



Governor Gray Davis

State of California

Workforce Investment Act Annual Report

Program Year 2000

December 2001

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EXECUTIVE SUMMARY

Governor Gray Davis appointed members to the California Workforce Investment Board in October 1999 to guide the implementation of the Workforce Investment Act (WIA) beginning July 1, 2000. The Board includes State policy makers and key business leaders who collectively established the vision and goals for California's workforce investment system in December 2000. Board members have actively engaged in a number of initiatives over the past year to accomplish their goal of building a comprehensive workforce investment system that will sustain California's economic growth in future years.

California's network of One-Stops was in place long before the enactment of WIA as a result of the One-Stop planning and implementation grants received by the State in prior years and the dedication of Governor's Job Training Partnership Act (JTPA) Title III 40 percent Dislocated Worker funds to this effort. The local network of One-Stop partnerships developed with these funds was further enhanced by State legislation known as the Regional Workforce Preparation and Economic Development Act. This legislation established a formal partnership between State leaders representing education, workforce preparation and economic development and ultimately resulted in the development of a policy framework for collaboration between these entities on workforce investment issues. These events laid a solid foundation for California's implementation of WIA.

Performance outcomes for the first year of WIA implementation reflect the success of the program in placing Adults, Dislocated Workers and Older Youth into employment with increased earnings and helping them to remain employed on a long-term basis. In 2000-2001, over 30,500 participants were placed into jobs and over 27,500 of these individuals were still employed six months after they left the program. All customer groups experienced an increase in their average earnings after their participation in the program. California was successful in exceeding performance goals negotiated with the US Department of Labor on 12 of the 17 core performance indicators. Efforts are underway to better educate and inform local workforce investment partners on data collection activities required to improve performance on the measures that were not exceeded. Additionally, California is participating in efforts nationally, and within the State, to analyze performance data and assess the validity of the federal performance indicators.

A number of State assessments are currently underway to identify and market the services provided by California's One-Stop centers in over 400 locations throughout the State and to determine the effectiveness of service strategies designed to address specific workforce needs. The results of these studies will assist the State in continuing its efforts to build a comprehensive workforce investment system.

Implementation of the Workforce Investment Act

California implemented the Workforce Investment Act (WIA) on July 1, 2000. This report provides information on initiatives of the California Workforce Investment Board (State Board), program costs, and performance outcomes for the first year of implementation (July 1, 2000 To June 30, 2001). Information on State evaluations that are currently underway or planned for the future is also included.

Shortly after the passage of WIA in August 1998, California began discussions with State and local partners to identify implementation requirements and build a work plan for transitioning from the Job Training Partnership Act (JTPA) program. Multi-agency, cross-functional workgroups were convened, public forums were held and a website was developed to facilitate communication within all levels of the system. Workgroups were formed to formulate recommendations on a number of implementation issues. The work products resulting from their efforts were used in compiling the first draft of California's comprehensive *Five-Year Strategic Plan*.

Governor Gray Davis established the State Board through an Executive Order in October 1999. The Governor appointed 64 members to serve on the Board who represent the full range of public and private interests in workforce investment, including private sector members from key industries in California's new economy. At their first meeting in January 2000, the State Board approved a draft of the *Five-Year Strategic Plan*, which began the public comment process. Members of the State Board participated in public hearings to hear first hand from stakeholders on issues and concerns related to WIA. Over 300 comments received on the plan were considered in finalizing the document.

California established a network of partnerships between key agency officials at the State and local level long before WIA was enacted. As a result of One-Stop planning and implementation grants received by the State several years prior to WIA and the dedication of a significant amount of the Governor's Title III 40 percent Dislocated Worker funds under JTPA, California had an existing system of One-Stops in place. This network was further enhanced by the passage of State legislation that called for a partnership between key State officials representing education, workforce development and economic development. These partners developed a policy framework to support the integration of these areas as key components of California's workforce investment system. The partnerships created under the Regional Workforce Preparation and Economic Development Act (RWPEDA) and the policy framework resulting from their collaboration provided a solid foundation to support the

development of workforce policies to promote universal access, streamlined services, involvement from the private sector, local flexibility, increased accountability and improved services for youth.

California began the work to implement WIA recognizing the need for an integrated approach involving education, workforce preparation and economic development. To be successful, the workforce investment system must be able to provide employers with skilled workers in the key industries that drive the State's economy. This requires a system that engages the private sector and coordinates education and training efforts to prepare workers for the jobs in demand.

As the Governor's advisory body on Workforce Investment issues, the State Board was involved in developing the policy for WIA implementation in all critical areas including the approval of the *Five Year Strategic Plan*, the designation of 50 local workforce investment areas, the certification of local boards, the establishment of the State's Eligible Training Provider List, the development of a comprehensive Youth Services Strategy, the negotiation of State performance goals, the expansion of California's One-Stop service delivery system and the development of an incentive policy to promote regional partnerships.

Vision and Goals

To guide California in the implementation of WIA, the State Board came together in December 2000 to update the vision and goals that were initially included in the *Five Year Strategic Plan* based on factors at work in the new economy.

To accomplish this task, the Board considered a number of key factors related to California's economy. For instance, in California small business accounts for the majority of new jobs in all sectors of the economy, especially in the technology sector. State Board members agreed that the workforce investment system must be tailored to meet the needs of small business employers to be successful. The fastest growing jobs are in the service sector. Four of every five new service jobs created will occur in just four industries: Business Services, Health Services, Engineering and Management, and Social Services. Members agreed that training and education must focus on the skills needed to fill these positions. California's population is becoming older and more diverse. The rate of population growth is expected to stabilize at the same time the population is aging. Welfare reform and the persistent income gap will continue to challenge our workforce system. The need to increase self-sufficiency and raise the income of the bottom tier will be a persistent challenge. On-going training and skills upgrading for the currently employed is a critical component of a dynamic workforce development system that will create new entry level opportunities for new workers. Inherent in the design of the workforce development system should be the flexibility to adapt to changing economic circumstances, including unforeseen events. State Board members unanimously agreed on the importance of preparing youth for the workforce in order to sustain future economic growth. Based on these considerations and others, the State Board adopted the following vision for California's workforce investment system:

“In order to achieve sustainable economic growth, meet the demands of global competition in the changing economy and improve the quality of life for Californian’s, the State shall have a collaborative, inclusive and flexible workforce development system that fully engages the public and private sectors, integrates education and workforce preparation and offers Californians lifelong opportunities to maximize their employment potential”

State Board Initiatives

The vision and goals established by the State Board are reflected in activities and initiatives embarked upon during the first year of WIA implementation. They reflect underlying commitments of the Board to reach out to local and regional workforce development partners, and to convene meetings and work groups that respond in real time to key workforce needs, whether issue-oriented or organized around key industry clusters. The following are examples of such activities.

Comprehensive Youth Services

“Establish a comprehensive youth development system that links local community, youth and education stakeholders.”

The State Board has endorsed this goal by creating a State Youth Council; supporting the idea of a Youth Council Institute to provide training and technical assistance to local area and One-Stop staff and youth council members; and adopting a comprehensive youth services strategy.

In October 2000, State Board staff developed a comprehensive youth services strategy, involving not only the immediate workforce stakeholders and community, but also partners in related areas such as housing, health, and foster care. This interagency team of State and local partners created a mission for youth programs in California and provided support for the direction ultimately taken by the State Board in June 2001, to establish a State Youth Council. Though not mandated in the WIA, California has elected to join those states observing the need for proactive, “above-and-beyond” strategies for facilitating the integration of a plethora of youth programs and systems funded out of a multitude of disparate funding streams and entities.

Members are currently being selected to serve on the State Youth Council. The Council is intended to provide a larger forum for local youth councils to bring their views, issues and concerns, and to provide a “big picture” point of view on greater issues of youth development. Specific goals and objectives of the State Youth Council include:

- Bringing policy oversight and cohesion to the myriad of youth programs currently serving California youth;
- Fostering ease of access for youth customers in navigating services, such as the creation of a user-friendly web site;
- Diminishing bureaucratic confusion facing youth counselors and other service providers in their day-to-day efforts to help youth;
- Strengthening connectivity of youth services in the One-Stop delivery system; and
- Identifying “Effective Practice” sites for youth One-Stop services.

Recognizing the diversity of youth providers in multiple disciplines and the need for collaboration at the local level, State Board staff is working with a unique project, the California Youth Council Institute, to provide technical assistance and training to local boards, youth councils, and related youth professionals. In actively listening to representatives from Alternative Education, “K-12,” foster care, youth corrections, and youth economic development or entrepreneurship, it was clear there were huge gaps in communication and understanding even around common issues. Compounding the complexities of youth service and development was the need for nexus with a new and evolving One-Stop delivery system, characterized by a variety of local conditions and differences. Consequently, the implementation plan for the Youth Council Institute accommodates differences in local conditions by including customized capacity building approaches.

Apprenticeship

“Develop systems to bridge employer needs and job seeker skills to meet the needs of the changing economy and promote self-sufficiency.”

Recognizing that apprenticeship programs provide an opportunity for WIA clients to develop skills in construction trades and other occupational fields that are desperately needed to sustain California’s economic growth, State Board staff are working with a State team composed of representatives from the Chancellor’s Office of California Community Colleges, the California Department of Education and the Department of Industrial Relations in an effort to integrate apprenticeship programs into the training and services offered through the One-Stop system. The team is developing opportunities to work with local areas that are interested in using apprenticeships to improve their performance outcomes as well as areas that have experience in

administering these programs. Efforts to inform and educate workforce investment leaders in this area are on-going and include formal presentations to Workforce Administrators as well as the distribution of promotional materials to local One-Stops throughout the State.

Small Business Workgroup

“Promote private sector partnerships that drive change and meet the needs of the changing economy.”

The success of California’s Workforce Investment system is largely dependent upon continued participation from the private sector in all related activities. Private sector participants must see some benefit from their involvement or they will not participate on a long-term basis. Recognizing the need to engage the private sector, the State Board has convened a workgroup to develop and market strategies that will promote the involvement of business leaders in workforce investment activities on an on-going basis. The workgroup will soon issue a report that identifies the needs of small business in California and how they can be effectively addressed through the workforce investment system. Strategies currently under consideration involve linking the Small Business Development Centers to the One-Stop Centers throughout the State, developing a “Small Business Tool Kit” to market business services available through the One-Stop system such as tax credits or personnel screening and recruitment services, and developing a comprehensive incumbent worker training program to assist employers in maintaining the skills of their workers and provide workers with opportunities for upward mobility.

Regional Partnerships

“Develop State, regional and local strategic planning, evaluation and accountability systems to advance the State’s workforce development efforts.”

California has one of the largest and most diverse economies in the world. Economic strategists have identified nine regions based on similar demographic, geographic and economic factors within each region. This approach allows for the development of programs and initiatives that are responsive to the particular industries that drive the labor market in each region. Because there are 50 Workforce Investment Boards that operate within the nine regions, local coordination and regional partnerships are essential to the success of California’s workforce investment system in responding to the needs of particular industries that are vital to the local economy.

The incentive policy adopted by the State Board in June 2001 is designed to encourage local coordination among partners and regional initiatives among multiple workforce investment boards. Expected outcomes include the development of organizational models that improve the effectiveness of service delivery or respond to local industry needs; the identification of new or redirected resources to enhance local service delivery systems; the further integration of existing partnerships to improve efficiency of services, and other efforts to build single systems out of multiple employment and training programs to address shared objectives.

Under the new policy, 30 percent of the funds set aside for incentives will be used to reward areas that exceed performance goals on the required core indicators while 70 percent of the funds will be used to support regional collaboration and local coordination projects. Projects eligible to receive an award may include efforts to improve child care capacity by increasing the number of affordable slots or taking action to increase the number of child care providers and caregivers in a geographic region; projects that increase transportation availability and access in a region or geographic area; efforts to recruit non-required partners to provide some level of on-site services in a One-Stop environment such as free health care to the homeless or working poor, clothes closets, etc. and other initiatives that employ local coordination and/or regional collaboration to address or resolve workforce issues.

Universal Access

“Assure that the workforce development system meets the needs of populations with multiple barriers and is accessible and useable by persons with disabilities.”

The State Board has proactively addressed the WIA principle of universal access. A number of efforts have evolved around this issue including specific capacity building activities, training, and technical assistance for both State and local staff with regard to serving persons with multiple barriers. Close coordination with CalWORKs and Welfare-to-Work efforts has helped to ensure service to individuals on public assistance, along with statutory requirements addressed in each local plan to give priority of service to such populations when there are limitations on Adult or Dislocated Worker funding. A Universal Access Task Force was created in an effort to target individuals with disabilities. The Task Force includes representatives from the following State agencies:

- The California Department of Rehabilitation;
- The Employment Development Department;
- The Chancellor’s Office of the California Community Colleges;
- The California Department of Education;
- The Governor’s Committee on the Disabled; and
- The California Workforce Investment Board.

Collaboratively addressing issues of access, this interagency task force engages in information sharing and cross-training on the needs of individuals with disabilities. The task force is chaired by the Director of the California Department of Rehabilitation and includes three subcommittees that focus on specific areas of need.

1. Training and Technical Assistance: Developing accessibility training for the One-Stop staff, along with a training guidance document and mechanisms for disseminating such assistance, this subcommittee further addresses issues of resource development and processes for sharing information on effective strategies.
2. Administration and Monitoring: Creating a process for field reporting of access issues including discrimination complaint processes and the establishment of a system for site monitoring and evaluation relative to disabilities, this subcommittee is engaged in developing and cataloguing additional resources.
3. Assessment and Standards Work Group: Focusing on the assessment of One-Stops for physical and program access, this subcommittee is working on the development of minimum accessibility standards.

State Performance Outcomes

Customer Satisfaction

As indicated in Table A below, California exceeded its negotiated performance goal on the participant customer satisfaction measure. Customer satisfaction data were not collected from employers during the first year of WIA implementation. The State is currently negotiating with an outside contractor to conduct telephone customer satisfaction surveys with participants and employers on a monthly basis.

**Table A
Customer Satisfaction Results**

Customer Satisfaction	Negotiated Performance Level	Actual Performance ACSI	Number of Customers Surveyed	Number of Customers Eligible for Survey	Number of Customers Included in the Sample	Response Rate
Program Participants	66%	72.5%	358	4689	688	52%
Employers	64%	0	0	NA	NA	NA

The customer satisfaction results are based on responses from 358 clients. The total sample included 688 clients who were selected at random from 4689 participants who exited the program from April to June 2001. A telephone survey was conducted by State staff using the required American Customer Satisfaction Inventory (ACSI) survey instrument. The response rate was 52 percent.

Adult Program

The Tables below show California's performance results on the required core measures for the Adult program in 2000-2001. Table B shows the negotiated performance goal and the actual outcome achieved for the entire adult population, along with the number of participants included in each measure. Tables C and D show the outcomes achieved on these measures for special population subsets within the Adult customer group.

Table B
Adult Program Results At-A-Glance

	Negotiated Performance Level	Actual Performance Level	Numerator Denominator
Entered Employment Rate	66%	71.8%	11,202
			15,611
Six Month Retention Rate	74%	80.9%	10,681
			13,206
Six Month Earnings Gain	\$3,500	\$4,162	\$53,328,380
			12,813
Employment/Credential Rate	40%	12.9%	1,545
			11,997

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	68.3%	3,450	64.9%	1,319	60.5%	1,088	59.9%	859
		5,053		2,032		1,799		1,433
Six Month Retention Rate	78.4%	3,126	79.6%	1,151	77.3%	937	77.4%	772
		3,986		1,446		1,212		997
Six Month Earnings Gain	\$4,329	\$16,782,677	\$3,963	\$5,504,920	\$4,457	\$5,272,285	\$3,085	\$2,973,894
		3,877		1,389		1,183		964
Employment/Credential Rate	12%	471	10.1%	116	7.9%	95	8%	81
		3,914		1,147		1,201		1,015

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	72%	7,319	71.8%	3,801
		10,170		5,297
Six Month Retention Rate	81.3%	7,166	80.4%	3,445
		8,817		4,287
Six Month Earnings Gain	\$4,390	\$37,551,012	\$3,746	\$15,575,283
		8,553		4,158
Employment/Credential Rate	12.9%	1,545		
		11,997		

The outcomes on the core indicators for special populations within the Adult customer group are compared in the charts that follow.

Chart 1
Adult Entered Employment Rate

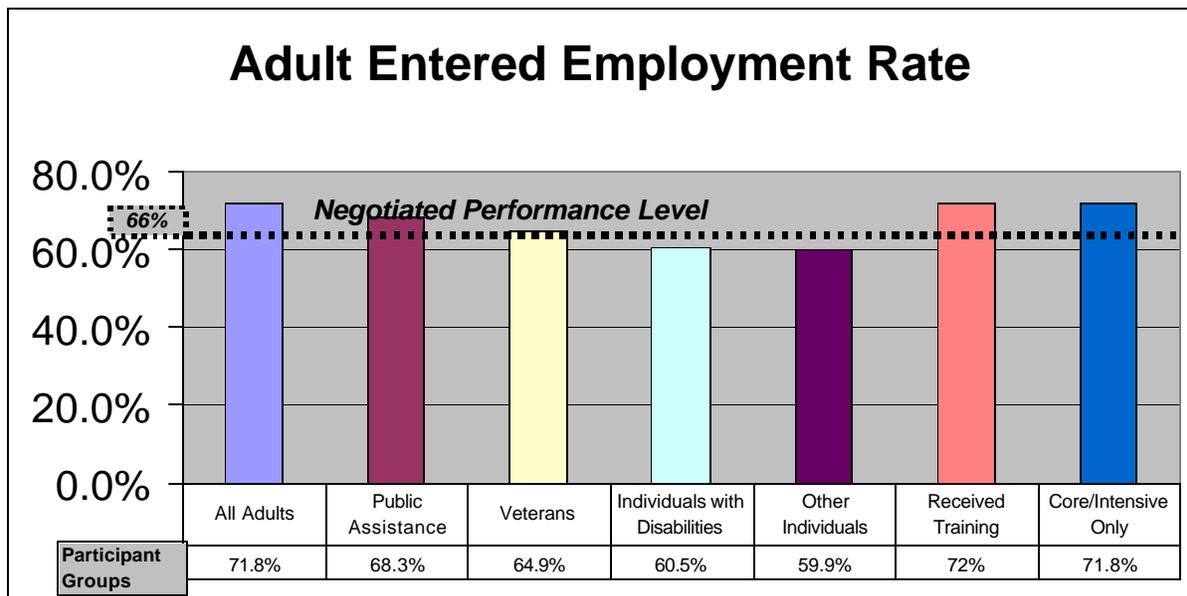


Chart 1 illustrates the success of the Adult program in placing unemployed individuals into jobs. Over 71 percent of the individuals who entered the program without a job were employed in the first quarter after they exited the program. The entered employment rate was about the same for those who received training when compared to those who only received core and intensive services.

**Chart 2
Adult Employment Retention Rate**

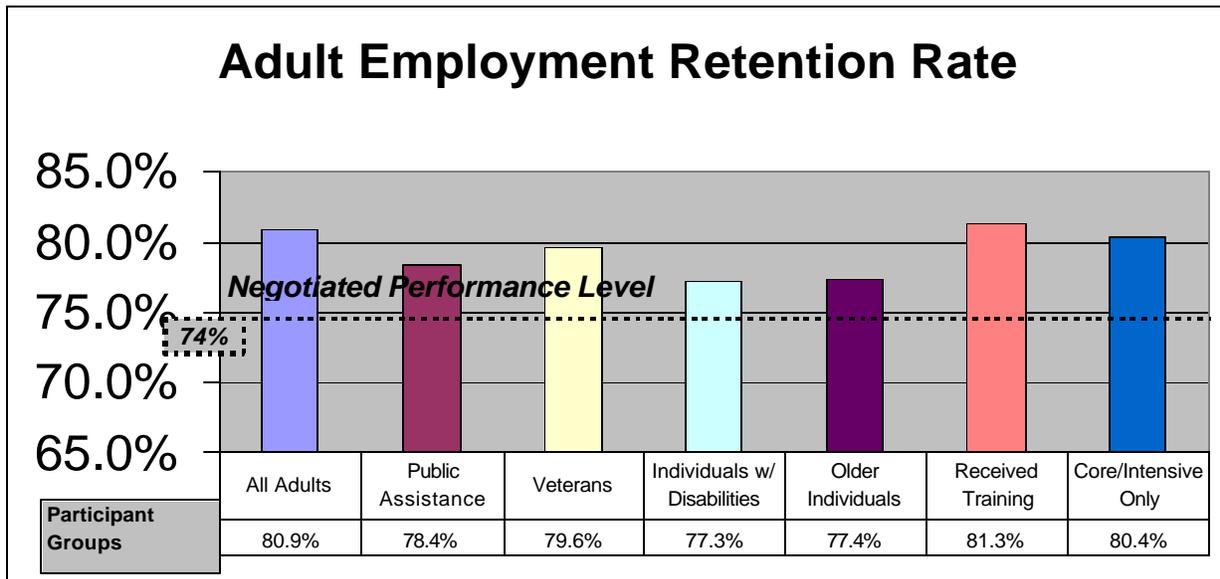


Chart 2 shows the success of former WIA participants in retaining employment. Almost 81 percent of Adults who had a job in the first quarter after they exited the program were still employed six months later. The retention rate was about the same for those who received training and those who received only core and intensive services. This may reflect some success in determining those clients in need of the greatest intervention.

