

Florida



Annual Report
Fiscal Year
2001-2002

December 6, 2002

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Appendices

2001-2002 WIA Annual Report Part 2

Federal WIA Annual Report Supporting Tables

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FLORIDA PROGRAM YEAR 2001-2002 STATE WIA PERFORMANCE

Negotiated Performance Measures Summary

Performance Measure	Negotiated Performance Level	Actual Performance Levels		
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For July 2001 through June 2002 Exiters.

Participant			# Exiters	35,050
Customer Satisfaction Score	68.0	76.7	# Completed Surveys	5,718
			Sample Size	7,691
Employer			# Customers	43,398
Customer Satisfaction Score	65.0	74.3	# Completed Surveys	6,814
			Sample Size	9,291

For October 2000 through September 2001 Exiters

Adult Entered Employment Rate	65.50%	73.01%	Numerator	7,638
			Denominator	10,462
Adult Employment Retention Rate	79.50%	82.04%	Numerator	8,538
			Denominator	10,407
Adult Earnings Change in Six Months	\$3,400	\$4,246	Numerator	\$44,192,668
			Denominator	10,407
Adult Employment and Credential Rate	41.00%	54.31%	Numerator	4,013
			Denominator	7,389
Dislocated Worker Entered Employment Rate	66.00%	82.18%	Numerator	6,739
			Denominator	8,200
Dislocated Worker Employment Retention Rate	81.00%	87.58%	Numerator	5,900
			Denominator	6,739
Dislocated Worker Earnings Replacement in Six Months	93.00%	162.08%	Numerator	\$47,952,948
			Denominator	\$77,722,257
Dislocated Worker Employment and Credential Rate	41.00%	59.52%	Numerator	3,250
			Denominator	5,460
Older Youth Entered Employment Rate	66.00%	66.06%	Numerator	866
			Denominator	1,311
Older Youth Employment Retention Rate	81.00%	79.02%	Numerator	859
			Denominator	1,087
Older Youth Earnings Change in Six Months	\$3,100	\$3,757	Numerator	\$4,083,492
			Denominator	1,087
Older Youth Credential Rate	31.00%	28.90%	Numerator	446
			Denominator	1,543
Younger Youth Retention Rate	40.00%	51.62%	Numerator	1,085
			Denominator	2,102

For July 2001 through June 2002 Exiters

Younger Youth Skill Attainment Rate	51.00%	75.07%	Numerator	20,309
			Denominator	27,053
Younger Youth Diploma or Equivalent Attainment Rate	40.00%	46.34%	Numerator	917
			Denominator	1,979

DEFINITIONS FOR WIA CORE PERFORMANCE MEASURES

Customer Satisfaction Measures

Participant Satisfaction

The weighted average of participant ratings on each of the three questions regarding overall satisfaction are reported on a 0-100 point scale. The score is a weighted average, not a percentage.

Employer Satisfaction

The weighted average of employer ratings on each of the three questions regarding overall satisfaction are reported on a 0-100 point scale. The score is a weighted average, not a percentage.

Adult Measures

Adult Entered Employment Rate

Of those who are not employed at registration:

Number of adults who have entered employment by the end of the first quarter after exit divided by the number of adults who exist during the quarter.

Adult Employment Retention Rate at Six Months

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

Number of adults who are employed in the third quarter after exit divided by the number of adults who exit during the quarter.

Adult Average Earnings Change in Six Months

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

Total post-program earnings (earnings in quarter 2 + quarter 3 after exit) minus pre-program earnings (earnings in quarter 2 + quarter 3 prior to registration) divided by the number of adults who exit during the quarter.

Adult Employment and Credential Rate

Of adults who received training services:

Number of adults who were employed in the first quarter after exit and received a credential by the end of the third quarter after exit divided by the number of adults who exited services during the quarter.

Dislocated Worker Measures

Dislocated Worker Entered Employment Rate

Number of dislocated workers who have entered employment by the end of the first quarter after exit divided by the number of dislocated workers who exit during the quarter

Dislocated Worker Employment Retention Rate at Six Months

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

Number of dislocated workers who are employed in the third quarter after exit divided by the number of dislocated workers who exit during the quarter.

Dislocated Worker Earnings Replacement Rate in Six Months

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

Total post-program earnings (earnings in quarter 2 + quarter 3 after exit) divided by the pre-dislocation earnings (earnings in quarters 2 + quarter 3 prior to dislocation)

Dislocated Worker Employment and Credential Rate

Of dislocated workers who received training services:

Number of dislocated workers who were employed in the first quarter after exit and received a credential by the end of the third quarter after exit divided by the number of dislocated workers who exited services during the quarter.

Older Youth (Age 19-21) Measures

Older Youth Entered Employment Rate

Of those who are not employed at registration and who are not enrolled in post-secondary education or advanced training in the first quarter after exit:

Number of older youth who have entered employment by the end of the first quarter after exit divided by the number of older youth who exit during the quarter.

Older Youth Employment Retention Rate at Six Months

Of those who are employed in the first quarter after exit and who are not enrolled in post-secondary education or advanced training in the third quarter after exit:

Number of older youth who are employed in third quarter after exit divided by the number of older youth who exit during the quarter.

Older Youth Average Earnings Change in Six Months

Of those who are employed in the first quarter after exit and who are not enrolled in post-secondary education or advanced training in the third quarter after exit:

Total post-program earnings (earnings in quarter 2 + quarter 3 after exit) minus pre-program earnings (earnings in quarter 2 + quarter 3 prior to registration) divided by the number of older youth who exit during the quarter.

Older Youth Credential Rate

Number of older youth who are in employment, post-secondary education, or advanced training in the first quarter after exit and received a credential by the end of the third quarter after exit divided by the number of older youth who exit during the quarter.

Younger Youth (Age 14-18) Measures

Younger Youth Skill Attainment Rate

Of all in-school youth and any out-of-school youth assessed to be in need of basic skills, work readiness skills, and/or occupational skills:

Total number of basic skills goals attained by younger youth plus number of work readiness skills goals attained by younger youth plus number of occupational skills goals attained by

younger youth divided by the total number of basic skills goals plus the number of work readiness skills plus the number of occupational skills goals set.

Younger Youth Diploma or Equivalent Attainment

Of those who register without a diploma or equivalent:

Number of younger youth who attained secondary school diploma or equivalent by the end of the first quarter after exit divided by the number of younger youth who exit during the quarter (except those still in secondary school at exit)

Younger Youth Retention Rate

Number of younger youth found in one of the following categories in the third quarter following exit:

- _post secondary education
- _advanced training
- _employment
- _military service
- _qualified apprenticeships

divided by the number of younger youth who exit during the quarter (except those still in secondary school at exit).

FY ENDING 6/30/2002
STATE 15% SET-ASIDE PROJECTS

Project	Time Period	Purpose	Performance Required	Performance Achieved
Tampa Bay Regional Workforce Consortium	10/20/00 to 6/30/01	To do surveys and create a master plan for the area to include employers in the workforce system.	Eight deliverables in three phases all relating products to provide employer services.	All deliverables met
Special Information Technology Grant To RWB 3	11/1/01 to 9/30/02	Eight deliverables relating to information technology	One deliverable not met due to instructor problems	Served 37
High Tech Corridor Council/Intelligence Job Matching System	11/30/01 to 6/30/02	To construct a state of the art non-duplicative system designed to give Florida business access to current labor market data in a user friendly format.	Six deliverables that included surveys, data base electronic file and one-stop action file	All six deliverables successfully met.
University of West Florida, First Jobs Institute	10/12/01 to 6/30/02	Implementation of the First Jobs Institute to identify through research first job barriers for youth.	Four major deliverables	Problems with the five seminars deliverable; other deliverables met
Career paths for Youth	1/3/01 to 6/30/02	Five contracts with entities associated with employer activities such as youth mentoring, education job coaching, etc.	A goal of 1850 participants served in five contracts	1,176 served in five separate contracts - some records destroyed in a plane crash
First Jobs Course Change (Youth)	5/17/01 to 6/30/02	20 regional boards participated with local projects to implement multifaceted, innovative programs working with eligible youth through one-stops.	A goal of 50,000 participants in 20 separate programs	Over 50,00 participants and 350 participating employers
Operation Paycheck	12/18/01 to 12/31/03	A program that credits Floridians with skills and experiences gained in their fields and apply that credit toward accelerated training and place them in demand occupations.		8326 enrolled with 741 exiters @6/30/02
Incumbent Worker Program	Multiple Projects		See High Skills/High Wages Council Activities and Accomplishments (page25).	

FY ENDING 6/30/2002
STATE 15% SET-ASIDE PROJECTS
(Continued)

Project	Time Period	Purpose	Performance Required	Performance Achieved
Contract Coalition of Palm Beach and Treasure Coast RWBs 13 & 20	8/2/01 to 6/30/02	Develop, validate and implement an employer driven program of industry driven occupational standards and certification.	Six deliverables relating to identification, curricula development and certifications.	All deliverables met, including 90 participants to test information and curricula.
Targeted Industry Sector Training Challenge for 2001-2002	11/1/01 to 6/30/02	11 RWB's participated in training employees statewide in programs aligned with economically targeted sectors.	Train 4054 Certify 3017	Trained 4202 Certified 3998
First Jobs Course Change	5/17/01 – 6/30/02	To implement multi-faceted innovative programs targeting eligible youth through one-stop centers. 20 Regional Workforce Boards participated.	Programs design and application for support programs for youth such as mentoring, job coaching and counseling.	51,783 served
Brandt Systems	7/1/01 to 7/31/02	Phone surveys to meet federal requirements for employers participating in the workforce system.	All deliverables relating to the phone survey in accordance with federal standards.	All deliverables met or exceeded.
Florida Space Research Institute (NASA)	6/11/01 – 9/30/02	Develop and implementation of a pilot aerospace "Advanced Learning Environment" workforce education program that supports state-wide growth of space related commercial and governmental programs.	Web site developed for employed worker distance learning and tested with 1,320 participants (aerospace employed workers).	Web Site developed and tested with over 1,700 participants all deliverables met.
Florida Trend	11/01/01 to 6/30/02	To educate employers and the public on the one-stop delivery system and how employer and job seekers can benefit from the system. (youth emphasis)	Series of one-page ads on workforce issues published in the Florida Trend.	Products were satisfactorily delivered.
Geographic Solutions	1/1/01 to 12/31/02	To work with WFI and AWI to establish and communicate, via a web site, a statewide occupational demand listing for occupations of higher value	Various deliverables associated with the end product of a state-wide targeted occupations list.	All deliverables were met.
DOE (FETPIP)	7/1/01 to 6/30/02	To receive follow-up status on participants in the various funding streams relative to placement and wages.	Various deliverables associated with placement data.	All deliverables were met.

**Agency for Workforce Innovation - Annual Program Expenditures
FY 2001-02 (July 1, 2001 to June 30, 2002)
WIA Rapid Response Funds**

RWB	WIA Rapid Response Allocation	WIA Rapid Response Expenditures	Total Direct Client Services (DCS)	% DCS
1	180,515	180,515	180,515	100.00%
2	235,000	230,046	230,046	100.00%
3	90,250	90,250	90,250	100.00%
4	46,000	46,000	46,000	100.00%
5	NA	NA	NA	NA
6	525,000	525,000	525,000	100.00%
7	989,250	989,250	989,250	100.00%
8	515,970	515,970	515,970	100.00%
9	135,000	135,000	135,000	100.00%
10	44,836	44,836	44,836	100.00%
11	50,000	50,000	50,000	100.00%
12	NA	NA	NA	NA
13	300,000	300,000	300,000	100.00%
14	500,000	1,156	1,156	100.00%
15	NA	NA	NA	NA
16	NA	NA	NA	NA
17	NA	NA	NA	NA
18	NA	NA	NA	NA
19	NA	NA	NA	NA
20	NA	NA	NA	NA
21	150,000	150,000	150,000	100.00%
22	500,000	211,352	211,352	100.00%
23	500,000	0	0	0.00%
24	NA	NA	NA	NA
Statewide Program Services	4,761,821	3,469,375	3,469,375	100.00%
Operation Paycheck	6,700,000	6,700,030	6,700,030	100.00%
Total Rapid Response	11,461,821	10,169,405	10,169,405	100.00%

FLORIDA WIA FINANCIAL STATEMENT				
7/1/01 TO 6/30/02				
Operating Results	Available	Expended	Pct.	Balance Remaining
Total All Funds Sources	\$167,574,729	\$140,525,287	83.9%	\$27,049,442
Adult Program Funds	\$29,388,715	\$24,746,353	84.2%	\$4,642,362
Adult Carry in Monies	\$10,647,382	\$10,647,382	100.0%	\$0
Total Available Local Adult Program Funds	\$40,036,097	\$35,393,735	88.4%	\$4,642,362
Dislocated Worker Program Funds	\$21,207,806	\$17,418,035	82.1%	\$3,789,771
Dislocated Worker Carry in Monies	\$11,230,295	\$11,230,295	100.0%	\$0
Total Available Local Dislocated Worker Program Funds	\$32,438,101	\$28,648,330	88.3%	\$3,789,771
Youth Program Funds	\$31,423,938	\$25,522,474	81.2%	\$5,901,464
Youth Carry in Monies	\$12,245,120	\$12,245,120	100.0%	\$0
Total Available Local Youth Program Funds	\$43,669,058	\$37,767,594	86.5%	\$5,901,464
Out-of-School Youth		\$14,032,948		
In-School Youth		\$23,734,646		
Summer Employment Opportunities		\$11,767,840		
Local Administration Funds	\$9,113,385	\$2,943,791	32.3%	\$6,169,594
Carry in Monies	\$3,791,422	\$3,791,422	100.0%	\$0
Total Available Local Administration Program Funds	\$12,904,807	\$6,735,213	52.2%	\$6,169,594
Rapid Response Funds	\$9,827,854	\$8,535,438	86.8%	\$1,292,416
Carry in Monies	\$1,633,967	\$1,633,967	100.0%	\$0
Total Available State Level Rapid Response Funds	\$11,461,821	\$10,169,405	88.7%	\$1,292,416
Statewide Activity Funds	\$17,601,467	\$12,347,632	70.2%	\$5,253,835
Carry in Monies	\$9,463,378	\$9,463,378	100.0%	\$0
Total Available Statewide Activity Funds	\$27,064,845	\$21,811,010	80.6%	\$5,253,835

