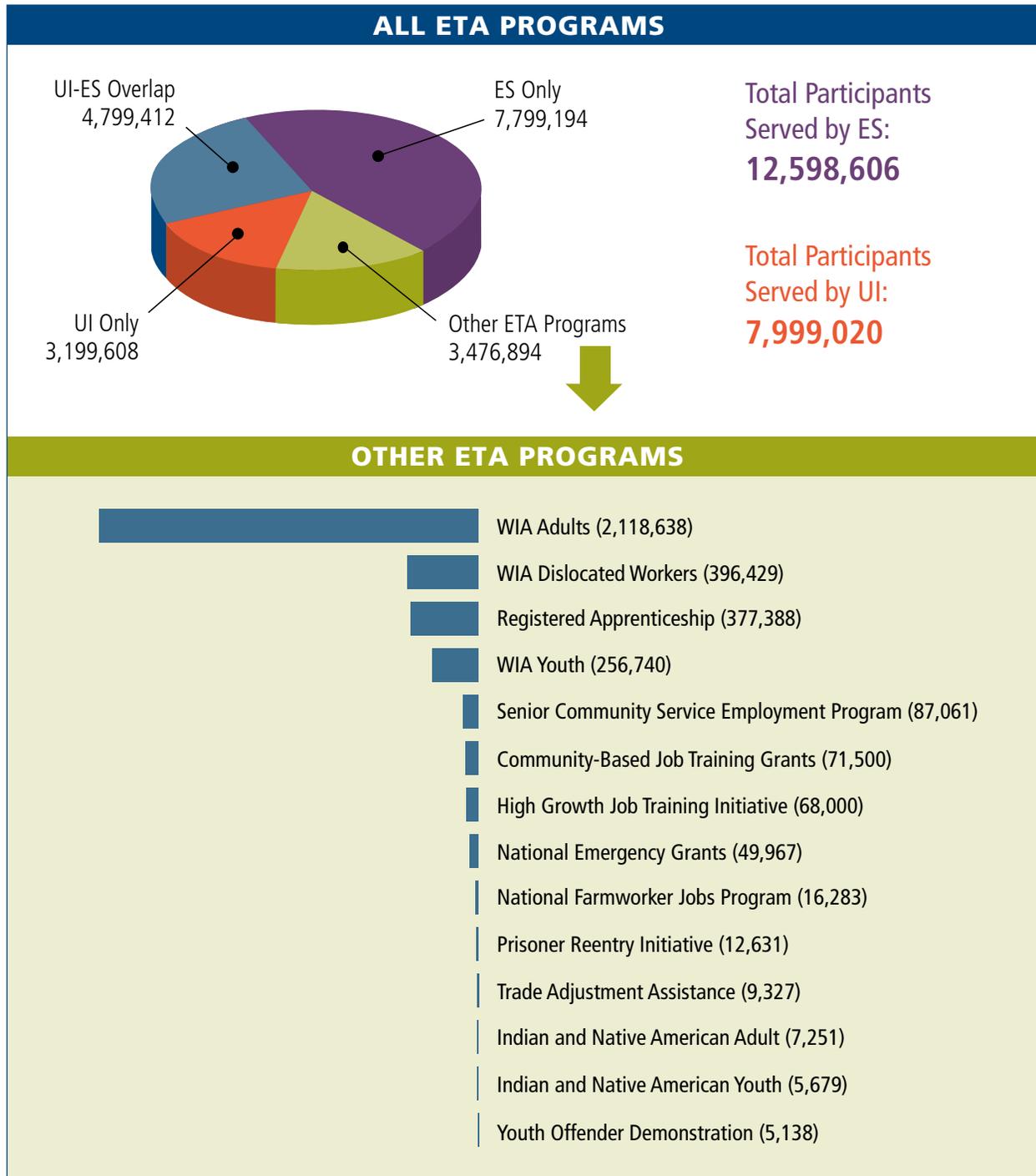
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## People Served by Program

In the 12 month period ending March 31, 2008, ETA programs served over 19 million people. The Wagner-Peyser Employment Service (ES) and Unemployment Insurance (UI) programs served 82 percent of this total, and 60 percent of

those receiving Unemployment Insurance also received Wagner-Peyser Act funded employment services. ETA's other programs provided more comprehensive services to over 3.4 million people.



# APPROPRIATIONS

## Current Appropriations

The following resources are used to operate authorized workforce investment programs. The funding levels shown in the table below represent annual appropriations. This table presents both Program Year (PY) 2007 and Fiscal

Year (FY) 2008 approved funding. Apprenticeship, Trade Adjustment Assistance (TAA) and Unemployment Insurance (UI) programs run on a Fiscal Year basis. All other programs run on the Program Year basis.

<b>FY 2008 APPROPRIATED RESOURCES</b>	
Apprenticeship <sup>1</sup>	\$21,166,000
Dislocated Worker National Reserve <sup>2</sup>	\$278,388,360
Indian and Native American Adult Program <sup>3</sup>	\$44,640,886
National Farmworker Jobs Program <sup>4</sup>	\$74,302,000
Prisoner Reentry Initiative	\$19,642,000
Responsible Reintegration for Young Offenders	\$49,104,000
Senior Community Service Employment Program	\$483,611,000
Trade Adjustment Assistance <sup>5</sup>	\$259,700,000
Unemployment Insurance (UI) Administration	\$2,454,133,958
Wagner-Peyser Act/Employment Service (ES)	\$715,883,000
WIA Adult	\$851,760,360
WIA Dislocated Workers Formula Grant	\$1,174,996,440
Women in Apprenticeship	\$1,000,000
Youth Activities <sup>6</sup>	\$936,564,070
Indian and Native American Youth Program <sup>6</sup>	\$10,171,570
WIA Youth (Older and Younger)	\$926,392,500
Youthbuild	\$49,500,000
<b>TOTAL</b>	<b>\$7,414,392,074</b>

Program Year (PY) 2007 (July 1, 2007, through June 30, 2008), Fiscal Year (FY) 2008 (October 1, 2007, through September 30, 2008).

- 1 Registered Apprenticeship programs are funded by employers and do not receive specific program appropriations. The resources listed above support Federal staff who provide technical assistance to Registered Apprenticeship programs.
- 2 The Dislocated Worker National Reserve contains funds for national emergency grants, demonstrations, technical assistance and training, Dislocated Worker programs for the outlying areas and territories, community-based job training grants and special assistance for Adults/Dislocated Worker programs.
- 3 The total appropriation is \$53,696,000. Of that amount, \$9,055,114 was transferred to the Department of Interior/Bureau of Indian Affairs for Indian and Native American grantees per P.L. 102-477.
- 4 The total appropriation is \$79,752,000. Of the amount \$4,950,000 is set aside for migrant and seasonal housing and \$500,000 is set aside for technical assistance and training.
- 5 The total appropriation for TAA is \$888,700,000 and includes \$606,000,000 for benefits and \$23,000,000 for Wage Insurance.
- 6 The total Youth Activities appropriation is \$940,500,000; the total Indian and Native American Youth Program appropriation is \$14,107,500, of which \$3,584,707 was transferred to the Department of Interior/Bureau of Indian Affairs per P.L. 102-477.

## Government Performance and Results Act Goals

The Government Performance and Results Act of 1993 (GPRA) was designed to improve the American people’s confidence in the capability of the Federal government by holding Federal agencies accountable for achieving program results. Federal managers ensure that program performance indicators and objectives are met, and information about program results and service quality is made available to the public. The table below contains performance indicators, arrayed by program, which displays the key results that ETA programs work to achieve. Performance

goals for the employment and training programs listed are established in the budget process and are consistent with GPRA. The goals are set at the higher end to be “ambitious” within the context of prior performance. Since the program performance goals are nationwide goals, they may not apply in every instance to individual states or grantees where different economic or other circumstances may demand an adjustment in performance expectations.

The goals reflect Program Year 2007 goals for most programs and Fiscal Year 2008 goals for the Unemployment Insurance, Trade Adjustment Assistance, and Apprenticeship programs. Cost per Participant is not displayed because it is an annual measure.

GOVERNMENT PERFORMANCE AND RESULTS ACT GOALS		
	Goal	Results as of 3/31/08
<b>Foreign Labor Certification</b>		
Process employer labor condition application for H-1B professional specialty temporary programs within seven days	100%	99.98%
Process H-2B applications within 60 days of receipt	64%	94%
Percentage of employer applications for labor certification resolved within six months of filing	75%	77%
Percent of accepted H-2A applications processed within 15 business days	60%	58%
<b>Indian and Native American Adult Program</b>		
Entered Employment Rate	61%	48%
Employment Retention Rate	72%	65%
Average Earnings	\$7,800	\$9,412
<b>Indian and Native American Youth Program</b>		
Percentage entering unsubsidized employment	TBD	48%
Attainment of a High School Diploma, GED, or improvement of basic skills by at least two grade levels, or completed Occupational Skills training	TBD	NA
Participants who Attained Two or more Goals	TBD	79%
<b>National Electronic Tools</b>		
Increase the number of page views on America's Career InfoNet	Baseline	42,589,705
Increase the dissemination of O*NET data measured by site visits	12,000,000	2,702,311
Increase the number of page views on Career Voyages	12,500,000	2,813,398
<b>National Farmworker Jobs Program (Adults)</b>		
Entered Employment Rate	77%	79%
Employment Retention Rate	75%	74%
Average Earnings	\$7,500	\$9,300