**Chart 3
Adult Earnings Change Rate**

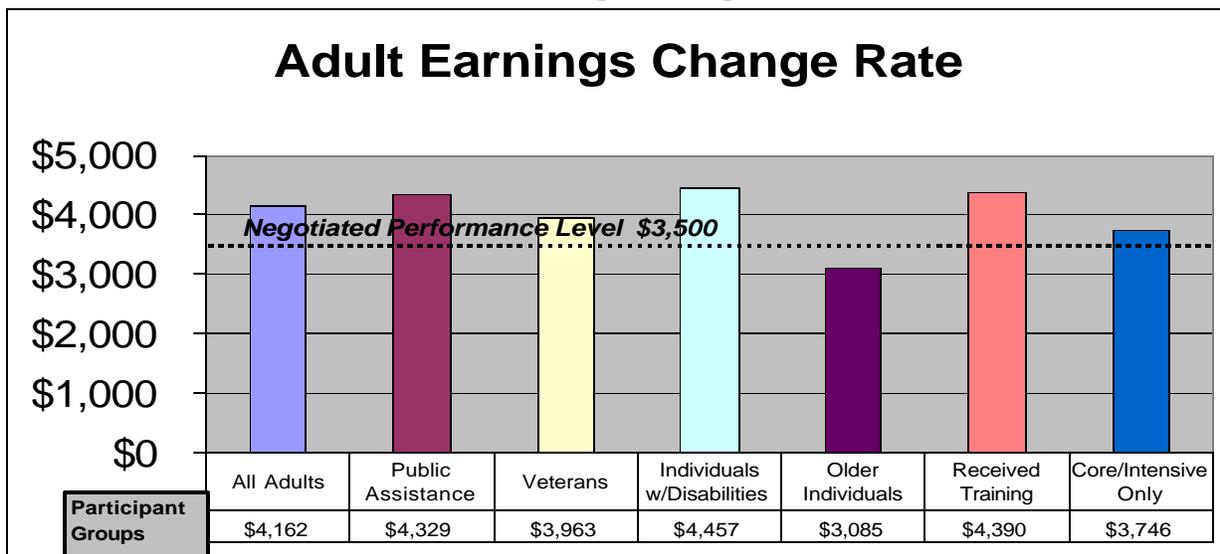
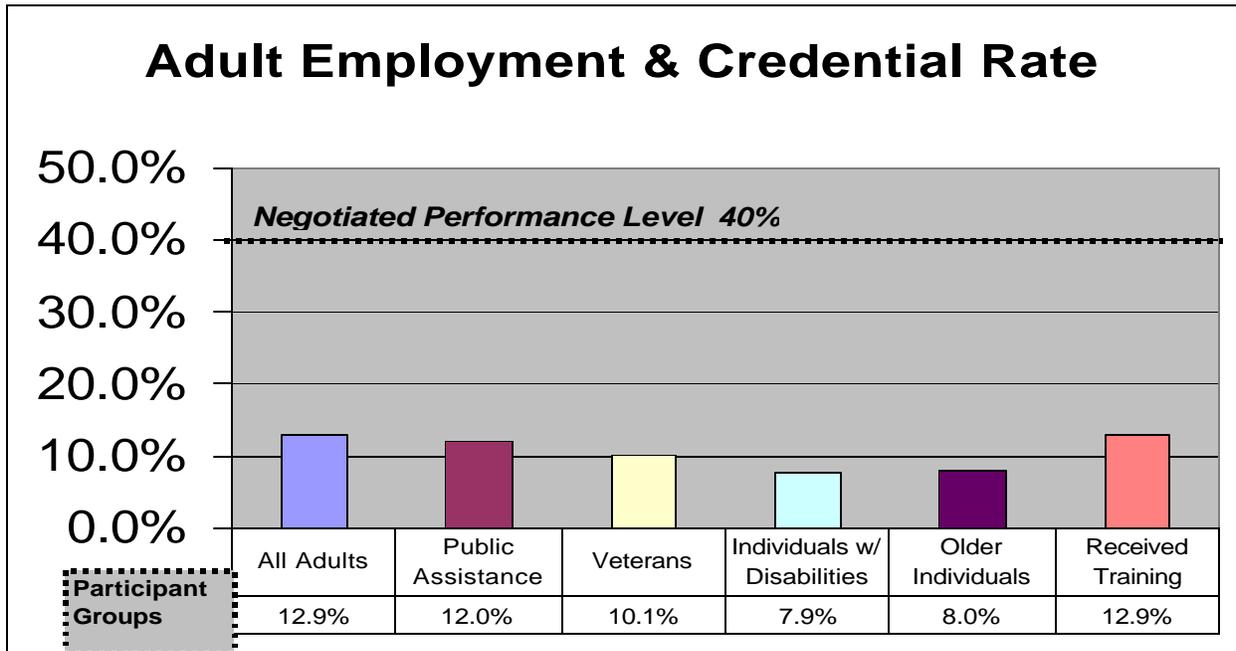


Chart 3 shows the average increase in earnings of participants in each group who were still employed six months after they left the program. The average increase in earnings for clients who received training is about 20 percent higher than the increase in earnings for those who received only core or intensive services.

**Chart 4
Adult Employment & Credential Rate**



California failed to meet the negotiated performance level for the Employment and Credential Rate measure. The majority of clients included in this measure were enrolled and exited under the former Job Training Partnership Act (JTPA) program during 1999-2000. Credential attainment was not measured under the JTPA program so the data required to claim this outcome were not collected. The systematic nature of this problem is illustrated by the low performance on this measure across all of the customer groups.

Dislocated Worker Program

The tables below show California's performance on the required core indicators for the Dislocated Worker program in 2000-2001. Table E shows the negotiated performance levels and the actual outcomes achieved on each measure. Tables F and G compare the outcomes on these measures for the special populations within the Dislocated Worker customer group.

Table E
Dislocated Worker Program Results At-A-Glance

	Negotiated Performance Level	Actual Performance Level	Numerator Denominator
Entered Employment Rate	68%	77%	17,544
			22,773
Six Month Retention Rate	81%	87.2%	15,304
			17,544
Six Month Earnings Gain	85%	102%	\$214,722,351
			\$210,443,270
Employment/Credential Rate	40%	17.4%	1,876
			10,792

Table F
Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	73%	1,797	70.5%	821	66.5%	2,062	68.1%	128
		2,463		1,165		3,101		188
Six Month Retention Rate	86.1%	1,547	85%	698	83.9%	1,730	85.2%	109
		1,797		821		2,062		128
Six Month Earnings Gain	93.8%	\$25,388,272	131.7%	\$8,503,934	81.8%	\$25,161,785	127.5%	\$1,247,468
		\$27,056,885		\$6,456,535		\$30,745,444		\$978,090
Employment Credential Rate	17.6%	193	15.5%	85	16.4%	211	10.1%	9
		1,097		548		1,288		89

Table G
Other Outcome Information for Dislocated Worker Program

Reported Information	Individuals Who Received Training Services	Individuals Who Received Only Core and Intensive Services
Entered Employment Rate	78.6%	8,868
		11,277
Six Month Retention Rate	87.2%	7,731
		8,868
Six Month Earnings Gain	105.5%	\$105,622,228
		\$100,095,331
Employment/Credential Rate	17.4%	1,876
		10,792

The outcomes on these measures for the special populations within the Dislocated Worker customer group are compared in charts below.

Chart 5
Dislocated Worker Entered Employment Rate

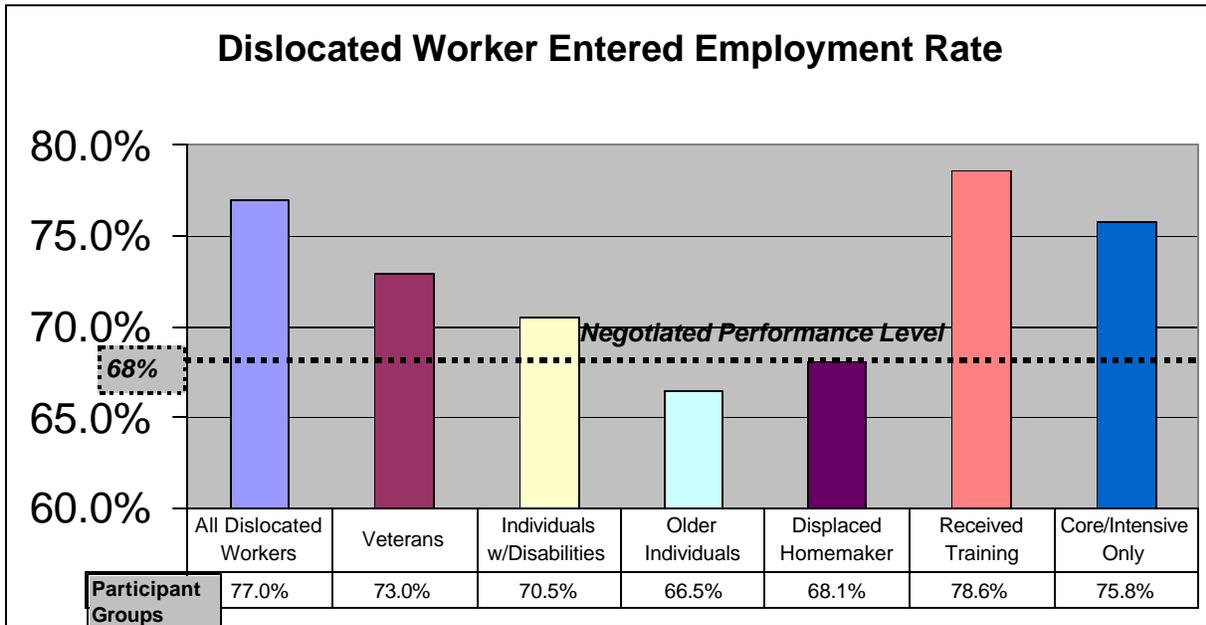


Chart 5 illustrates the success of the WIA program in placing Dislocated Workers into employment. California exceeded the negotiated performance level for this measure for all of the groups except Older Individuals. The Entered Employment Rate was slightly higher for individuals who received training when compared to those who received only core or intensive services.

Chart 6
Dislocated Worker Employment Retention Rate

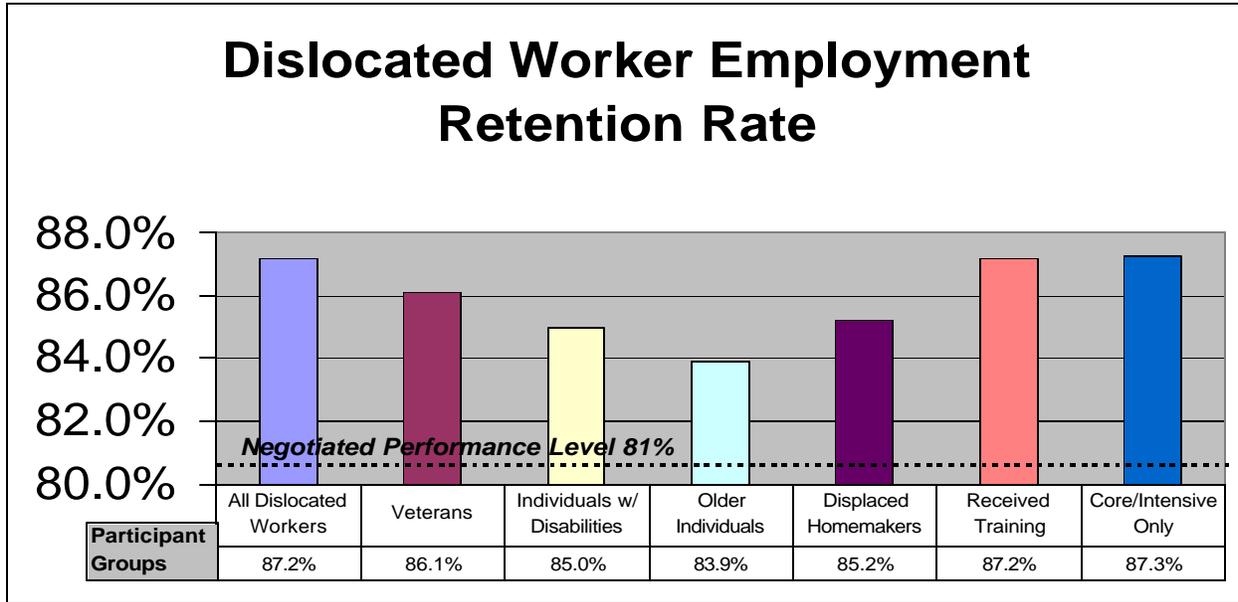


Chart 6 shows that over 87 percent of the Dislocated Workers who were employed in the first quarter after they exited the program were still employed six months later. There was no difference in the retention rate for individuals who received training and those who received only core and intensive services.

Chart 7
Dislocated Worker Earnings Change Rate

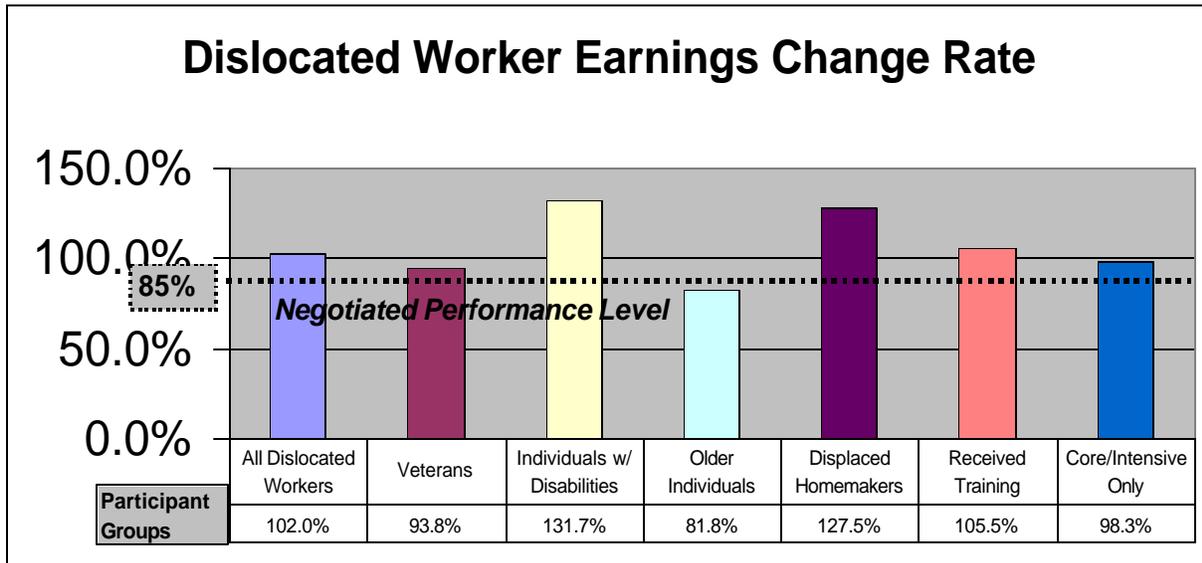


Chart 7 shows that Dislocated Workers who were still employed six months after they left the program were earning an average of 102 percent of their earnings prior to their enrollment in the program. Those who received training achieved a higher earnings replacement rate than those who only received core and intensive services.

Chart 8
Dislocated Worker Employment & Credential Rate

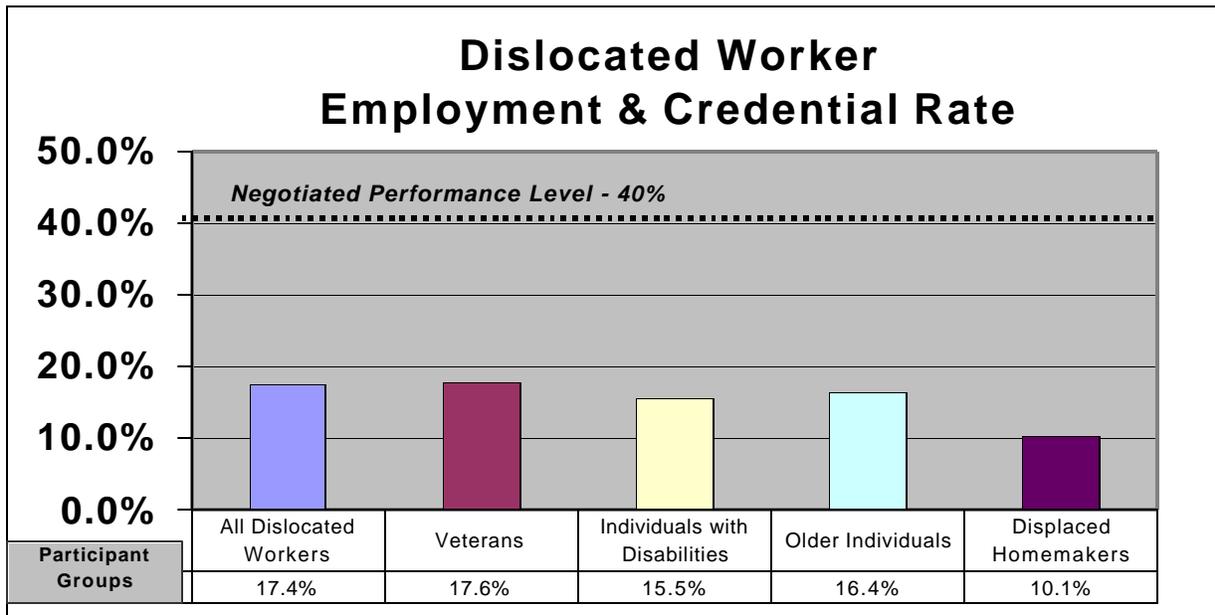


Chart 8 shows that all groups failed to meet the negotiated performance goal for this measure. Only 17.4 percent of all Dislocated Workers were reported as having attained a credential. The majority of Dislocated Workers included in this measure were exited under the former JTPA program that did not include credential attainment as a performance outcome. Consequently, the data required to claim this outcome were not collected for these participants.

Older Youth Program

The tables below show California's performance on each of the required core indicators for Older Youth in 2000-2001. Table H shows the negotiated performance level and the actual outcome achieved on each of the required measures, along with the number of participants included. Table I shows the outcomes on these measures for special populations within the Older Youth customer group.