TABLE 6: PROGRAM YEAR 2001-2002 WIA EXPENDITURES/COST PER POSITIVE OUTCOME*
ADULT PROGRAM
10/1/00 TO 9/30/01

REGION 1	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOME	COST PER POS. OUTCOME
TOTAL AVAIL.	\$895,348	100.0%				
TOTAL EXPEND.	\$762,333	85.1%	386	\$1,975	143	\$5,331
EXPEND. OTHER SERVICES**	\$371,112	48.7%	386	\$961	143	\$2,595
EXPEND. TRAINING	\$336,619	44.2%	341	\$987	108	\$3,117

REGION 2	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOME	COST PER POS. OUTCOME
TOTAL AVAIL.	\$203,206	100.0%				
TOTAL EXPEND.	\$192,737	94.8%	195	\$988	47	\$4,101
EXPEND. OTHER SERVICES**	\$37,579	19.5%	195	\$193	47	\$800
EXPEND. TRAINING	\$155,158	80.5%	104	\$1,492	33	\$4,702

REGION 3	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOME	COST PER POS. OUTCOME
TOTAL AVAIL.	\$532,402	100.0%				
TOTAL EXPEND.	\$453,288	85.1%	187	\$2,424	66	\$6,868
EXPEND. OTHER SERVICES**	\$187,300	41.3%	187	\$1,002	66	\$2,838
EXPEND. TRAINING	\$265,988	58.7%	184	\$1,446	56	\$4,750

REGION 4	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOME	COST PER POS. OUTCOME
TOTAL AVAIL.	\$816,458	100.0%				
TOTAL EXPEND.	\$777,327	95.2%	695	\$1,118	438	\$1,775
EXPEND. OTHER SERVICES**	\$334,377	43.0%	695	\$481	438	\$763
EXPEND. TRAINING	\$411,417	52.9%	330	\$1,247	117	\$3,516

REGION 5	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOME	COST PER POS. OUTCOME
TOTAL AVAIL.	\$333,337	100.0%				
TOTAL EXPEND.	\$302,147	90.6%	435	\$695	96	\$3,147
EXPEND. OTHER SERVICES**	\$127,962	42.4%	435	\$294	96	\$1,333
EXPEND. TRAINING	\$144,290	47.8%	246	\$587	56	\$2,577

REGION 6	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOME	COST PER POS. OUTCOME
TOTAL AVAIL.	\$297,448	100.0%				
TOTAL EXPEND.	\$287,512	96.7%	317	\$907	112	\$2,567
EXPEND. OTHER SERVICES**	\$2,464	0.9%	317	\$8	112	\$22
EXPEND. TRAINING	\$271,474	94.4%	196	\$1,385	86	\$3,157

REGION 7	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOME	COST PER POS. OUTCOME
TOTAL AVAIL.	\$268,053	100.0%				
TOTAL EXPEND.	\$267,051	99.6%	145	\$1,842	85	\$3,142
EXPEND. OTHER SERVICES**	\$30,000	11.2%	145	\$207	85	\$353
EXPEND. TRAINING	\$210,346	78.8%	144	\$1,461	84	\$2,504

REGION 8	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOME	COST PER POS. OUTCOME
TOTAL AVAIL.	\$1,926,133	100.0%				
TOTAL EXPEND.	\$1,798,515	93.4%	1,156	\$1,556	416	\$4,323
EXPEND. OTHER SERVICES**	\$265,027	14.7%	1,156	\$229	416	\$637
EXPEND. TRAINING	\$1,514,706	84.2%	1,069	\$1,417	386	\$3,924

REGION 9	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOME	COST PER POS. OUTCOME
TOTAL AVAIL.	\$400,283	100.0%				
TOTAL EXPEND.	\$391,864	97.9%	116	\$3,378	46	\$8,519
EXPEND. OTHER SERVICES**	\$147,444	37.6%	116	\$1,271	46	\$3,205
EXPEND. TRAINING	\$207,231	52.9%	109	\$1,901	42	\$4,934

Source: Agency for Workforce Innovation, 11/11/01.

TABLE 6: PROGRAM YEAR 2001-2002 WIA EXPENDITURES/COST PER POSITIVE OUTCOME*

ADULT PROGRAM

10/1/00 TO 9/30/01

* Positive outcomes include entered employment and the successful completion of services to employed workers to assist them in upgrading their employment.

** Assisted core and intensive services constitute "Other Services". All those who receive Training must have received core and intensive services pursuant to WIA regulations.

TABLE 6: PROGRAM YEAR 2001-2002 WIA EXPENDITURES/COST PER POSITIVE OUTCOME*
ADULT PROGRAM
10/1/00 TO 9/30/01

REGION 10	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOME	COST PER POS. OUTCOME
TOTAL AVAIL.	\$792,471	100.0%				
TOTAL EXPEND.	\$787,806	99.4%	238	\$3,310	62	\$12,707
EXPEND. OTHER SERVICES**	\$552,232	70.1%	238	\$2,320	62	\$8,907
EXPEND. TRAINING	\$210,837	26.8%	227	\$929	59	\$3,574

REGION 11	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOME	COST PER POS. OUTCOME
TOTAL AVAIL.	\$764,584	100.0%				
TOTAL EXPEND.	\$755,273	98.8%	613	\$1,232	370	\$2,041
EXPEND. OTHER SERVICES**	\$147,885	19.6%	613	\$241	370	\$400
EXPEND. TRAINING	\$587,299	77.8%	378	\$1,554	172	\$3,415

REGION 12	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOME	COST PER POS. OUTCOME
TOTAL AVAIL.	\$1,566,412	100.0%				
TOTAL EXPEND.	\$1,504,997	96.1%	1,258	\$1,196	277	\$5,433
EXPEND. OTHER SERVICES**	\$692,128	46.0%	1,258	\$550	277	\$2,499
EXPEND. TRAINING	\$675,252	44.9%	374	\$1,805	141	\$4,789

REGION 13	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOME	COST PER POS. OUTCOME
TOTAL AVAIL.	\$865,336	100.0%				
TOTAL EXPEND.	\$861,692	99.6%	332	\$2,595	139	\$6,199
EXPEND. OTHER SERVICES*	\$327,007	37.9%	332	\$985	139	\$2,353
EXPEND. TRAINING	\$463,055	53.7%	278	\$1,666	117	\$3,958

REGION 14	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOME	COST PER POS. OUTCOME
TOTAL AVAIL.	\$925,947	100.0%				
TOTAL EXPEND.	\$867,389	93.7%	1,119	\$775	239	\$3,629
EXPEND. OTHER SERVICES**	\$346,955	40.0%	1,119	\$310	239	\$1,452
EXPEND. TRAINING	\$520,434	60.0%	842	\$618	157	\$3,315

REGION 15	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOME	COST PER POS. OUTCOME
TOTAL AVAIL.	\$1,172,148	100.0%				
TOTAL EXPEND.	\$1,048,058	89.4%	511	\$2,051	146	\$7,178
EXPEND. OTHER SERVICES**	\$174,306	16.6%	511	\$341	146	\$1,194
EXPEND. TRAINING	\$835,048	79.7%	395	\$2,114	121	\$6,901

REGION 16	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOME	COST PER POS. OUTCOME
TOTAL AVAIL.	\$680,577	100.0%				
TOTAL EXPEND.	\$590,717	86.8%	176	\$3,356	39	\$15,147
EXPEND. OTHER SERVICES**	\$381,759	64.6%	176	\$2,169	39	\$9,789
EXPEND. TRAINING	\$208,958	35.4%	171	\$1,222	39	\$5,358

REGION 17	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOME	COST PER POS. OUTCOME
TOTAL AVAIL.	\$1,308,488	100.0%				
TOTAL EXPEND.	\$638,378	48.8%	541	\$1,180	259	\$2,465
EXPEND. OTHER SERVICES**	\$598,965	93.8%	541	\$1,107	259	\$2,313
EXPEND. TRAINING	\$0	0.0%	234	\$0	107	\$0

* Positive outcomes include entered employment and the successful completion of services to employed workers to assist them in upgrading their employment.

** Assisted core and intensive services constitute "Other Services". All those who receive Training must have received core and intensive services pursuant to WIA regulations.

TABLE 6: PROGRAM YEAR 2001-2002 WIA EXPENDITURES/COST PER POSITIVE OUTCOME*
ADULT PROGRAM
10/1/00 TO 9/30/01

REGION 18	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOME	COST PER POS. OUTCOME
TOTAL AVAIL.	\$431,696	100.0%				
TOTAL EXPEND.	\$427,003	98.9%	67	\$6,373	27	\$15,815
EXPEND. OTHER SERVICES**	\$368,238	86.2%	67	\$5,496	27	\$13,638
EXPEND. TRAINING	\$27,717	6.5%	62	\$447	26	\$1,066

REGION 19	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOME	COST PER POS. OUTCOME
TOTAL AVAIL.	\$426,484	100.0%				
TOTAL EXPEND.	\$374,865	87.9%	253	\$1,482	60	\$6,248
EXPEND. OTHER SERVICES**	\$211,869	56.5%	253	\$837	60	\$3,531
EXPEND. TRAINING	\$162,996	43.5%	100	\$1,630	56	\$2,911

REGION 20	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOME	COST PER POS. OUTCOME
TOTAL AVAIL.	\$2,021,971	100.0%				
TOTAL EXPEND.	\$1,946,954	96.3%	904	\$2,154	251	\$7,757
EXPEND. OTHER SERVICES**	\$842,396	43.3%	904	\$932	251	\$3,356
EXPEND. TRAINING	\$1,104,558	56.7%	884	\$1,250	214	\$5,161

REGION 21	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOME	COST PER POS. OUTCOME
TOTAL AVAIL.	\$2,434,433	100.0%				
TOTAL EXPEND.	\$2,386,946	98.0%	2,920	\$817	1,069	\$2,233
EXPEND. OTHER SERVICES**	\$1,012,259	42.4%	2,920	\$347	1,069	\$947
EXPEND. TRAINING	\$1,169,338	49.0%	863	\$1,355	281	\$4,161

REGION 22	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOME	COST PER POS. OUTCOME
TOTAL AVAIL.	\$3,055,970	100.0%				
TOTAL EXPEND.	\$1,300,002	42.5%	970	\$1,340	470	\$2,766
EXPEND. OTHER SERVICES**	\$623,691	48.0%	970	\$643	470	\$1,327
EXPEND. TRAINING	\$455,835	35.1%	803	\$568	375	\$1,216

REGION 23	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOME	COST PER POS. OUTCOME
TOTAL AVAIL.	\$8,056,173	100.0%				
TOTAL EXPEND.	\$7,628,689	94.7%	11,841	\$644	3,625	\$2,104
EXPEND. OTHER SERVICES**	\$4,789,291	62.8%	11,841	\$404	3,625	\$1,321
EXPEND. TRAINING	\$2,839,398	37.2%	4,897	\$580	907	\$3,131

REGION 24	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOME	COST PER POS. OUTCOME
TOTAL AVAIL.	\$1,544,455	100.0%				
TOTAL EXPEND.	\$1,407,668	91.1%	411	\$3,425	150	\$9,384
EXPEND. OTHER SERVICES**	\$464,124	33.0%	411	\$1,129	150	\$3,094
EXPEND. TRAINING	\$908,264	64.5%	326	\$2,786	123	\$7,384

REGIONS 1-24 TOTALS	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOME	COST PER POS. OUTCOME
TOTAL AVAIL.	\$31,719,813	100.0%				
TOTAL EXPEND.	\$27,778,119	87.6%	25,176	\$1,103	8,708	\$3,190
EXPEND. OTHER SERVICES**	\$13,036,370	46.9%	25,176	\$518	8,708	\$1,497
EXPEND. TRAINING	\$13,686,218	49.3%	13,507	\$1,013	3,938	\$3,475

* Positive outcomes include entered employment and the successful completion of services to employed workers to assist them in upgrading their employment.

** Assisted core and intensive services constitute "Other Services". All those who receive Training must have received core and intensive services pursuant to WIA regulations.