## GOVERNMENT PERFORMANCE AND RESULTS ACT GOALS

GOVERNMENT PERFORMANCE AND RESULTS ACT GOALS		
	Goal	Results as of 3/31/08
<b>Prisoner Reentry Initiative</b>		
Percent of participants employed in the first quarter after exit	60%	NA
Employment retention rate	60%	NA
Average Earnings	\$9,360	\$10,479
Percent of participants re-arrested for a new crime or re-incarcerated for revocation of parole or probation violation within one year from release from prison	22%	NA
<b>Registered Apprenticeship</b>		
Employment Retention Rate	84%	83%
Average Wage Gain	\$1.51	\$1.50
<b>Senior Community Service Employment Program (SCSEP)</b>		
Entered Employment Rate	33%	51%
Employment Retention Rate	67%	65%
Average Earnings	\$6,775	\$6,740
<b>Trade Adjustment Assistance (TAA)</b>		
Entered Employment Rate	73%	68%
Employment Retention Rate	91%	89%
Average Earnings	\$14,050	\$14,240
<b>Unemployment Insurance</b>		
Percent of intrastate payments made timely	88.4%	87.5%
Detection of recoverable overpayments	56.0%	55.0%
Entered Employment Rate for UI claimants	65.2%	64.9%
Percent of employer tax liability determinations made timely	84.9%	85.9%
<b>Wagner-Peyser Employment Service</b>		
Entered Employment Rate	61%	62%
Employment Retention Rate	78%	80%
Average Earnings	\$11,870	\$12,708
<b>Workforce Investment Act Adult Program</b>		
Entered Employment Rate	71%	68%
Employment Retention Rate	83%	65%
Average Earnings	\$12,045	\$13,019
<b>Workforce Investment Act Dislocated Worker Program</b>		
Entered Employment Rate	79%	72%
Employment Retention Rate	89%	87%
Average Earnings	\$14,410	\$14,824
<b>Workforce Investment Act Youth Program</b>		
Placement in Employment or Education rate	61%	62%
Attainment of Degree or Certificate rate	45%	50%
Percentage of students who achieve literacy or numeracy gains of one ABE level	Baseline	NA

## GOVERNMENT PERFORMANCE AND RESULTS ACT GOALS

Of the 43 measures in the table on the previous pages, goals and outcomes were available for 39 of them. Eighteen, or almost half, were above the goal, and 21 were below it. (It should be noted that the Electronic Tools goals are cumulative, based on the total at the end of the program year.)

Of the 28 measures whose results are in percentages, 23 of them were within 10 percentage points above or below their goals. Of the nine monetary measures, Average Earnings and Average Wage Gain, seven were above the goals.

## Adult Services

*Disability Program Navigator Initiative, Indian and Native American Program, National Farmworker Jobs Program, Senior Community Service Employment Program, Wagner-Peyser Employment Service, WIA Adult Program, WIA Dislocated Worker Program*

### Program Description

Adult Services encompass workforce investment programs and initiatives that help millions of adult workers receive workforce preparation assistance and help employers find the workers they need. The programs promote and facilitate an integrated public workforce system, offering a full array of workforce education, training and information services. Adult programs serve the broadest range of individuals, including Unemployment Insurance claimants, veterans, people with disabilities, dislocated workers, migrant and seasonal farm workers, Indian and Native Americans, workers age 55 or older, and incumbent workers.

The goal of the programs serving adults is to utilize a demand-driven workforce system. This system helps individuals access postsecondary education and training to improve employment and earnings prospects. It also provides activities to help all adults to be productive members of the workforce, and to improve the quality of the workforce, reduce dependency on public benefits, and enhance the productivity and competitiveness of the nation in the global economy.

Adults seeking assistance from a One-Stop Career Center are offered a combination of workforce preparation and education activities that should ultimately lead to an increase in their employment, retention, earnings, and occupational skills

ETA is utilizing a regional approach through WIRED (Workforce Innovation in Regional Economic Development) to align its investments in workforce preparation with postsecondary education and with industry-recognized credentials in high-growth industries. WIRED focuses on the role of talent development for high-skill, high-wage opportunities for American workers.

## ADULT PROGRAM RESULTS • ADULT SERVICES

<b>PERFORMANCE RESULTS FOR FOUR QUARTERS ENDING 3/31/2008</b>						
	Indian and Native American Program	National Farmworker Jobs Program	Senior Community Service Employment Program	Wagner-Peyser Employment Service	WIA Adult Program	WIA Dislocated Worker Program
Entered Employment Rate	48%	79%	51%	62%	68%	72%
Numerator	2,229	5,810	11,016	5,338,764	418,192	153,191
Denominator	4,675	7,342	21,452	8,591,844	615,787	212,468
Employment Retention Rate	65%	74%	65%	80%	65%	87%
Numerator	689	5,150	3,747	5,354,311	298,362	126,204
Denominator	1,059	6,992	5,752	6,706,678	457,843	145,572
Average Earnings	\$9,412	\$9,300	\$6,740	\$12,708	\$13,019	\$14,824
Numerator	6,484,827	47,896,211	18,062,565	NA	3,723,753,604	1,771,500,835
Denominator	689	5,150	2,671	NA	287,244	119,501

<b>PERFORMANCE RESULTS FOR FOUR QUARTERS ENDING 3/31/2007</b>						
	Indian and Native American Program	National Farmworker Jobs Program	Senior Community Service Employment Program	Wagner-Peyser Employment Service	WIA Adult Program	WIA Dislocated Worker Program
Entered Employment Rate	41%	78%	31%	61%	71%	80%
Employment Retention Rate	NA	76%	64%	79%	83%	87%
Average Earnings	NA	\$9,471	\$6,803	\$11,576	\$11,756	\$14,208

## Disability Program Navigator Initiative

In 2002, DOL and the Social Security Administration (SSA) jointly funded the Disability Program Navigator (DPN) Initiative. The Initiative established a new position, the Disability Program Navigator, located within DOL's One-Stop Career Center system to create systemic change and provide enhanced services to people with disabilities. The DPN serves individuals with disabilities by:

- Promoting effective physical, programmatic, and communication access;
- Conducting outreach to the disability community;
- Facilitating the development of "Integrated Resource Teams" to blend and braid services around an individual customer's needs;
- Establishing linkages with the business community to develop hiring strategies to meet the demands of the 21st century workforce;
- Developing strategic partnerships to leverage resources; and
- Establishing comprehensive, seamless, and integrated services to job seekers with disabilities.

### Summary of Performance Data

*Due to the WIA reporting cycle of individual data, the most recent performance information available is for PY 2006.*

- Workforce Investment Boards (WIB) with DPNs had a significantly higher percentage of exiters with disabilities than those WIBs without DPNs: 6.8 percent compared to 4.2 percent. This suggests that outreach efforts have been more effective as well as training of One-Stop staff to more effectively serve job seekers with disabilities.

- Persons with disabilities served in areas with a DPN had an entered employment rate of 65 percent and a retention rate of 79 percent.
- The average earnings for program completers were \$9,856.

### Program Highlights

- The partnership with SSA to promote active participation of the One-Stop Career Center system in SSA's Ticket to Work Program continues, especially to promote the public workforce investment system becoming Employment Networks (ENs). This program provides incentives for beneficiaries to obtain, regain, or maintain employment and to reduce their dependency on cash assistance. The DPN Initiative has been working to re-launch the Ticket to Work Program; since January, 2008, 41.6 percent of all new ENs have been One-Stop Career Centers and/or LWIBs.
- The program disseminated a template for integrating the "disability perspective" into the regional economy conceptual framework and implementation activities. Currently, the DPN Initiative has funded two Disability pilot projects in the Metro Denver and the Southwest Connecticut Regions.

## Indian and Native American Program

The Indian and Native American (INA) Program grantees promote the employability of unemployed, underemployed or low income Native Americans by developing the occupational and literacy skills of participants and providing job search and placement assistance. Adopting the principles of the WIRED initiative, grantees also work to promote the economic and social development of Indian, Alaska Native, and Native Hawaiian communities and broader regional economies, by focusing on demand-driven training, promoting lifelong learning, and working closely with their partners in the workforce system to leverage program resources and strengthen regional talent development investment. Although program participants typically have substantial barriers to success at intake, grantees have reported steadily rising job placement rates over the past six years.

### Program Highlights

The INA program has launched several recent initiatives designed to improve the efficiency of program operations and the quality of services to participants. For example, it has introduced new reporting software designed to enhance data integrity for reporting on the common measures and will improve access to data that program administrators can use for program management purposes. The program also just started an initiative to introduce new training materials for program administrators and field staff, focused on strategies for embedding WIRED concepts in program design decisions.

### Performance Summary

- To align accountability standards with other Federal employment and training programs, the INA program continues to collect data on the common performance measures.
- The INA program achieved a 48 percent Entered Employment Rate, 65 percent Retention Rate, and \$9,412 Average Earnings.
- The program continues to work on an initiative to allow participant records to be matched with UI Wage Records, a rich data source that will provide additional evidence of employment and earnings for those participants who exit program services.

## National Farmworker Jobs Program

The National Farmworker Jobs Program (NFJP) assists migrant and other seasonally-employed farmworkers and their families achieve economic self-sufficiency through job training and other services that address their employment related needs.

NFJP serves economically disadvantaged farmworkers who are primarily employed in agricultural labor that is characterized by chronic unemployment and underemployment. Assistance from the NFJP is accessed through the NFJP grantee partners and local One-Stop Career Centers.

### Performance Summary

- The Entered Employment Rate of 79 percent is approximately one percentage point higher than the previous year's result. This measure continues to indicate that individuals are finding jobs after program intervention at a consistently higher rate.
- The Employment Retention Rate of 74 percent is a slight decrease from a year ago. The decrease may be due to present fluctuations in the economy.
- The program served 2,395 individuals during the third quarter and 16,283 during the four most recent quarters.

Based on the most recent four quarters, other key data include:

- Total exiters: 12,283. Of the total exiters, 9,593 were Hispanic.
- The number of individuals entering the program with substantial barriers to employment was 11,792. Examples of barriers to employment include: *Basic Literacy Skills Deficient, Limited English Proficiency, Offender/*

*Criminal Justice Barrier, Homeless, Lacks Work History, Long-term Agricultural Employment, Lacks Transportation, and Single Head of Household with Children.*

### Program Highlights

The NFJP held its biennial grants competition in May and June of 2007 for both job training and housing assistance grants. As a result of the competition, housing assistance for farmworkers has increased with the addition of new grantees in Florida and California. In addition, three NFJP grantee organizations are partners in their respective WIRED regions: Montana; Finger Lakes, New York; and the cross-state Alabama/Mississippi Initiative. These WIRED partners provided training and technical assistance during the Association of Farmworker Opportunity Program's Annual Conference to assist other NFJP grantees find creative ways to partner with their WIRED regions.