**Table H
Older Youth Results At-A-glance**

	Negotiated Performance Level	Actual Performance Level	Numerator Denominator
Entered Employment Rate	55%	68.3%	1,777
			2,602
Six Month Retention Rate	70%	77.6%	1,574
			2,028
Six Month Earnings Gain	\$2,500	\$3,472	\$6,937,436
			1,998
Employment/Credential Rate	36%	6.1%	178
			2,925

**Table I
Outcomes for Older Youth Special Populations**

Reported Information	Public Assistance Recipients		Veterans		Individuals With Disabilities		Out of School Youth	
Entered Employment Rate	61.9%	514	78.6%	11	58%	123	69%	1,727
		830		14		212		2,507
Six Month Retention Rate	70.8%	403	75%	9	74.1%	100	77.5%	1,529
		569		12		135		1,972
Six Month Earnings Gain	\$3,368	\$1,882,560	\$2,332	\$25,654	\$3,209	\$429,973	\$3,490	\$6,777,850
		559		11		134		1,942
Employment/Credential Rate	6%	54	20%	3	4%	9	6.1%	172
		903		15		228		2,816

The outcomes on these measures for the various subgroups of Older Youth customers are illustrated in the charts below

**Chart 9
Older Youth Entered Employment Rate**

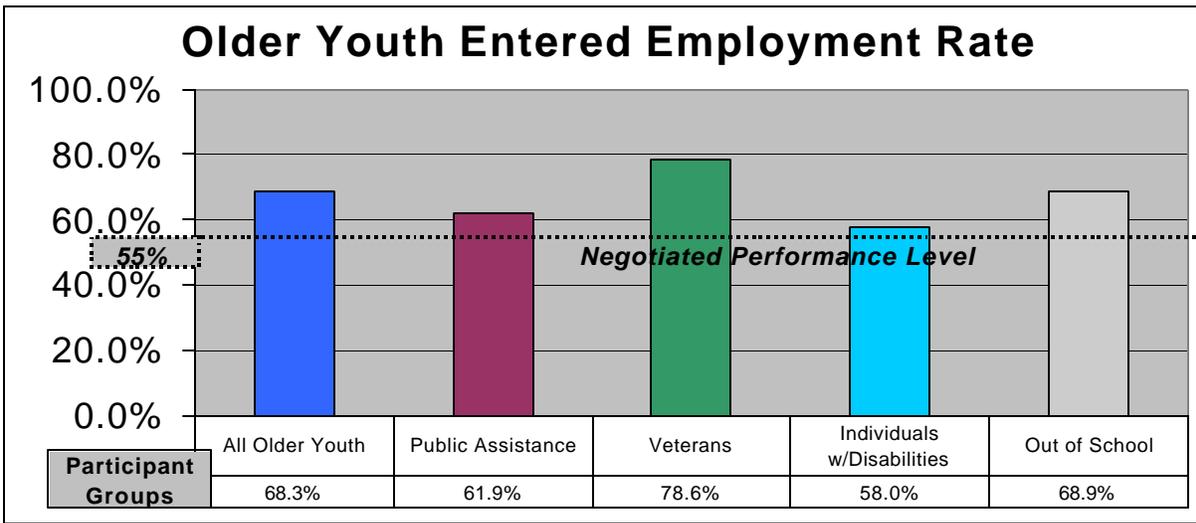


Chart 9 shows that over 68 percent of Older Youth who entered the program without a job were employed in the first quarter after they left the program. Older Youth in the Veterans group achieved the highest entered employment rate. All of the groups of Older Youth exceeded the negotiated performance goal for this measure.

**Chart 10
Older Youth Retention Rate**

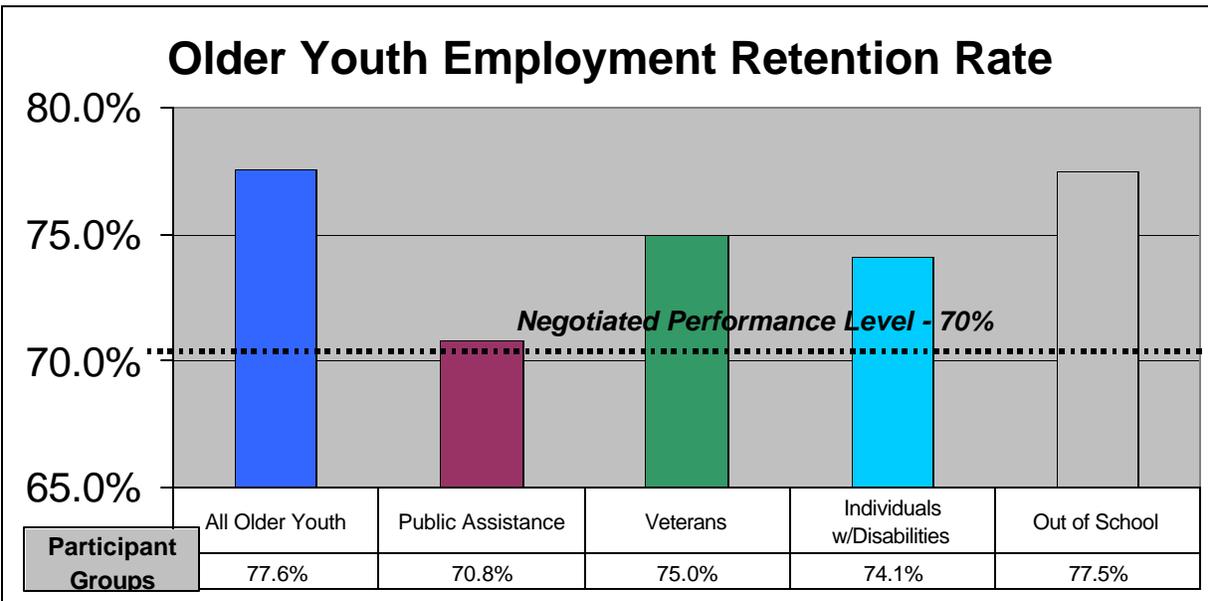


Chart 10 shows that over 77 percent of Older Youth who were employed in the first quarter following their exit from the program were still employed six months later.

Chart 11
Older Youth Earnings Change Rate

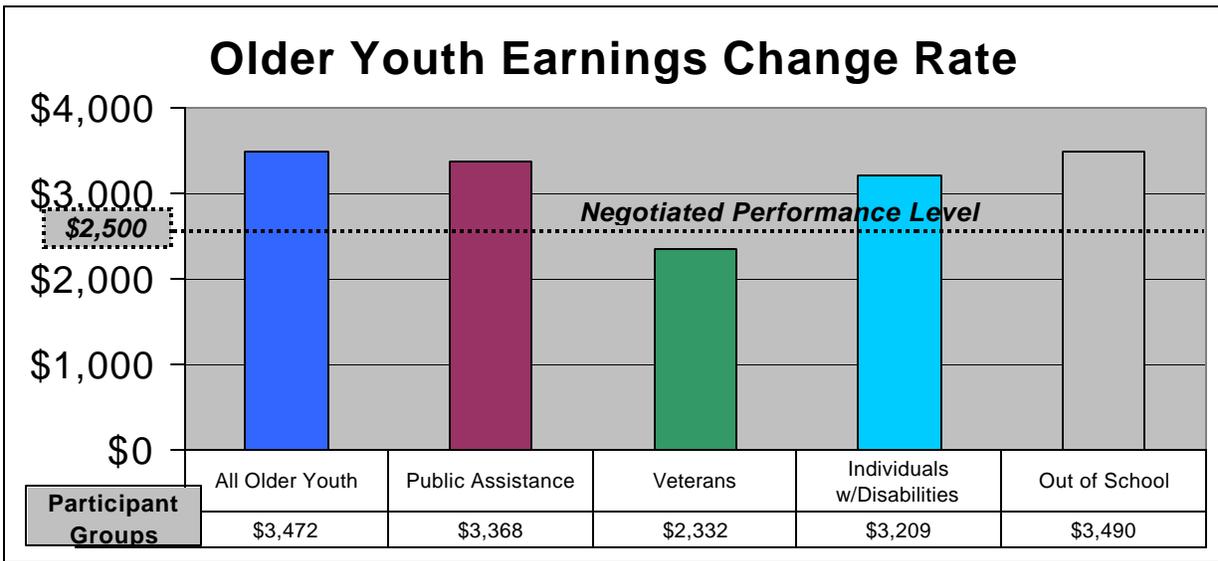


Chart 11 shows that all subgroups of Older Youth exceeded the negotiated performance goal on this measure. Older Youth who were still employed six months after leaving the program had an average earnings gain of over \$3000, with Out-of-School Youth showing the highest gain.

Chart 12
Older Youth Employment & Credential Rate

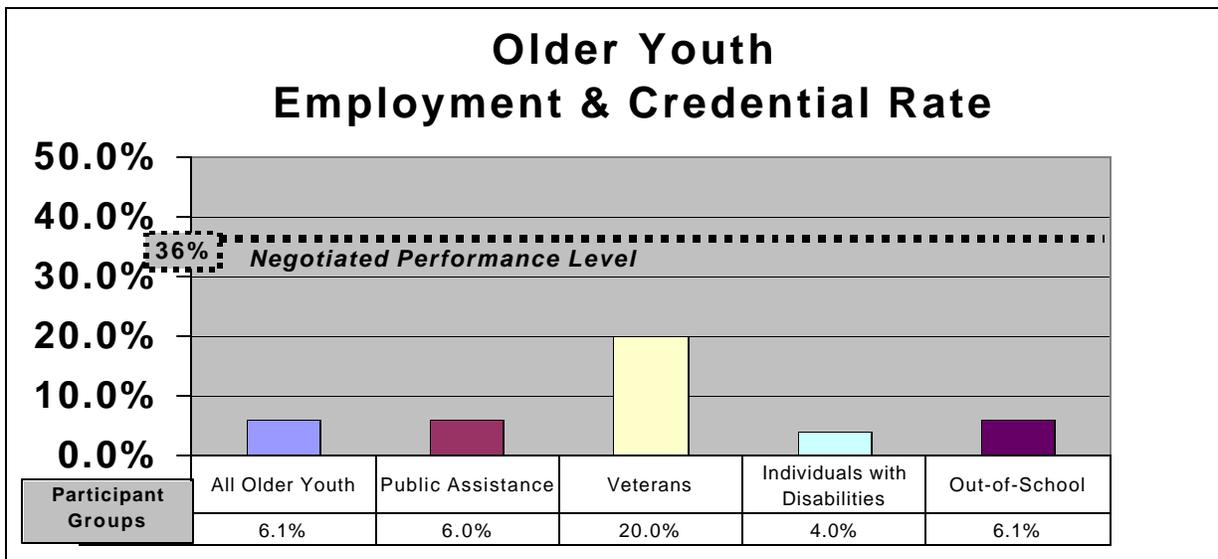


Chart 12 shows that all subgroups failed to meet the negotiated performance goal for this measure. The credential rate for Veterans was substantially higher compared to the other subgroups.

Younger Youth Program

The tables below show California's performance in 2000-2001 on the required core indicators for Younger Youth. Table J shows the negotiated performance levels and the actual outcomes achieved on each core measure, along with the number of participants included. Table K shows the results of these measures for special populations within the Younger Youth customer group.

Table J
Younger Youth Results At-A-Glance

	Negotiated Performance Level	Actual Performance Level	Numerator Denominator
Skill Attainment	65%	89.1%	13,943
			15,649
Diploma or Equivalent	40%	15.5%	61
			394
Retention Rate ¹	40%	52.6%	3,421
			6,508

Table K
Outcomes for Younger Youth Special Populations

Reported Information	Public Assistance Recipients		Individuals With Disabilities		Out-of-School Youth	
Skill Attainment	87.2%	4,214	89.3%	2,702	83.4%	835
		4,833		3,025		1,001
Diploma or Equivalent	19.3%	21	22.4%	17	9.9%	8
		109		76		81
Retention Rate	51.6%	962	48.4%	370	54.6%	1,843
		1,865		764		3,377

The charts that follow illustrate the outcomes on these measures for special populations within the Younger Youth customer group.

¹ The Retention Rate reflects the number of Younger Youth found in post-secondary education, advanced training, the military, employment or a qualified apprenticeship after their exit from the program.

Chart 13
Younger Youth Skill Attainment Rate

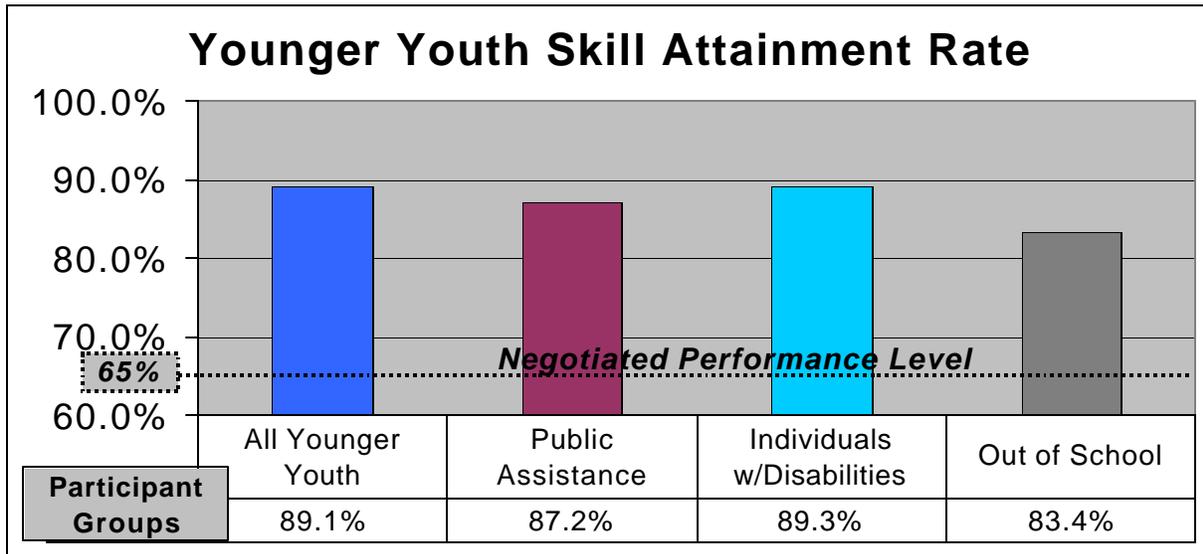


Chart 13 shows that over 89 percent of Younger Youth who set a goal in the area of basic skills, occupational skills or work readiness successfully attained it within a 12-month period. All of the groups of Younger Youth customers exceeded the negotiated performance goal on this measure.

Chart 14
Younger Youth Retention Rate

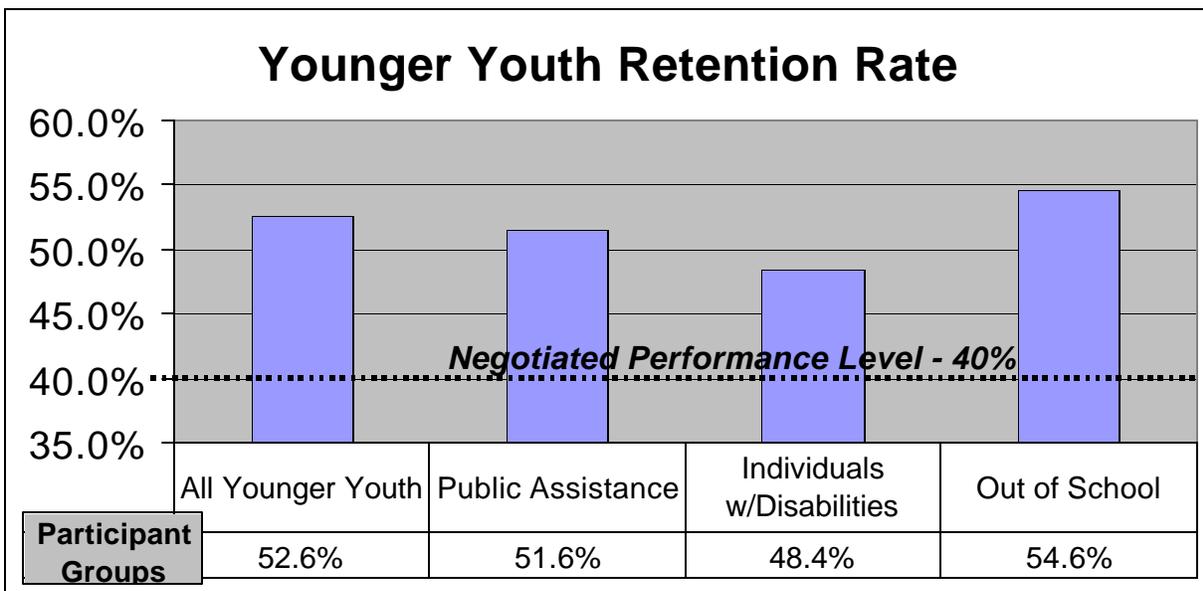


Chart 14 shows that over 52 percent of Younger Youth who were employed in the first quarter after they left the program were still employed six months later.

**Chart 15
Younger Youth Diploma Rate**

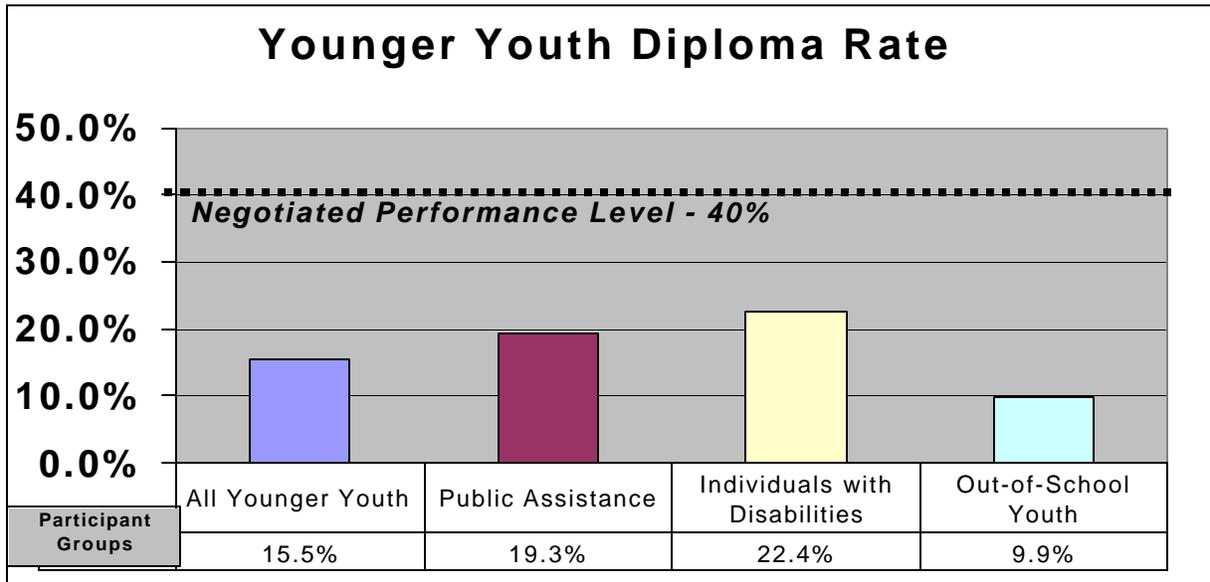


Chart 15 shows that more youth with disabilities received a diploma than youth represented in the other subgroups. However, the outcomes for all subgroups are well below the targeted goal of 40 percent for this measure.

Other Reported Information

Table L shows California's results on other measurements for the WIA program in 2000-2001, including the actual performance level for the different population groups and how many participants were included in each measurement. The 12-month retention measures are not reported because the information is not yet available.

Table L
Other Reported Information

	12 Month Employment Retention Rate		12 Month Earnings Change or Replacement		Placements for Participants in Non-Traditional Employment		Wages at Entry Into Employment For Those Individuals Who Entered Unsubsidized Employment		Entry Into Employment Related to Training for Those Who Completed Training	
	NA	Num Den	NA	Num Den						
Adults	NA	Num Den	NA	Num Den	3.1%	397 12617	\$3,689	\$46,545,639 12617	65%	8197 12617
Dislocated Workers	NA	Num Den	NA	Num Den	1.5%	301 19706	\$6,154	\$121,272,407 19706	49.5%	9746 19706
Older Youth	NA	Num Den	NA	Num Den	1.6%	31 1973	\$2,670	\$5,267,432 1973		

The number of participants enrolled and exited from the program in each customer group between July 1, 2000 and June 30, 2001 is shown in Table M below.

Table M
Participation Levels

	Total Participants Served	Total Exiters
Adults	29,208	9,807
Dislocated Workers	20,370	8,093
Older Youth	4,057	987
Younger Youth	25,257	5,339

Discussion of State Outcomes

Overall, California exceeded negotiated goals on all of the performance measures that are similar to the measures that were required under JTPA. California, along with many other states, was unable to document performance accurately on the credential rate for Adults, Dislocated Workers and Older Youth. Consequently, the State was not able to demonstrate the successful attainment of credentials among program participants for the first year of WIA implementation. The State's performance on the diploma rate for Younger Youth was below the level negotiated with the U.S. DOL. Additionally, the Employment Development Department (EDD) did not collect the data required to measure customer satisfaction for employers. The State's performance on these new measures is due, in part, to the lack of reliable baseline data to use in negotiating the expected levels of performance and problems encountered in collecting the data required to claim these outcomes.

California's performance on the diploma rate for Younger Youth may indicate a need for improvements in the design of youth programs and the array of services offered to youth through the One-Stop system. The State Youth Council and the new Youth Institute represent first steps towards making the necessary program improvements. We expect these actions to have a positive impact on youth performance outcomes in the future.