**TABLE 7: PROGRAM YEAR 2001-2002 WIA EXPENDITURES
DISLOCATED WORKER PROGRAM
10/1/00 TO 9/30/01**

REGION 1	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL PLACED	COST PER ENTERED EMPLOYMENT
TOTAL AVAIL.	\$597,812	100.0%				
TOTAL EXPEND.	\$597,567	100.0%	535	\$1,117	263	\$ 2,272
EXPEND. OTHER SERVICES*	\$340,611	57.0%	535	\$637	263	\$ 1,295
EXPEND. TRAINING	\$216,484	36.2%	413	\$524	169	\$ 1,281

REGION 2	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL PLACED	COST PER ENTERED EMPLOYMENT
TOTAL AVAIL.	\$241,137	100.0%				
TOTAL EXPEND.	\$238,891	99.1%	296	\$807	98	\$2,438
EXPEND. OTHER SERVICES*	\$32,405	13.6%	296	\$109.48	98	\$331
EXPEND. TRAINING	\$206,486	86.4%	215	\$960	55	\$3,754

REGION 3	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL PLACED	COST PER ENTERED EMPLOYMENT
TOTAL AVAIL.	\$192,080	100.0%				
TOTAL EXPEND.	\$177,338	92.3%	142	\$1,249	74	\$2,396
EXPEND. OTHER SERVICES*	\$82,820	46.7%	142	\$583	74	\$1,119
EXPEND. TRAINING	\$94,518	53.3%	138	\$685	74	\$1,277

REGION 4	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL PLACED	COST PER ENTERED EMPLOYMENT
TOTAL AVAIL.	\$501,980	100.0%				
TOTAL EXPEND.	\$489,302	97.5%	251	\$1,949	85	\$5,756
EXPEND. OTHER SERVICES*	\$209,625	42.8%	251	\$ 835	85	\$2,466
EXPEND. TRAINING	\$272,576	55.7%	249	\$1,095	83	\$3,284

REGION 5	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL PLACED	COST PER ENTERED EMPLOYMENT
TOTAL AVAIL.	\$161,939	100.0%				
TOTAL EXPEND.	\$125,768	77.7%	154	\$817	30	\$4,192
EXPEND. OTHER SERVICES*	\$54,962	43.7%	154	\$357	30	\$1,832
EXPEND. TRAINING	\$50,025	39.8%	77	\$650	14	\$3,573

REGION 6	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL PLACED	COST PER ENTERED EMPLOYMENT
TOTAL AVAIL.	\$154,218	100.0%				
TOTAL EXPEND.	\$153,061	99.2%	149	\$1,027	49	\$3,124
EXPEND. OTHER SERVICES*	\$104,655	68.4%	149	\$702	49	\$2,136
EXPEND. TRAINING	\$34,885	23%	115	\$234	40	\$872

REGION 7	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL PLACED	COST PER ENTERED EMPLOYMENT
TOTAL AVAIL.	\$131,008	100.0%				
TOTAL EXPEND.	\$122,787	93.7%	185	\$664	73	\$1,682
EXPEND. OTHER SERVICES*	\$19,625	16.0%	185	\$106	73	\$269
EXPEND. TRAINING	\$90,884	74.0%	178	\$511	69	\$1,317

REGION 8	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL PLACED	COST PER ENTERED EMPLOYMENT
TOTAL AVAIL.	\$1,222,530	100.0%				
TOTAL EXPEND.	\$1,114,218	91.1%	755	\$1,476	330	\$3,376
EXPEND. OTHER SERVICES*	\$219,995	19.7%	755	\$291	330	\$667
EXPEND. TRAINING	\$778,944	69.9%	687	\$1,134	312	\$2,497

REGION 9	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL PLACED	COST PER ENTERED EMPLOYMENT
TOTAL AVAIL.	\$222,299	100.0%				
TOTAL EXPEND.	\$216,521	97.4%	56	\$3,866	21	\$10,311
EXPEND. OTHER SERVICES*	\$97,130	44.9%	56	\$1,734	21	\$4,625
EXPEND. TRAINING	\$97,739	45.1%	45	\$2,172	18	\$5,430

**TABLE 7: PROGRAM YEAR 2001-2002 WIA EXPENDITURES
DISLOCATED WORKER PROGRAM**

10/1/00 TO 9/30/01

* Assisted core and intensive services constitute "Other Services". All those who receive Training must have received core and intensive services pursuant to WIA regulations.

**TABLE 7: PROGRAM YEAR 2001-2002 WIA EXPENDITURES
DISLOCATED WORKER PROGRAM
10/1/00 TO 9/30/01**

REGION 10	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL PLACED	COST PER ENTERED EMPLOYMENT
TOTAL AVAIL.	\$486,749	100.0%				
TOTAL EXPEND.	\$474,217	97.4%	126	\$3,764	32	\$14,819
EXPEND. OTHER SERVICES*	\$300,922	63.5%	126	\$2,388	32	\$9,404
EXPEND. TRAINING	\$147,276	31.1%	121	\$1,217	32	\$4,602

REGION 11	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL PLACED	COST PER ENTERED EMPLOYMENT
TOTAL AVAIL.	\$378,772	100.0%				
TOTAL EXPEND.	\$342,570	90.4%	186	\$1,842	118	\$2,903
EXPEND. OTHER SERVICES*	\$200,263	58.5%	186	\$1,077	118	\$1,697
EXPEND. TRAINING	\$142,307	41.5%	89	\$1,599	36	\$3,953

REGION 12	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL PLACED	COST PER ENTERED EMPLOYMENT
TOTAL AVAIL.	\$1,761,979	100.0%				
TOTAL EXPEND.	\$1,544,018	87.6%	670	\$2,305	246	\$6,276
EXPEND. OTHER SERVICES*	\$733,964	47.5%	670	\$1,095	246	\$2,984
EXPEND. TRAINING	\$716,067	46.4%	379	\$1,889	129	\$5,551

REGION 13	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL PLACED	COST PER ENTERED EMPLOYMENT
TOTAL AVAIL.	\$539,060	100.0%				
TOTAL EXPEND.	\$508,150	94.3%	213	\$2,386	99	\$5,133
EXPEND. OTHER SERVICES*	\$141,237	27.8%	213	\$663	99	\$1,427
EXPEND. TRAINING	\$336,992	66.3%	166	\$2,030	69	\$4,884

REGION 14	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL PLACED	COST PER ENTERED EMPLOYMENT
TOTAL AVAIL.	\$878,572	100.0%				
TOTAL EXPEND.	\$876,831	99.8%	650	\$1,349	115	\$7,625
EXPEND. OTHER SERVICES*	\$170,061	19.4%	650	\$262	115	\$1,479
EXPEND. TRAINING	\$639,754	73.0%	513	\$1,247	91	\$7,030

REGION 15	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL PLACED	COST PER ENTERED EMPLOYMENT
TOTAL AVAIL.	\$841,899	100.0%				
TOTAL EXPEND.	\$711,823	84.5%	462	\$1,541	111	\$6,413
EXPEND. OTHER SERVICES*	\$159,114	22.4%	462	\$344	111	\$1,433
EXPEND. TRAINING	\$516,694	72.6%	337	\$1,533	90	\$5,741

REGION 16	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL PLACED	COST PER ENTERED EMPLOYMENT
TOTAL AVAIL.	\$483,596	100.0%				
TOTAL EXPEND.	\$481,538	99.6%	200	\$2,408	54	\$8,917
EXPEND. OTHER SERVICES*	\$394,201	81.9%	200	\$1,971	54	\$1,971
EXPEND. TRAINING	\$38,600	8.0%	145	\$266	30	\$1,287

REGION 17	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL PLACED	COST PER ENTERED EMPLOYMENT
TOTAL AVAIL.	\$1,041,204	100.0%				
TOTAL EXPEND.	\$631,087	60.6%	434	\$1,454	169	\$3,734
EXPEND. OTHER SERVICES*	\$591,787	93.8%	434	\$1,364	169	\$3,502
EXPEND. TRAINING	\$0	0.0%	137	\$0	52	\$0

* Assisted core and intensive services constitute "Other Services". All those who receive Training must have received core and intensive services pursuant to WIA regulations.

**TABLE 7: PROGRAM YEAR 2001-2002 WIA EXPENDITURES
DISLOCATED WORKER PROGRAM
10/1/00 TO 9/30/01**

REGION 18	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL PLACED	COST PER ENTERED EMPLOYMENT
TOTAL AVAIL.	\$568,758	100.0%				
TOTAL EXPEND.	\$566,608	99.6%	278	\$2,038	186	\$3,046
EXPEND. OTHER SERVICES*	\$494,912	87.3%	278	\$1,780	186	\$2,661
EXPEND. TRAINING	\$37,251	6.6%	252	\$148	168	\$222

REGION 19	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL PLACED	COST PER ENTERED EMPLOYMENT
TOTAL AVAIL.	\$222,013	100.0%				
TOTAL EXPEND.	\$216,072	97.3%	20	\$10,804	10	\$21,607
EXPEND. OTHER SERVICES*	\$174,643	80.8%	20	\$8,732	10	\$17,464
EXPEND. TRAINING	\$41,429	19.2%	18	\$2,302	10	\$4,143

REGION 20	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL PLACED	COST PER ENTERED EMPLOYMENT
TOTAL AVAIL.	\$1,395,295	100.0%				
TOTAL EXPEND.	\$1,320,162	94.6%	216	\$6,112	56	\$23,574
EXPEND. OTHER SERVICES*	\$682,469	51.7%	216	\$3,160	56	\$12,187
EXPEND. TRAINING	\$637,693	48.3%	186	\$3,428	49	\$13,014

REGION 21	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL PLACED	COST PER ENTERED EMPLOYMENT
TOTAL AVAIL.	\$1,894,641	100.0%				
TOTAL EXPEND.	\$1,286,654	67.9%	1,681	\$765	652	\$1,973
EXPEND. OTHER SERVICES*	\$620,977	48.3%	1,681	\$369	652	\$952
EXPEND. TRAINING	\$533,257	41.4%	450	\$1,185	122	\$4,371

REGION 22	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL PLACED	COST PER ENTERED EMPLOYMENT
TOTAL AVAIL.	\$2,403,033	100.0%				
TOTAL EXPEND.	\$1,763,072	73.4%	949	\$1,858	488	\$3,613
EXPEND. OTHER SERVICES*	\$563,114	31.9%	949	\$593	488	\$1,154
EXPEND. TRAINING	\$1,124,257	63.8%	805	\$1,397	395	\$2,846

REGION 23	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL PLACED	COST PER ENTERED EMPLOYMENT
TOTAL AVAIL.	\$8,795,570	100.0%				
TOTAL EXPEND.	\$7,593,853	86.3%	6,610	\$1,149	1,696	\$4,478
EXPEND. OTHER SERVICES*	\$4,730,971	62.3%	6,610	\$716	1,696	\$2,789
EXPEND. TRAINING	\$2,862,882	37.7%	4,741	\$604	1,021	\$2,804

REGION 24	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL PLACED	COST PER ENTERED EMPLOYMENT
TOTAL AVAIL.	\$1,033,322	100.0%				
TOTAL EXPEND.	\$1,029,219	99.6%	205	\$5,021	37	\$27,817
EXPEND. OTHER SERVICES*	\$269,135	26.1%	205	\$1,313	37	\$7,274
EXPEND. TRAINING	\$723,965	70.3%	186	\$3,892	29	\$24,964

REGIONS 1-24 TOTALS	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL PLACED	COST PER ENTERED EMPLOYMENT
TOTAL AVAIL.	\$26,149,466	100.0%				
TOTAL EXPEND.	\$22,581,327	86.4%	14,993	\$1,506	5,042	\$4,479
EXPEND. OTHER SERVICES*	\$11,389,598	50.4%	14,993	\$760	5,042	\$2,259
EXPEND. TRAINING	\$10,340,965	45.8%	10,237	\$1,010	4,184	\$2,472

* Assisted core and intensive services constitute "Other Services". All those who receive Training must have received core and intensive services pursuant to WIA regulations.

**TABLE 8: PROGRAM YEAR 2001-2002 WIA EXPENDITURES/COST PER POSITIVE OUTCOME*
 OLDER YOUTH PROGRAM
 7/1/01 TO 6/30/02**

REGION 1	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	\$1,239,066	100.0%				
TOTAL EXPEND.	\$52,872	4.3%	24	\$2,203	7	\$7,553
OTHER SERVICES***	\$40,994	77.5%	24	\$1,708	7	\$5,856
TRAINING	\$8,466	16.0%	19	\$446	7	\$1,209
REGION 2	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	\$390,320	100.0%				
TOTAL EXPEND.	\$111,375	28.5%	44	\$2,531	33	\$3,375
OTHER SERVICES***	\$48,828	43.8%	44	\$1,110	33	\$1,480
TRAINING	\$51,389	46.1%	43	\$1,195	33	\$1,557
REGION 3	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	\$760,485	100.0%				
TOTAL EXPEND.	\$264,547	34.8%	65	\$4,070	43	\$6,152
OTHER SERVICES***	\$68,107	25.7%	65	\$1,048	43	\$1,584
TRAINING	\$167,194	63.2%	49	\$3,412	31	\$5,393
REGION 4	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	\$1,432,799	100.0%				
TOTAL EXPEND.	\$315,672	22.0%	149	\$2,119	52	\$6,071
OTHER SERVICES***	\$142,194	45.0%	149	\$954	52	\$2,735
TRAINING	\$161,623	51.2%	147	\$1,099	51	\$3,169
REGION 5	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	\$1,019,994	100.0%				
TOTAL EXPEND.	\$111,116	10.9%	96	\$1,157	26	\$4,274
OTHER SERVICES***	\$79,297	71.4%	96	\$826	26	\$3,050
TRAINING	\$21,494	19.3%	69	\$312	18	\$1,194
REGION 6	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	\$428,255	100.0%				
TOTAL EXPEND.	\$224,767	52.5%	61	\$3,685	27	\$8,325
OTHER SERVICES***	\$11,277	5.0%	61	\$185	27	\$418
TRAINING	\$200,028	89.0%	42	\$4,763	17	\$11,766
REGION 7	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	\$390,320	100.0%				
TOTAL EXPEND.	\$42,955	11.0%	30	\$1,432	17	\$2,527
OTHER SERVICES***	\$34,929	81.3%	30	\$1,164	17	\$2,055
TRAINING	\$5,058	11.8%	29	\$174	17	\$298
REGION 8	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	\$3,787,895	100.0%				
TOTAL EXPEND.	\$2,333,761	61.6%	103	\$22,658	49	\$47,628
OTHER SERVICES***	\$1,518,626	65.1%	103	\$14,744	49	\$30,992
TRAINING	\$759,313	32.5%	59	\$12,870	33	\$23,009
REGION 9	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	\$811,554	100.0%				
TOTAL EXPEND.	\$69,095	8.5%	10	\$6,910	5	\$13,819
OTHER SERVICES***	\$51,402	74.4%	10	\$5,140	5	\$10,280
TRAINING	\$12,850	18.6%	9	\$1,428	5	\$2,570

* Positive Outcomes for Older Youth include entered employment and credential attainment.