## Senior Community Service Employment Program

Authorized by the Older Americans Act of 1965, the Senior Community Service Employment Program (SCSEP) is designed to foster individual economic self-sufficiency and promote useful opportunities in community service employment for unemployed low-income persons (particularly persons who have poor employment prospects) who are age 55 or older. The program seeks to increase the number of persons who may enjoy the benefits of unsubsidized employment in both the public and private sectors. (SCSEP home page: <http://www.doleta.gov/seniors/>)

### Performance Summary

- The Employment Retention Rate increased by almost ten percent while the Entered Employment Rate during the third quarter of PY 2007 remained steady compared to the previous quarter. The Average Earnings decreased slightly for this quarter.

## Wagner-Peyser Employment Service

The Employment Service is an integral part of the One-Stop delivery system that provides universal access to an integrated array of services so that workers, job seekers, and businesses can find the services they need under one roof. The program focuses on providing a variety of employment-related services including but not limited to job search assistance, job referral, placement assistance for job seekers, re-employment services to unemployment insurance claimants, and recruitment services to employers with job openings. Services are delivered in one of three modes including self-service, facilitated self-help services, and staff assisted service delivery approaches. Depending on the needs of the job seeker, referral to training may be available.

### Performance Summary

- Approximately 12.6 million individuals received services through the ES over the cumulative four quarter reporting period ending March 31, 2008.
- The Entered Employment Rate for the reporting period ending March 31, 2008, increased to 62 percent, a one percentage point increase over last year's result.
- The Employment Retention Rate slightly increased one percentage point from last year to 80 percent.
- The Average Earnings reported for the period ending March 31, 2008, was \$12,708, over \$1,000 more than the same reporting period a year ago.

### Program Highlights

- Over 12 million individuals received services.
- Nearly nine percent of those served were veterans.
- Approximately 10 percent of those served were ages 55 and over.

## WIA Adult Program

The Workforce Investment Act (WIA) Adult Program provides quality employment and training services to assist eligible individuals in finding and qualifying for meaningful employment, and to help employers find the skilled and talented workers they need to succeed in this demand-driven economy.

Core, intensive, and training services are provided through the One-Stop workforce system. It is expected that individuals seeking those services will ultimately increase their employment opportunities and earnings.

### Performance Summary

- The WIA Adult program increased the number of participants it served compared to the previous year's report for the same time period. The program served a total of 2,118,638 participants for the cumulative four quarter reporting period ending March 31, 2008, with a total of 1,355,998 exiting the program. For the same period one year earlier, the program served 1,543,795, with exiters totaling 886,955.
- The Entered Employment Rate, for the third quarter of PY 2007, measured 68 percent, three percentage points lower than last year.
- The program's retention rate was 65 percent during the third quarter of PY 2007, considerably lower than the previous year's. This downward shift in this measure is likely caused by WIA/ES co-enrollment policies in certain states.
- The Average Earnings for the third quarter of PY 2007, increased to \$13,019, an improvement over last year's amount of \$11,756.

### Program Highlights

Many states have begun moving to a more integrated service delivery model to help ensure that every individual, including individuals with disabilities, veterans, new Americans, older workers and others have access to the full array of services available through the One-Stop delivery system. Because this model encourages co-enrollment, a process by which an individual is enrolled in more than one program, the number of participants served and the total number of exiters has grown substantially for the WIA Adult Program. The number of participants being served now is considerably larger than in prior years, and the change in the demographics of those served affects the performance outcomes for the WIA Adult Program. This must be taken into account when analyzing changes in performance measures.

## **WIA Dislocated Worker Program**

The Dislocated Worker Program is tailored to assist experienced workers who have been laid off. The program offers employment training assistance for workers affected by shutdowns or downsizing or disasters declared by the Federal Emergency Management Agency (FEMA).

### **Performance Summary**

- A total of 396,429 individuals received services from the Dislocated Worker Program over the cumulative four quarter reporting period ending March 31, 2008, which was an increase of 5.4 percent from the 376,076 participants served in the same period last year.
- The Entered Employment Rate for the period ending March 31, 2008, was 72 percent, a lower result compared to the previous year's mark of 80 percent.
- The Employment Retention Rate held constant at 87 percent.
- The Average Earnings result of \$14,824 remains one the highest among all of ETA's job training programs and has climbed slightly compared to the same period last year.

### **Program Highlights**

Many states have been moving toward a more integrated approach to delivering services to all individuals eligible for the WIA programs, i.e. adults, dislocated workers, individuals with disabilities, veterans, individuals with limited English speaking capability, older workers, and others. These individuals now have access to a full array of services through the One-Stop delivery system. The integration involves more co-enrollment among services. The number of participants served and the total number of exiters has grown substantially for the Dislocated Worker Program. The number of participants being served now is considerably larger than in prior years, and the change in the demographics of those served affects the performance outcomes for the Dislocated Worker Program. This must be taken into account when analyzing changes in performance measures.

## National Emergency Grants

### Program Description

National Emergency Grants (NEGs), are discretionary awards intended to temporarily expand service capacity at the state and local levels by providing time-limited funding assistance in response to significant economic events. Significant events are those that create a sudden need for assistance that cannot reasonably be expected to be accommodated within the on-going operations of the WIA formula-funded Dislocated Worker Program, including the discretionary resources reserved at the state level. Significant dislocation events include business closures, mass layoffs, realignment and closure of military installations as a result of the Base Realignment and Closure (BRAC) initiative of 2005, as well as disasters declared by the Federal Emergency Management Agency (FEMA) as eligible for public assistance. NEGs may be used to provide the full array of employment-related assistance, including training or retraining, in order to return the affected individuals to the workforce as quickly as possible. Grants are awarded in four categories.

**Regular National Emergency Grants:** A plant closure or single company layoff of 50 or more workers, multiple company or industry-wide layoffs that occur at approximately the same time and where the dislocations from each company impact 50 or more workers, community impact projects to assist workers in a local workforce investment area where multiple small dislocations over a six month-period have a significant impact on the unemployment rate of the area, as determined by the state, and BRAC related projects to assist individuals directly or indirectly impacted as a result of closures and realignments of military installations that also result in the dislocation of individuals in the affected communities.

**Disaster Grants:** These grants provide funds to states in which FEMA has declared a disaster that is eligible for public assistance. The key purpose

of a disaster project is to create temporary disaster relief employment to work on projects that: (1) provide food, clothing, shelter and other humanitarian assistance for disaster victims; and (2) help with the demolition, cleaning, repair, renovation and reconstruction of damaged and destroyed public structures, facilities and lands located within the declared disaster area. Generally, this temporary employment will be completed in six months, although the type and nature of the disaster will determine the time needed to complete the work. Assistance to enable individuals to return to the workforce may also be provided.

**TAA-WIA Dual Enrollment NEGs:** NEG Dual-Enrollment projects are funded as part of the TAA-NEG integration of resources for trade-impacted dislocated workers to ensure they have access to the full array of training and income support benefits available through the TAA program. The primary purpose of dual-enrollment projects is to provide trade-eligible dislocated workers with “wrap-around” services that are not available through the trade program, and where state formula dislocated worker program funds are not sufficient to provide such services as comprehensive assessment and development of individual re-employment plans, case management, and supportive services.

**Health Coverage Tax Credit (HCTC) Projects:** The Trade Act of 2002 amended WIA to permit the use of NEGs to support HCTC administered by the Internal Revenue Service (IRS). NEG funds may be used to develop and implement the infrastructure necessary to maintain HCTC reporting and eligibility systems. It also provides states with resources (known as bridge or gap) to pay 65 percent of the premium for qualified health coverage for certain TAA, Alternative Trade Adjustment Assistance (ATAA) and Pension Benefits Guarantee Corporation (PBGC) individuals until the IRS advance payment system for such individuals is in place.

## Program Accomplishments

### Regional Innovation Grants (RIGs)

In April 2007, ETA announced the availability of Regional Innovation Grants (RIGs). RIGs are limited NEG resources that assist State Workforce Agencies and local WIBs in the development of a comprehensive and integrated regional strategic plan, reflective of WIRED principles. The activities from a RIG will result in a strategic and transformative regional plan that, when implemented, will counteract the effects of events resulting from an economic shock in a region and will prepare workers and businesses to compete and succeed in a global economy. ETA awarded the following RIGs in the quarter ending March 31, 2008:

- Westmoreland-Fayette, Pennsylvania - \$250,000
- Coos County, New Hampshire - \$250,000
- West Central Job Partnership, Pennsylvania/Ohio - \$250,000
- Silicon Valley, California - \$250,000
- Cedar Valley, Iowa - \$250,000
- Northland Works Partnership, Minnesota - \$250,000
- WIB of the Southwest Region, Missouri - \$250,000
- Western Regional Transformation, Montana - \$250,000

### National Emergency Grants

ETA awarded \$5,572,226 in NEG funds to California to provide employment and training assistance for approximately 863 workers dislocated as a result of statewide layoffs from companies within the mortgage and banking industries. The grant, awarded to the California Employment Development Department, will provide affected workers with a full array of dislocated worker services that may include skills assessment, individual career counseling, career and occupational skills training, and relocation assistance. Between July 1 and December 31, 2007,

California experienced large worker dislocations as a result of more than 40 mortgage industry employers filing Worker Adjustment and Retraining Notices.