The State's performance on the credential rate relates directly to significant problems in data collection. The credential rate includes clients who exited the program from October 1, 1999 to September 30, 2000. Many of these clients exited under the old JTPA program that did not include the credential performance measure; hence data was not collected and is not available. Consequently, we may never know how many clients actually could have been counted as having received a credential during this transition year. Efforts are underway to better inform and educate local area staff on the data collection requirements for this measure. Additionally, the State is encouraging local area staff to work with their providers to increase the number of training programs that issue certificates of completion to clients, where appropriate. These efforts should have a positive impact on the outcomes achieved next year.

Similarly, State Board staff are working with staff at EDD to ensure that employers are selected to participate in customer satisfaction surveys at regular intervals during the current program year. EDD is negotiating with an outside contractor to conduct telephone customer satisfaction surveys with employers and participants on a monthly basis. This will provide the data required to measure employer satisfaction with the program in future years.

California's performance results reflect a successful first year of WIA implementation. The program was effective in placing over 30,500 Adults, Dislocated Workers and Older Youth (ages 19 to 21) into jobs where they experienced a gain in their earnings and more than 27,500 of these individuals were still employed six months after they left the program. The ACSI score of 72.5 percent indicates that program participants were generally satisfied with the services they received.

WIA Program Costs

Table N
Cost of Program Activities

Program Activity		Total Federal Spending
Local Adults		\$114,955,006
Local Dislocated Workers		\$110,037,255
Local Youth		\$90,423,423
Rapid Response		\$24,197,440
Statewide Required Activities		\$1,448,566
Statewide Allowable Activities	Program Activity Description	
	Support, Oversight, Coordination ²	\$9,629,980
	Veterans ³	\$5,781,855
	Job Service ⁴	\$3,667,887
	Misc.	\$9,372,808
Total of All Federal Spending		\$369,514,220

² **State Level Support, Oversight and Coordination:** These funds were used by the Employment Development Department (EDD) to provide training, technical assistance and labor market information to staff in Local Workforce Investment Areas and their service providers. These funds were also used by other state agencies for similar activities aimed at improving linkages and coordination between One-Stop partners.

³ **Veterans' Program:** These funds were expended by Local Workforce Investment Areas and Community Based Organizations to assist in the training of Vietnam veterans, service-connected disabled veterans, and recently separated veterans who face severe barriers to employment.

⁴ **Job Service:** These funds were awarded to the Job Service Division within EDD to provide a variety of staff assisted and supportive services to individuals identified as long-term unemployed.

Local Performance Outcomes

Local performance data for the 50 Workforce Investment Areas in California are provided in the Tables that follow.

Table O - Alameda

	Total Participants Served	Adults	39
		Dislocated Workers	62
		Older Youth	0
		Younger Youth	0
ETA Assigned # 6185 Alameda County WIB	Total Exiters	Adults	32
		Dislocated Workers	23
		Older Youth	0
		Younger Youth	0

		Negotiated Performance Level	Actual Performance Level	Status
Entered Employment Rate	Adults	61.1%	67.9%	Exceed
	Dislocated Workers	70.9%	83.2%	Exceed
	Older Youth	58.3%	56.5%	
Retention Rate	Adults	75.9%	84.8%	Exceed
	Dislocated Workers	84.5%	93.0%	Exceed
	Older Youth	68.0%	75.0%	Exceed
	Younger Youth	38.3%	35.0%	
Earnings Change / Earnings Replacement in Six Months	Adults	\$3,527	\$5,095	Exceed
	Dislocated Workers	85.0%	95.5%	Exceed
	Older Youth	\$2,489	\$2,085	
Credential/Diploma Rate	Adults	40.0%	1.2%	
	Dislocated Workers	40.0%	6.7%	
	Older Youth	36.0%	0.0%	
	Younger Youth	40.0%	-	
Skill Attainment Rate	Younger Youth	61.2%	0.0%	

Total participants served and total exiters include clients entering and leaving the program during the period from July 1, 2000 to June 30, 2001. The measurement period for the Younger Youth Diploma Rate and the Younger Youth Skill Attainment Rate is also July 1, 2000 to June 30, 2001. Performance outcomes on all of the other measures are based on clients who exited the program during the period from October 1, 1999 to September 30, 2000.

Table O - Anaheim

Local Area Name City of Anaheim WIB	Total Participants Served	Adults	47
		Dislocated Workers	92
		Older Youth	0
		Younger Youth	0
ETA Assigned # 6265	Total Exiters	Adults	20
		Dislocated Workers	22
		Older Youth	0
		Younger Youth	0

		Negotiated Performance Level	Actual Performance Level	Status
Entered Employment Rate	Adults	68.2%	68.0%	
	Dislocated Workers	67.6%	88.6%	Exceed
	Older Youth	52.7%	100.0%	Exceed
Retention Rate	Adults	76.4%	88.0%	Exceed
	Dislocated Workers	80.6%	90.9%	Exceed
	Older Youth	68.9%	100.0%	Exceed
	Younger Youth	41.8%	70.6%	Exceed
Earnings Change / Earnings Replacement in Six Months	Adults	\$3,734	\$3,599	
	Dislocated Workers	85.0%	86.1%	Exceed
	Older Youth	\$2,428	\$1,059	
Credential/Diploma Rate	Adults	40.0%	29.8%	
	Dislocated Workers	40.0%	47.6%	Exceed
	Older Youth	36.0%	0.0%	
	Younger Youth	40.0%	-	
Skill Attainment Rate	Younger Youth	67.9%	0.0%	

Total participants served and total exiters include clients entering and leaving the program during the period from July 1, 2000 to June 30, 2001. The measurement period for the Younger Youth Diploma Rate and the Younger Youth Skill Attainment Rate is also July 1, 2000 to June 30, 2001. Performance outcomes on all of the other measures are based on clients who exited the program during the period from October 1, 1999 to September 30, 2000.

Table O - Carson Lomita Torrance

Local Area Name 	Total Participants Served	Adults	74
		Dislocated Workers	169
		Older Youth	16
		Younger Youth	156
ETA Assigned # 6035 Carson/Lomita/ Torrance WI Network Board	Total Exiters	Adults	51
		Dislocated Workers	117
		Older Youth	4
		Younger Youth	55

		Negotiated Performance Level	Actual Performance Level	Status
Entered Employment Rate	Adults	64.0%	75.0%	Exceed
	Dislocated Workers	64.6%	81.8%	Exceed
	Older Youth	61.2%	100.0%	Exceed
Retention Rate	Adults	71.7%	81.8%	Exceed
	Dislocated Workers	76.9%	88.0%	Exceed
	Older Youth	62.4%	100.0%	Exceed
	Younger Youth	39.6%	71.4%	Exceed
Earnings Change / Earnings Replacement in Six Months	Adults	\$3,480	\$3,759	Exceed
	Dislocated Workers	85.0%	112.4%	Exceed
	Older Youth	\$2,181	\$2,426	Exceed
Credential/Diploma Rate	Adults	40.0%	42.9%	Exceed
	Dislocated Workers	40.0%	21.5%	
	Older Youth	36.0%	0.0%	
	Younger Youth	40.0%	0.0%	
Skill Attainment Rate	Younger Youth	64.4%	98.5%	Exceed

Total participants served and total exiters include clients entering and leaving the program during the period from July 1, 2000 to June 30, 2001. The measurement period for the Younger Youth Diploma Rate and the Younger Youth Skill Attainment Rate is also July 1, 2000 to June 30, 2001. Performance outcomes on all of the other measures are based on clients who exited the program during the period from October 1, 1999 to September 30, 2000.

Table O - Contra Costa

Local Area Name Contra Costa Workforce Development Board	Total Participants Served	Adults	157
		Dislocated Workers	174
		Older Youth	32
		Younger Youth	177
ETA Assigned # 6070	Total Exiters	Adults	34
		Dislocated Workers	72
		Older Youth	8
		Younger Youth	27

		Negotiated Performance Level	Actual Performance Level	Status
Entered Employment Rate	Adults	67.1%	76.0%	Exceed
	Dislocated Workers	72.7%	77.6%	Exceed
	Older Youth	52.1%	85.7%	Exceed
Retention Rate	Adults	76.9%	81.3%	Exceed
	Dislocated Workers	86.6%	88.4%	Exceed
	Older Youth	66.3%	75.0%	Exceed
	Younger Youth	41.9%	57.7%	Exceed
Earnings Change / Earnings Replacement in Six Months	Adults	\$3,702	\$5,927	Exceed
	Dislocated Workers	85.0%	106.0%	Exceed
	Older Youth	\$2,512	\$3,988	Exceed
Credential/Diploma Rate	Adults	40.0%	7.9%	
	Dislocated Workers	40.0%	14.8%	
	Older Youth	36.0%	11.1%	
	Younger Youth	40.0%	0.0%	
Skill Attainment Rate	Younger Youth	68.1%	100.0%	Exceed

Total participants served and total exiters include clients entering and leaving the program during the period from July 1, 2000 to June 30, 2001. The measurement period for the Younger Youth Diploma Rate and the Younger Youth Skill Attainment Rate is also July 1, 2000 to June 30, 2001. Performance outcomes on all of the other measures are based on clients who exited the program during the period from October 1, 1999 to September 30, 2000.

Table O - Foothill

Local Area Name FOOTHILL WORKFORCE INVESTMENT BOARD	Total Participants Served	Adults	57
		Dislocated Workers	73
		Older Youth	0
		Younger Youth	116
ETA Assigned # 6030 Foothill Employment & Training Consortium	Total Exiters	Adults	5
		Dislocated Workers	32
		Older Youth	0
		Younger Youth	0

		Negotiated Performance Level	Actual Performance Level	Status
Entered Employment Rate	Adults	65.5%	64.8%	
	Dislocated Workers	66.0%	72.5%	Exceed
	Older Youth	54.6%	55.6%	Exceed
Retention Rate	Adults	73.4%	89.1%	Exceed
	Dislocated Workers	78.6%	85.9%	Exceed
	Older Youth	69.4%	85.7%	Exceed
	Younger Youth	38.3%	33.3%	
Earnings Change / Earnings Replacement in Six Months	Adults	\$3,529	\$3,747	Exceed
	Dislocated Workers	85.0%	83.5%	
	Older Youth	\$2,532	\$4,143	Exceed
Credential/Diploma Rate	Adults	40.0%	0.0%	
	Dislocated Workers	40.0%	0.6%	
	Older Youth	36.0%	0.0%	
	Younger Youth	40.0%	-	
Skill Attainment Rate	Younger Youth	62.3%	0.0%	

Total participants served and total exiters include clients entering and leaving the program during the period from July 1, 2000 to June 30, 2001. The measurement period for the Younger Youth Diploma Rate and the Younger Youth Skill Attainment Rate is also July 1, 2000 to June 30, 2001. Performance outcomes on all of the other measures are based on clients who exited the program during the period from October 1, 1999 to September 30, 2000.

Table O - Fresno

 Local Area Name	Total Participants Served	Adults	3752
		Dislocated Workers	1433
		Older Youth	351
		Younger Youth	2958
ETA Assigned # 6160 Fresno County WIB	Total Exiters	Adults	323
		Dislocated Workers	120
		Older Youth	45
		Younger Youth	198

		Negotiated Performance Level	Actual Performance Level	Status
Entered Employment Rate	Adults	58.8%	71.1%	Exceed
	Dislocated Workers	62.4%	72.2%	Exceed
	Older Youth	60.4%	61.7%	Exceed
Retention Rate	Adults	66.0%	75.4%	Exceed
	Dislocated Workers	74.3%	83.5%	Exceed
	Older Youth	76.9%	67.1%	
	Younger Youth	36.9%	48.1%	Exceed
Earnings Change / Earnings Replacement in Six Months	Adults	\$3,041	\$2,819	
	Dislocated Workers	85.0%	110.3%	Exceed
	Older Youth	\$2,540	\$2,436	
Credential/Diploma Rate	Adults	40.0%	0.8%	
	Dislocated Workers	40.0%	0.6%	
	Older Youth	36.0%	0.5%	
	Younger Youth	40.0%	18.2%	
Skill Attainment Rate	Younger Youth	59.9%	87.2%	Exceed

Total participants served and total exiters include clients entering and leaving the program during the period from July 1, 2000 to June 30, 2001. The measurement period for the Younger Youth Diploma Rate and the Younger Youth Skill Attainment Rate is also July 1, 2000 to June 30, 2001. Performance outcomes on all of the other measures are based on clients who exited the program during the period from October 1, 1999 to September 30, 2000.

Table O - Golden Sierra

 Local Area Name Golden Sierra One-Stop Career Centers	Total Participants Served	Adults	67
		Dislocated Workers	140
		Older Youth	18
		Younger Youth	20
ETA Assigned # 6200 Golden Sierra Job Training Agency	Total Exiters	Adults	19
		Dislocated Workers	37
		Older Youth	1
		Younger Youth	7

		Negotiated Performance Level	Actual Performance Level	Status
Entered Employment Rate	Adults	67.1%	72.8%	Exceed
	Dislocated Workers	74.4%	77.4%	Exceed
	Older Youth	64.0%	45.5%	
Retention Rate	Adults	84.5%	81.1%	
	Dislocated Workers	88.6%	85.4%	
	Older Youth	81.5%	63.6%	
	Younger Youth	40.6%	73.9%	Exceed
Earnings Change / Earnings Replacement in Six Months	Adults	\$3,710	\$4,261	Exceed
	Dislocated Workers	85.0%	98.7%	Exceed
	Older Youth	\$2,399	\$2,874	Exceed
Credential/Diploma Rate	Adults	40.0%	7.8%	
	Dislocated Workers	40.0%	5.7%	
	Older Youth	36.0%	0.0%	
	Younger Youth	40.0%	100.0%	Exceed
Skill Attainment Rate	Younger Youth	66.0%	92.3%	Exceed

Total participants served and total exiters include clients entering and leaving the program during the period from July 1, 2000 to June 30, 2001. The measurement period for the Younger Youth Diploma Rate and the Younger Youth Skill Attainment Rate is also July 1, 2000 to June 30, 2001. Performance outcomes on all of the other measures are based on clients who exited the program during the period from October 1, 1999 to September 30, 2000.

Table O - Humboldt

Local Area Name Humboldt County WIB	Total Participants Served	Adults	78
		Dislocated Workers	140
		Older Youth	10
		Younger Youth	67
ETA Assigned # 6060	Total Exiters	Adults	19
		Dislocated Workers	58
		Older Youth	0
		Younger Youth	1

		Negotiated Performance Level	Actual Performance Level	Status
Entered Employment Rate	Adults	72.8%	74.0%	Exceed
	Dislocated Workers	69.5%	87.1%	Exceed
	Older Youth	54.8%	100.0%	Exceed
Retention Rate	Adults	80.3%	73.9%	
	Dislocated Workers	82.8%	87.5%	Exceed
	Older Youth	69.7%	100.0%	Exceed
	Younger Youth	41.0%	33.3%	
Earnings Change / Earnings Replacement in Six Months	Adults	\$3,784	\$4,178	Exceed
	Dislocated Workers	85.0%	96.6%	Exceed
	Older Youth	\$2,377	\$3,342	Exceed
Credential/Diploma Rate	Adults	40.0%	11.4%	
	Dislocated Workers	40.0%	12.5%	
	Older Youth	36.0%	0.0%	
	Younger Youth	40.0%	0.0%	
Skill Attainment Rate	Younger Youth	66.6%	95.2%	Exceed

Total participants served and total exiters include clients entering and leaving the program during the period from July 1, 2000 to June 30, 2001. The measurement period for the Younger Youth Diploma Rate and the Younger Youth Skill Attainment Rate is also July 1, 2000 to June 30, 2001. Performance outcomes on all of the other measures are based on clients who exited the program during the period from October 1, 1999 to September 30, 2000.

Table O - Imperial

	Total Participants Served	Adults	72
		Dislocated Workers	78
		Older Youth	88
		Younger Youth	470
ETA Assigned # 6195 Imperial County WIB	Total Exitters	Adults	1
		Dislocated Workers	1
		Older Youth	6
		Younger Youth	18

		Negotiated Performance Level	Actual Performance Level	Status
Entered Employment Rate	Adults	57.5%	68.3%	Exceed
	Dislocated Workers	56.8%	69.9%	Exceed
	Older Youth	42.0%	51.2%	Exceed
Retention Rate	Adults	69.0%	84.2%	Exceed
	Dislocated Workers	67.7%	79.2%	Exceed
	Older Youth	72.6%	83.3%	Exceed
	Younger Youth	37.2%	31.3%	
Earnings Change / Earnings Replacement in Six Months	Adults	\$2,759	\$4,139	Exceed
	Dislocated Workers	85.0%	180.5%	Exceed
	Older Youth	\$2,572	\$3,386	Exceed
Credential/Diploma Rate	Adults	40.0%	0.0%	
	Dislocated Workers	40.0%	0.4%	
	Older Youth	36.0%	0.0%	
	Younger Youth	40.0%	9.1%	
Skill Attainment Rate	Younger Youth	60.4%	97.2%	Exceed

Total participants served and total exitters include clients entering and leaving the program during the period from July 1, 2000 to June 30, 2001. The measurement period for the Younger Youth Diploma Rate and the Younger Youth Skill Attainment Rate is also July 1, 2000 to June 30, 2001. Performance outcomes on all of the other measures are based on clients who exited the program during the period from October 1, 1999 to September 30, 2000.

Table O - Kern Inyo Mono

Local Area Name Kern/Inyo/Mono Consortium	Total Participants Served	Adults	1446
		Dislocated Workers	891
		Older Youth	274
		Younger Youth	2331
ETA Assigned # 6075	Total Exiters	Adults	297
		Dislocated Workers	210
		Older Youth	87
		Younger Youth	355

		Negotiated Performance Level	Actual Performance Level	Status
Entered Employment Rate	Adults	65.7%	69.5%	Exceed
	Dislocated Workers	65.5%	77.9%	Exceed
	Older Youth	51.2%	68.0%	Exceed
Retention Rate	Adults	73.7%	82.5%	Exceed
	Dislocated Workers	78.0%	84.9%	Exceed
	Older Youth	65.2%	84.6%	Exceed
	Younger Youth	38.4%	47.3%	Exceed
Earnings Change / Earnings Replacement in Six Months	Adults	\$3,313	\$3,882	Exceed
	Dislocated Workers	85.0%	111.5%	Exceed
	Older Youth	\$2,440	\$4,175	Exceed
Credential/Diploma Rate	Adults	40.0%	4.9%	
	Dislocated Workers	40.0%	8.2%	
	Older Youth	36.0%	1.4%	
	Younger Youth	40.0%	0.0%	
Skill Attainment Rate	Younger Youth	62.4%	71.3%	Exceed

Total participants served and total exiters include clients entering and leaving the program during the period from July 1, 2000 to June 30, 2001. The measurement period for the Younger Youth Diploma Rate and the Younger Youth Skill Attainment Rate is also July 1, 2000 to June 30, 2001. Performance outcomes on all of the other measures are based on clients who exited the program during the period from October 1, 1999 to September 30, 2000.

Table O - Kings

 <p>Local Area Name</p>	Total Participants Served	Adults	310
		Dislocated Workers	283
		Older Youth	30
		Younger Youth	201
<p>ETA Assigned # 6215</p> <p>Kings County Job Training Office</p>	Total Exiters	Adults	22
		Dislocated Workers	12
		Older Youth	2
		Younger Youth	2

		Negotiated Performance Level	Actual Performance Level	Status
Entered Employment Rate	Adults	69.4%	78.2%	Exceed
	Dislocated Workers	63.9%	73.5%	Exceed
	Older Youth	61.9%	78.3%	Exceed
Retention Rate	Adults	77.8%	78.8%	Exceed
	Dislocated Workers	76.1%	84.0%	Exceed
	Older Youth	78.8%	92.0%	Exceed
	Younger Youth	38.1%	75.0%	Exceed
Earnings Change / Earnings Replacement in Six Months	Adults	\$3,512	\$4,125	Exceed
	Dislocated Workers	85.0%	131.5%	Exceed
	Older Youth	\$2,683	\$5,847	Exceed
Credential/Diploma Rate	Adults	40.0%	2.7%	
	Dislocated Workers	40.0%	0.0%	
	Older Youth	36.0%	3.1%	
	Younger Youth	40.0%	0.0%	
Skill Attainment Rate	Younger Youth	61.9%	71.3%	Exceed

Total participants served and total exiters include clients entering and leaving the program during the period from July 1, 2000 to June 30, 2001. The measurement period for the Younger Youth Diploma Rate and the Younger Youth Skill Attainment Rate is also July 1, 2000 to June 30, 2001. Performance outcomes on all of the other measures are based on clients who exited the program during the period from October 1, 1999 to September 30, 2000.