** Total WIA Youth Grant for both older and younger youth services.

*** "Other Services" designates assessment and all services other than training.

**TABLE 8: PROGRAM YEAR 2001-2002 WIA EXPENDITURES/COST PER POSITIVE OUTCOME*
 OLDER YOUTH PROGRAM
 7/1/01 TO 6/30/02**

REGION 10	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	\$993,702	100.0%				
TOTAL EXPEND.	\$443,031	44.6%	98	\$4,521	24	\$18,460
OTHER SERVICES***	\$271,575	61.3%	98	\$2,771	24	\$11,316
TRAINING	\$152,533	34.4%	71	\$2,148	24	\$6,356

REGION 11	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	\$888,768	100.0%				
TOTAL EXPEND.	\$120,179	13.5%	56	\$2,146	26	\$4,622
OTHER SERVICES***	\$66,910	55.7%	56	\$1,195	26	\$2,573
TRAINING	\$48,451	40.3%	29	\$1,671	22	\$2,202

REGION 12	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	\$3,558,528	100.0%				
TOTAL EXPEND.	\$458,972	12.9%	21	\$21,856	9	\$50,997
OTHER SERVICES***	\$128,328	28.0%	21	\$6,111	9	\$14,259
TRAINING	\$299,438	65.2%	17	\$17,614	8	\$37,430

REGION 13	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	\$799,566	100.0%				
TOTAL EXPEND.	\$94,420	11.8%	62	\$1,523	54	\$1,749
OTHER SERVICES***	\$59,799	63.3%	62	\$965	54	\$1,107
TRAINING	\$23,299	24.7%	26	\$896	19	\$1,226

REGION 14	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	\$1,187,000	100.0%				
TOTAL EXPEND.	\$55,624	4.7%	61	\$912	18	\$3,090
OTHER SERVICES***	\$52,391	94.2%	61	\$859	18	\$2,911
TRAINING	\$0	0.0%	47	\$0	8	\$0

REGION 15	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	\$2,364,052	100.0%				
TOTAL EXPEND.	\$465,884	19.7%	266	\$1,751	59	\$7,896
OTHER SERVICES***	\$411,383	88.3%	266	\$1,547	59	\$6,973
TRAINING	\$42,113	9.0%	152	\$277	31	\$1,358

REGION 16	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	\$411,221	100.0%				
TOTAL EXPEND.	\$71,330	17.3%	37	\$1,928	5	\$14,266
OTHER SERVICES***	\$28,182	39.5%	37	\$762	5	\$5,636
TRAINING	\$38,127	53.5%	32	\$1,191	5	\$7,625

REGION 17	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	\$1,953,396	100.0%				
TOTAL EXPEND.	\$0	0.0%	19	\$0	7	\$0
OTHER SERVICES***	\$0	#DIV/0!	19	\$0	7	\$0
TRAINING	\$0	#DIV/0!	19	\$0	7	\$0

* Positive Outcomes for Older Youth include entered employment and credential attainment.

** Total WIA Youth Grant for both older and younger youth services.

*** "Other Services" designates assessment and all services other than training.

**TABLE 8: PROGRAM YEAR 2001-2002 WIA EXPENDITURES/COST PER POSITIVE OUTCOME*
 OLDER YOUTH PROGRAM
 7/1/01 TO 6/30/02**

REGION 18	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	\$425,411	100.0%				
TOTAL EXPEND.	\$98,135	23.1%	24	\$4,089	10	\$9,814
OTHER SERVICES***	\$40,929	41.7%	24	\$1,705	10	\$4,093
TRAINING	\$40,928	41.7%	12	\$3,411	5	\$8,186

REGION 19	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	\$746,462	100.0%				
TOTAL EXPEND.	\$90,801	12.2%	33	\$2,752	14	\$6,486
OTHER SERVICES***	\$38,224	42.1%	33	\$1,158	14	\$2,730
TRAINING	\$42,096	46.4%	27	\$1,559	13	\$3,238

REGION 20	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	\$2,971,920	100.0%				
TOTAL EXPEND.	\$559,190	18.8%	179	\$3,124	70	\$7,988
OTHER SERVICES***	\$318,981	57.0%	179	\$1,782	70	\$4,557
TRAINING	\$213,366	38.2%	155	\$1,377	62	\$3,441

REGION 21	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	\$4,179,733	100.0%				
TOTAL EXPEND.	\$824,140	19.7%	367	\$2,246	136	\$6,060
OTHER SERVICES***	\$75,306	9.1%	367	\$205	136	\$554
TRAINING	\$680,107	82.5%	146	\$4,658	63	\$10,795

REGION 22	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	\$2,513,636	100.0%				
TOTAL EXPEND.	\$1,624,294	64.6%	177	\$9,177	80	\$20,304
OTHER SERVICES***	\$455,302	28.0%	177	\$2,572	80	\$5,691
TRAINING	\$1,062,370	65.4%	177	\$6,002	80	\$13,280

REGION 23	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	\$13,912,936	100.0%				
TOTAL EXPEND.	\$2,815,732	20.2%	1,325	\$2,125	329	\$8,558
OTHER SERVICES***	\$29,300	1.0%	1,325	\$22	329	\$89
TRAINING	\$2,652,168	94.2%	881	\$3,010	144	\$18,418

REGION 24	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	\$1,427,288	100.0%				
TOTAL EXPEND.	\$255,880	17.9%	77	\$3,323	40	\$6,397
OTHER SERVICES***	\$189,311	74.0%	77	\$2,459	40	\$4,733
TRAINING	\$44,764	17.5%	62	\$722	32	\$1,399

REGIONS 1-24 TOTALS	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	\$48,521,176	100.0%				
TOTAL EXPEND.	\$11,503,772	23.7%	3,253	\$3,536	1,084	\$10,612
OTHER SERVICES***	\$4,161,575	36.2%	3,253	\$1,279	1,084	\$3,839
TRAINING	\$6,727,175	58.5%	2,420	\$2,780	681	\$9,878

* Positive Outcomes for Older Youth include entered employment and credential attainment.

** Total WIA Youth Grant for both older and younger youth services.

*** "Other Services" designates assessment and all services other than training.

TABLE 9: PROGRAM YEAR 2001-2002 WIA EXPENDITURES/COST PER POSITIVE OUTCOME*
YOUNGER YOUTH PROGRAM
7/1/01 TO 6/30/02

REGION 1	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	\$1,239,066	100.0%				
TOTAL EXPEND.	\$1,037,799	83.8%	343	\$3,026	337	\$3,080
OTHER SERVICES***	\$619,807	59.7%	343	\$1,807	337	\$1,839
TRAINING	\$348,432	33.6%	306	\$1,139	306	\$1,139

REGION 2	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	\$390,320	100.0%				
TOTAL EXPEND.	\$205,167	52.6%	180	\$1,140	144	\$1,425
OTHER SERVICES***	\$92,860	45.3%	180	\$516	144	\$645
TRAINING	\$94,142	45.9%	165	\$571	134	\$703

REGION 3	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	\$760,485	100.0%				
TOTAL EXPEND.	\$310,556	40.8%	424	\$732	350	\$887
OTHER SERVICES***	\$79,952	25.7%	424	\$189	350	\$228
TRAINING	\$196,271	63.2%	378	\$519	325	\$604

REGION 4	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	\$1,432,799	100.0%				
TOTAL EXPEND.	\$943,995	65.9%	493	\$1,915	309	\$3,055
OTHER SERVICES***	\$568,851	60.3%	493	\$1,154	309	\$1,841
TRAINING	\$339,578	36.0%	482	\$705	308	\$1,103

REGION 5	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	\$1,019,994	100.0%				
TOTAL EXPEND.	\$687,814	67.4%	325	\$2,116	297	\$2,316
OTHER SERVICES***	\$495,315	72.0%	325	\$1,524	297	\$1,668
TRAINING	\$128,007	18.6%	304	\$421	281	\$456

REGION 6	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	\$428,255	100.0%				
TOTAL EXPEND.	\$185,138	43.2%	309	\$599	271	\$683
OTHER SERVICES***	\$11,311	6.1%	309	\$37	271	\$42
TRAINING	\$162,813	87.9%	262	\$621	241	\$676

REGION 7	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	\$390,320	100.0%				
TOTAL EXPEND.	\$333,066	85.3%	244	\$1,365	214	\$1,556
OTHER SERVICES***	\$311,301	93.5%	244	\$1,276	214	\$1,455
TRAINING	\$0	0.0%	181	\$0	172	\$0

REGION 8	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	\$3,787,895	100.0%				
TOTAL EXPEND.	\$891,907	23.5%	714	\$1,249	514	\$1,735
OTHER SERVICES***	\$580,132	65.0%	714	\$813	514	\$1,129
TRAINING	\$290,066	32.5%	212	\$1,368	187	\$1,551

REGION 9	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	\$811,554	100.0%				
TOTAL EXPEND.	\$621,865	76.6%	360	\$1,727	255	\$2,439
OTHER SERVICES***	\$462,627	74.4%	360	\$1,285	255	\$1,814
TRAINING	\$115,656	18.6%	347	\$333	247	\$468

Source: Agency for Workforce Innovation, 11/11/02.

TABLE 9: PROGRAM YEAR 2001-2002 WIA EXPENDITURES/COST PER POSITIVE OUTCOME*
YOUNGER YOUTH PROGRAM

7/1/01 TO 6/30/02

* Positive Outcomes for Younger Youth include entered employment; entrance into postsecondary education; advanced training; apprenticeship; or the military; attainment of a youth goal; and attainment of a diploma.

** Total WIA Youth Grant for both older and younger youth services.

*** "Beyond Assessment" designates assessment and all services other than training.

TABLE 9: PROGRAM YEAR 2001-2002 WIA EXPENDITURES/COST PER POSITIVE OUTCOME*
YOUNGER YOUTH PROGRAM
7/1/01 TO 6/30/02

REGION 10	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	\$993,702	100.0%				
TOTAL EXPEND.	\$294,932	29.7%	343	\$860	235	\$1,255
OTHER SERVICES***	\$96,874	32.8%	343	\$282	235	\$412
TRAINING	\$185,442	62.9%	254	\$730	203	\$914

REGION 11	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	\$888,768	100.0%				
TOTAL EXPEND.	\$738,248	83.1%	277	\$2,665	237	\$3,115
OTHER SERVICES***	\$411,017	55.7%	277	\$1,484	237	\$1,734
TRAINING	\$297,633	40.3%	114	\$2,611	106	\$2,808

REGION 12	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	\$3,558,528	100.0%				
TOTAL EXPEND.	\$835,382	23.5%	845	\$989	840	\$995
OTHER SERVICES***	\$233,228	27.9%	845	\$276	840	\$278
TRAINING	\$544,200	65.1%	81	\$6,719	82	\$6,637

REGION 13	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	\$799,566	100.0%				
TOTAL EXPEND.	\$434,797	54.4%	332	\$1,310	308	\$1,412
OTHER SERVICES***	\$275,774	63.4%	332	\$831	308	\$895
TRAINING	\$107,444	24.7%	118	\$911	110	\$977

REGION 14	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	\$1,187,000	100.0%				
TOTAL EXPEND.	\$777,350	65.5%	309	\$2,516	160	\$4,858
OTHER SERVICES***	\$683,872	88.0%	309	\$2,213	160	\$4,274
TRAINING	\$50,528	6.5%	167	\$303	88	\$574

REGION 15	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	\$2,364,052	100.0%				
TOTAL EXPEND.	\$1,295,409	54.8%	751	\$1,725	419	\$3,092
OTHER SERVICES***	\$1,087,737	84.0%	751	\$1,448	419	\$2,596
TRAINING	\$107,441	8.3%	293	\$367	122	\$881

REGION 16	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	\$411,221	100.0%				
TOTAL EXPEND.	\$267,104	65.0%	280	\$954	203	\$1,316
OTHER SERVICES***	\$35,608	13.3%	280	\$127	203	\$175
TRAINING	\$212,608	79.6%	191	\$1,113	157	\$1,354

REGION 17	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	\$1,953,396	100.0%				
TOTAL EXPEND.	\$1,163,140	59.5%	227	\$5,124	211	\$5,513
OTHER SERVICES***	\$0	0.0%	227	\$0	211	\$0
TRAINING	\$1,095,850	94.2%	227	\$4,828	211	\$5,194

* Positive Outcomes for Younger Youth include entered employment; entrance into postsecondary education; advanced training; apprenticeship; or the military; attainment of a youth goal; and attainment of a diploma.

** Total WIA Youth Grant for both older and younger youth services.

*** "Beyond Assessment" designates assessment and all services other than training.

**TABLE 9: PROGRAM YEAR 2001-2002 WIA EXPENDITURES/COST PER POSITIVE OUTCOME*
YOUNGER YOUTH PROGRAM
7/1/01 TO 6/30/02**

REGION 18	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	\$425,411	100.0%				
TOTAL EXPEND.	\$217,790	51.2%	65	\$3,351	54	\$4,033
OTHER SERVICES***	\$63,549	29.2%	65	\$978	54	\$1,177
TRAINING	\$118,018	54.2%	15	\$7,868	13	\$9,078

REGION 19	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	\$746,462	100.0%				
TOTAL EXPEND.	\$655,661	87.8%	264	\$2,484	165	\$3,974
OTHER SERVICES***	\$281,389	42.9%	264	\$1,066	165	\$1,705
TRAINING	\$297,414	45.4%	255	\$1,166	161	\$1,847

REGION 20	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	\$2,971,920	100.0%				
TOTAL EXPEND.	\$2,195,808	73.9%	1,316	\$1,669	1,209	\$1,816
OTHER SERVICES***	\$739,861	33.7%	1,316	\$562	1,209	\$612
TRAINING	\$1,348,576	61.4%	1,253	\$1,076	1,164	\$1,159

REGION 21	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	\$4,179,733	100.0%				
TOTAL EXPEND.	\$2,357,598	56.4%	743	\$3,173	412	\$5,722
OTHER SERVICES***	\$53,797	2.3%	743	\$72	412	\$131
TRAINING	\$2,151,022	91.2%	459	\$4,686	325	\$6,619

REGION 22	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	\$2,513,636	100.0%				
TOTAL EXPEND.	\$797,116	31.7%	262	\$3,042	227	\$3,512
OTHER SERVICES***	\$223,380	28.0%	262	\$853	227	\$984
TRAINING	\$521,220	65.4%	208	\$2,506	198	\$2,632

REGION 23	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	\$13,912,936	100.0%				
TOTAL EXPEND.	\$10,220,064	73.5%	6,982	\$1,464	5,563	\$1,837
OTHER SERVICES***	\$1,675,700	16.4%	6,982	\$240	5,563	\$301
TRAINING	\$8,057,035	78.8%	5,734	\$1,405	4,882	\$1,650

REGION 24	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	\$1,427,288	100.0%				
TOTAL EXPEND.	\$1,118,464	78.4%	606	\$1,846	345	\$3,242
OTHER SERVICES***	\$578,640	51.7%	606	\$955	345	\$1,677
TRAINING	\$446,867	40.0%	432	\$1,034	257	\$1,739

REGIONS 1-24 TOTALS	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	\$48,521,176	100.0%				
TOTAL EXPEND.	\$28,586,170	58.9%	16,036	\$1,783	12,496	\$2,288
OTHER SERVICES***	\$9,662,582	33.8%	16,036	\$603	12,496	\$773
TRAINING	\$17,216,263	60.2%	11,917	\$1,445	9,610	\$1,791

* Positive Outcomes for Younger Youth include entered employment; entrance into postsecondary education; advanced training; apprenticeship; or the military; attainment of a youth goal; and attainment of a diploma.