### Disaster Grants

ETA awarded \$2,141,700 in NEG funds to the state of Washington to help create temporary jobs to aid in cleanup and recovery efforts resulting from storms in the state. On December 8, 2007, FEMA declared the Washington counties of Grays Harbor, Kitsap, Lewis, Mason, Pacific and Thurston eligible for FEMA's Public Assistance Program. The grant, awarded to the Washington State Employment Security Department, will provide workers affected by the recent storms with temporary jobs on projects related to the cleanup, demolition, repair, renovation and reconstruction of destroyed public structures, facilities and lands within the affected communities. Funding may also provide job-training services for participating workers who are not able to return to permanent employment following the completion of temporary jobs.

Performance Summary

<b>NATIONAL EMERGENCY GRANTS PERFORMANCE RESULTS</b>		
	<b>Quarter ending 3/31/08</b>	<b>Cumulative Four Quarters ending 3/31/08</b>
Total Participants	20,990	49,967
Total Exiters	2,534	18,727
Entered Placement Rate	69.2%	69.9%
Employment Retention Rate	82.4%	81.9%
Average Earnings	\$12,831	\$12,075

<b>GRANT AWARDS - QUARTER ENDING 3/31/08 (PY 2007 THIRD QUARTER)</b>			
<b>State</b>	<b>Name of Project</b>	<b>Category of NEG</b>	<b>Funding Amount (Up-to)</b>
California	Mortgage and Banking Industry	Regular	\$5,572,226
California	RIG: City of Sunnyvale	Regional Innovation Grant	\$250,000
Iowa	RIG: Cedar Valley	Regional Innovation Grant	\$250,000
Maine	BRAC Implementation	BRAC	\$2,000,000
Maine	HCTC Gap Filler	Trade Act Health Insurance	\$632,500
Maryland	HCTC Gap Filler	Trade Act Health Insurance	\$2,648,500
Minnesota	RIG: Northland Works Partnership	Regional Innovation Grant	\$250,000
Missouri	RIG: WIB of the Southwest Region	Regional Innovation Grant	\$250,000
Montana	Western Regional Transformation	Regional Innovation Grant	\$250,000
New Hampshire	RIG: Coos County	Regional Innovation Grant	\$250,000
Ohio	NE Ohio Floods	Disaster	\$2,199,600
Oregon	Storms 2007	Disaster	\$1,201,862
Pennsylvania	RIG: Westmoreland-Fayette	Regional Innovation Grant	\$250,000
Pennsylvania	West Central Job Partnership PA/OH	Regional Innovation Grant	\$250,000
Utah	HCTC Gap Filler	Trade Act Health Insurance	\$492,643
Virginia	HCTC Gap Filler	Trade Act Health Insurance	\$1,181,633
Washington	HCTC Gap Filler	Trade Act Health Insurance	\$738,550
Washington	Storms 2007	Disaster	\$2,141,700
West Virginia	HCTC Gap Filler	Trade Act Health Insurance	\$557,120
Wisconsin	Delphi	Dual Enrollment	\$1,803,148
		<b>TOTAL:</b>	<b>\$23,169,482</b>

## Foreign Labor Certification

### Program Description

The Office of Foreign Labor Certification (OFLC) provides national leadership and policy guidance to carry out the responsibilities of the Secretary of Labor under the Immigration and Nationality Act concerning foreign workers seeking admission to the United States. OFLC certification of an employer's request for a certain number of workers is generally the first step in the process of employment-based admission into the United States on either a permanent or temporary basis. Each program has its own particular focus and purpose.

Permanent Foreign Labor Certification (PERM) allows employers to permanently hire foreign workers when there are not sufficient numbers of U.S. workers who are able, willing, qualified and available to perform the job. In addition, the program ensures that the employment of the foreign worker does not adversely affect the wages and working conditions of American workers who are similarly employed.

H-1B certification permits employers to hire, on a temporary basis, foreign workers who possess qualifying professional or specialty skills that are not available in sufficient supply in the U.S. workforce.

H-2A certification permits employers to hire foreign workers on a temporary basis for the agricultural sector of the economy.

H-2B certification permits employers to hire foreign workers to come to the U.S. and perform temporary non-agricultural work, which must be one-time, seasonal, peak load or intermittent in nature.

Labor certification data can be useful by public managers and workforce professionals to: inform strategic planning, and identify workers sought by employers. The data can also be useful in as-

sessing employer needs, developing partnerships with businesses and in facilitating strategic public and private investments in the nation's workforce. Detailed labor certification public disclosure information may be found at [www.flcdatacenter.com](http://www.flcdatacenter.com).

### Program Highlights

- For the PERM program, 94 percent of the employer applications were resolved within six months of filing, exceeding the goal of 75 percent.
- With an increase in applications for the fiscal year but a decline from the prior year, performance for H-2B, at 77 percent, exceeded the performance goal of 64 percent.
- Performance for the H-1B program, at 99.9 percent, is consistent with the goal.
- H-2A program performance, at 58 percent, falls slightly below the performance goal of 60 percent.

### Performance Summary

Performance for the Foreign Labor programs through the second quarter was mixed, with performance for the PERM and H-2B program exceeding performance goals, for H-1B virtually meeting the performance goal of 100 percent, and performance for the H-2A program falling slightly below the performance goal of 60 percent.

For all programs there continues to be a year over year decline in the number of applications in relation to the comparable period in FY 2007. However, for the H-1B and H-2A programs there was a substantial increase in receipt of applications from the first to the second quarter (from 46,364 to 231,254 for H-1B and from 777 to 3,421 for H-2A). The performance of the PERM program continues to show excellent results as

## ADULT PROGRAM RESULTS • FOREIGN LABOR CERTIFICATION

the year progresses even in the face of increased audit and related activities to ensure program integrity. However, the PERM program is showing a 46 percent decrease in applications over the prior fiscal year for the same period.

The performance for H-2A dropped slightly in the face of the dramatic increase in the number of applications over the prior quarter though, on a year-to-year basis, there are slightly fewer applications, from 3,865 to 3,421 applications.

The H-2B program continues to show good performance in relation to the goal though there was a decline from the first quarter of the year reflecting increases in state workforce agency processing times.

<b>FOREIGN LABOR CERTIFICATION PERFORMANCE RESULTS</b>		
	<b>Year to date 3/31/2008</b>	<b>Quarter ending 3/31/2008</b>
Percent of employer applications for permanent labor certification resolved within six months of filing	94%	72%
Numerator	30,180	42,728
Denominator	31,994	59,523
Process employer labor condition applications for H-1B professional/specialty temporary program within seven days	99.98%	100%
Numerator	231,210	253,277
Denominator	231,254	253,277
Percent of accepted H-2A applications for temporary employment in agricultural work processed within 15 business days of need	58%	57%
Numerator	1,978	2,193
Denominator	3,421	3,865
Percent of H-2B applications for temporary employment in non-skilled work processed within 60 days of receipt	77%	58%
Numerator	6,519	5,763
Denominator	8,469	9,940

## Prisoner Reentry Initiative

### Program Description

The President’s Prisoner Reentry Initiative (PRI) seeks to strengthen urban communities characterized by large numbers of returning prisoners through an employment-centered program that incorporates mentoring, job training and other comprehensive transitional services. This program is designed to reduce recidivism by helping inmates find work when they return to their communities, as part of an effort to help them build a life in the community. DOL has awarded competitive grants to faith-based and community organizations (FBCOs) to carry out this demonstration. The DOJ awarded competitive grants to state agencies to provide pre-release services to prisoners who will be returning to the communities served by the DOL grants. DOL received over 500 applications in its PRI grant competition, and awarded grants to faith-based and community organizations in 30 communities in 20 states in November 2005.

DOL grant funds can be used to provide a variety of services to returning prisoners, including workforce development services, job training, on-the-job training, work experience, basic skills remediation, counseling and case management, mentoring, and other reentry services. The DOJ grants to state agencies provide for pre-release services.

### Program Highlights

At the end of eight full quarters of activity, the program has enrolled almost 13,000 participants and 63 percent have been placed into an unsubsidized job. The grantees are receiving referrals from their state department of corrections counterparts, providing a seamless transition from pre-release services to post-release support, training and job placements for those referred participants.

PRISONER REENTRY INITIATIVE PERFORMANCE RESULTS		
	PY 2007 through Quarter ending 3/31/2008	Program to Date
Employment Placement Rate	84%	63%
Numerator	4,024	8,082
Denominator	4,777	12,890
Employment Retention Rate	65%	66%
Numerator	1,610	2,109
Denominator	2,467	3,215
Average Earnings	\$10,479	\$10,447
Numerator	\$16,346,710	\$21,301,964
Denominator	1,560	2,039
Recidivism Rate	16%	15%
Numerator	632	949
Denominator	4,065	6,402

### Performance Summary

- Seventy-eight percent of the enrolled participants have exited so far and initial information is now available on long-term outcomes.
- The recidivism rate from program inception to date is 15 percent, below the preliminary national goal of 22 percent or less, and down from 18 percent in the previous quarter.
- Employment retention nationally is at 63 percent and average six-month post-program earnings are \$10,447 for the program to date, though this is based only on those exiters that have reached the six-month post-program date. Both of these indicators have increased from the previous quarter.
- Other program data to date:

Initial job placements increased dramatically this quarter, with 555 more placements in the current quarter (1,489 this quarter versus 934 in the previous quarter), due to the fact that the majority of participants are already placed in jobs. Attainment of 488 job re-placements in the quarter ending March 31, 2008, represents an increase of 45 from the previous quarter and is also reflected in the increasing employment retention rate, currently at 63 percent.

The program has an average wage at placement of \$9.62 in the current quarter and \$9.41 from program inception.

## Registered Apprenticeship

### Program Description

The Registered Apprenticeship System is a federal-state partnership that is helping to meet our skilled talent development needs for the 21st century. Registered Apprenticeship combines on-the-job learning with related technical instruction provided by various educational institutions and sponsors. The strategic goals for the Registered Apprenticeship System focus on:

- Working in a regional economic context;
- Expanding into targeted high growth industries;
- Providing greater access to postsecondary education and alternative pathways for at risk youth; and
- Increasing the use of technology-based learning and competency based models.