Table O - Long Beach

Local Area Name City of Long Beach WIB	Total Participants Served	Adults	141
		Dislocated Workers	142
		Older Youth	40
		Younger Youth	562
ETA Assigned # 6015	Total Exiters	Adults	5
		Dislocated Workers	31
		Older Youth	7
		Younger Youth	252

		Negotiated Performance Level	Actual Performance Level	Status
Entered Employment Rate	Adults	62.5%	72.4%	Exceed
	Dislocated Workers	67.9%	70.9%	Exceed
	Older Youth	39.2%	52.9%	Exceed
Retention Rate	Adults	70.1%	77.3%	Exceed
	Dislocated Workers	80.9%	86.6%	Exceed
	Older Youth	64.2%	88.9%	Exceed
	Younger Youth	40.5%	41.0%	Exceed
Earnings Change / Earnings Replacement in Six Months	Adults	\$3,403	\$4,055	Exceed
	Dislocated Workers	85.0%	113.3%	Exceed
	Older Youth	\$2,495	\$3,196	Exceed
Credential/Diploma Rate	Adults	40.0%	4.6%	
	Dislocated Workers	40.0%	7.2%	
	Older Youth	36.0%	0.0%	
	Younger Youth	40.0%	100.0%	Exceed
Skill Attainment Rate	Younger Youth	65.9%	88.8%	Exceed

Total participants served and total exiters include clients entering and leaving the program during the period from July 1, 2000 to June 30, 2001. The measurement period for the Younger Youth Diploma Rate and the Younger Youth Skill Attainment Rate is also July 1, 2000 to June 30, 2001. Performance outcomes on all of the other measures are based on clients who exited the program during the period from October 1, 1999 to September 30, 2000.

Table O - City of Los Angeles

	Total Participants Served	Adults	4257
		Dislocated Workers	2339
		Older Youth	728
		Younger Youth	3204
ETA Assigned # 6020 City of Los Angeles	Total Exiters	Adults	2575
		Dislocated Workers	1305
		Older Youth	178
		Younger Youth	155

		Negotiated Performance Level	Actual Performance Level	Status
Entered Employment Rate	Adults	61.5%	77.2%	Exceed
	Dislocated Workers	66.0%	81.7%	Exceed
	Older Youth	53.3%	68.0%	Exceed
Retention Rate	Adults	69.0%	80.6%	Exceed
	Dislocated Workers	78.6%	86.5%	Exceed
	Older Youth	67.9%	73.9%	Exceed
	Younger Youth	39.5%	57.2%	Exceed
Earnings Change / Earnings Replacement in Six Months	Adults	\$3,403	\$3,731	Exceed
	Dislocated Workers	85.0%	109.8%	Exceed
	Older Youth	\$2,495	\$3,287	Exceed
Credential/Diploma Rate	Adults	40.0%	8.1%	
	Dislocated Workers	40.0%	11.9%	
	Older Youth	36.0%	0.0%	
	Younger Youth	40.0%	0.0%	
Skill Attainment Rate	Younger Youth	64.1%	97.2%	Exceed

Total participants served and total exiters include clients entering and leaving the program during the period from July 1, 2000 to June 30, 2001. The measurement period for the Younger Youth Diploma Rate and the Younger Youth Skill Attainment Rate is also July 1, 2000 to June 30, 2001. Performance outcomes on all of the other measures are based on clients who exited the program during the period from October 1, 1999 to September 30, 2000.

Table O - County of Los Angeles

Local Area Name Los Angeles County WIB	Total Participants Served	Adults	1887
		Dislocated Workers	1351
		Older Youth	469
		Younger Youth	3958
ETA Assigned # 6275	Total Exiters	Adults	814
		Dislocated Workers	615
		Older Youth	143
		Younger Youth	1242

		Negotiated Performance Level	Actual Performance Level	Status
Entered Employment Rate	Adults	64.6%	74.7%	Exceed
	Dislocated Workers	65.6%	79.8%	Exceed
	Older Youth	53.9%	77.2%	Exceed
Retention Rate	Adults	72.5%	82.4%	Exceed
	Dislocated Workers	78.1%	86.5%	Exceed
	Older Youth	68.6%	80.4%	Exceed
	Younger Youth	39.3%	50.0%	Exceed
Earnings Change / Earnings Replacement in Six Months	Adults	\$3,548	\$4,431	Exceed
	Dislocated Workers	85.0%	101.8%	Exceed
	Older Youth	\$2,594	\$3,388	Exceed
Credential/Diploma Rate	Adults	40.0%	15.4%	
	Dislocated Workers	40.0%	16.4%	
	Older Youth	36.0%	5.2%	
	Younger Youth	40.0%	7.6%	
Skill Attainment Rate	Younger Youth	63.8%	93.0%	Exceed

Total participants served and total exiters include clients entering and leaving the program during the period from July 1, 2000 to June 30, 2001. The measurement period for the Younger Youth Diploma Rate and the Younger Youth Skill Attainment Rate is also July 1, 2000 to June 30, 2001. Performance outcomes on all of the other measures are based on clients who exited the program during the period from October 1, 1999 to September 30, 2000.

Table O - Madera

	Local Area Name	Total Participants Served	Adults	109
			Dislocated Workers	104
			Older Youth	3
			Younger Youth	159
ETA Assigned # 6220 <i>Madera County</i>		Total Exiters	Adults	33
			Dislocated Workers	34
			Older Youth	1
			Younger Youth	19

		Negotiated Performance Level	Actual Performance Level	Status
Entered Employment Rate	Adults	70.5%	77.6%	Exceed
	Dislocated Workers	66.7%	87.3%	Exceed
	Older Youth	63.7%	77.8%	Exceed
Retention Rate	Adults	79.0%	75.4%	
	Dislocated Workers	79.4%	88.5%	Exceed
	Older Youth	77.0%	87.5%	Exceed
	Younger Youth	38.8%	46.4%	Exceed
Earnings Change / Earnings Replacement in Six Months	Adults	\$3,459	\$4,508	Exceed
	Dislocated Workers	85.0%	89.7%	Exceed
	Older Youth	\$2,619	\$3,717	Exceed
Credential/Diploma Rate	Adults	40.0%	1.4%	
	Dislocated Workers	40.0%	3.9%	
	Older Youth	36.0%	0.0%	
	Younger Youth	40.0%	100.0%	Exceed
Skill Attainment Rate	Younger Youth	63.1%	47.1%	

Total participants served and total exiters include clients entering and leaving the program during the period from July 1, 2000 to June 30, 2001. The measurement period for the Younger Youth Diploma Rate and the Younger Youth Skill Attainment Rate is also July 1, 2000 to June 30, 2001. Performance outcomes on all of the other measures are based on clients who exited the program during the period from October 1, 1999 to September 30, 2000.

Table O - Marin

Local Area Name 	Total Participants Served	Adults	47
		Dislocated Workers	52
		Older Youth	1
		Younger Youth	25
ETA Assigned # 6085 WIB of Marin County	Total Exiters	Adults	13
		Dislocated Workers	27
		Older Youth	0
		Younger Youth	3

		Negotiated Performance Level	Actual Performance Level	Status
Entered Employment Rate	Adults	64.0%	56.3%	
	Dislocated Workers	74.2%	71.2%	
	Older Youth	53.9%	66.7%	Exceed
Retention Rate	Adults	76.5%	84.2%	Exceed
	Dislocated Workers	88.4%	83.8%	
	Older Youth	68.5%	66.7%	
	Younger Youth	42.0%	50.0%	Exceed
Earnings Change / Earnings Replacement in Six Months	Adults	\$3,755	\$5,793	Exceed
	Dislocated Workers	85.0%	117.9%	Exceed
	Older Youth	\$2,545	\$3,689	Exceed
Credential/Diploma Rate	Adults	40.0%	3.9%	
	Dislocated Workers	40.0%	2.5%	
	Older Youth	36.0%	0.0%	
	Younger Youth	40.0%	0.0%	
Skill Attainment Rate	Younger Youth	68.3%	100.0%	Exceed

Total participants served and total exiters include clients entering and leaving the program during the period from July 1, 2000 to June 30, 2001. The measurement period for the Younger Youth Diploma Rate and the Younger Youth Skill Attainment Rate is also July 1, 2000 to June 30, 2001. Performance outcomes on all of the other measures are based on clients who exited the program during the period from October 1, 1999 to September 30, 2000.

Table O - Mendocino

Local Area Name Mendocino WIB	Total Participants Served	Adults	155
		Dislocated Workers	95
		Older Youth	15
		Younger Youth	54
ETA Assigned # 6235	Total Exiters	Adults	38
		Dislocated Workers	29
		Older Youth	7
		Younger Youth	31

		Negotiated Performance Level	Actual Performance Level	Status
Entered Employment Rate	Adults	71.4%	70.8%	
	Dislocated Workers	67.3%	81.5%	Exceed
	Older Youth	61.5%	75.0%	Exceed
Retention Rate	Adults	77.7%	86.5%	Exceed
	Dislocated Workers	80.1%	92.5%	Exceed
	Older Youth	78.2%	83.3%	Exceed
	Younger Youth	39.8%	64.3%	Exceed
Earnings Change / Earnings Replacement in Six Months	Adults	\$3,463	\$3,384	
	Dislocated Workers	85.0%	113.5%	Exceed
	Older Youth	\$2,518	\$5,321	Exceed
Credential/Diploma Rate	Adults	40.0%	4.3%	
	Dislocated Workers	40.0%	1.4%	
	Older Youth	36.0%	0.0%	
	Younger Youth	40.0%	0.0%	
Skill Attainment Rate	Younger Youth	64.6%	87.8%	Exceed

Total participants served and total exiters include clients entering and leaving the program during the period from July 1, 2000 to June 30, 2001. The measurement period for the Younger Youth Diploma Rate and the Younger Youth Skill Attainment Rate is also July 1, 2000 to June 30, 2001. Performance outcomes on all of the other measures are based on clients who exited the program during the period from October 1, 1999 to September 30, 2000.

Table O - Merced

Local Area Name Merced County WIB	Total Participants Served	Adults	216
		Dislocated Workers	234
		Older Youth	61
		Younger Youth	733
ETA Assigned # 6090	Total Exiters	Adults	43
		Dislocated Workers	71
		Older Youth	9
		Younger Youth	57

		Negotiated Performance Level	Actual Performance Level	Status
Entered Employment Rate	Adults	63.6%	67.7%	Exceed
	Dislocated Workers	63.0%	75.8%	Exceed
	Older Youth	58.8%	62.3%	Exceed
Retention Rate	Adults	71.3%	89.7%	Exceed
	Dislocated Workers	75.0%	90.2%	Exceed
	Older Youth	74.8%	89.5%	Exceed
	Younger Youth	37.5%	55.3%	Exceed
Earnings Change / Earnings Replacement in Six Months	Adults	\$3,179	\$4,168	Exceed
	Dislocated Workers	85.0%	131.7%	Exceed
	Older Youth	\$2,481	\$3,679	Exceed
Credential/Diploma Rate	Adults	40.0%	0.0%	
	Dislocated Workers	40.0%	0.0%	
	Older Youth	36.0%	0.0%	
	Younger Youth	40.0%	0.0%	
Skill Attainment Rate	Younger Youth	60.9%	85.4%	Exceed

Total participants served and total exiters include clients entering and leaving the program during the period from July 1, 2000 to June 30, 2001. The measurement period for the Younger Youth Diploma Rate and the Younger Youth Skill Attainment Rate is also July 1, 2000 to June 30, 2001. Performance outcomes on all of the other measures are based on clients who exited the program during the period from October 1, 1999 to September 30, 2000.

Table O - Monterey

Local Area Name Monterey County WIB	Total Participants Served	Adults	322
		Dislocated Workers	563
		Older Youth	18
		Younger Youth	766
ETA Assigned # 6095	Total Exiters	Adults	201
		Dislocated Workers	293
		Older Youth	7
		Younger Youth	313

		Negotiated Performance Level	Actual Performance Level	Status
Entered Employment Rate	Adults	67.0%	83.3%	Exceed
	Dislocated Workers	65.5%	81.6%	Exceed
	Older Youth	61.4%	56.1%	
Retention Rate	Adults	69.8%	74.3%	Exceed
	Dislocated Workers	78.0%	88.0%	Exceed
	Older Youth	78.1%	79.2%	Exceed
	Younger Youth	39.6%	63.8%	Exceed
Earnings Change / Earnings Replacement in Six Months	Adults	\$3,286	\$3,397	Exceed
	Dislocated Workers	85.0%	133.3%	Exceed
	Older Youth	\$2,693	\$5,511	Exceed
Credential/Diploma Rate	Adults	40.0%	27.9%	
	Dislocated Workers	40.0%	56.9%	Exceed
	Older Youth	36.0%	26.2%	
	Younger Youth	40.0%	66.7%	Exceed
Skill Attainment Rate	Younger Youth	64.3%	96.0%	Exceed

Total participants served and total exiters include clients entering and leaving the program during the period from July 1, 2000 to June 30, 2001. The measurement period for the Younger Youth Diploma Rate and the Younger Youth Skill Attainment Rate is also July 1, 2000 to June 30, 2001. Performance outcomes on all of the other measures are based on clients who exited the program during the period from October 1, 1999 to September 30, 2000.

Table O - Mother Lode

	Local Area Name	Total Participants Served	Adults	114
			Dislocated Workers	79
			Older Youth	19
			Younger Youth	55
ETA Assigned # 6240 Job Connection of the Mother Lode		Total Exiters	Adults	55
			Dislocated Workers	43
			Older Youth	5
			Younger Youth	10

		Negotiated Performance Level	Actual Performance Level	Status
Entered Employment Rate	Adults	67.2%	88.2%	Exceed
	Dislocated Workers	71.5%	85.9%	Exceed
	Older Youth	61.4%	61.5%	Exceed
Retention Rate	Adults	76.5%	82.9%	Exceed
	Dislocated Workers	85.2%	86.6%	Exceed
	Older Youth	82.3%	66.7%	
	Younger Youth	38.8%	60.0%	Exceed
Earnings Change / Earnings Replacement in Six Months	Adults	\$3,577	\$5,128	Exceed
	Dislocated Workers	85.0%	128.4%	Exceed
	Older Youth	\$2,847	\$3,152	Exceed
Credential/Diploma Rate	Adults	40.0%	4.8%	
	Dislocated Workers	40.0%	20.4%	
	Older Youth	36.0%	7.1%	
	Younger Youth	40.0%	0.0%	
Skill Attainment Rate	Younger Youth	63.0%	75.0%	Exceed

Total participants served and total exiters include clients entering and leaving the program during the period from July 1, 2000 to June 30, 2001. The measurement period for the Younger Youth Diploma Rate and the Younger Youth Skill Attainment Rate is also July 1, 2000 to June 30, 2001. Performance outcomes on all of the other measures are based on clients who exited the program during the period from October 1, 1999 to September 30, 2000.

Table O - NOVA

	Total Participants Served	Adults	129
		Dislocated Workers	493
		Older Youth	8
		Younger Youth	25
ETA Assigned # 6285 North Valley Job Training Consortium	Total Exiters	Adults	41
		Dislocated Workers	392
		Older Youth	2
		Younger Youth	0

		Negotiated Performance Level	Actual Performance Level	Status
Entered Employment Rate	Adults	70.0%	68.3%	
	Dislocated Workers	68.5%	68.4%	
	Older Youth	61.9%	75.0%	Exceed
Retention Rate	Adults	78.5%	93.6%	Exceed
	Dislocated Workers	81.5%	89.8%	Exceed
	Older Youth	69.5%	100.0%	Exceed
	Younger Youth	41.2%	71.4%	Exceed
Earnings Change / Earnings Replacement in Six Months	Adults	\$4,460	\$10,870	Exceed
	Dislocated Workers	85.0%	117.4%	Exceed
	Older Youth	\$2,530	\$9,383	Exceed
Credential/Diploma Rate	Adults	40.0%	18.2%	
	Dislocated Workers	40.0%	16.1%	
	Older Youth	36.0%	0.0%	
	Younger Youth	40.0%	-	
Skill Attainment Rate	Younger Youth	67.0%	100.0%	Exceed

Total participants served and total exiters include clients entering and leaving the program during the period from July 1, 2000 to June 30, 2001. The measurement period for the Younger Youth Diploma Rate and the Younger Youth Skill Attainment Rate is also July 1, 2000 to June 30, 2001. Performance outcomes on all of the other measures are based on clients who exited the program during the period from October 1, 1999 to September 30, 2000.

Table O - Napa

 <small>450 Imperial Way, Ste 101 Napa, CA 94939 (707) 253-4291</small>	Total Participants Served	Adults	96
		Dislocated Workers	49
		Older Youth	12
		Younger Youth	30
ETA Assigned # 6230 Napa County Employment & Training Center	Total Exiters	Adults	3
		Dislocated Workers	8
		Older Youth	0
		Younger Youth	0

		Negotiated Performance Level	Actual Performance Level	Status
Entered Employment Rate	Adults	70.0%	88.0%	Exceed
	Dislocated Workers	69.4%	83.7%	Exceed
	Older Youth	55.6%	80.0%	Exceed
Retention Rate	Adults	72.9%	87.5%	Exceed
	Dislocated Workers	82.7%	97.6%	Exceed
	Older Youth	79.2%	100.0%	Exceed
	Younger Youth	38.7%	85.7%	Exceed
Earnings Change / Earnings Replacement in Six Months	Adults	\$3,610	\$6,944	Exceed
	Dislocated Workers	85.0%	157.5%	Exceed
	Older Youth	\$2,320	\$6,828	Exceed
Credential/Diploma Rate	Adults	40.0%	75.0%	Exceed
	Dislocated Workers	40.0%	90.0%	Exceed
	Older Youth	36.0%	16.7%	
	Younger Youth	40.0%	0.0%	
Skill Attainment Rate	Younger Youth	62.9%	95.6%	Exceed

Total participants served and total exiters include clients entering and leaving the program during the period from July 1, 2000 to June 30, 2001. The measurement period for the Younger Youth Diploma Rate and the Younger Youth Skill Attainment Rate is also July 1, 2000 to June 30, 2001. Performance outcomes on all of the other measures are based on clients who exited the program during the period from October 1, 1999 to September 30, 2000.

Table O - North Central Consortium

	Local Area Name	Total Participants Served	Adults	516
			Dislocated Workers	416
			Older Youth	110
			Younger Youth	543
ETA Assigned # 6245 North Central Counties Consortium		Total Exiters	Adults	258
			Dislocated Workers	209
			Older Youth	47
			Younger Youth	170

		Negotiated Performance Level	Actual Performance Level	Status
Entered Employment Rate	Adults	64.7%	76.4%	Exceed
	Dislocated Workers	65.5%	78.2%	Exceed
	Older Youth	51.7%	65.3%	Exceed
Retention Rate	Adults	72.5%	84.4%	Exceed
	Dislocated Workers	78.1%	79.6%	Exceed
	Older Youth	65.7%	82.9%	Exceed
	Younger Youth	38.2%	57.5%	Exceed
Earnings Change / Earnings Replacement in Six Months	Adults	\$3,198	\$4,910	Exceed
	Dislocated Workers	85.0%	114.2%	Exceed
	Older Youth	\$2,446	\$4,118	Exceed
Credential/Diploma Rate	Adults	40.0%	33.6%	
	Dislocated Workers	40.0%	44.8%	Exceed
	Older Youth	36.0%	18.5%	
	Younger Youth	40.0%	27.0%	
Skill Attainment Rate	Younger Youth	62.1%	95.4%	Exceed

Total participants served and total exiters include clients entering and leaving the program during the period from July 1, 2000 to June 30, 2001. The measurement period for the Younger Youth Diploma Rate and the Younger Youth Skill Attainment Rate is also July 1, 2000 to June 30, 2001. Performance outcomes on all of the other measures are based on clients who exited the program during the period from October 1, 1999 to September 30, 2000.