** Total WIA Youth Grant for both older and younger youth services.

*** "Beyond Assessment" designates assessment and all services other than training.

Program Year 2001 – 2002 Regional Performance Report

**The Red – Green Report
December 1, 2002**

Executive Summary

Workforce Investment Act Performance Measures Results

The PY 2001 – 2002 “Red – Green” report is comprised of data received from the State Technology Office’s (STO) SWAR130 and SWAR150 data runs. The SWAR130 is received in a flat file format while the SWAR 150 is in text only. The data on WIA Youth Goal Attainment Rate comes from Linda Knowles at the Agency for Workforce Innovation.

The results of the performance data is tabulated into 17 measures that include three welfare, nine WIA, and five Wagner – Peyser measures. Three colors and three letters further delineated these performance measures. The colors used were “RED” that equals the bottom quartile of performance; “GREEN” indicates top quartile performance; while “WHITE” indicates the middle two quartiles. The dark and light blue areas in the tables are 00’s and statewide results respectively.

The performance tables in the Executive Summary contain only those regions that scored “Red” or “Green” in PY 2001-2002. This performance is contrasted with PY 2000 – 2001’s regional performance.

Performance Measure Results

Measure Number One – Welfare Entered Employment Rate

Greens Region	Performance PY 2001 - 2002	Performance PY 2000 - 2001	Reds Region	Performance PY 2001 - 2002	Performance PY 2000 - 2001
4	29.40%	22.90%	1	22.20%	19.60%
10	28.90%	27.90%	3	21.00%	18.60%
12	29.80%	29.20%	7	22.30%	21.90%
18	29.30%	29.20%	14	24.00%	26.30%
20	28.60%	26.40%	16	20.50%	24.70%
24	29.90%	29.30%	17	17.80%	19.80%

Measure Number Two – Welfare Entered Employment Wage Rate

Greens Region	Performance PY 2001 - 2002	Performance PY 2000 - 2001	Reds Region	Performance PY 2001 - 2002	Performance PY 2000 - 2001
8	71.41%	70.90%	1	65.28%	63.50%
12	70.71%	70.40%	2	64.93%	62.00%
15	70.59%	71.00%	4	64.62%	63.90%
18	70.35%	68.80%	5	65.14%	64.80%
20	71.77%	67.60%	6	64.73%	62.90%
24	72.94%	70.10%	23	64.25%	60.50%

Measure Number Three – Welfare Return Rate

Greens Region	Performance PY 2001 - 2002	Performance PY 2000 - 2001	Reds Region	Performance PY 2001 - 2002	Performance PY 2000 - 2001
3	11.30%	13.20%	5	17.90%	18.80%
15	12.70%	12.90%	6	17.70%	16.70%
16	12.80%	13.80%	18	16.80%	17.00%
17	11.00%	12.90%	24	16.40%	14.40%
19	11.80%	10.90	All Other Regions Met Goal		
22*	13.00%	13.80%			
23*	13.00%	13.30%			

*Tie

Measure Number Four – WIA Employed Worker Outcome Rate

Greens Region	Performance PY 2001 - 2002	Performance PY 2000 - 2001	Reds Region	Performance PY 2001 - 2002	Performance PY 2000 - 2001
New Measure for PY 2001 – 2002 and is Not Rated					

Measure Number Five – WIA Adult Entered Employment Rate

Greens Region	Performance PY 2001 - 2002	Performance PY 2000 - 2001	Reds Region	Performance PY 2001 - 2002	Performance PY 2000 - 2001
2	95.98%	79.20%	6	55.05%	82.70%
3	95.35%	93.30%	13	45.74%	96.50%
4	94.91%	90.30%	All Other Regions Met Goal		
9	97.92%	100.0%			
11	95.91%	80.30%			
17	100.0%	96.40%			

Measure Number Six – WIA Adult Wage Rate

Greens Region	Performance PY 2001 - 2002	Performance PY 2000 - 2001	Reds Region	Performance PY 2001 - 2002	Performance PY 2000 - 2001
1	115.30%	94.00%	2	78.12%	90.10%
4	109.90%	102.70%	6	82.96%	94.40%
5	114.60%	113.40%	11	88.30%	88.50%
8	113.10%	109.90%	19	86.90%	86.90%
14	119.50%	95.80%	22	89.40%	97.60%
17	106.20%	91.00%	23	85.90%	70.10%

Measure Number Seven – WIA Dislocated Worker Entered Employment Rate

Greens Region	Performance PY 2001 - 2002	Performance PY 2000 - 2001	Reds Region	Performance PY 2001 - 2002	Performance PY 2000 - 2001
3	100.0%	94.70%	7	66.88%	96.60%
9	100.0%	90.30%	13	65.38%	96.40%
10	100.0%	97.80%	All Other Regions Met Goal		
14	97.87%	77.70%			
17	100.0%	98.60%			
20	97.13%	90.90%			

Measure Number Eight – WIA Dislocated Worker Wage Rate

Greens Region	Performance PY 2001 - 2002	Performance PY 2000 - 2001	Reds Region	Performance PY 2001 - 2002	Performance PY 2000 - 2001
5	135.40%	114.80%	1	109.50%	90.10%
8	133.60%	156.10%	2	93.13%	77.40%
9	122.90%	104.0%	6	105.40%	92.00%
13	124.50%	144.40%	10	101.70%	103.60%
19	128.90%	102.50%	23	107.80%	93.40%
20	126.0%	113.30%	All Other Regions Met Goal		

Measure Number Nine – WIA Youth Goal Attainment Rate

Greens Region	Performance PY 2001 - 2002	Performance PY 2000 - 2001	Reds Region	Performance PY 2001 - 2002	Performance PY 2000 - 2001
1	96.54%	98.95%	6	58.29%	90.84%
2	91.34%	92.82%	All Other Regions Met Goal		
4	95.39%	99.61%			
9	95.05%	99.66%			
12	91.64%	96.60%			
17	98.92%	98.62%			

Measure Number Ten – WIA Youth Positive Outcome Rate

Greens Region	Performance PY 2001 - 2002	Performance PY 2000 - 2001	Reds Region	Performance PY 2001 - 2002	Performance PY 2000 - 2001
1	98.00%	100.0%	6	81.81%	92.60%
3	98.55%	95.70%	7	8.30%	73.20%
8	96.61%	92.60%	11	82.91%	96.90%
9	100.0%	96.00%	13	81.78%	85.0%
12	99.86%	99.90%	22	79.77%	87.40%
17	100.0%	100.0%	24	83.33%	87.10%

Measure Number Eleven – Wagner – Peyser Entered Employment Rate

Greens Region	Performance PY 2001 - 2002	Performance PY 2000 - 2001	Reds Region	Performance PY 2001 - 2002	Performance PY 2000 - 2001
1	38.06%	28.00%	4	24.69%	28.00%
8	36.41%	27.80%	15	27.28%	28.40%
9	33.67%	29.80%	16	24.13%	23.50%
20	33.54%	29.50%	17	21.43%	27.30%
23	38.87%	26.0%	19	23.61%	31.00%
24	38.78%	43.20%	22	25.99%	27.20%

Measure Number Twelve – Wagner – Peyser Wage Rate

Greens Region	Performance PY 2001 - 2002	Performance PY 2000 - 2001	Reds Region	Performance PY 2001 - 2002	Performance PY 2000 - 2001
8	96.71%	89.20%	5	69.92%	74.60%
13	107.20%	84.10%	14	78.03%	85.30%
16	88.09%	85.60%	15	76.34%	89.30%
20	89.19%	80.80%	19	77.34%	66.60%
22	95.07%	88.80%	All Other Regions Met Goal		
24	96.18%	93.50%			

Measure Number Thirteen – Wagner – Peyser New Hire Involvement Rate

Greens Region	Performance PY 2001 - 2002	Performance PY 2000 - 2001	Reds Region	Performance PY 2001 - 2002	Performance PY 2000 - 2001
3	42.64%	35.70%	All Regions Met Goal		
5	27.03%	21.10%			
6	33.94%	15.90%			
7	32.03%	37.90%			
10	27.34%	24.40%			
23	32.57%	17.00%			

Measure Number Fourteen – Wagner – Peyser Employer Involvement Rate

Greens Region	Performance PY 2001 - 2002	Performance PY 2000 - 2001	Reds Region	Performance PY 2001 - 2002	Performance PY 2000 - 2001
2	36.98%	27.40%	9	18.30%	17.10%
3	38.69%	37.60%	11	16.81%	13.30%
4	34.16%	38.60%	16	19.80%	12.40%
13	39.94%	47.20%	17	15.43%	20.60%
20	37.14%	35.50%	All Other Regions Met Goal		
23	74.36%	32.80%			

Measure Number Fifteen – Customer Satisfaction WIA Individuals

Greens Region	Performance PY 2001 - 2002	Performance PY 2000 - 2001	Reds Region	Performance PY 2001 - 2002	Performance PY 2000 - 2001
2	81.50%	78.10%	All Regions Met Goal		
3	84.70%	85.80%			
4	86.00%	83.70%			
10	84.50%	80.00%			
19	85.50%	79.80%			
22	82.40%	76.60%			

Measure Number Sixteen – Customer Satisfaction Wagner – Peyser Individuals

Greens Region	Performance PY 2001 - 2002	Performance PY 2000 - 2001	Reds Region	Performance PY 2001 - 2002	Performance PY 2000 - 2001
2	75.80%	N/A	7	72.30%	N/A
3	77.90%	N/A	8	72.90%	N/A
17	75.80%	N/A	10	72.00%	N/A
19	77.50%	N/A	12	72.80%	N/A
22	77.10%	N/A	16	71.60%	N/A
23	78.70%	N/A	18	70.60%	N/A

Measure Number Seventeen – Customer Satisfaction All Employers

Greens Region	Performance PY 2001 - 2002	Performance PY 2000 - 2001	Reds Region	Performance PY 2001 - 2002	Performance PY 2000 - 2001
1	80.00%	73.90%	All Regions Met Goal		
2	78.80%	76.20%			
3	83.00%	82.70%			
7	80.00%	72.10%			
10	77.70%	78.20%			
13	79.60%	76.60%			

The following tables are a synopsis by Regional Workforce Board performance. The first table indicates the number of “REDS” and “GREENS” as well as the letter designations described above and indicated in the third column of the next table.

The methodology for the second table is a composite score of 9 measures that are common on the year-end RED and GREEN reports for 1999, 2001 and 2002. The percentage of scores for the 9 common measures were totaled and divided by 9 to devise a composite score. The scores were then compared to each other for an improvement or decline in performance. The measures used were: The WIA Adult Entered Employment Rate, the WIA Adult Wage Rate, the WIA Dislocated Worker Entered Employment Rate, the WIA Dislocated Worker Wage Rate, the WP Entered Employment Rate, the WP Wage Rate, the WP New Hire Involvement Rate, the WP Employer Involvement Rate, and the Welfare Entered Employment Wage Rate.

The statewide composite score was calculated by adding the score for all 24 regions and dividing by 24 to obtain an average state score.

The full “RED-GREEN” matrix and supporting tables follows:

Regional Workforce Board Numbers of Red & Greens

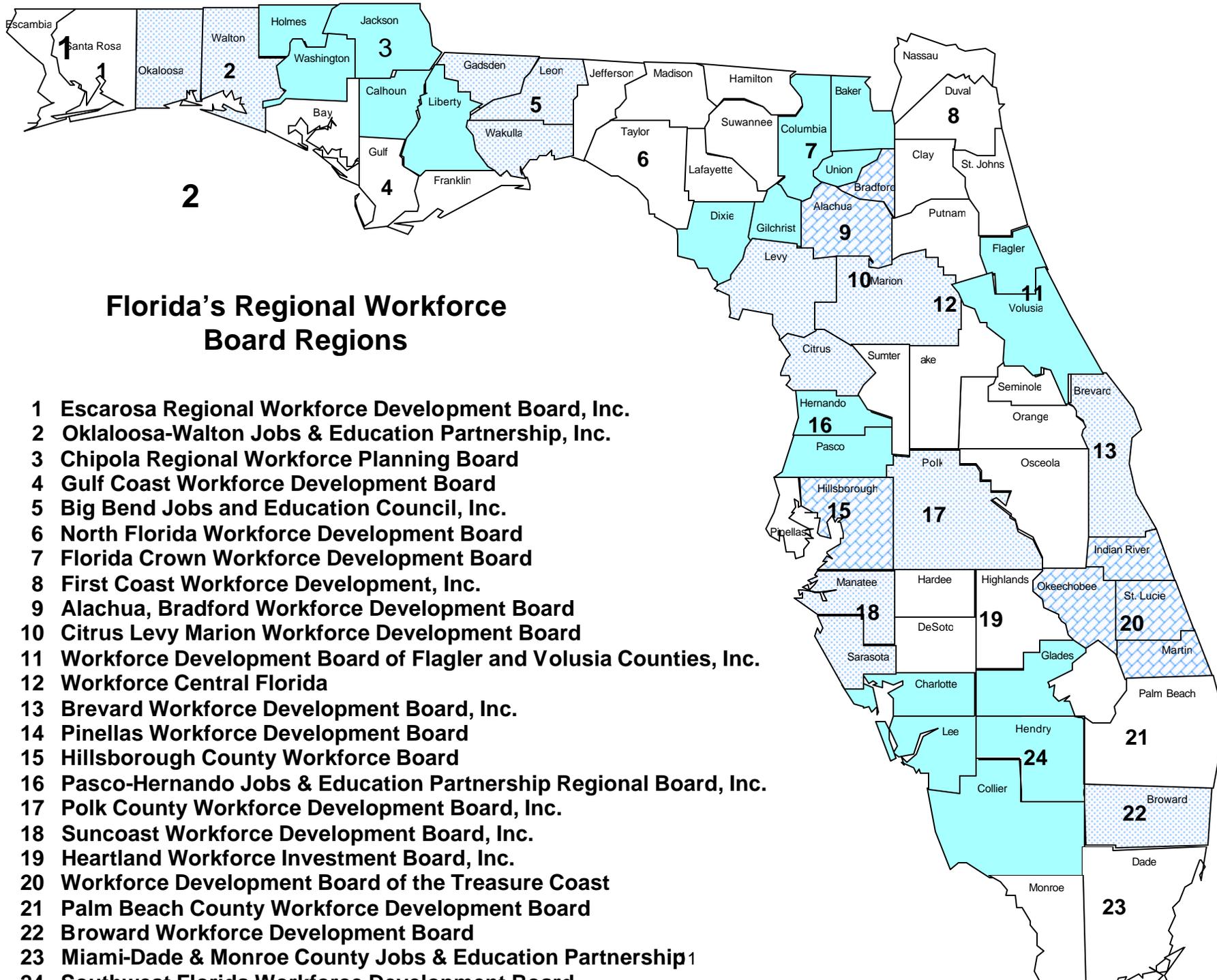
Regional Workforce Board Performance

D = Have De-obligated Funds N = Did Not Meet 80% of Minimum Customer Survey Contacts Needed for a 95% Confidence Interval T = Did Not Meet the Timeliness of Data Entry Standard of 50% over 10 Days (15 Days)			
RWB	Number of REDS	Number of GREENS	Areas of Concern
1	3	5	D
2	3	6	T and N
3	1	9	D
4	2	6	None
5	3	3	D
6	7	1	None
7	4	2	T
8	1	6	D and T
9	1	6	D and N
10	2	5	None
11	3	1	T
12	1	4	None
13	3	4	N
14	2	2	None
15	2	2	None
16	4	2	T and N
17	3	7	D and N
18	2	2	N
19	3	4	D,T, and N
20	0	7	T
21	0	0	None
22	3	4	T and N
23	3	5	T
24	2	4	T and N

9 Measure Composite Score

9 Measure Composite Score Green indicates improvement from preceding year Red indicates decline from previous year					
RWB	PY 1999 - 2000	PY 2000 - 2001	Rate of Change 1999-2000	PY 2001 - 2002	Rate of Change 2001-2002
1	71.46%	73.05%	102.23%	72.27%	98.93%
2	58.13%	56.63%	97.42%	57.46%	101.47%
3	71.46%	71.17%	99.59%	70.71%	99.35%
4	68.59%	64.86%	94.56%	64.84%	99.97%
5	70.50%	66.54%	94.38%	66.40%	99.79%
6	57.92%	55.99%	96.67%	56.87%	101.57%
7	65.37%	62.27%	95.26%	62.69%	100.67%
8	81.41%	81.90%	100.60%	80.55%	98.35%
9	71.36%	71.72%	100.50%	71.25%	99.34%
10	65.43%	66.89%	102.23%	67.03%	100.21%
11	65.12%	67.18%	103.16%	67.31%	100.19%
12	61.79%	59.39%	96.12%	60.52%	101.90%
13	65.92%	62.41%	94.68%	63.01%	100.96%
14	74.52%	68.28%	91.63%	71.09%	104.12%
15	61.85%	67.17%	108.60%	62.12%	92.48%
16	64.58%	65.27%	101.07%	65.73%	100.70%
17	68.92%	66.65%	96.71%	68.77%	103.18%
18	63.25%	65.37%	103.35%	65.87%	100.76%
19	62.00%	63.30%	102.10%	63.76%	100.73%
20	71.72%	71.63%	99.87%	71.65%	100.03%
21	60.94%	57.79%	94.83%	58.85%	101.83%
22	62.13%	60.21%	96.91%	60.98%	101.28%
23	68.38%	63.12%	92.31%	63.24%	100.19%
24	64.99%	64.20%	98.78%	65.08%	101.37%
Statewide*	66.57%	65.54%	98.45%	65.64%	100.15%

The methodology for this table is a composite score of 9 measures that are common on the year-end RED and GREEN reports for PY1999 - 2000, 2000 - 2001 and 2001 - 2002. The percentage of scores for the 9 common measures were totaled and divided by 9 to devise a composite score. The scores were then compared to each other for an improvement or decline in performance. The measures used were: The WIA Adult Entered Employment Rate, the WIA Adult Wage Rate, the WIA Dislocated Worker Entered Employment Rate, the WIA Dislocated Worker Wage Rate, the WP Entered Employment Rate, the WP Wage Rate, the WP New Hire Involvement Rate, the WP Employer Involvement Rate, and the Welfare Entered Employment Wage Rate. The statewide composite score was calculated by adding the score for all 24 regions and dividing by 24 to obtain an average state score.



Florida's Regional Workforce Board Regions

- 1 Escarosa Regional Workforce Development Board, Inc.
- 2 Okaloosa-Walton Jobs & Education Partnership, Inc.
- 3 Chipola Regional Workforce Planning Board
- 4 Gulf Coast Workforce Development Board
- 5 Big Bend Jobs and Education Council, Inc.
- 6 North Florida Workforce Development Board
- 7 Florida Crown Workforce Development Board
- 8 First Coast Workforce Development, Inc.
- 9 Alachua, Bradford Workforce Development Board
- 10 Citrus Levy Marion Workforce Development Board
- 11 Workforce Development Board of Flagler and Volusia Counties, Inc.
- 12 Workforce Central Florida
- 13 Brevard Workforce Development Board, Inc.
- 14 Pinellas Workforce Development Board
- 15 Hillsborough County Workforce Board
- 16 Pasco-Hernando Jobs & Education Partnership Regional Board, Inc.
- 17 Polk County Workforce Development Board, Inc.
- 18 Suncoast Workforce Development Board, Inc.
- 19 Heartland Workforce Investment Board, Inc.
- 20 Workforce Development Board of the Treasure Coast
- 21 Palm Beach County Workforce Development Board
- 22 Broward Workforce Development Board
- 23 Miami-Dade & Monroe County Jobs & Education Partnership
- 24 Southwest Florida Workforce Development Board

Regional Workforce Region																										
OUTCOME	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	00	STW
Welfare Entered Employment Rate	22.20	28.40	21.00	29.40	26.00	24.60	22.30	24.80	25.40	28.90	27.00	29.80	27.50	24.00	24.30	20.50	17.80	29.30	24.90	28.60	25.00	27.50	25.50	29.90	N/A	25.90
Welfare Entered Employ. Wage Rate**	65.28	64.93	66.60	64.62	65.14	64.73	66.49	71.41	66.94	68.29	68.55	70.71	68.44	68.62	70.59	69.86	69.79	70.35	67.97	71.77	68.39	67.95	64.25	72.94	N/A	68.02
Welfare Return Rate	13.10	14.90	11.30	16.00	17.90	17.70	14.90	15.00	15.60	15.40	13.80	14.30	14.70	15.40	12.70	12.80	11.00	16.80	11.80	15.60	14.10	13.00	13.00	16.40	N/A	14.00
WIA Employed Worker Outcome Rate***	87.30	43.18	68.52	31.29	30.85	38.67	34.38	86.37	75.00	80.00	85.66	37.74	30.77	12.14	55.10	71.43	66.27	84.44	75.00	70.89	29.47	42.86	15.79	57.14	68.58	46.01
WIA Adult Enter Employ Rate	82.22	95.98	95.35	94.91	81.88	55.05	85.71	85.81	97.92	87.04	95.91	82.20	45.74	90.34	78.75	81.69	100.0	91.67	81.63	89.80	80.84	80.67	72.90	84.48	88.19	77.84
WIA Adult Wage Rate**	115.3	78.12	93.60	109.0	114.6	82.96	105.3	113.1	105.7	99.00	88.30	96.00	95.30	119.5	93.00	100.3	106.2	92.80	86.90	102.2	89.50	89.40	85.90	93.50	216.1	102.3
WIA Dislocated Worker Entered Employ Rate	86.36	84.73	100.0	87.61	90.48	82.67	66.88	85.71	100.0	100.0	95.58	91.46	65.38	97.87	90.65	91.84	100.0	91.84	92.31	97.13	92.91	88.47	80.10	93.40	90.55	86.61
WIA Dislocated Worker Wage Rate**	109.5	93.13	114.7	114.8	135.4	105.4	120.7	133.6	122.9	101.7	117.3	111.0	124.5	119.8	122.1	113.8	115.6	114.7	128.9	126.0	118.8	118.2	107.8	116.3	134.9	125.2
WIA Youth Goal Attainment Rate	95.76	91.34	86.61	95.39	74.63	57.11	74.69	83.27	92.86	83.08	84.94	91.58	84.78	59.94	74.57	75.73	98.65	85.71	78.63	84.38	86.92	86.43	65.07	72.54	N/A	75.07
WIA Youth Positive Outcome Rate	98.00	95.60	98.55	96.20	88.98	81.81	8.30	96.61	100.0	94.11	82.91	99.86	81.78	94.93	93.54	90.00	100.0	93.54	96.07	93.72	95.18	79.77	94.54	83.33	90.43	92.78
WP Entered Employment Rate	38.06	28.48	30.91	24.69	33.06	28.98	28.26	36.41	33.67	33.15	33.05	28.29	31.40	28.02	27.28	24.13	21.43	33.04	23.61	33.54	28.02	25.99	38.87	38.78	N/A	32.70
WP Wage Rate**	83.58	80.22	81.00	85.03	69.92	79.88	84.83	96.71	81.99	82.64	83.01	85.21	107.2	78.03	76.34	88.09	82.81	85.70	77.34	89.19	87.68	95.07	86.93	96.18	N/A	86.76
WP New Hire Involvement Rate	24.39	19.02	42.64	19.86	27.03	33.94	32.03	21.66	24.21	27.34	12.34	15.29	23.45	15.00	16.09	14.00	14.37	12.77	12.07	19.85	15.32	15.65	32.57	14.65	N/A	19.10
WP Employer Involvement Rate	25.13	36.98	38.69	34.16	22.42	23.60	20.63	27.92	18.30	24.14	16.81	20.18	39.94	22.65	21.48	19.80	15.43	22.93	28.28	37.14	21.41	20.18	74.36	20.27	N/A	28.90
Customer Satisfaction WIA Individuals	80.30	81.50	84.70	86.00	75.20	73.60	77.10	81.30	80.20	84.50	79.70	76.50	76.00	71.00	77.20	74.40	71.10	79.90	85.80	79.90	75.20	82.40	77.70	81.30	N/A	78.60
Customer Satisfaction – WP Individuals	73.70	75.80	77.90	75.20	74.10	74.30	72.30	72.90	75.60	72.00	75.00	72.80	74.20	73.70	73.50	71.60	75.80	70.60	77.50	75.30	73.10	77.10	78.70	74.50	N/A	74.40
Customer Satisfaction All Employers	80.00	78.80	83.00	76.30	76.80	74.60	80.00	76.66	71.10	77.70	75.50	76.40	79.60	74.00	75.70	74.20	77.10	74.40	76.80	75.10	74.80	72.90	73.90	75.90	N/A	76.20

REGIONALYEAR – END INDICATOR MATRIX* - Percentages

WHITE = Top Quartile Performance
WHITE = Low Quartile Performance and failed to meet the established local goal.

Description of Caveats on RED GREEN Matrix

- All data based on input in the State MIS System as of 8/1/2002. Rates, percentages, and wages computed for comparative purposes from this data and they do not necessarily equate to the official federal WIA Record Report or federal core indicators, which are to be based on follow-up data.
- ** Wage Rates expressed as a percentage of the Region's Lower Living Standard Income Level (LLSIL) or \$10.35/hr. statewide for 2001.
- 00 = State-Level WIA 15% special projects administered by WFI or AWI.
- STW = Total for Regions 1-24 plus WIA 15% State-Level Projects.
- **This is a new outcome and will not be included in rating Workforce Boards.