The Registered Apprenticeship System, celebrating the 70th anniversary of its establishment with the passage of the National Apprenticeship Act in 1937, continues to explore opportunities for further innovation and for expanding apprenticeship to meet the needs of apprentices, sponsors and our State partners.

### Program Highlights

Apprenticeship continues to be a valuable training model and an essential solution within the regional economy framework, as shown by the following examples:

- The state of Washington plans to invest \$3 million to add more apprenticeship programs in aerospace and technology by developing curricula and purchasing equipment.

- The state of Wisconsin's *Grow Wisconsin – The Next Steps* agenda, includes four new apprenticeships in plastics, printing, utilities and health care. The proposed \$300,000 investment would open apprenticeship opportunities for 1,000 more individuals.

Innovations continue to be made to the Registered Apprenticeship System through connections to the workforce investment system, as an effective approach to build a skilled and competitive workforce in regional economies. Registered Apprenticeship contributes to the success of regional economies and regional talent development strategies through collaborations with local WIB, State Apprenticeship Agency Representatives, and One-Stop Career Centers. These efforts are designed to support a strong partnership of Registered Apprenticeship with workforce system activities.

### Performance Summary

The Registered Apprenticeship System is a valuable contributor to our nation's workforce system offering both employment and career training. Results of the federal-state partnership are displayed in the tables on the following page.

<b>REGISTERED APPRENTICESHIP PERFORMANCE RESULTS</b>		
	Quarter ending 3/31/2008	Quarter ending 3/31/2007
Number of new programs in industries that comprise the High Growth Job Training Initiative	227	317
Total Apprentices (Active Apprentices)	317,419	208,964
New Apprentices	19,335	26,748
Programs Maintained Total (Active Programs)	15,332	14,088
New (New Programs)	318	486

Source: Registered Apprenticeship Information System

Table reflects data reported by 30 states.

<b>GPRA GOALS/ACCOMPLISHMENTS FOR FY 2005-2008</b>							
	FY 2008	FY 2007		FY 2006		FY 2005	
	Target	Target	Result	Target	Result	Target	Result
Employment Retention Rate	84%	79%	83%	78%	82%	Baseline	78%
Hourly Wage Gain	\$1.51	\$1.33	\$1.50	\$1.26	\$1.32	Baseline	\$1.26

Source: Registered Apprenticeship Information System

## Trade Adjustment Assistance

### Program Description

The TAA program is an integral part of the comprehensive workforce development system. The program is essential to helping workers dislocated because of foreign trade to adjust to the changing market conditions and shifting skill requirements. Addressing the needs of trade-affected workers involved in this transformation is a unique challenge because these workers are being dislocated from outdated-skill, high-wage employment. In many cases, this is complicated by mass layoffs or plant closures that occur in single industry towns, which makes finding comparable employment in the same geographic area difficult. Furthermore, many of these jobs are lost permanently from the domestic economy, requiring the skills of affected workers to be completely retooled.

In order to fuel innovative regional economic development, ETA is funding a total of 39 initiatives throughout the U.S. using the WIRED framework, which will include harnessing the experienced manufacturing background of many TAA certified workers to feed current employment demands. Using targeted training to develop skills in high demand advanced manufacturing industries, TAA participants will have the opportunity to participate in the transformation of their local economies.

### Program Highlights

The TAA program certified an estimated 146,680 trade affected workers during FY 2008 while processing 2,218 petitions for TAA. An estimated 93,683 individuals were in TAA sponsored training in FY 2008.

- 49,322 entered training during FY 2008.
- 44,361 continued with training from FY 2007 into FY 2008.
- TAA petition processing time remained well below the statutory limit of 40 days, in FY 2008 processing time was 32.8 days.

### Participant Characteristics

Participants in the TAA program tend to be older, more experienced workers, with no education beyond high school. Half of all participants are over the age of 45, and 21 percent are over the age of 55. On average, a TAA participant has almost 10 years of tenure with the layoff employer. Most TAA participants, 74 percent, have a high school degree or less, and only eight percent have a college degree.

**Performance Summary**

<b>TRADE ADJUSTMENT ASSISTANCE PERFORMANCE RESULTS</b>		
	<b>Four Quarters ending 3/31/2008</b>	<b>Four Quarters ending 3/31/2007</b>
Entered Employment Rate	68%	71%
Employment Retention Rate	89%	88%
Average Earnings	\$14,240	\$13,920

<b>TRADE ADJUSTMENT ASSISTANCE OPERATIONAL RESULTS FY 2008</b>	
Total Petition Decisions Issued	2,218
Total Certifications Issued	1,443
Estimated Number of Workers Covered by Certifications	146,680
Average Petition Processing Time in days	32.8
New Trade Readjustment Allowance Recipients	47,048
Total Training Participants	93,683
Continuing	44,361
New Enrollments	49,322
Average Weeks of Training Received	63.2
Entered Employment Rate	70%
Employment Retention Rate	88%
Average Earnings	\$13,914

## Unemployment Insurance

### Program Description

The Federal-State Unemployment Insurance (UI) system has been the nation's first line of defense against unemployment for 70 years. UI temporarily replaces part of lost wages, and it reduces the personal financial hardship due to unemployment and stabilizes the economy during economic downturns. The UI system's benefit structure is premised on reemployment.

UI benefits are temporary; initial and continuing benefit eligibility requires that a claimant's unemployment be involuntary; and claimants must be able to work, available for work and typically, actively seeking work. The application of these requirements varies considerably among the 50 state UI programs (as well as the District of Columbia, Puerto Rico, and the Virgin Islands).

UNEMPLOYMENT INSURANCE PERFORMANCE RESULTS		
	Four Quarters ending 3/31/2008	Four Quarters ending 3/31/2007
Percent of intrastate payments made timely	87.5%	88.4%
Detection of recoverable overpayments	55.0%	55.1%
Entered employment rate for UI claimants	64.9% <sup>1</sup>	64.2% <sup>2</sup>
Numerator	4,924,069	4,909,626
Denominator	7,593,012	7,647,393
Percent of employer tax liability determinations made timely	85.9%	84.5%

UNEMPLOYMENT INSURANCE OPERATIONAL RESULTS		
	Four Quarters ending 3/31/2008	Four Quarters ending 3/31/2007
Reciency rate	37.2%	34.9%
Exhaustion rate	36.4%	36.2%
Percent of recipients of prime working age	73.5%	73.9%
Percent of recipients who are female	42.4%	43.4%
New initial UI claims	11,896,040	11,313,733
Number of first UI payments	7,999,020	7,557,410
Average duration of UI (weeks)	15.3	15.1

1 Percentage of claimants reemployed in the four quarters ending December 31, 2007, who received a UI first payment the previous quarter. Based on latest reported data. Data for percentage of claimants reemployed April 2007 – March 2008 available by September 15, 2008.

2 Percentage of claimants reemployed in the four quarters ending March 31, 2007, who received a UI first payment the previous quarter.

### Performance Summary

- During the report period, the UI system shows that it is on track to meet its FY 2008 targets for Timely Status Determinations (84.9 percent) and possibly Facilitation of Reemployment (65.2 percent).
- The rate of timely first payments is down 0.9 percent from a year ago. Four states accounted for 90 percent of the aggregate decline. If the 12 states that missed their Acceptable Level of Performance (ALP) of 87 percent had attained that level, the aggregate performance would have been 89.5 percent. The FY 2009 State Quality Service Plan expects states performing below the ALP (which is the minimum level of expected performance) to include Corrective Action Plans to attain the target set for this timeliness measure.
- Despite a decline in the estimated rate of detectable/recoverable overpayments by 0.14 percent, the overpayment amount increased by 1.6 percent, due to the increase in UI benefits paid. The Detection of Overpayments measure slipped by 0.1 percentage points from its year-ago level because new overpayments established by the states increased by 1.3 percent.
- The reemployment rate for the FY 2007 period is 0.1 percent below the 65.2 percent target for FY 2008.
- New Status Determinations timeliness continued its gradual improvement and is on track to meet its FY 2008 target of 84.9 percent.

### Program Highlights

- Since the year ending March 31, 2007, initial claims have risen five percent, first payments nearly six percent, and continued claims over seven percent. The number of UI beneficiaries has increased and unemployment spells are longer: UI benefits are being claimed for over 37 percent of weeks of total unemployment, up from under 35 percent a year ago. The duration of an average spell of UI benefits has risen from 15.1 weeks to 15.3 weeks. Unemployment rates have risen enough in one state to “trigger on” to the permanently authorized Extended Benefits (EB) program in June. EB provides up to 13 weeks of additional benefits for exhaustees, for which the Federal government pays half the cost.
- For the year ending March 2008, about 74 percent of the workforce was of prime working age, slightly over half are male, and 18 percent are Hispanic. Most of these characteristics of the UI claimant population show little change over time. However, in the last quarter, the number of whites and males has risen noticeably, reflecting the incidence of new spells of unemployment.

## WIA Youth Program

### Program Description

WIA Youth programs serve eligible low-income youth ages 14-21 that face barriers to employment. These include youth who have deficiencies in basic skills or meet one or more qualifying criteria: homeless, runaway, pregnant, parenting,

an offender, school dropout or a foster child. The programs also serve youth with disabilities and others who may require additional assistance to complete an educational program or to secure employment.