Table O - NORTEC

Local Area Name Northern Rural Training & Employment Consortium	Total Participants Served	Adults	192
		Dislocated Workers	73
		Older Youth	18
		Younger Youth	84
ETA Assigned # 6295 NORTEC	Total Exiters	Adults	76
		Dislocated Workers	27
		Older Youth	0
		Younger Youth	14

		Negotiated Performance Level	Actual Performance Level	Status
Entered Employment Rate	Adults	67.8%	57.5%	
	Dislocated Workers	66.8%	72.1%	Exceed
	Older Youth	56.5%	66.7%	Exceed
Retention Rate	Adults	78.3%	76.2%	
	Dislocated Workers	79.6%	86.2%	Exceed
	Older Youth	71.9%	75.0%	Exceed
	Younger Youth	39.9%	49.2%	Exceed
Earnings Change / Earnings Replacement in Six Months	Adults	\$3,408	\$3,479	Exceed
	Dislocated Workers	85.0%	110.6%	Exceed
	Older Youth	\$2,692	\$3,547	Exceed
Credential/Diploma Rate	Adults	40.0%	0.0%	
	Dislocated Workers	40.0%	4.6%	
	Older Youth	36.0%	0.0%	
	Younger Youth	40.0%	40.0%	Met
Skill Attainment Rate	Younger Youth	64.9%	75.0%	Exceed

Total participants served and total exiters include clients entering and leaving the program during the period from July 1, 2000 to June 30, 2001. The measurement period for the Younger Youth Diploma Rate and the Younger Youth Skill Attainment Rate is also July 1, 2000 to June 30, 2001. Performance outcomes on all of the other measures are based on clients who exited the program during the period from October 1, 1999 to September 30, 2000.

Table O - Oakland

Local Area Name 	Total Participants Served	Adults	202
		Dislocated Workers	276
		Older Youth	45
		Younger Youth	341
ETA Assigned # 6025 City of Oakland WIB	Total Exiters	Adults	5
		Dislocated Workers	94
		Older Youth	20
		Younger Youth	197

		Negotiated Performance Level	Actual Performance Level	Status
Entered Employment Rate	Adults	60.5%	70.9%	Exceed
	Dislocated Workers	67.3%	82.3%	Exceed
	Older Youth	57.8%	75.0%	Exceed
Retention Rate	Adults	65.5%	80.2%	Exceed
	Dislocated Workers	80.2%	88.6%	Exceed
	Older Youth	73.5%	85.7%	Exceed
	Younger Youth	39.4%	63.6%	Exceed
Earnings Change / Earnings Replacement in Six Months	Adults	\$3,071	\$4,266	Exceed
	Dislocated Workers	85.0%	101.4%	Exceed
	Older Youth	\$2,575	\$3,876	Exceed
Credential/Diploma Rate	Adults	40.0%	0.0%	
	Dislocated Workers	40.0%	23.5%	
	Older Youth	36.0%	0.0%	
	Younger Youth	40.0%	10.0%	
Skill Attainment Rate	Younger Youth	64.1%	90.3%	Exceed

Total participants served and total exiters include clients entering and leaving the program during the period from July 1, 2000 to June 30, 2001. The measurement period for the Younger Youth Diploma Rate and the Younger Youth Skill Attainment Rate is also July 1, 2000 to June 30, 2001. Performance outcomes on all of the other measures are based on clients who exited the program during the period from October 1, 1999 to September 30, 2000.

Table O - Orange

 Local Area Name	Total Participants Served	Adults	652
		Dislocated Workers	818
		Older Youth	131
		Younger Youth	445
ETA Assigned # 6270 Orange County WIB	Total Exiters	Adults	202
		Dislocated Workers	411
		Older Youth	35
		Younger Youth	41

		Negotiated Performance Level	Actual Performance Level	Status
Entered Employment Rate	Adults	68.0%	72.2%	Exceed
	Dislocated Workers	70.6%	77.8%	Exceed
	Older Youth	52.8%	70.8%	Exceed
Retention Rate	Adults	76.3%	88.0%	Exceed
	Dislocated Workers	84.1%	89.1%	Exceed
	Older Youth	67.2%	67.6%	Exceed
	Younger Youth	41.3%	48.9%	Exceed
Earnings Change / Earnings Replacement in Six Months	Adults	\$4,014	\$5,999	Exceed
	Dislocated Workers	85.0%	88.0%	Exceed
	Older Youth	\$2,344	\$2,072	
Credential/Diploma Rate	Adults	40.0%	3.4%	
	Dislocated Workers	40.0%	21.3%	
	Older Youth	36.0%	3.9%	
	Younger Youth	40.0%	0.0%	
Skill Attainment Rate	Younger Youth	67.1%	100.0%	Exceed

Total participants served and total exiters include clients entering and leaving the program during the period from July 1, 2000 to June 30, 2001. The measurement period for the Younger Youth Diploma Rate and the Younger Youth Skill Attainment Rate is also July 1, 2000 to June 30, 2001. Performance outcomes on all of the other measures are based on clients who exited the program during the period from October 1, 1999 to September 30, 2000.

Table O - Richmond

Local Area Name 	Total Participants Served	Adults	35
		Dislocated Workers	42
		Older Youth	6
		Younger Youth	52
ETA Assigned # 6055 City of Richmond WIB	Total Exiters	Adults	13
		Dislocated Workers	20
		Older Youth	0
		Younger Youth	2

		Negotiated Performance Level	Actual	Status
Entered Employment Rate	Adults	69.3%	78.0%	Exceed
	Dislocated Workers	69.9%	87.6%	Exceed
	Older Youth	44.4%	100.0%	Exceed
Retention Rate	Adults	77.7%	75.0%	
	Dislocated Workers	83.3%	88.5%	Exceed
	Older Youth	73.7%	66.7%	
	Younger Youth	40.9%	0.0%	
Earnings Change / Earnings Replacement in Six Months	Adults	\$3,286	\$4,436	Exceed
	Dislocated Workers	85.0%	118.7%	Exceed
	Older Youth	\$1,978	\$5,974	Exceed
Credential/Diploma Rate	Adults	40.0%	0.0%	
	Dislocated Workers	40.0%	21.6%	
	Older Youth	36.0%	0.0%	
	Younger Youth	40.0%	0.0%	
Skill Attainment Rate	Younger Youth	66.4%	95.2%	Exceed

Total participants served and total exiters include clients entering and leaving the program during the period from July 1, 2000 to June 30, 2001. The measurement period for the Younger Youth Diploma Rate and the Younger Youth Skill Attainment Rate is also July 1, 2000 to June 30, 2001. Performance outcomes on all of the other measures are based on clients who exited the program during the period from October 1, 1999 to September 30, 2000.

Table O - Riverside

Local Area Name 	Total Participants Served	Adults	621
		Dislocated Workers	442
		Older Youth	24
		Younger Youth	47
ETA Assigned # 6145 Riverside County Economic Development Agency	Total Exiters	Adults	233
		Dislocated Workers	229
		Older Youth	12
		Younger Youth	4

		Negotiated Performance Level	Actual Performance Level	Status
Entered Employment Rate	Adults	72.5%	75.1%	Exceed
	Dislocated Workers	70.1%	79.8%	Exceed
	Older Youth	42.8%	67.6%	Exceed
Retention Rate	Adults	79.3%	82.3%	Exceed
	Dislocated Workers	83.5%	87.4%	Exceed
	Older Youth	58.3%	72.9%	Exceed
	Younger Youth	40.9%	47.7%	Exceed
Earnings Change / Earnings Replacement in Six Months	Adults	\$3,540	\$4,041	Exceed
	Dislocated Workers	85.0%	87.8%	Exceed
	Older Youth	\$2,202	\$3,112	Exceed
Credential/Diploma Rate	Adults	40.0%	8.0%	
	Dislocated Workers	40.0%	36.0%	
	Older Youth	36.0%	5.9%	
	Younger Youth	40.0%	-	
Skill Attainment Rate	Younger Youth	66.4%	0.0%	

Total participants served and total exiters include clients entering and leaving the program during the period from July 1, 2000 to June 30, 2001. The measurement period for the Younger Youth Diploma Rate and the Younger Youth Skill Attainment Rate is also July 1, 2000 to June 30, 2001. Performance outcomes on all of the other measures are based on clients who exited the program during the period from October 1, 1999 to September 30, 2000.

Table O - SETA

Local Area Name	Total Participants Served	Adults	1034
		Dislocated Workers	660
		Older Youth	157
		Younger Youth	438
ETA Assigned # 6170	Total Exiters	Adults	90
Sacramento Works, Inc.		Dislocated Workers	226
		Older Youth	37
		Younger Youth	92

		Negotiated Performance Level	Actual Performance Level	Status
Entered Employment Rate	Adults	63.8%	65.6%	Exceed
	Dislocated Workers	69.7%	83.8%	Exceed
	Older Youth	55.6%	75.0%	Exceed
Retention Rate	Adults	71.6%	82.9%	Exceed
	Dislocated Workers	83.1%	82.4%	
	Older Youth	70.8%	80.8%	Exceed
	Younger Youth	40.7%	59.1%	Exceed
Earnings Change / Earnings Replacement in Six Months	Adults	\$3,206	\$4,699	Exceed
	Dislocated Workers	85.0%	95.1%	Exceed
	Older Youth	\$2,344	\$3,566	Exceed
Credential/Diploma Rate	Adults	40.0%	40.0%	Met
	Dislocated Workers	40.0%	55.9%	Exceed
	Older Youth	36.0%	50.0%	Exceed
	Younger Youth	40.0%	0.0%	
Skill Attainment Rate	Younger Youth	66.1%	87.3%	Exceed

Total participants served and total exiters include clients entering and leaving the program during the period from July 1, 2000 to June 30, 2001. The measurement period for the Younger Youth Diploma Rate and the Younger Youth Skill Attainment Rate is also July 1, 2000 to June 30, 2001. Performance outcomes on all of the other measures are based on clients who exited the program during the period from October 1, 1999 to September 30, 2000.

Table O - San Benito

 Local Area Name	Total Participants Served	Adults	34
		Dislocated Workers	25
		Older Youth	8
		Younger Youth	28
ETA Assigned # 6225 San Benito County	Total Exiters	Adults	0
		Dislocated Workers	0
		Older Youth	2
		Younger Youth	0

		Negotiated Performance Level	Actual Performance Level	Status
Entered Employment Rate	Adults	66.7%	87.5%	Exceed
	Dislocated Workers	67.1%	84.9%	Exceed
	Older Youth	57.4%	58.3%	Exceed
Retention Rate	Adults	74.8%	77.8%	Exceed
	Dislocated Workers	79.9%	89.3%	Exceed
	Older Youth	73.1%	54.6%	
	Younger Youth	37.6%	75.0%	Exceed
Earnings Change / Earnings Replacement in Six Months	Adults	\$3,269	\$5,327	Exceed
	Dislocated Workers	85.0%	105.0%	Exceed
	Older Youth	\$2,486	\$2,793	Exceed
Credential/Diploma Rate	Adults	40.0%	53.9%	Exceed
	Dislocated Workers	40.0%	74.1%	Exceed
	Older Youth	36.0%	38.9%	Exceed
	Younger Youth	40.0%	-	
Skill Attainment Rate	Younger Youth	61.0%	100.0%	Exceed

Total participants served and total exiters include clients entering and leaving the program during the period from July 1, 2000 to June 30, 2001. The measurement period for the Younger Youth Diploma Rate and the Younger Youth Skill Attainment Rate is also July 1, 2000 to June 30, 2001. Performance outcomes on all of the other measures are based on clients who exited the program during the period from October 1, 1999 to September 30, 2000.

Table O - San Bernardino City

	Total Participants Served	Adults	93
		Dislocated Workers	64
		Older Youth	39
		Younger Youth	147
ETA Assigned # 6150 San Bernardino City Employment & Training	Total Exiters	Adults	34
		Dislocated Workers	43
		Older Youth	6
		Younger Youth	6

		Negotiated Performance Level	Actual Performance Level	Status
Entered Employment Rate	Adults	67.8%	68.4%	Exceed
	Dislocated Workers	67.7%	72.3%	Exceed
	Older Youth	46.8%	75.0%	Exceed
Retention Rate	Adults	76.0%	82.0%	Exceed
	Dislocated Workers	80.7%	90.9%	Exceed
	Older Youth	64.2%	37.5%	
	Younger Youth	39.3%	53.9%	Exceed
Earnings Change / Earnings Replacement in Six Months	Adults	\$3,004	\$5,580	Exceed
	Dislocated Workers	85.0%	109.3%	Exceed
	Older Youth	\$2,878	\$2,005	
Credential/Diploma Rate	Adults	40.0%	26.5%	
	Dislocated Workers	40.0%	12.1%	
	Older Youth	36.0%	16.7%	
	Younger Youth	40.0%	100.0%	Exceed
Skill Attainment Rate	Younger Youth	63.9%	73.1%	Exceed

Total participants served and total exiters include clients entering and leaving the program during the period from July 1, 2000 to June 30, 2001. The measurement period for the Younger Youth Diploma Rate and the Younger Youth Skill Attainment Rate is also July 1, 2000 to June 30, 2001. Performance outcomes on all of the other measures are based on clients who exited the program during the period from October 1, 1999 to September 30, 2000.

Table O - San Bernardino County

	Total Participants Served	Adults	951
		Dislocated Workers	555
		Older Youth	165
		Younger Youth	824
ETA Assigned # 6155 San Bernardino County Jobs & Employment Services Department	Total Exiters	Adults	294
		Dislocated Workers	137
		Older Youth	54
		Younger Youth	219

		Negotiated Performance Level	Actual Performance Level	Status
Entered Employment Rate	Adults	67.6%	66.0%	
	Dislocated Workers	71.6%	77.9%	Exceed
	Older Youth	57.7%	74.1%	Exceed
Retention Rate	Adults	75.8%	79.1%	Exceed
	Dislocated Workers	85.2%	86.5%	Exceed
	Older Youth	73.5%	75.7%	Exceed
	Younger Youth	40.3%	48.2%	Exceed
Earnings Change / Earnings Replacement in Six Months	Adults	\$3,429	\$3,600	Exceed
	Dislocated Workers	85.0%	92.7%	Exceed
	Older Youth	\$2,354	\$2,931	Exceed
Credential/Diploma Rate	Adults	40.0%	7.8%	
	Dislocated Workers	40.0%	9.9%	
	Older Youth	36.0%	7.2%	
	Younger Youth	40.0%	0.0%	
Skill Attainment Rate	Younger Youth	65.6%	88.7%	Exceed

Total participants served and total exiters include clients entering and leaving the program during the period from July 1, 2000 to June 30, 2001. The measurement period for the Younger Youth Diploma Rate and the Younger Youth Skill Attainment Rate is also July 1, 2000 to June 30, 2001. Performance outcomes on all of the other measures are based on clients who exited the program during the period from October 1, 1999 to September 30, 2000.

Table O - San Diego

Local Area Name  SAN DIEGO WORKFORCE PARTNERSHIP SM <small>Creating Workforce Solutions for the San Diego Region</small>	Total Participants Served	Adults	1839
		Dislocated Workers	863
		Older Youth	194
		Younger Youth	677
ETA Assigned # 6135 San Diego Workforce Partnership, Inc.	Total Exiters	Adults	731
		Dislocated Workers	454
		Older Youth	55
		Younger Youth	117

		Negotiated Performance Level	Actual Performance Level	Status
Entered Employment Rate	Adults	70.0%	67.2%	
	Dislocated Workers	70.4%	72.5%	Exceed
	Older Youth	58.3%	69.9%	Exceed
Retention Rate	Adults	78.5%	78.2%	
	Dislocated Workers	83.9%	89.6%	Exceed
	Older Youth	74.2%	83.6%	Exceed
	Younger Youth	41.0%	53.0%	Exceed
Earnings Change / Earnings Replacement in Six Months	Adults	\$3,471	\$3,432	
	Dislocated Workers	85.0%	96.3%	Exceed
	Older Youth	\$3,198	\$3,166	
Credential/Diploma Rate	Adults	40.0%	2.1%	
	Dislocated Workers	40.0%	23.1%	
	Older Youth	36.0%	0.0%	
	Younger Youth	40.0%	0.0%	
Skill Attainment Rate	Younger Youth	66.7%	67.5%	Exceed

Total participants served and total exiters include clients entering and leaving the program during the period from July 1, 2000 to June 30, 2001. The measurement period for the Younger Youth Diploma Rate and the Younger Youth Skill Attainment Rate is also July 1, 2000 to June 30, 2001. Performance outcomes on all of the other measures are based on clients who exited the program during the period from October 1, 1999 to September 30, 2000.

Table O - San Francisco

Local Area Name PRIVATE INDUSTRY COUNCIL <i>of San Francisco</i> <small>Workforce Investment San Francisco</small> <i>creating employment opportunities</i>	Total Participants Served	Adults	284
		Dislocated Workers	251
		Older Youth	33
		Younger Youth	171
ETA Assigned # 6050 San Francisco WIB	Total Exitters	Adults	194
		Dislocated Workers	57
		Older Youth	21
		Younger Youth	34

		Negotiated Performance Level	Actual Performance Level	Status
Entered Employment Rate	Adults	68.1%	68.1%	Met
	Dislocated Workers	60.2%	76.7%	Exceed
	Older Youth	61.1%	63.3%	Exceed
Retention Rate	Adults	76.4%	82.4%	Exceed
	Dislocated Workers	71.7%	84.8%	Exceed
	Older Youth	77.7%	87.5%	Exceed
	Younger Youth	38.8%	49.8%	Exceed
Earnings Change / Earnings Replacement in Six Months	Adults	\$3,551	\$4,533	Exceed
	Dislocated Workers	85.0%	107.4%	Exceed
	Older Youth	\$2,714	\$4,669	Exceed
Credential/Diploma Rate	Adults	40.0%	0.0%	
	Dislocated Workers	40.0%	0.0%	
	Older Youth	36.0%	0.0%	
	Younger Youth	40.0%	0.0%	
Skill Attainment Rate	Younger Youth	63.1%	83.3%	Exceed

Total participants served and total exitters include clients entering and leaving the program during the period from July 1, 2000 to June 30, 2001. The measurement period for the Younger Youth Diploma Rate and the Younger Youth Skill Attainment Rate is also July 1, 2000 to June 30, 2001. Performance outcomes on all of the other measures are based on clients who exited the program during the period from October 1, 1999 to September 30, 2000.

Table O - San Joaquin

Local Area Name 	Total Participants Served	Adults	232
		Dislocated Workers	217
		Older Youth	5
		Younger Youth	348
ETA Assigned # 6175 San Joaquin County WIB	Total Exiters	Adults	123
		Dislocated Workers	140
		Older Youth	0
		Younger Youth	9

		Negotiated Performance Level	Actual Performance Level	Status
Entered Employment Rate	Adults	68.4%	68.7%	Exceed
	Dislocated Workers	68.2%	86.4%	Exceed
	Older Youth	56.5%	25.0%	
Retention Rate	Adults	76.7%	81.0%	Exceed
	Dislocated Workers	81.2%	86.4%	Exceed
	Older Youth	65.7%	100.0%	Exceed
	Younger Youth	38.1%	66.2%	Exceed
Earnings Change / Earnings Replacement in Six Months	Adults	\$3,587	\$5,139	Exceed
	Dislocated Workers	85.0%	124.5%	Exceed
	Older Youth	\$2,155	\$8,889	Exceed
Credential/Diploma Rate	Adults	40.0%	44.1%	Exceed
	Dislocated Workers	40.0%	29.7%	
	Older Youth	36.0%	12.5%	
	Younger Youth	40.0%	0.0%	
Skill Attainment Rate	Younger Youth	62.0%	81.8%	Exceed

Total participants served and total exiters include clients entering and leaving the program during the period from July 1, 2000 to June 30, 2001. The measurement period for the Younger Youth Diploma Rate and the Younger Youth Skill Attainment Rate is also July 1, 2000 to June 30, 2001. Performance outcomes on all of the other measures are based on clients who exited the program during the period from October 1, 1999 to September 30, 2000.

Table O - San Jose

Local Area Name San Jose/Silicon Valley Workforce Investment Board	Total Participants Served	Adults	360
		Dislocated Workers	957
		Older Youth	136
		Younger Youth	547
ETA Assigned # 6290 San Jose/Silicon Valley WIB	Total Exiters	Adults	12
		Dislocated Workers	127
		Older Youth	4
		Younger Youth	184

		Negotiated Performance Level	Actual Performance Level	Status
Entered Employment Rate	Adults	62.7%	68.9%	Exceed
	Dislocated Workers	67.0%	84.1%	Exceed
	Older Youth	56.4%	88.0%	Exceed
Retention Rate	Adults	69.5%	86.2%	Exceed
	Dislocated Workers	79.9%	92.3%	Exceed
	Older Youth	71.7%	64.0%	
	Younger Youth	40.0%	60.0%	Exceed
Earnings Change / Earnings Replacement in Six Months	Adults	\$3,651	\$5,525	Exceed
	Dislocated Workers	85.0%	116.6%	Exceed
	Older Youth	\$2,460	\$2,928	Exceed
Credential/Diploma Rate	Adults	40.0%	0.0%	
	Dislocated Workers	40.0%	6.4%	
	Older Youth	36.0%	0.0%	
	Younger Youth	40.0%	0.0%	
Skill Attainment Rate	Younger Youth	64.9%	86.6%	Exceed

Total participants served and total exiters include clients entering and leaving the program during the period from July 1, 2000 to June 30, 2001. The measurement period for the Younger Youth Diploma Rate and the Younger Youth Skill Attainment Rate is also July 1, 2000 to June 30, 2001. Performance outcomes on all of the other measures are based on clients who exited the program during the period from October 1, 1999 to September 30, 2000.