Florida Regional Workforce Board Regions PY 2001 – 2002 Number One - Welfare Entered Employment*

WELFARE TRANSITION ENTERED EMPLOYMENT RATE				
RWB	EMPLOYED	EXITS	Goal	EMPLOYMENT RATE
24	602	2,013	27.50%	29.9%
12	3,819	12,818	27.50%	29.8%
4	383	1,303	27.50%	29.4%
18	540	1,845	27.50%	29.3%
10	911	3,154	27.50%	28.9%
20	708	2,479	27.50%	28.6%
2	304	1,072	27.50%	28.4%
13	596	2,165	27.50%	27.5%
22	2,123	7,722	27.50%	27.5%
11	761	2,816	27.50%	27.0%
5	687	2,640	27.50%	26.0%
23	7,730	30,260	27.50%	25.5%
9	632	2,490	27.50%	25.4%
21	1,098	4,399	27.50%	25.0%
19	225	905	27.50%	24.9%
8	1,437	5,791	27.50%	24.8%
6	277	1,127	27.50%	24.6%
15	974	4,004	27.50%	24.3%
14	1,648	6,854	27.50%	24.0%
7	304	1,361	27.50%	22.3%
1	711	3,198	27.50%	22.2%
3	180	859	27.50%	21.0%
16	493	2,406	27.50%	20.5%
17	612	3,436	27.50%	17.8%
*Data from State Technology Office & AWI				
STW	27,755	107,117	27.50%	25.9%

Florida Regional Workforce Board Regions PY 2001 – 2002 Number Two - Welfare Entered Employment Wage Rate*

WELFARE TRANSITION			
WAGE AS % OF LLSIL FOR FAMILY OF 3**			
**Calculated by dividing the average wage by the regionally adjusted hourly LLSIL for a Family of 3. Ranges from \$9.37/hr to \$11.02/hr. FPLI = 2000 Florida Price Level Index. LLSIL = 2001 Lower Living Standard Income Level. The Annual 2001 LLSIL for a Family of 3 for Florida is \$21,530 or \$10.35/hour; selected by state policy as the indicator for a "self-sufficiency" wage			
RWB	LLSIL	AVG. HOURLY WAGE	WAGE RATE
24	\$10.20	\$7.44	72.94%
20	\$9.99	\$7.17	71.77%
8	\$10.04	\$7.17	71.41%
12	\$10.21	\$7.22	70.71%
15	\$10.44	\$7.37	70.59%
18	\$10.49	\$7.38	70.35%
16	\$9.82	\$6.86	69.86%
17	\$9.83	\$6.86	69.79%
14	\$10.74	\$7.37	68.62%
11	\$9.89	\$6.78	68.55%
13	\$10.14	\$6.94	68.44%
21	\$10.63	\$7.27	68.39%
10	\$9.68	\$6.61	68.29%
19	\$9.71	\$6.60	67.97%
22	\$10.95	\$7.44	67.95%
9	\$9.83	\$6.58	66.94%
3	\$9.37	\$6.24	66.60%
7	\$9.49	\$6.31	66.49%
1	\$9.62	\$6.28	65.28%
5	\$10.04	\$6.54	65.14%
2	\$9.81	\$6.37	64.93%
6	\$9.64	\$6.24	64.73%
4	\$9.75	\$6.30	64.62%
23	\$11.02	\$7.08	64.25%
*Data from State Technology Office & AWI			
STW	\$10.35	\$7.04	68.02%

Florida Regional Workforce Board Regions PY 2001 – 2002 Number Three - Welfare Return Rate

WELFARE TRANSITION RETURN RATE				
RWB	# Entries with Previous Employment	New Entries	Goal	Return Rate
17	362	3,283	16%	11.0%
3	96	846	16%	11.3%
19	103	876	16%	11.8%
15	521	4,104	16%	12.7%
16	312	2,430	16%	12.8%
22	1,041	8,036	16%	13.0%
23	3,926	30,142	16%	13.0%
1	405	3,092	16%	13.1%
11	392	2,843	16%	13.8%
21	647	4,574	16%	14.1%
12	1,917	13,381	16%	14.3%
13	323	2,191	16%	14.7%
2	164	1,101	16%	14.9%
7	210	1,408	16%	14.9%
8	924	6,165	16%	15.0%
14	1,058	6,873	16%	15.4%
10	489	3,174	16%	15.4%
20	380	2,442	16%	15.6%
9	411	2,628	16%	15.6%
4	202	1,264	16%	16.0%
24	330	2,009	16%	16.4%
18	323	1,918	16%	16.8%
6	196	1,108	16%	17.7%
5	461	2,574	16%	17.9%
*Data from State Technology Office & AWI				
STW	15,193	108,462	16%	14.0%

Florida Regional Workforce Board Regions PY 2001 – 2002 Number Four – WIA Employed Worker Outcome Rate

WIA Employed Worker Outcome Rate – Not Rated This Year				
RWB	Total Employment at Registration	Attained Credential	Entered Employment	Worker Outcome Rate
1	63	55	60	87.30%
2	44	19	39	43.18%
3	54	37	54	68.52%
4	147	46	130	31.29%
5	94	29	88	30.85%
6	75	29	52	38.67%
7	32	11	17	34.38%
8	543	469	526	86.37%
9	36	27	36	75.00%
10	50	40	49	80.00%
11	258	221	250	85.66%
12	53	20	47	37.74%
13	78	24	39	30.77%
14	453	55	441	12.14%
15	49	27	42	55.10%
16	28	20	27	71.43%
17	83	55	83	66.27%
18	45	38	43	84.44%
19	12	9	11	75.00%
20	213	151	199	70.89%
21	397	117	302	29.47%
22	119	51	95	42.86%
23	1,026	162	712	15.79%
24	70	40	59	57.14%
00	436	299	369	68.58%
*Data from State Technology Office & AWI				
STW	4,458	2,051	3,770	46.01%

Florida Regional Workforce Board Regions PY 2001 – 2002 Number Five – WIA Adult Entered Employment Rate*

REGION	# NOT EMPLOYED @ REG	# ENTERED EMPLOYMENT	PERCENT/EER	NEG. GOAL	% OF GOAL
17	152	152	100.00%	68.43%	146.13%
9	48	47	97.92%	69.00%	141.91%
2	174	167	95.98%	71.50%	134.23%
11	220	211	95.91%	68.02%	141.16%
3	86	82	95.35%	69.00%	138.19%
4	216	205	94.91%	70.50%	134.62%
18	12	11	91.67%	70.57%	129.89%
14	238	215	90.34%	66.72%	135.40%
20	304	273	89.80%	72.28%	124.24%
10	54	47	87.04%	65.50%	132.88%
8	148	127	85.81%	66.93%	128.21%
7	21	18	85.71%	69.50%	123.33%
24	174	147	84.66%	69.50%	121.56%
1	135	111	82.22%	65.75%	125.05%
12	191	157	82.20%	69.24%	119.47%
5	149	122	81.88%	70.89%	115.50%
16	71	58	81.69%	70.50%	115.87%
19	49	40	81.63%	69.50%	120.39%
21	903	730	80.84%	65.50%	123.42%
22	326	263	80.67%	67.90%	120.62%
15	160	126	78.75%	65.50%	120.23%
23	6871	5009	72.90%	59.47%	122.58%
6	109	60	55.05%	68.50%	80.36%
13	129	59	45.74%	71.50%	63.97%
00	762	672	88.19%	70.00%	125.09%
*Data from State Technology Office & AWI					
STW	11,702	9,109	77.84%	70.50%	110.41%

Florida Regional Workforce Board Regions PY 2001 – 2002 Number Six – WIA Adult Wage Rate*

WIA ADULT WAGE AS % OF LLSIL FOR FAMILY OF 3**					
REGION	LLSIL- FAMILY OF 3	ENTRY WAGE, PER HR	WAGE RATE	NEGO. GOAL	% OF GOAL
00	\$10.35	\$22.37	216.14%	90.00%	240.15%
14	\$10.74	\$12.83	119.48%	90.00%	132.76%
1	\$9.62	\$11.09	115.33%	90.00%	128.15%
5	\$10.04	\$11.50	114.58%	90.00%	127.31%
8	\$10.04	\$11.36	113.12%	90.00%	125.69%
4	\$9.75	\$10.63	109.04%	90.00%	121.16%
17	\$9.83	\$10.44	106.19%	90.00%	117.99%
9	\$9.83	\$10.39	105.65%	90.00%	117.39%
7	\$9.49	\$9.99	105.28%	90.00%	116.98%
20	\$9.99	\$10.21	102.16%	90.00%	113.51%
16	\$9.82	\$9.84	100.25%	90.00%	111.39%
10	\$9.68	\$9.58	98.99%	90.00%	109.99%
12	\$10.21	\$9.80	95.95%	90.00%	106.61%
13	\$10.14	\$9.66	95.31%	90.00%	105.90%
3	\$9.37	\$8.77	93.60%	90.00%	104.00%
24	\$10.20	\$9.54	93.51%	90.00%	103.90%
15	\$10.44	\$9.71	93.01%	90.00%	103.34%
18	\$10.49	\$9.73	92.77%	90.00%	103.07%
21	\$10.63	\$9.51	89.47%	90.00%	99.41%
22	\$10.95	\$9.79	89.40%	90.00%	99.33%
11	\$9.89	\$8.74	88.34%	90.00%	98.16%
19	\$9.71	\$8.44	86.92%	90.00%	96.58%
23	\$11.02	\$9.47	85.90%	90.00%	95.45%
6	\$9.64	\$8.00	82.96%	90.00%	92.18%
2	\$9.81	\$7.66	78.12%	90.00%	86.80%
*Data from State Technology Office & AWI					
STW	\$10.35	\$10.59	102.32%	90.00%	113.69%

**Calculated by dividing the average wage by the regionally adjusted hourly LLSIL for a Family of 3. Ranges from \$9.37/hr to \$11.02/hr.

LLSIL = 2001 Lower Living Standard Income Level

The Annual 2001 LLSIL for a Family of 3 for Florida is \$21,530 or \$10.35/hour; selected by state policy as the indicator for a "self-sufficiency" wage.

Florida Regional Workforce Board Regions PY 2001 – 2002 Number Seven – WIA Dislocated Worker Entered Employment Rate*

WIA DISLOCATED WORKER					
REGION	# EXITERS	# ENTERING EMPLOY.	ENTER. EMPLOY. RATE	NEG. GOAL	% OF GOAL
00	1503	1361	90.55%	68.47%	132.25%
3	57	57	100.00%	68.29%	146.43%
9	30	30	100.00%	71.91%	139.06%
10	42	42	100.00%	71.00%	140.85%
17	191	191	100.00%	71.00%	140.85%
14	329	322	97.87%	69.19%	141.45%
20	174	169	97.13%	78.00%	124.52%
11	226	216	95.58%	71.98%	132.78%
24	122	114	93.44%	71.00%	131.61%
21	874	812	92.91%	68.15%	136.33%
19	13	12	92.31%	75.00%	123.08%
16	98	90	91.84%	76.00%	120.84%
18	49	45	91.84%	80.00%	114.80%
12	316	289	91.46%	72.00%	127.02%
15	246	223	90.65%	68.28%	132.76%
5	84	76	90.48%	69.79%	129.64%
22	347	307	88.47%	66.49%	133.06%
4	113	99	87.61%	69.00%	126.97%
1	220	190	86.36%	68.47%	126.13%
8	259	222	85.71%	68.89%	124.42%
2	131	111	84.73%	67.56%	125.42%
6	75	62	82.67%	68.76%	120.22%
23	3271	2620	80.10%	62.90%	127.34%
7	157	105	66.88%	73.00%	91.62%
13	156	102	65.38%	72.64%	90.01%
*Data from State Technology Office & AWI					
STW	9083	7867	86.61%	68.47%	127.24%

Florida Regional Workforce Board Regions PY 2001 – 2002 Number Eight – WIA Dislocated Worker Wage Rate*

WIA DISLOCATED WORKER WAGE, AS % OF LLSIL FOR FAMILY OF 3**					
Region	LLSIL Family of 3	Entry Wage Per Hour	Wage Rate Percentage	Negotiated Goal	Percent of Goal
00	\$10.35	\$13.97	134.98%	110.00%	122.71%
5	\$10.04	\$13.59	135.43%	110.00%	123.12%
8	\$10.04	\$13.43	133.68%	110.00%	121.53%
19	\$9.71	\$12.53	128.99%	110.00%	117.27%
20	\$9.99	\$12.60	126.08%	110.00%	114.62%
13	\$10.14	\$12.62	124.51%	110.00%	113.19%
9	\$9.83	\$12.10	122.99%	110.00%	111.81%
15	\$10.44	\$12.76	122.19%	110.00%	111.08%
7	\$9.49	\$11.46	120.75%	110.00%	109.77%
14	\$10.74	\$12.87	119.87%	110.00%	108.97%
21	\$10.63	\$12.63	118.82%	110.00%	108.01%
22	\$10.95	\$12.95	118.26%	110.00%	107.51%
11	\$9.89	\$11.61	117.38%	110.00%	106.71%
24	\$10.20	\$11.87	116.37%	110.00%	105.79%
17	\$9.83	\$11.37	115.62%	110.00%	105.11%
4	\$9.75	\$11.19	114.82%	110.00%	104.38%
3	\$9.37	\$10.75	114.77%	110.00%	104.34%
18	\$10.49	\$12.04	114.75%	110.00%	104.32%
16	\$9.82	\$11.18	113.87%	110.00%	103.52%
12	\$10.21	\$11.34	111.06%	110.00%	100.96%
1	\$9.62	\$10.53	109.53%	110.00%	99.57%
23	\$11.02	\$11.89	107.81%	110.00%	98.01%
6	\$9.64	\$10.16	105.42%	110.00%	95.83%
10	\$9.68	\$9.85	101.74%	110.00%	92.49%
2	\$9.81	\$9.13	93.13%	110.00%	84.66%
*Data from State Technology Office & AWI					
STW	\$ 10.35	\$12.96	100.00%	110.00%	90.91%

**Calculated by dividing the average wage by the regionally adjusted hourly LLSIL for a Family of 3. Ranges from \$9.37/hr to \$11.02/hr.
 LLSIL = 2001 Lower Living Standard Income Level
 The Annual 2001 LLSIL for a Family of 3 for Florida is \$21,530 or \$10.35/hour; selected by state policy as the indicator for a "self-sufficiency" wage.