WIA YOUTH PROGRAM PERFORMANCE RESULTS		
	Quarter ending 3/31/2008	Four Quarters ending 3/31/2008
Placement in Employment or Education Rate	66%	62%
Numerator	22,565	56,677
Denominator	33,988	91,996
Attainment of Degree or Certificate Rate	59%	50%
Numerator	17,242	39,007
Denominator	29,245	77,491
Literacy and Numeracy Gains	N/A	N/A
Numerator	N/A	N/A
Denominator	N/A	N/A

### Performance Summary

- The placement in employment or education rate for the second quarter of PY 2007 was 66 percent, which is consistent with performance in the previous two quarters of the program year. This substantially exceeds the target of 61 percent for PY 2007 and the cumulative four quarter average of 62 percent. The cumulative four quarters rate of 62 percent has increased from 61 percent in the previous quarter.
- At 59 percent, the rate of attainment of a degree or certificate has increased from 51 percent in the previous quarter and exceeds the PY 2007 target of 45 percent. The cumulative four quarter average of 50 percent also exceeds the target and has increased from 48 percent in the previous quarter.
- Required reporting on the literacy/numeracy measure began PY 2006. Since results for the

literacy/numeracy measure are not reported until a youth participant has completed a full year in the program, full data will not be available until the end of PY 2007.

- The number of youth served went up slightly for both the current quarter and cumulative four quarters (both increased by approximately 6,000 youth served).

### Program Highlights

The Shared Youth Vision Federal Partnership held its quarterly meeting in February, 2008. An update on the Shared Youth Vision pilot states was provided. The partners discussed continuing technical assistance support for the pilot states and planning is underway for the Shared Youth Vision peer-to-peer learning forum in May, 2008 in Tulsa, Oklahoma. Additionally, the partners discussed messaging within their own systems around the importance of moving the Shared Youth Vision forward.

## Responsible Reintegration of Youthful Offenders Initiative

### Program Description

The Department of Labor received funding beginning in 1998 to conduct demonstration projects serving youthful offenders. Appropriations for these activities totaled \$12.5 million in FY 1998, \$13.9 million in FY 2000, and roughly \$50 million each year since. The Department has used these funds to support projects aimed at both young offenders and at-risk youth mainly ages 14 to 24. DOL has supported projects aimed at both youth in the juvenile justice system and young adults in the adult criminal justice system. Through these funds, support has been provided to five main categories of projects:

- Local youth offender projects in high-crime communities aimed at providing re-entry services to youthful offenders returning home from confinement and preventative efforts for at-risk youth.
- Grants to state juvenile justice agencies directed at improving academic and work-force preparation components in one of their youth correctional facilities.
- Interagency transfers of funds to the DOJ to help support the Serious and Violent Offender Reentry Initiative.
- Non-competitive grants to national community-based organizations for multisite projects serving particular target groups of youth offenders and at-risk youth.
- Grants to encourage local coordination of the workforce, juvenile justice and education systems to assist youth offenders enter high-demand occupations.

<b>WIA RESPONSIBLE REINTEGRATION OF YOUTHFUL OFFENDERS INITIATIVE PERFORMANCE RESULTS <sup>1</sup></b>	
	<b>From Program Inception as of 3/31/08<sup>1</sup></b>
Percent of youth ages 18 and above placed in jobs, education, or training	56%
Percent of youth offenders ages 14 to 17 recidivating	12%
Percent of youth offenders age 18 and above recidivating	11%

<sup>1</sup> The placement and recidivism rates presented here are cumulative for active projects from the beginning of each grantee's project because the data we collect cannot distinguish placements and recidivism by the quarter or year a youth was enrolled in the project.

### Performance Summary

- The recidivism rate for offender youth ages 14 to 17 served by the program is 12 percent.
- The recidivism rate for offender youth age 18 and above served by the program is 11 percent.

### Program Highlights

The youth offender portfolio, which contains a number of youth offender demonstration grants funded through the Responsible Reintegration of Youthful Offenders program, continues to build on strategies that have been the focus of previous pilot and demonstration projects. These include using national community based organizations such as the National Urban League, the Latino Coalition and Nueva Esperanza. These organizations strive to place young adult offenders in jobs, provide educational and employment services to juvenile and young adult offenders, and attempt to increase coordination between the juvenile justice system and the workforce system in serving young offenders.

Within the past year, DOL has awarded youth offender grants to school districts in five cities: Baltimore, Chicago, Milwaukee, Orlando and Philadelphia for projects to reduce the involvement of youth in crime and violence. Grants were awarded; to six sites to enhance or start alternative schools for serving juvenile offenders; to six organizations to replicate effective models for serving juvenile offenders and to four sites for starting apprenticeship programs for young adult offenders. These initiatives are still in their planning and start-up phases and the data presented here do not include these projects.

## Indian and Native American Youth

<b>INDIAN AND NATIVE AMERICAN YOUTH PROGRAM PERFORMANCE RESULTS</b>		
	<b>Cumulative semi-annual period ending 9/30/07 <sup>1</sup></b>	<b>Cumulative semi-annual period ending 9/30/06 <sup>2</sup></b>
Attainment of a High School Diploma, GED, or improvement of basic skills by at least two grade levels, or completed Occupational Skills training	48%	49%
Participants who Attained Two or more Goals	79%	76%

1 The INA Youth Program reports on a semi-annual basis therefore this data represents the period beginning April 1 through September 30, 2007.

2 The INA Youth Program reports on a semi-annual basis therefore this data represents the period beginning April 1 through September 30, 2006.

### Program Description

The INA Supplemental Youth Services Program provides summer and year-round employment and training activities for Indian, Alaska Native and Native Hawaiian individuals between the ages of 14 and 21. Program resources are targeted to at-risk and the neediest youth who face substantial barriers to educational and employment success. This population includes high school dropouts and youth who are basic-skills deficient.

### Performance Summary

- The percentage of those participants who obtained a high school diploma or GED, together with those who improved basic skills by at least two grade levels and completed occupational skills training, decreased by one percent to 48 percent, compared to the previous year's outcomes.
- Seventy-nine percent of youth obtained two or more of their educational or employment-related goals, far exceeding the GPRA goal of 60 percent, and exceeding the previous year's result by three percent.

## President's High Growth Job Training Initiative

### Program Description

The High Growth Job Training Initiative targets education and skills development resources toward helping workers gain the skills they need to build successful careers. The initiative engages business, education, and the workforce investment system to work together to develop solutions to the workforce challenges facing high growth industries.

This initiative is investing in national models and demonstrations of solutions in each of 13 targeted high growth industries.

- Over 134,600 workers are expected to be served under this initiative.
- Over 68,000 workers are enrolled in training.
- Over 107,000 workers have already completed their training.

### Program Highlights

#### Get into Energy

Created in part by a High Growth Job Training Initiative Grant, [www.getintoenergy.com](http://www.getintoenergy.com) is an energy industry career-oriented website developed and maintained by the Center for Energy Workforce Development (CEWD). It is designed to build awareness among students, parents, teachers, guidance counselors, as well as working adults who are considering a career change.

The "Get into Energy" Web site provides tools, such as career assessment, a training and employer locator, a section on skills needed in energy and an inside look at opportunities in the energy field to students, parents and educators nationwide.

### Performance Management

High Growth grantees will now report outcomes using a new format approved by the Office of Management and Budget in May 2008. The new reporting system will be implemented for the quarter ending June 30, 2008.

## ETA Initiatives: Community-Based Job Training Grants

### Program Description

The Community-Based Job Training Grants program seeks to strengthen the role of community colleges in promoting the U.S. workforce's competitiveness by building their capacity to train workers in the skills required to succeed in regionally based high-growth, high-demand industries and occupations. Grant activities include, but are not limited to, training in the healthcare, biotech, advanced manufacturing, energy, automotive, transportation, construction, insurance, forestry and aerospace industries.

### Program Highlights

Currently, 211 Community-Based grants have been awarded worth \$375 million. These have resulted in the following outcomes:

- Over 71,500 individuals have enrolled in training.
- Over 22,200 individuals have completed training.
- Over 15,200 individuals have received certifications.

### Performance Management

Community-Based Job Training grantees will now report performance outcomes using a new format approved by the Office of Management and Budget in May 2008. The new reporting system will be implemented for the quarter ending June 30, 2008.

## ETA Internet-Based Assistance



### America's Career InfoNet

America's Career InfoNet, [www.CareerInfoNet.org](http://www.CareerInfoNet.org), helps individuals explore career opportunities in order to make informed employment and education choices. The Web site features user-friendly occupation and industry information, salary data, career videos, education resources, self-assessment tools, employability check-up assistance and other Web-based resources that support talent development in today's fast paced global marketplace.

#### Highlights for the Quarter:

- America's Career InfoNet received 2.1 million visits during the January-March 2008 quarter and delivered over 44 million page views to its customers, an 82 percent increase in page views compared to the same three-month period from last year.
- A Web service demo page is now available to enable third-party Web sites to easily display the latest available America's Career InfoNet information directly on their own Web sites (<http://www.careeronestop.org/WebServices/WebServices.aspx>).
- The "Education Pays Chart" now clearly depicts the positive relationship between education and wages (<http://www.careerinfonet.org/finaidadvisor/earnings.aspx>).
- A number of core data sets were updated including the Financial Aid Advisor with new Pell Grant information, the Occupational Profiler with new Bureau of Labor Statistics (BLS) national occupation projection data, and the Education and Training database with latest available information from the Department of Education.

- The data tables and graphical presentation used for the Fastest Growing Occupation Report, Career Exploration Tool, Skills Profiler and Certification Finder were enhanced as part of the ongoing redesign effort to improve their overall appearance and the navigability of the Web site.



### America's Service Locator

America's Service Locator, [www.servicelocator.org](http://www.servicelocator.org), connects individuals to employment and training opportunities available at local One-Stop Career Centers. The Web site provides contact information for a range of local work-related services, including unemployment benefits, career development, and educational opportunities.