Table O - San Luis Obispo

Local Area Name <i>One-Stop Career Centers of San Luis Obispo County</i>	Total Participants Served	Adults	40
		Dislocated Workers	63
		Older Youth	5
		Younger Youth	119
ETA Assigned # 6190 San Luis Obispo County WIB	Total Exiters	Adults	10
		Dislocated Workers	25
		Older Youth	3
		Younger Youth	56

		Negotiated Performance Level	Actual Performance Level	Status
Entered Employment Rate	Adults	67.8%	71.4%	Exceed
	Dislocated Workers	71.4%	88.7%	Exceed
	Older Youth	43.4%	100.0%	Exceed
Retention Rate	Adults	82.9%	79.2%	
	Dislocated Workers	85.1%	95.7%	Exceed
	Older Youth	64.2%	100.0%	Exceed
	Younger Youth	40.1%	68.4%	Exceed
Earnings Change / Earnings Replacement in Six Months	Adults	\$3,345	\$2,468	
	Dislocated Workers	85.0%	96.0%	Exceed
	Older Youth	\$2,547	\$5,483	Exceed
Credential/Diploma Rate	Adults	40.0%	3.3%	
	Dislocated Workers	40.0%	14.3%	
	Older Youth	36.0%	0.0%	
	Younger Youth	40.0%	55.0%	Exceed
Skill Attainment Rate	Younger Youth	65.1%	96.6%	Exceed

Total participants served and total exiters include clients entering and leaving the program during the period from July 1, 2000 to June 30, 2001. The measurement period for the Younger Youth Diploma Rate and the Younger Youth Skill Attainment Rate is also July 1, 2000 to June 30, 2001. Performance outcomes on all of the other measures are based on clients who exited the program during the period from October 1, 1999 to September 30, 2000.

Table O - San Mateo

Local Area Name 	Total Participants Served	Adults	251
		Dislocated Workers	235
		Older Youth	24
		Younger Youth	36
ETA Assigned # 6100 San Mateo County WIB	Total Exiters	Adults	99
		Dislocated Workers	98
		Older Youth	0
		Younger Youth	1

		Negotiated Performance Level	Actual Performance Level	Status
Entered Employment Rate	Adults	66.2%	77.7%	Exceed
	Dislocated Workers	69.8%	76.4%	Exceed
	Older Youth	32.6%	50.0%	Exceed
Retention Rate	Adults	73.1%	83.3%	Exceed
	Dislocated Workers	83.2%	88.2%	Exceed
	Older Youth	77.3%	83.3%	Exceed
	Younger Youth	41.6%	49.2%	Exceed
Earnings Change / Earnings Replacement in Six Months	Adults	\$3,852	\$5,165	Exceed
	Dislocated Workers	85.0%	106.2%	Exceed
	Older Youth	\$2,484	\$3,475	Exceed
Credential/Diploma Rate	Adults	40.0%	7.7%	
	Dislocated Workers	40.0%	9.9%	
	Older Youth	36.0%	0.0%	
	Younger Youth	40.0%	0.0%	
Skill Attainment Rate	Younger Youth	67.5%	66.7%	

Total participants served and total exiters include clients entering and leaving the program during the period from July 1, 2000 to June 30, 2001. The measurement period for the Younger Youth Diploma Rate and the Younger Youth Skill Attainment Rate is also July 1, 2000 to June 30, 2001. Performance outcomes on all of the other measures are based on clients who exited the program during the period from October 1, 1999 to September 30, 2000.

Table O - Santa Ana

Local Area Name Santa Ana WIB	Total Participants Served	Adults	110
		Dislocated Workers	74
		Older Youth	16
		Younger Youth	13
ETA Assigned # 6260	Total Exiters	Adults	20
		Dislocated Workers	23
		Older Youth	0
		Younger Youth	0

		Negotiated Performance Level	Actual Performance Level	Status
Entered Employment Rate	Adults	72.6%	80.0%	Exceed
	Dislocated Workers	66.9%	83.9%	Exceed
	Older Youth	61.5%	100.0%	Exceed
Retention Rate	Adults	79.8%	83.6%	Exceed
	Dislocated Workers	79.7%	90.4%	Exceed
	Older Youth	78.6%	100.0%	Exceed
	Younger Youth	40.9%	100.0%	Exceed
Earnings Change / Earnings Replacement in Six Months	Adults	\$3,720	\$6,126	Exceed
	Dislocated Workers	85.0%	90.8%	Exceed
	Older Youth	\$2,390	\$10,269	Exceed
Credential/Diploma Rate	Adults	40.0%	71.7%	Exceed
	Dislocated Workers	40.0%	31.4%	
	Older Youth	36.0%	100.0%	Exceed
	Younger Youth	40.0%	-	
Skill Attainment Rate	Younger Youth	66.4%	0.0%	

Total participants served and total exiters include clients entering and leaving the program during the period from July 1, 2000 to June 30, 2001. The measurement period for the Younger Youth Diploma Rate and the Younger Youth Skill Attainment Rate is also July 1, 2000 to June 30, 2001. Performance outcomes on all of the other measures are based on clients who exited the program during the period from October 1, 1999 to September 30, 2000.

Table O - Santa Barbara

	Local Area Name	Total Participants Served	Adults	139
			Dislocated Workers	96
			Older Youth	69
			Younger Youth	265
ETA Assigned # 6105 Santa Barbara County WIB		Total Exiters	Adults	21
			Dislocated Workers	25
			Older Youth	11
			Younger Youth	71

		Negotiated Performance Level	Actual Performance Level	Status
Entered Employment Rate	Adults	73.5%	73.6%	Exceed
	Dislocated Workers	68.6%	78.6%	Exceed
	Older Youth	54.9%	66.7%	Exceed
Retention Rate	Adults	83.3%	82.6%	
	Dislocated Workers	81.8%	92.5%	Exceed
	Older Youth	67.4%	45.5%	
	Younger Youth	41.1%	64.3%	Exceed
Earnings Change / Earnings Replacement in Six Months	Adults	\$3,740	\$6,172	Exceed
	Dislocated Workers	85.0%	96.3%	Exceed
	Older Youth	\$2,280	\$2,771	Exceed
Credential/Diploma Rate	Adults	40.0%	0.0%	
	Dislocated Workers	40.0%	0.9%	
	Older Youth	36.0%	13.3%	
	Younger Youth	40.0%	37.5%	
Skill Attainment Rate	Younger Youth	66.7%	82.7%	Exceed

Total participants served and total exiters include clients entering and leaving the program during the period from July 1, 2000 to June 30, 2001. The measurement period for the Younger Youth Diploma Rate and the Younger Youth Skill Attainment Rate is also July 1, 2000 to June 30, 2001. Performance outcomes on all of the other measures are based on clients who exited the program during the period from October 1, 1999 to September 30, 2000.

Table O - Santa Cruz

Local Area Name Workforce Santa Cruz County Where Santa Cruz County Goes to Work http://www.WorkforceSCC.com	Total Participants Served	Adults	339
		Dislocated Workers	226
		Older Youth	7
		Younger Youth	186
ETA Assigned # 6110 Santa Cruz County WIB	Total Exiters	Adults	66
		Dislocated Workers	85
		Older Youth	6
		Younger Youth	26

		Negotiated Performance Level	Actual Performance Level	Status
Entered Employment Rate	Adults	68.9%	78.5%	Exceed
	Dislocated Workers	70.2%	78.5%	Exceed
	Older Youth	51.9%	75.0%	Exceed
Retention Rate	Adults	77.3%	87.8%	Exceed
	Dislocated Workers	83.6%	88.0%	Exceed
	Older Youth	69.9%	80.8%	Exceed
	Younger Youth	40.0%	68.6%	Exceed
Earnings Change / Earnings Replacement in Six Months	Adults	\$3,467	\$6,727	Exceed
	Dislocated Workers	85.0%	100.0%	Exceed
	Older Youth	\$2,357	\$5,390	Exceed
Credential/Diploma Rate	Adults	40.0%	2.0%	
	Dislocated Workers	40.0%	7.7%	
	Older Youth	36.0%	3.0%	
	Younger Youth	40.0%	0.0%	
Skill Attainment Rate	Younger Youth	64.9%	67.9%	Exceed

Total participants served and total exiters include clients entering and leaving the program during the period from July 1, 2000 to June 30, 2001. The measurement period for the Younger Youth Diploma Rate and the Younger Youth Skill Attainment Rate is also July 1, 2000 to June 30, 2001. Performance outcomes on all of the other measures are based on clients who exited the program during the period from October 1, 1999 to September 30, 2000.

Table O - Solano

Local Area Name 	Total Participants Served	Adults	373
		Dislocated Workers	229
		Older Youth	11
		Younger Youth	132
ETA Assigned # 6115 Solano County WIB	Total Exiters	Adults	79
		Dislocated Workers	114
		Older Youth	4
		Younger Youth	32

		Negotiated Performance Level	Actual Performance Level	Status
Entered Employment Rate	Adults	73.8%	63.0%	
	Dislocated Workers	73.4%	74.5%	Exceed
	Older Youth	56.9%	60.0%	Exceed
Retention Rate	Adults	82.7%	84.5%	Exceed
	Dislocated Workers	87.5%	91.1%	Exceed
	Older Youth	72.4%	63.6%	
	Younger Youth	40.3%	72.7%	Exceed
Earnings Change / Earnings Replacement in Six Months	Adults	\$3,511	\$5,130	Exceed
	Dislocated Workers	85.0%	96.4%	Exceed
	Older Youth	\$2,565	\$2,355	
Credential/Diploma Rate	Adults	40.0%	13.5%	
	Dislocated Workers	40.0%	23.3%	
	Older Youth	36.0%	0.0%	
	Younger Youth	40.0%	0.0%	
Skill Attainment Rate	Younger Youth	65.6%	93.6%	Exceed

Total participants served and total exiters include clients entering and leaving the program during the period from July 1, 2000 to June 30, 2001. The measurement period for the Younger Youth Diploma Rate and the Younger Youth Skill Attainment Rate is also July 1, 2000 to June 30, 2001. Performance outcomes on all of the other measures are based on clients who exited the program during the period from October 1, 1999 to September 30, 2000.

Table O - Sonoma

 Local Area Name	Total Participants Served	Adults	89
		Dislocated Workers	224
		Older Youth	15
		Younger Youth	286
ETA Assigned # 6120 Sonoma County WIB	Total Exiters	Adults	37
		Dislocated Workers	103
		Older Youth	3
		Younger Youth	79

		Negotiated Performance Level	Actual Performance Level	Status
Entered Employment Rate	Adults	77.6%	83.6%	Exceed
	Dislocated Workers	73.2%	91.1%	Exceed
	Older Youth	58.3%	100.0%	Exceed
Retention Rate	Adults	87.1%	86.7%	
	Dislocated Workers	87.2%	89.7%	Exceed
	Older Youth	74.2%	90.9%	Exceed
	Younger Youth	42.3%	44.1%	Exceed
Earnings Change / Earnings Replacement in Six Months	Adults	\$3,969	\$5,914	Exceed
	Dislocated Workers	85.0%	109.2%	Exceed
	Older Youth	\$2,588	\$9,439	Exceed
Credential/Diploma Rate	Adults	40.0%	50.0%	Exceed
	Dislocated Workers	40.0%	41.4%	Exceed
	Older Youth	36.0%	9.1%	
	Younger Youth	40.0%	0.0%	
Skill Attainment Rate	Younger Youth	68.7%	97.3%	Exceed

Total participants served and total exiters include clients entering and leaving the program during the period from July 1, 2000 to June 30, 2001. The measurement period for the Younger Youth Diploma Rate and the Younger Youth Skill Attainment Rate is also July 1, 2000 to June 30, 2001. Performance outcomes on all of the other measures are based on clients who exited the program during the period from October 1, 1999 to September 30, 2000.

Table O - South Bay

Local Area Name 	Total Participants Served	Adults	382
		Dislocated Workers	381
		Older Youth	58
		Younger Youth	385
ETA Assigned # 6045 South Bay WIB	Total Exiters	Adults	177
		Dislocated Workers	125
		Older Youth	18
		Younger Youth	104

		Negotiated Performance Level	Actual Performance Level	Status
Entered Employment Rate	Adults	62.0%	78.6%	Exceed
	Dislocated Workers	66.7%	68.7%	Exceed
	Older Youth	62.8%	63.2%	Exceed
Retention Rate	Adults	69.5%	77.2%	Exceed
	Dislocated Workers	79.5%	88.3%	Exceed
	Older Youth	79.9%	81.5%	Exceed
	Younger Youth	39.8%	54.0%	Exceed
Earnings Change / Earnings Replacement in Six Months	Adults	\$3,411	\$5,179	Exceed
	Dislocated Workers	85.0%	74.5%	
	Older Youth	\$2,660	\$4,627	Exceed
Credential/Diploma Rate	Adults	40.0%	71.8%	Exceed
	Dislocated Workers	40.0%	48.0%	Exceed
	Older Youth	36.0%	47.8%	Exceed
	Younger Youth	40.0%	18.2%	
Skill Attainment Rate	Younger Youth	64.7%	88.9%	Exceed

Total participants served and total exiters include clients entering and leaving the program during the period from July 1, 2000 to June 30, 2001. The measurement period for the Younger Youth Diploma Rate and the Younger Youth Skill Attainment Rate is also July 1, 2000 to June 30, 2001. Performance outcomes on all of the other measures are based on clients who exited the program during the period from October 1, 1999 to September 30, 2000.

Table O - SELACO

 Local Area Name	Total Participants Served	Adults	190
		Dislocated Workers	366
		Older Youth	56
		Younger Youth	197
ETA Assigned # 6280 Southeast LA County WIB	Total Exiters	Adults	50
		Dislocated Workers	90
		Older Youth	4
		Younger Youth	25

		Negotiated Performance Level	Actual Performance Level	Status
Entered Employment Rate	Adults	67.8%	76.1%	Exceed
	Dislocated Workers	66.7%	75.1%	Exceed
	Older Youth	54.7%	58.3%	Exceed
Retention Rate	Adults	76.0%	75.0%	
	Dislocated Workers	79.5%	89.3%	Exceed
	Older Youth	69.6%	72.7%	Exceed
	Younger Youth	38.6%	50.0%	Exceed
Earnings Change / Earnings Replacement in Six Months	Adults	\$3,753	\$4,050	Exceed
	Dislocated Workers	85.0%	93.2%	Exceed
	Older Youth	\$2,589	\$2,811	Exceed
Credential/Diploma Rate	Adults	40.0%	11.6%	
	Dislocated Workers	40.0%	8.2%	
	Older Youth	36.0%	2.7%	
	Younger Youth	40.0%	9.1%	
Skill Attainment Rate	Younger Youth	62.6%	99.4%	Exceed

Total participants served and total exiters include clients entering and leaving the program during the period from July 1, 2000 to June 30, 2001. The measurement period for the Younger Youth Diploma Rate and the Younger Youth Skill Attainment Rate is also July 1, 2000 to June 30, 2001. Performance outcomes on all of the other measures are based on clients who exited the program during the period from October 1, 1999 to September 30, 2000.

Table O - Stanislaus

Local Area Name 	Total Participants Served	Adults	730
		Dislocated Workers	372
		Older Youth	115
		Younger Youth	671
ETA Assigned # 6125 Stanislaus County WIB	Total Exiters	Adults	335
		Dislocated Workers	184
		Older Youth	25
		Younger Youth	44

		Negotiated Performance Level	Actual Performance Level	Status
Entered Employment Rate	Adults	65.4%	77.9%	Exceed
	Dislocated Workers	65.1%	83.8%	Exceed
	Older Youth	53.9%	91.9%	Exceed
Retention Rate	Adults	71.8%	80.3%	Exceed
	Dislocated Workers	77.5%	89.5%	Exceed
	Older Youth	68.6%	81.8%	Exceed
	Younger Youth	37.6%	62.2%	Exceed
Earnings Change / Earnings Replacement in Six Months	Adults	\$3,332	\$5,666	Exceed
	Dislocated Workers	85.0%	127.4%	Exceed
	Older Youth	\$2,295	\$5,265	Exceed
Credential/Diploma Rate	Adults	40.0%	31.0%	
	Dislocated Workers	40.0%	49.3%	Exceed
	Older Youth	36.0%	6.3%	
	Younger Youth	40.0%	0.0%	
Skill Attainment Rate	Younger Youth	61.1%	86.6%	Exceed

Total participants served and total exiters include clients entering and leaving the program during the period from July 1, 2000 to June 30, 2001. The measurement period for the Younger Youth Diploma Rate and the Younger Youth Skill Attainment Rate is also July 1, 2000 to June 30, 2001. Performance outcomes on all of the other measures are based on clients who exited the program during the period from October 1, 1999 to September 30, 2000.

Table O - Tulare

	Total Participants Served	Adults	1166
		Dislocated Workers	667
		Older Youth	307
		Younger Youth	1461
ETA Assigned # 6165 Tulare County WIB, Inc.	Total Exiters	Adults	312
		Dislocated Workers	140
		Older Youth	65
		Younger Youth	652

		Negotiated Performance Level	Actual Performance Level	Status
Entered Employment Rate	Adults	67.6%	85.2%	Exceed
	Dislocated Workers	62.8%	83.2%	Exceed
	Older Youth	53.2%	75.9%	Exceed
Retention Rate	Adults	72.8%	85.9%	Exceed
	Dislocated Workers	74.8%	86.8%	Exceed
	Older Youth	67.7%	85.2%	Exceed
	Younger Youth	38.3%	44.2%	Exceed
Earnings Change / Earnings Replacement in Six Months	Adults	\$3,386	\$5,157	Exceed
	Dislocated Workers	85.0%	105.5%	Exceed
	Older Youth	\$2,299	\$3,712	Exceed
Credential/Diploma Rate	Adults	40.0%	32.0%	
	Dislocated Workers	40.0%	33.5%	
	Older Youth	36.0%	20.0%	
	Younger Youth	40.0%	13.3%	
Skill Attainment Rate	Younger Youth	62.3%	95.9%	Exceed

Total participants served and total exiters include clients entering and leaving the program during the period from July 1, 2000 to June 30, 2001. The measurement period for the Younger Youth Diploma Rate and the Younger Youth Skill Attainment Rate is also July 1, 2000 to June 30, 2001. Performance outcomes on all of the other measures are based on clients who exited the program during the period from October 1, 1999 to September 30, 2000.

Table O - Ventura

	Total Participants Served	Adults	291
		Dislocated Workers	292
		Older Youth	68
		Younger Youth	623
ETA Assigned # 6130 Ventura County WIB	Total Exiters	Adults	50
		Dislocated Workers	159
		Older Youth	30
		Younger Youth	390

		Negotiated Performance Level	Actual Performance Level	Status
Entered Employment Rate	Adults	63.3%	63.5%	Exceed
	Dislocated Workers	71.9%	74.9%	Exceed
	Older Youth	58.2%	61.4%	Exceed
Retention Rate	Adults	71.0%	80.6%	Exceed
	Dislocated Workers	85.7%	91.2%	Exceed
	Older Youth	74.1%	74.1%	Met
	Younger Youth	40.7%	51.5%	Exceed
Earnings Change / Earnings Replacement in Six Months	Adults	\$3,268	\$3,483	Exceed
	Dislocated Workers	85.0%	95.8%	Exceed
	Older Youth	\$2,444	\$2,658	Exceed
Credential/Diploma Rate	Adults	40.0%	28.0%	
	Dislocated Workers	40.0%	42.1%	Exceed
	Older Youth	36.0%	11.6%	
	Younger Youth	40.0%	0.0%	
Skill Attainment Rate	Younger Youth	66.2%	88.8%	Exceed

Total participants served and total exiters include clients entering and leaving the program during the period from July 1, 2000 to June 30, 2001. The measurement period for the Younger Youth Diploma Rate and the Younger Youth Skill Attainment Rate is also July 1, 2000 to June 30, 2001. Performance outcomes on all of the other measures are based on clients who exited the program during the period from October 1, 1999 to September 30, 2000.

Table O - Verdugo

Local Area Name Verdugo WIB	Total Participants Served	Adults	154
		Dislocated Workers	232
		Older Youth	25
		Younger Youth	68
ETA Assigned # 6010	Total Exiters	Adults	39
		Dislocated Workers	19
		Older Youth	5
		Younger Youth	0

		Negotiated Performance Level	Actual Performance Level	Status
Entered Employment Rate	Adults	66.3%	80.3%	Exceed
	Dislocated Workers	66.1%	78.4%	Exceed
	Older Youth	56.8%	70.6%	Exceed
Retention Rate	Adults	76.6%	89.7%	Exceed
	Dislocated Workers	78.7%	88.3%	Exceed
	Older Youth	72.3%	78.6%	Exceed
	Younger Youth	39.4%	82.6%	Exceed
Earnings Change / Earnings Replacement in Six Months	Adults	\$3,618	\$5,871	Exceed
	Dislocated Workers	85.0%	110.0%	Exceed
	Older Youth	\$2,677	\$3,427	Exceed
Credential/Diploma Rate	Adults	40.0%	8.2%	
	Dislocated Workers	40.0%	5.4%	
	Older Youth	36.0%	0.0%	
	Younger Youth	40.0%	0.0%	
Skill Attainment Rate	Younger Youth	64.1%	97.0%	Exceed

Total participants served and total exiters include clients entering and leaving the program during the period from July 1, 2000 to June 30, 2001. The measurement period for the Younger Youth Diploma Rate and the Younger Youth Skill Attainment Rate is also July 1, 2000 to June 30, 2001. Performance outcomes on all of the other measures are based on clients who exited the program during the period from October 1, 1999 to September 30, 2000.

Table O - Yolo

Local Area Name Yolo County WIB	Total Participants Served	Adults	53
		Dislocated Workers	110
		Older Youth	17
		Younger Youth	56
ETA Assigned # 6210	Total Exiters	Adults	9
		Dislocated Workers	44
		Older Youth	8
		Younger Youth	25

		Negotiated Performance Level	Actual Performance Level	Status
Entered Employment Rate	Adults	67.3%	85.3%	Exceed
	Dislocated Workers	71.0%	75.9%	Exceed
	Older Youth	60.5%	58.3%	
Retention Rate	Adults	73.6%	91.9%	Exceed
	Dislocated Workers	84.5%	90.9%	Exceed
	Older Youth	77.0%	88.9%	Exceed
	Younger Youth	38.8%	65.4%	Exceed
Earnings Change / Earnings Replacement in Six Months	Adults	\$3,610	\$5,893	Exceed
	Dislocated Workers	85.0%	95.9%	Exceed
	Older Youth	\$2,667	\$5,262	Exceed
Credential/Diploma Rate	Adults	40.0%	15.4%	
	Dislocated Workers	40.0%	24.5%	
	Older Youth	36.0%	0.0%	
	Younger Youth	40.0%	37.5%	
Skill Attainment Rate	Younger Youth	63.1%	91.3%	Exceed

Total participants served and total exiters include clients entering and leaving the program during the period from July 1, 2000 to June 30, 2001. The measurement period for the Younger Youth Diploma Rate and the Younger Youth Skill Attainment Rate is also July 1, 2000 to June 30, 2001. Performance outcomes on all of the other measures are based on clients who exited the program during the period from October 1, 1999 to September 30, 2000.

During the first year of WIA implementation, California has been involved in a number of initial data-gathering activities and special projects that meet the WIA evaluation requirements in Section 136(e). These efforts are described below. Information is also included on State evaluations and programs designed to address relevant issues within the larger context of California's workforce investment system.

WIA Evaluations

One Stop Studies

The State is currently involved in a number of efforts to assess California's One-Stop system including: 1) a comprehensive One-Stop survey and site-visits conducted by State partners; 2) the development of a database for aggregating information related to One-Stop issues and services; and 3) the establishment of a statewide One-Stop certification effort for purposes of developing and validating standards that promote and support the use of the system by both job-seeker and employer customers. A final product, incorporating elements of the three major One-Stop efforts underway, is that of an overall workforce development evaluation for the State as a whole.

A State team consisting of representatives from the California Health and Human Services Agency, the State Board, EDD, the California Department of Education, the Chancellor's Office of California Community Colleges, the Department of Social Services, and the Department of Rehabilitation was convened to consolidate existing data and collect additional data in six key areas of California's One-Stop system. A survey was designed to collect information relevant to One-Stop organization (operations and facilities), information technology infrastructure, universal access, partners' programs and services, and administration.

EDD took the lead in coordinating the One-Stop survey during the spring and summer months of 2001. The survey consisted of two parts—a written portion which went to all 50 local areas and which garnered a 100 percent response rate; and site visits to a sampling of 22 comprehensive One-Stop Centers throughout California. Site visit questionnaires and reports were completed in a standardized format, consisting of topic areas relevant to the written survey documentation. The results of the survey accomplished three critical things for California: 1) It helped to establish the actual number of WIA-funded comprehensive, affiliated, specialized, and kiosk sites in California as 444; 2) By building a database from survey responses, it reflected trends and commonalities throughout the system in terms of both needs for technical

assistance and strategies for effective practices; 3) It created a forum for State level partners to work in multi-disciplinary teams to conduct site visits. Site visits in turn resulted in a multitude of insights into the needs and workings of local areas; and served to benefit both State and local staff. This overall effort has provided California with a solid foundation for conducting subsequent reviews and assessments in the coming year.

To ensure survey results do not lie fallow once compiled, the One-Stop database was created as a means of maintaining and updating trends in One-Stop issues and concerns. The original survey was designed to collect a large set of information without the pressure of "monitoring" or any possible negative or punitive consequences. Concentrating on issues of operations, public accessibility, and partnership, the survey also asked local area staff to report information exclusive to One-Stop centers and service points supported with WIA funding. All information collected was entered into the One-Stop Career Center System (OSCCS) database and classified into ten key areas. While these data describe the elements of California's system in mid-2001, the database is designed to be updated and maintained over time to reflect changes in such elements as service protocols, customers, or trends in the services provided. The database will also serve as a resource providing analytical tools for other One-Stop studies and various evaluation efforts.

As a result of the One-Stop survey effort, State staff has been able to identify common trends throughout California relative to capacity building and technical assistance. One such need, as voiced by a number of local areas, is for State level guidance and support for the certification efforts currently underway in local areas. In response, State board staff, in concert with EDD and other State partners, are working very closely with the California Workforce Association (CWA) to build a State level One-Stop certification process. While local areas by statute are invested with One-Stop and One-Stop Operator designation and certification processes for various purposes of validation and chartering; the State overall is looking for ways to blend local area efforts into a consistent set of quality standards and common nomenclature, primarily for purposes of promoting the use and support of the system. Several efforts are underway in this regard, including the establishment of workgroups; the continuation of team site visits; and intensive coordination with One-Stop communities throughout the State.

Products anticipated from this effort include a common logo; a common glossary or set of terms; both electronic and hard copy One-Stop directories for customer use; and a statewide marketing plan for California's One-Stop system. Results in terms of identified One-Stop standards are expected to feed into on-going maintenance and upgrading of system standards and provide effective tools for conducting on-going assessments of the One-Stop system in California as it evolves and marketing the system on a statewide basis.

WIA Implementation Evaluation

In an attempt to fulfill the larger vision of WIA and the One-Stop system as a vehicle for service delivery, the State is in the process of contracting with an objective, outside evaluator for purposes of looking at the “big picture” and ensuring WIA intent in the long term is developed for compatibility with the larger worlds of workforce preparation, education, and economic development. Toward this end, staff have developed a Request for Proposal (RFP), to ask the larger questions of systems integration, customer satisfaction, and program effectiveness. With an eye toward longevity and continuous improvement, this evaluation will address such issues as the value of WIA participation to the partners; long-term participant success after exiting the program; and the usefulness of data collected as well as suggestions for improvement in this area.

Youth Institute Evaluation Component

This three-year project will include a variety of assessments and evaluations to measure the success of the Institute in achieving key objectives. Methods, deliverables and time frames are provided below.

An initial assessment of California’s 50 Youth Councils is currently underway which includes a baseline questionnaire with telephone follow-up to measure levels of participation, identify roles and responsibilities of members, and determine training and technical assistance needs. A second level assessment will take place after team leaders from each Youth Council have been convened for the first time. Council leaders will be trained on how to use customized tools and apply them to developmental work in their community. An assessment tool will be developed to provide a framework for a set of key quality elements established as model criteria for effective Youth Councils, and for promoting and guiding organizational development over time. These activities will be completed in late December 2001.

The project partners will also conduct an on-going assessment to provide information on current and emerging needs of Youth Councils, the network and front-line practitioners. Activities required to accomplish this objective began in June 2001 and will continue through June 2002. An independent evaluation of this project will be completed in June 2003. The Project Management Team will work closely with the selected evaluator to develop measures that appropriately capture the desired outcomes.

Caregivers Training Initiative

As part of the Governor’s Aging with Dignity Initiative, Caregivers Training Initiative (CTI) legislation was signed in July 2000. This two-year, twenty-five million dollar State and WIA funded initiative addresses the impending shortage of caregivers and awards grants to twelve regional partnerships. The twelve grantees include: Greater Long beach Workforce Development System, Kern County Employers’ Training

Resource Department, North Bay Employment Connection, Northern Rural Training and Employment Consortium, Riverside County Local Workforce Investment Area, Sacramento Employment and Training Agency, San Diego Workforce Partnership, Inc., San Francisco Private Industry Council, San Jose/Silicon Valley Workforce Investment Board, Southeast Los Angeles County Workforce Investment Board, Ventura County Human Services Agency, West Hills Community College District/Central San Joaquin Valley.

The purpose of the grants is to assist in developing well-trained caregivers necessary to meet the growing needs of California's aging and disabled populations and the affected health care industry. Additionally, the grants will increase entry-level employment opportunities for aged-out foster youth and welfare clients. They will also support professional development and career advancement into more highly skilled occupations for the working poor and other underemployed workers. Grant recipients will help train individuals to be Certified Nurse Assistants, Licensed Psychiatric Technicians and other nursing and direct-care staffing needed by the healthcare industry to ensure the strength of community health professionals throughout the State's diverse regions. The programs, which will run approximately eighteen months, are expected to train 5,000 workers. Specific objectives include assessing the program's effectiveness in:

- Increasing recruitment, training, and retention of caregivers;
- Developing effective career ladders for caregivers;
- Improving work environments for caregivers and other staff;
- Assessing the impact of CTI strategies on the populations in receipt of caregiver resources; and
- Developing a better understanding of the labor market for caregivers, including external policy and other factors affecting the market.

Various labor market analyses and program evaluations will occur throughout the project. The final process and outcome report will be issued in December 2003.

Youth Development and Crime Prevention

In June 2001, seven counties were awarded over five million dollars in Federal Alcohol, Drug and Mental Health block grants and Federal WIA Governor's Discretionary grants to fund a new Youth Development and Crime Prevention Initiative. Grants were awarded to partnerships in Butte, Mendocino, Sacramento, San Francisco, Santa Cruz, Solano and Stanislaus to provide alcohol and other drug treatment, mental health counseling, job training and employment opportunities, and mentoring to at-risk youth. This three-year, approximately fifteen million dollar initiative constitutes a collaborative effort among several California Health and Human Services Agency departments, including the Department of Alcohol and Drug Programs, the project lead, the Department of Mental Health and the Employment Development Department. The initiative emphasizes reduction in youth substance abuse and enhancement of youth mental health through common strategies and coordinated services. A major component of the initiative links mentors to program participants to

provide the adult guidance that many at-risk youth lack. Through the initiative, youth will have the opportunity to gain new skills and earn money while working. Expected outcomes throughout the seven county projects include:

- Expanding workforce investment opportunities,
- Serving and placing wards of the court in work experience or internships,
- Placing youth on probation, emotionally disturbed, and homeless into employment and work experience, and
- Improving the educational levels of Out-of-school youth on probation for substance abuse problems to assist them in earning their GED upon completion of the program.

Three of the seven grantees have plans to conduct an evaluation of their local projects upon completion. The State-level partnership is currently seeking additional foundation money to support a project-wide evaluation.

Governor's Competitively Awarded Discretionary Projects

In February 2001, Governor Davis awarded \$20 million in 15 percent discretionary funds to 46 special projects designed to address a variety of unmet workforce investment needs. Collectively, these projects target rural and urban workers with barriers to employment including at-risk pregnant teens, homeless, non-custodial parents, farm workers, Silicon Valley computer workers who need upgraded skills and others. These projects became operational in March 2001 and are scheduled to terminate in December 2002.

A review of these projects will be conducted to provide information to the State Board on the status of their activities and the progress made towards achieving specific goals. The review will address issues related to program effectiveness, long-term sustainability funding strategies, and customer satisfaction among the participants. Administrative or management challenges will also be identified along with technical assistance needs in each location. The approach will include interviews conducted with project administrators in each location using a guide with standardized questions that was developed for the purpose of this review. A final report will be prepared to summarize the findings. It is anticipated that the review will be completed in the spring of 2002 and the final report will be available in June 2002.

Related Evaluations and Programs

RWPEDA Evaluation

California's Regional Workforce Preparation and Economic Development Act (RWPEDA) was enacted in 1998 to support California's continued economic growth through the establishment of a comprehensive workforce development system linking education, workforce preparation and economic development. The RWPEDA had three principal components. First, it required a partnership, documented by a Memorandum of Understanding, between four State officials with key responsibilities for workforce development; the Secretary of Health and Human Services Agency, the Secretary of Technology, Trade and Commerce Agency, the State Superintendent of Public Instruction and the Chancellor of the California Community Colleges. Second, the partners were required to support at least five regional projects through the redirection of five million dollars in available funds each year over a three year period. Third, the Act required the partners to create an integrated State workforce development plan to provide a policy framework for all future programs.

The agency partners entered into an agreement that resulted in the funding of six local partnerships in July 1998. Funds were awarded to partnerships in Los Angeles County, the Inland Empire (Riverside and San Bernardino Counties), Ventura County, the Northern San Joaquin Valley (eight counties), the East Bay (Alameda and Contra Costa Counties) and Humboldt County. The partners also developed a strategy for collaboration and planning that was issued in March 2000 as *California Workforce Development; A Policy Framework for Economic Growth*. This document is available on-line at www.regcolab.cahwnet.gov.

In August 2001, the State partners selected an outside consultant to complete a comprehensive evaluation of the six local partnerships that were funded under the Act. The purpose of this evaluation is to determine the success of these projects in accomplishing their goals and the longer-term impact of the required collaboration on federal, state and local workforce preparation programs and initiatives. The evaluation approach will include interviews with State and local officials who have been directly involved in these projects as well as data available through local reporting and filing systems. It is anticipated that the results of the evaluation will be available in May of 2002.

Performance Based Accountability System

As a result of State legislation enacted on January 1, 1996 (Senate Bill 645), California established a Performance Based Accountability (PBA) system to measure the outcomes achieved by the State's publicly funded employment and training programs. The system is shaped by multiple agencies converging to streamline performance reporting and outcome measurement to support continuous improvement of publicly funded workforce program services. Participating agencies include:

- California Community Colleges
- Department of Education
- Department of Rehabilitation
- Department of Social Services
- Employment Development Department
- Employment Training Panel

The State Board's PBA Committee is responsible for the continued development of the PBA System. The PBA Committee is a collaboration of public and private sector representatives who have specific interest in California's investment in workforce preparation. The PBA system produces annual reports that depict employment and earnings outcomes of participants in the State's workforce preparation system. The system produces cost effective, objective information at the State and local level to guide decision-makers, employers, job seekers and program administrators. The Third Annual PBA Report was released August 15, 2001 and, as of November 2001, is available on the www.calwia.org website, in addition to the first and second annual reports. Each year, for continuous improvement, PBA Committee and staff seek feedback from a peer review panel of national experts in addition to the various customers of the system. Plans are currently underway to enhance the ad-hoc reporting capacity and electronic delivery of the multiple facets of information available in this comprehensive system. The enhanced system will also be used to support future WIA Eligible Training Provider performance reporting requirements.

Labor Market Information Programs

California's employment statistics system incorporates a number of products developed by America's Labor Market Information System (ALMIS) consortium. For example, California data has been loaded into the ALMIS database and staff in EDD's Labor Market Information Division (LMID) are working with a consortium of states to develop customer-friendly front-ends for this database. The Workforce Informer application is currently in development, and the generic form of the application should be available in Spring 2002. California also is testing the ALMIS long-term and short-term projections software for statewide and local projections, and exploring the feasibility of replacing the current projections process with these new products.

Other ALMIS products available in California include the ALMIS Commercial Employer Database, which one-stop centers can use to assist in job search and job development efforts. In addition, California has participated in developing the Occupational Information Network (O*NET) since 1996 as one of five competitively selected pilot sites. These efforts involve collecting occupational skills information for inclusion in the O*NET database and using the O*NET skills data to assist businesses and dislocated workers in layoff situations through the identification of transferable skills and comparable occupations.

The LMID also administers Federal-State Cooperative Statistical Programs that provide key information for the State's employment statistics system. These programs include the Current Employment Statistics Program (CES), the CES Agriculture

Program, the Local Area Unemployment Statistics Program (LAUS), the Occupational Employment Statistics Program (OES), the Covered Employment and Wages Program, or ES-202, and the Mass Layoff Statistics Program (MLS). Relevant information from these programs is provided to One-Stop customers and many state-level labor market information programs incorporate these data in their products and services.

State programs that serve California's workforce investment system include:

- Area Services Program, which provides consultant services, training, and assistance in using labor market information to local employment and training practitioners and others through a network of 29 out-stationed analysts and managers;
- California Cooperative Occupational Information System (CCOIS), which publishes local occupational research findings for 35 labor market areas available in hard copy and via the Internet; and
- Employment Projections Program, which provides projections of occupational and industrial employment trends for the state, counties, and CCOIS areas.

The LMID also conducts a variety of research and product development activities that provide employment statistics information to One-Stop customers including:

- California Career Notes, which describe 50 entry-level jobs with a future, and include job descriptions and requirements, wages, projected job openings, training, and upward mobility opportunities;
- California Job Prospects, a career information guide with regional labor market information;
- California Occupational Guides, career fact sheets that provide statewide information about job duties, working conditions, employment outlook, wages and benefits, and entrance requirements for more than 350 occupations;
- Occupational Outlook Reports, which provide local information including wages and benefits, skill requirements, employee supply and demand, education levels, and training resources for selected occupations in 38 regions in California;
- Projections and Planning Information Reports, which provide statewide or county-specific labor force data, wage and salary employment, employment projections, and social/economic data.
- County snapshots, which provide brief overviews of each of the county's labor markets.
- Recently LMID staff completed a comprehensive review of health care occupations, in comparison to occupations, which compete for the same potential workers. The outcome of this study is the *Quest for Caregivers*, which is available in print and on-line at <http://www.calmis.ca.gov>.
- California's Labor Market Information System, an Internet site that provides customers with access to nearly 3,500 data files and reports from LMID covering current, historical, and trend information about the labor market, industry employment, occupational information, and wage information;

- California Training and Education Providers (CTEP), a comprehensive database of colleges and vocational training providers in California on CD-ROM and on the Internet at <http://www.soicc.ca.gov/#CTEP>;
- Economic Development Web Page, providing on-line labor market information customized for the economic development community;
- California Career and Training Information System (CaCTIS), an automated career exploration application that connects career information with local wage information, projections, training provider information, and links to related job opportunities listed on America's Job Bank;
- Local occupational and wage data from the annual OES survey and from the CCOIS surveys; and
- WorkSmart, an Internet-based self-help system for delivering soft-skill and occupational information.

Planned improvements to California's labor market infrastructure and services over the coming year include:

- Developing an e-government strategic plan to accomplish eighteen strategic initiatives, with intent to transform the way in which products and services are created for and delivered to a diverse customer base;
- Refocusing marketing efforts and establishing an "editor" function to improve the readability of products for non-technical customers;
- Establishing a new Applied Research function to conduct original research in a variety of areas relevant to California's workforce investment system;
- Exercising a leadership role in national Bureau of Labor Statistics (BLS) programs to insure these programs address California issues; and
- Working with the Technology, Trade and Commerce Agency to develop labor market information products that will enhance regional planning and economic development efforts by providing occupational information that is industry-specific and designed to address the unique characteristics of the labor market in a particular region.