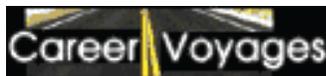
#### Highlights for the Quarter:

- America's Service Locator received almost one million visits during the January - March 2008 quarter and delivered seven million page views to its customers during this period. The number of visits is equivalent to the same three-month period in 2007.
- ETA sent over 25,000 e-mails on approximately eight different topics to key stakeholders in the workforce development system via the communication database (e-mail push tool) during the January - March 2008 quarter. E-mail messages included information on the WIA Rescissions, BRAC Summit and Workforce Innovations 2008. ETA offices use the database to communicate directly with the workforce development system nationwide.
- America's Service Locator received updated datasets for HUD Neighborhood Networks, Refugee Services Offices and community

## ETA INTERNET-BASED ASSISTANCE

colleges. In addition to One-Stop Career Centers, these datasets provide customers with contact information for a wide array of services.

- The ETA Toll Free Help Line (1-877-US2-JOBS), a public information companion to America's Service Locator, received 65,936 calls on workforce issues during the January-March 2008 quarter. This is a 38 percent increase from the prior quarter largely due to an ad campaign in the State of California to promote the One-Stop system. Analysis indicates that 59 percent of this quarter's inquiries concerned unemployment issues and 36 percent concerned jobs and training issues.



### Career Voyages

Career Voyages, [www.careervoyages.gov](http://www.careervoyages.gov), informs young adults about occupations that are in demand in high growth industries. This interactive Web site provides information regarding the skills and education required for these occupations, and users find industry sponsored information and other opportunities to advance in a career path toward a brighter future. The Web site is co-sponsored by the U.S. Department of Education.

#### Highlights for the Quarter:

- Career Voyages received 546,105 visits during the January-March 2008 quarter and delivered almost three million page views to its customers during this period; these results are equivalent to the same three-month period in 2007.
- The Web site's community college and four-year college information was updated with the Department of Education's latest Integrated Postsecondary Education Data System (IPEDS) data.

- New content and links are now available on the Career Clusters information section. Career clusters link what students learn in school with the knowledge and skills they need for success in college and careers (<http://www.careervoyages.gov/otheroptions-careerclusters.cfm>).
- A new industry partner, Collision Careers, was added to the automotive industry section.
- The 'Other In-Demand Occupations' page was recently redesigned (<http://www.careervoyages.gov/otherindemandoccupations-main.cfm>).



### O\*NET OnLine

O\*NET OnLine, <http://online.onetcenter.org>, serves as the nation's primary source of occupational skills and competency information, providing comprehensive information on key attributes and characteristics of workers and occupations. The Web site contains a common occupational language to facilitate effective communication about workforce needs between the workforce investment community and its partners in education, business, and economic development.

#### Highlights for the Quarter:

- The O\*NET Web sites received 2.7 million visits during the January-March 2008 quarter, an increase of four percent over the same quarter in the previous year, and delivered 12.6 million page views to its customers during the period, an increase of nine percent over the same quarter the previous year.
- Downloads of O\*NET products provide another means of making O\*NET information available. Both public and private vendors

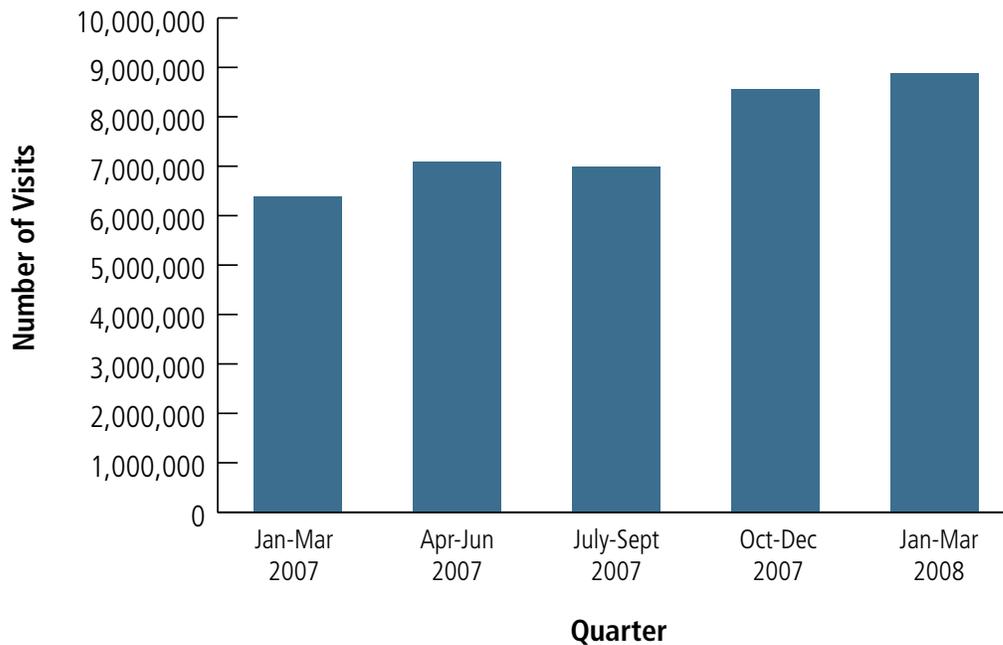
## ETA INTERNET-BASED ASSISTANCE

develop products using O\*NET information that reach millions of customers. There were 25,266 downloads of the O\*NET database and O\*NET Career Exploration Tool files.

- In February 2008, O\*Net was updated with current and projected BLS data for employment and educational attainment. The new information is included in the “Browse by High Growth Industry” page as well as the “Wages and Employment” section of the Summary, Details or Custom Report.
- Military Occupational Classification (MOC) crosswalk has been updated with the latest Department of Defense information. Over 7,500 MOC occupations are linked to related O\*NET-SOC occupations to help transitioning military personnel locate appropriate civilian jobs.

### COMBINED VISITS

AMERICA'S CAREER INFONET, AMERICA'S SERVICE LOCATOR, O\*NET, AND CAREER VOYAGES

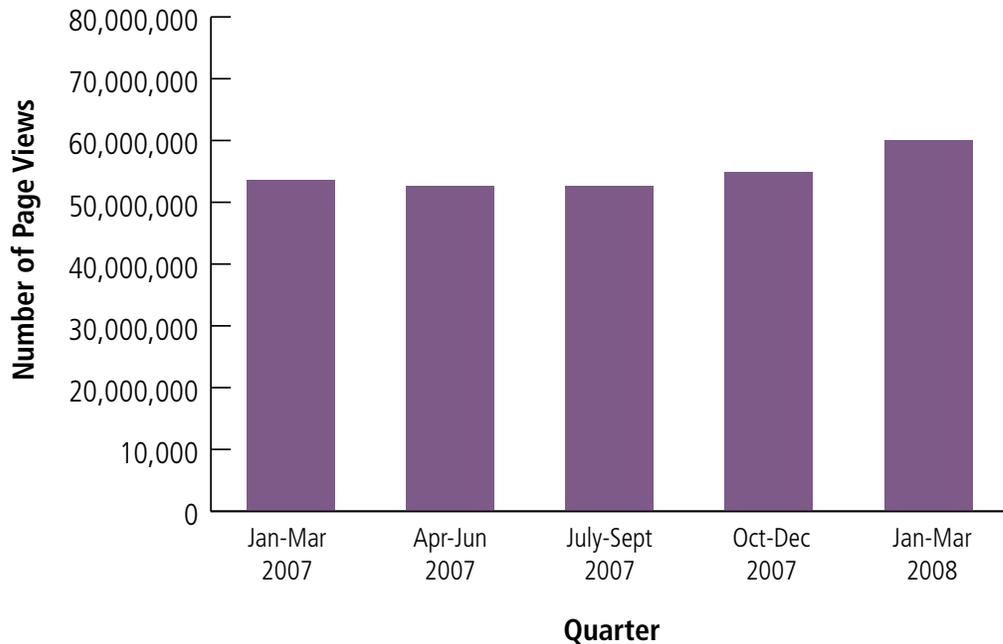


Visits to the CareerOneStop, Career Voyages, and O\*NET Web sites trended upward in the January-March 2008 quarter by 2.25 million visits compared to the same quarter in the previous year. Visits are an indicator of how much traffic the sites are getting and how many people received information services.

# ETA INTERNET-BASED ASSISTANCE

## COMBINED PAGE VIEWS

AMERICA'S CAREER INFONET, AMERICA'S SERVICE LOCATOR, O\*NET, AND CAREER VOYAGES



Page views on CareerOneStop, Career Voyages, and O\*NET Web sites trended upward in the January-March 2008 quarter by 20.5 million page views compared to the same quarter in the previous year. Page views serve as a proxy for the quantity of information provided to the Web sites' visitors.

ELECTRONIC TOOLS PERFORMANCE RESULTS		
	Quarter ending 03/31/2008	Quarter ending 03/31/2007
Number of visits on ACINet	2,133,097	2,183,524
Number of page views on ACINet	42,589,705	24,263,621
Number of visits on ASL	999,890	910,845
Number of page views on ASL	7,113,136	9,734,320
Number of visits on Career Voyages	546,105	614,350
Number of page views on Career Voyages	2,813,398	2,973,298
Number of visits on O*NET	2,702,311	2,608,409
Number of page views on O*NET	12,573,599	11,510,610
O*NET product downloads	25,266	26,912

## Glossary of Performance Measures

### Common Performance Measures

*(Used by Workforce Investment Act, Wagner-Peyser, TAA, SCSEP, PRI, and NFP)*

#### Adult Measures

##### Entered Employment

Of those who are not employed at the date of participation:

The number of adult participants who are employed in the first quarter after the exit quarter divided by the number of adult participants who exit during the quarter.

##### Employment Retention

Of those who are employed in the first quarter after the exit quarter:

The number of adult participants who are employed in both the second and third quarters after the exit quarter divided by the number of adult participants who exit during the quarter.

##### Average Earnings

Of those adult participants who are employed in the first, second, and third quarters after the exit quarter:

Total earnings in the second quarter plus the total earnings in the third quarter after the exit quarter divided by the number of adult participants who exit during the quarter.

##### Average Earnings Change in Six Months<sup>1</sup>

Of those who are employed in Q1 after exit: the total post-program earnings (earnings in Q2 + Q3 after exit) minus pre-program earnings (earnings in Q2 + Q3 prior to registration) divided by the number of adults who exit during the quarter.

### Youth Measures

#### Attainment of a Degree or Certificate

Of those enrolled in education (at the date of participation or at any point during the program): the number of youth participants who attain a diploma, GED, or certificate by the end of the third quarter after the exit quarter divided by the number of youth participants who exit during the quarter.

#### Literacy and Numeracy Gains

Of those out-of-school youth who are basic skills deficient: the number of youth participants who increase one or more educational functioning levels divided by the number of youth participants who have completed a year in the program (i.e., one year from the date of first youth program service) plus the number of youth participants who exit before completing a year in the program.

#### Placement in Employment or Education

Of those who are not in postsecondary education or employment (including the military) at the date of participation: the number of youth participants who are in employment (including the military) or enrolled in postsecondary education and/or advanced training/occupational skills training in the first quarter after the exit quarter divided by the number of youth participants who exit during the quarter.

<sup>1</sup> This definition was used for earnings in Program Year 2005. Q=Quarter

# GLOSSARY OF PERFORMANCE MEASURES

## Program Specific Performance Measures

### Foreign Labor Certification

#### **Percent of H-1B Applications Processed Within Seven Days of the Filing Date for Which No Prevailing Wage Issues are Identified**

This estimate is based on the difference between the date an application is received and the date it is processed by ETA divided by the total number of applications received for a given reporting period for which no prevailing wage issues are identified. An application is considered processed if the last significant event is (1) certified (2) denied or (3) withdrawn.

#### **Percent of Employer Applications for Labor Certification under the Streamlined System that Are Resolved Within Six Months of Filing**

This estimate is based on the difference between the date an application is received by ETA and the date it is processed by ETA divided by the total number of applications received for a given reporting period. An application is considered processed if the last significant event is: (1) certified (2) denied or (3) withdrawn.

#### **The Average Cost for Processing a New PERM Application**

This calculation is part of DOL's Cost Analysis Manager (CAM) initiative.

#### **Percent of the H-2B Applications Processed Within 60 Days of Receipt**

This estimate is based on the difference between the date an application is received by a State Workforce Agency and the date it is processed by ETA divided by the total number of applications received for a given reporting period. An application is considered processed if the last significant event is: (1) certified, (2) denied, (3) withdrawn, (4) remand issued to the employer, or (5) remand issued to the State Workforce Agency.

### Indian and Native American Adults

#### **Average Hourly Wage Gain**

Measures the INA program's ability to increase participant earnings by comparing "pre-program" wages with "post-program" wages. As a dollar amount, the post-program wages minus pre-program wages for those participants that obtained employment after exiting the program. The outcome for this measure is an average of all "pre" and "post" program wages for all participants that obtained employment at exit.

#### **Employability Enhancement Rate**

As a rate, the total number of terminees who obtained an employability enhancement (whether or not they entered employment), divided by the total number of terminees enrolled in the program year.

#### **Entered Employment Rate**

The number of terminees who entered unsubsidized employment at termination divided by the total number of terminees.

#### **Positive Termination Rate**

As a rate, those who either entered unsubsidized employment at termination or attained an employability enhancement, divided by all terminees enrolled in the program year.

### Indian and Native American Youth

#### **Attainment of Two or More Goals**

The total number of youth participants enrolled in the Grantee's Supplemental Youth Services Program who attained at least two of the thirteen goals listed in the legislation divided by the total number of Supplemental Youth Services participants enrolled during the report period.

# GLOSSARY OF PERFORMANCE MEASURES

## **Educational Attainment for Dropouts**

The number of dropouts who have obtained a high school diploma, GED, or increased their literacy and numeracy by two grade levels divided by the total number of dropouts.

## **Internet-Based Assistance**

### **The Number of Page Views on America's Career InfoNet**

### **The Dissemination of O\*NET Data Measured by Site Visits**

### **The Number of Page Views on Career Voyages**

### **Percent of New Requirements Ratings for O\*NET-SOC Occupations**

Number of occupations updated and released in database divided by the total number of O\*NET-SOC occupations during the fiscal year.

### **Percent of O\*NET-SOC Occupations for Which Updated Data Are Released**

Number of occupations for which incumbent survey activities have been completed and closed out divided by the total number of O\*NET-SOC occupations during the fiscal year.

## **Website Visits to O\*NET**

## **Prisoner Reentry Initiative (PRI)**

### **Recidivism Rate**

The percentage of participants who are re-arrested for a new crime or reincarcerated for revocation of a parole or probation violation within one year from release from prison.

## **Registered Apprenticeship**

### **Employment Retention**

The number of apprentices employed nine months after registration divided by the number of apprentices registered in the first quarter of the fiscal year.

### **Earnings Gain**

The difference between the average of the current wage of the total number of entrants still employed nine months later and the average of the starting wage of the total number of entrants registered in the first quarter of the fiscal year.

### **Average Cost Per Registered Apprentice**

Program budget allocation divided by total active federal program participants (apprentices).

## **Senior Community Service Employment Program (SCSEP)**

### **Placement Rate**

The number of participants during the report period who were placed in unsubsidized employment divided by the number of authorized grantee community service positions. Placement in unsubsidized employment may be either part-time or full-time.

### **Service Level**

The count of participants during the report period divided by the total number of authorized grantee community service positions.

## **Unemployment Insurance (UI)**

### **Percent of Intrastate Payments Made Timely**

The percentage of intrastate UI benefit first payments for full weeks of unemployment issued within 14 days following the first compensable week in states with a waiting week, and 21 days in non-waiting week states.

### **Detection of Recoverable Overpayments**

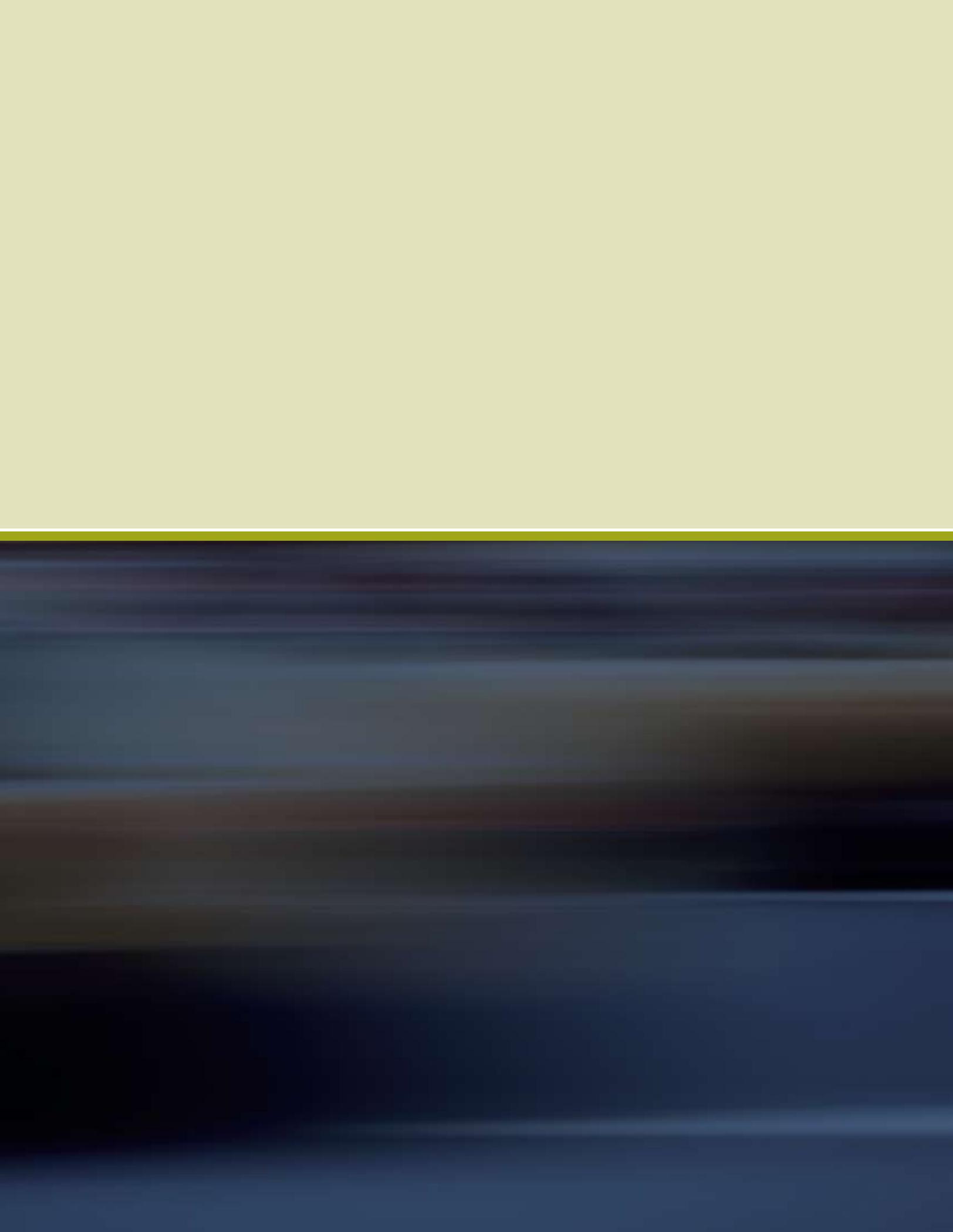
The amount of overpayments (dollars) established through state operations as a percent of the estimated amount states can detect and establish for recovery.

### **Entered Employment Rate**

The percent of persons receiving an intrastate first payment in a given quarter who had earnings in the next quarter.

### **Percent of Employer Tax Liability Determinations Made Timely**

The percent of new employer determinations made within 90 days of the end of the quarter in which employers became liable to pay unemployment taxes.



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**January 1 – March 31, 2008**  
**Third Quarter, Program Year 2007**  
**Second Quarter, Fiscal Year 2008**

PY 07 #3

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