Florida Regional Workforce Board Regions PY 2001 – 2002 Number Nine – WIA Youth Goal Attainment Rate*

WIA YOUTH GOAL ATTAINMENT RATE			
RWB	ALL GOALS	GOALS ATTAINED	GOAL ATTAINMENT RATE
17	967	365	98.65%
1	644	462	95.76%
4	930	350	95.39%
9	726	398	92.86%
12	1536	1,548	91.58%
2	684	305	91.34%
21	133	668	86.92%
3	433	439	86.61%
22	837	241	86.43%
18	931	54	85.71%
11	862	378	84.94%
13	544	387	84.78%
20	834	2,447	84.38%
8	627	422	83.27%
10	671	271	83.08%
19	752	193	78.63%
16	458	284	75.73%
7	5313	183	74.69%
5	1507	646	74.63%
15	1363	606	74.57%
24	1558	610	72.54%
23	542	7,783	65.07%
14	19969	199	59.94%
6	4258	215	57.11%
STW	28,306	21,510	75.07%

Florida Regional Workforce Board Regions PY 2001 – 2002 Number Ten – WIA Youth Positive Outcome Rate*

WIA YOUTH POSITIVE OUTCOME RATE					
REGION	YOUTH EXITERS	# WITH POSITIVE OUTCOMES	POS. OUTCOME RATE	NEG. GOAL	% OF GOAL
9	107	107	100.00%	86.0%	116.28%
17	183	183	100.00%	86.0%	116.28%
12	730	729	99.86%	86.0%	116.12%
3	138	136	98.55%	86.0%	114.59%
1	100	98	98.00%	86.0%	113.95%
8	325	314	96.61%	86.0%	112.34%
4	79	76	96.20%	86.0%	111.86%
19	51	49	96.07%	86.0%	111.71%
2	91	87	95.60%	86.0%	111.16%
21	83	79	95.18%	86.0%	110.67%
14	79	75	94.93%	86.0%	110.38%
23	4,181	3,953	94.54%	86.0%	109.93%
10	68	64	94.11%	86.0%	109.43%
20	733	687	93.72%	86.0%	108.98%
15	186	174	93.54%	86.0%	108.77%
18	31	29	93.54%	86.0%	108.77%
16	140	126	90.00%	86.0%	104.65%
5	118	105	88.98%	86.0%	103.47%
24	228	190	83.33%	86.0%	96.90%
7	60	5	8.30%	86.0%	9.65%
11	199	165	82.91%	86.0%	96.41%
6	187	153	81.81%	86.0%	95.13%
13	302	247	81.78%	86.0%	95.09%
22	89	71	79.77%	86.0%	92.76%
00	1,119	1,012	90.43%	86.0%	105.15%
*Data from State Technology Office & AWI					
STW	9,607	8,914	92.78%	86.00%	107.88%

Florida Regional Workforce Board Regions PY 2001 – 2002 Number Eleven – Wagner – Peyser Entered Employment Rate*

RWB	# ENTERING EMPLOY.	ENTER. EMPLOY. RATE	NEG. GOAL	% OF GOAL
23	73,526	38.87%	33.00%	117.79%
24	17,543	38.78%	33.00%	117.52%
1	10,398	38.06%	33.00%	115.34%
8	30,699	36.41%	33.00%	110.33%
9	6,096	33.67%	33.00%	102.02%
20	11,927	33.54%	33.00%	101.63%
10	10,873	33.15%	33.00%	100.46%
5	8,004	33.06%	33.00%	100.18%
11	6,957	33.05%	33.00%	100.14%
18	9,586	33.04%	33.00%	100.13%
13	11,241	31.40%	33.00%	95.16%
3	3,312	30.91%	33.00%	93.67%
6	2,850	28.98%	33.00%	87.81%
2	4,550	28.48%	33.00%	86.30%
12	34,129	28.29%	33.00%	85.73%
7	2,757	28.26%	33.00%	85.64%
21	18,917	28.02%	33.00%	84.92%
14	17,357	28.02%	33.00%	84.90%
15	22,433	27.28%	33.00%	82.67%
22	26,144	25.99%	33.00%	78.76%
4	3,938	24.69%	33.00%	74.80%
16	6,781	24.13%	33.00%	73.13%
19	2,474	23.61%	33.00%	71.54%
17	8,690	21.43%	33.00%	64.95%
*Data from AWI				
STW	349,315	32.69%	33.00%	99.05%

Florida Regional Workforce Board Regions PY 2001 – 2002 Number Twelve – Wagner – Peyser Wage Rate*

Regional Work Board	Wage at Placement	LLSIL for Family of Three	Entered Employment Wage Rate
13	\$10.87	\$10.14	107.20%
8	\$9.71	\$10.04	96.71%
24	\$9.81	\$10.20	96.18%
22	\$10.41	\$10.95	95.07%
20	\$8.91	\$9.99	89.19%
16	\$8.65	\$9.82	88.09%
21	\$9.32	\$10.63	87.68%
23	\$9.58	\$11.02	86.93%
18	\$8.99	\$10.49	85.70%
12	\$8.70	\$10.21	85.21%
4	\$8.29	\$9.75	85.03%
7	\$8.05	\$9.49	84.83%
1	\$8.04	\$9.62	83.58%
11	\$8.21	\$9.89	83.01%
17	\$8.14	\$9.83	82.81%
10	\$8.00	\$9.68	82.64%
9	\$8.06	\$9.83	81.99%
3	\$7.59	\$9.37	81.00%
2	\$7.87	\$9.81	80.22%
6	\$7.70	\$9.64	79.88%
14	\$8.38	\$10.74	78.03%
19	\$7.51	\$9.71	77.34%
15	\$7.97	\$10.44	76.34%
5	\$7.02	\$10.04	69.92%
*Data from AWI			
State Wide	\$8.98	\$10.35	86.8%

Florida Regional Workforce Board Regions PY 2001 – 2002 Number Thirteen – Wagner – Peyser New Hire Involvement Rate*

WAGNER PEYSER NEW HIRE INVOLVEMENT RATE					
RWB	TOTAL ENTERED EMPLOYMENT	TOTAL REPORTED ON NEW HIRE REPORT	NEW HIRE INVOLVEMENT RATE	NEG. GOAL	% OF GOAL
3	3,312	7,767	42.64%	12%	355.35%
6	2,850	8,396	33.94%	12%	282.87%
23	75,526	225,715	32.57%	12%	271.46%
7	2,757	8,608	32.03%	12%	266.90%
10	10,873	39,769	27.34%	12%	227.84%
5	8,004	29,610	27.03%	12%	225.26%
1	10,398	42,635	24.39%	12%	203.24%
9	6,096	25,175	24.21%	12%	201.79%
13	11,241	47,944	23.45%	12%	195.38%
8	30,699	141,701	21.66%	12%	180.54%
4	3,938	19,830	19.86%	12%	165.49%
20	11,927	60,099	19.85%	12%	165.38%
2	4,550	23,928	19.02%	12%	158.46%
15	22,433	139,440	16.09%	12%	134.07%
22	26,144	167,011	15.65%	12%	130.45%
21	18,917	123,517	15.32%	12%	127.63%
12	34,129	223,268	15.29%	12%	127.38%
14	17,357	115,697	15.00%	12%	125.02%
24	17,543	119,720	14.65%	12%	122.11%
17	8,690	60,457	14.37%	12%	119.78%
16	6,781	48,435	14.00%	12%	116.67%
18	9,586	75,067	12.77%	12%	106.42%
11	6,957	56,364	12.34%	12%	102.86%
19	2,474	20,489	12.07%	12%	100.62%
*Data from AWI					
STW	349,315	1,830,642	19.10%	12%	159.17%

Florida Regional Workforce Board Regions PY 2001 – 2002 Number Fourteen – Wagner – Peyser Employer Involvement Rate*

WAGNER PEYSER EMPLOYER INVOLVEMENT RATE			
RWB	EMPLOYER INVOLVEMENT RATE	NEG. GOAL	% OF GOAL
23	74.36%	20%	371.79%
13	39.94%	20%	199.68%
3	38.69%	20%	193.44%
20	37.14%	20%	185.68%
2	36.98%	20%	184.89%
4	34.16%	20%	170.78%
19	28.28%	20%	141.38%
8	27.92%	20%	139.58%
1	25.13%	20%	125.66%
10	24.14%	20%	120.68%
6	23.60%	20%	118.01%
18	22.93%	20%	114.65%
14	22.65%	20%	113.23%
5	22.42%	20%	112.11%
15	21.48%	20%	107.38%
21	21.41%	20%	107.06%
7	20.63%	20%	103.14%
24	20.27%	20%	101.34%
12	20.18%	20%	100.91%
22	20.18%	20%	100.88%
16	19.80%	20%	99.02%
9	18.30%	20%	91.51%
11	16.81%	20%	84.03%
17	15.43%	20%	77.16%
*Data from AWI			
STW	28.90%	20%	144.50%

Florida Regional Workforce Board Regions PY 2001 – 2002 Number Fifteen – WIA Customer Satisfaction for Individuals*

Customer Satisfaction WIA Individuals			
REGION	ACTUAL SCORE	NEG. GOAL	% OF GOAL
4	86.00%	68.00%	126.47%
19	85.80%	68.00%	126.18%
3	84.70%	68.00%	124.56%
10	84.50%	68.00%	124.26%
22	82.40%	68.00%	121.18%
2	81.50%	68.00%	119.85%
8	81.30%	68.00%	119.56%
24	81.30%	68.00%	119.56%
1	80.30%	68.00%	118.09%
9	80.20%	68.00%	117.94%
18	79.90%	68.00%	117.50%
20	79.90%	68.00%	117.50%
11	79.70%	68.00%	117.21%
23	77.70%	68.00%	114.26%
15	77.20%	68.00%	113.53%
7	77.10%	68.00%	113.38%
12	76.50%	68.00%	112.50%
13	76.00%	68.00%	111.76%
5	75.20%	68.00%	110.59%
21	75.20%	68.00%	110.59%
16	74.40%	68.00%	109.41%
6	73.60%	68.00%	108.24%
17	71.10%	68.00%	104.56%
14	71.00%	68.00%	104.41%
*Data from State Technology Office (STO) & AWI			
STW	78.60%	68.00%	115.59%

Florida Regional Workforce Board Regions PY 2001 – 2002 Number Sixteen – Wagner – Peyser Customer Satisfaction for Individuals*

Customer Satisfaction for Wagner-Peyser Individuals			
REGION	ACTUAL SCORE	NEG. GOAL	% OF GOAL
23	78.70%	80.00%	98.38%
3	77.90%	80.00%	97.38%
19	77.50%	80.00%	96.88%
22	77.10%	80.00%	96.38%
2	75.80%	80.00%	94.75%
17	75.80%	80.00%	94.75%
9	75.60%	80.00%	94.50%
20	75.30%	80.00%	94.13%
4	75.20%	80.00%	94.00%
11	75.00%	80.00%	93.75%
24	74.50%	80.00%	93.13%
6	74.30%	80.00%	92.88%
13	74.20%	80.00%	92.75%
5	74.10%	80.00%	92.63%
1	73.70%	80.00%	92.13%
14	73.70%	80.00%	92.13%
15	73.50%	80.00%	91.88%
21	73.10%	80.00%	91.38%
8	72.90%	80.00%	91.13%
12	72.80%	80.00%	91.00%
7	72.30%	80.00%	90.38%
10	72.00%	80.00%	90.00%
16	71.60%	80.00%	89.50%
18	70.60%	80.00%	88.25%
*Data from AWI			
STW	74.40%	80.00%	93.00%

Florida Regional Workforce Board Regions PY 2001 – 2002 Number Seventeen – Customer Satisfaction for All Employers*

Customer Satisfaction All Employers			
REGION	ACTUAL SCORE	NEG. GOAL	% OF GOAL
3	83.00%	65.00%	127.69%
1	80.00%	65.00%	123.08%
7	80.00%	65.00%	123.08%
13	79.60%	65.00%	122.46%
2	78.80%	65.00%	121.23%
10	77.70%	65.00%	119.54%
17	77.10%	65.00%	118.62%
5	76.80%	65.00%	118.15%
19	76.80%	65.00%	118.15%
8	76.66%	65.00%	117.94%
12	76.40%	65.00%	117.54%
4	76.30%	65.00%	117.38%
24	75.90%	65.00%	116.77%
15	75.70%	65.00%	116.46%
11	75.50%	65.00%	116.15%
20	75.10%	65.00%	115.54%
21	74.80%	65.00%	115.08%
6	74.60%	65.00%	114.77%
18	74.40%	65.00%	114.46%
16	74.20%	65.00%	114.15%
14	74.00%	65.00%	113.85%
23	73.90%	65.00%	113.69%
22	72.90%	65.00%	112.15%
9	71.10%	65.00%	109.38%
*Data from State Technology Office (STO) & AWI			
STW	76.20%	65.00%	117.23%

Results of Customer Satisfaction Survey Mandatory Questions*

Results of the Customer Satisfaction Survey Required Questions						
Answers to the following questions are required by the Workforce Investment Act:						
1. Overall, how satisfied are you with the services you received?						
2. How well did the services you received meet your expectations?						
3. How well did the services you received compare to your ideal?						
Workforce Board						
	Number of Employer Responses	Average Employer Score	Number of Participant Responses	Average Participant Score	Number of Applicant Responses	Average Applicant Score
1	Count: 279	80.00%	Count: 275	80.28%	Count: 532	73.67%
2	Count: 267	78.83%	Count: 147	81.54%	Count: 502	75.84%
3	Count: 214	83.04%	Count: 203	84.71%	Count: 373	77.86%
4	Count: 272	76.33%	Count: 308	86.05%	Count: 475	75.24%
5	Count: 213	76.76%	Count: 213	75.24%	Count: 538	74.08%
6	Count: 192	74.57%	Count: 201	73.62%	Count: 352	74.30%
7	Count: 160	79.96%	Count: 84	77.10%	Count: 510	72.34%
8	Count: 359	76.56%	Count: 315	81.28%	Count: 512	72.86%
9	Count: 187	71.14%	Count: 141	80.24%	Count: 491	75.61%
10	Count: 313	77.74%	Count: 159	84.51%	Count: 510	72.05%
11	Count: 278	75.54%	Count: 323	79.70%	Count: 549	74.96%
12	Count: 356	76.43%	Count: 288	76.47%	Count: 537	72.82%
13	Count: 350	79.55%	Count: 172	76.03%	Count: 535	74.16%
14	Count: 338	74.03%	Count: 270	71.01%	Count: 527	73.72%
15	Count: 355	75.75%	Count: 280	77.18%	Count: 511	73.54%
16	Count: 286	74.21%	Count: 71	74.41%	Count: 505	71.59%
17	Count: 311	77.08%	Count: 177	71.09%	Count: 502	75.75%
18	Count: 319	74.40%	Count: 182	79.89%	Count: 465	70.60%
19	Count: 206	76.80%	Count: 56	85.83%	Count: 464	77.53%
20	Count: 311	75.13%	Count: 406	79.01%	Count: 480	75.30%
21	Count: 338	74.81%	Count: 411	75.20%	Count: 494	73.06%
22	Count: 337	72.90%	Count: 233	82.40%	Count: 545	77.06%
23	Count: 249	73.87%	Count: 596	77.70%	Count: 528	78.71%
24	Count: 324	75.88%	Count: 207	81.29%	Count: 480	74.51%
Data from Labor Market Statistics						
State	6814	76.22%	5,718	78.62%	Count: 11,917	74.43%
	ACSI	74.29%	ASCI	76.70%	ASCI	72.10%

DEFINITIONS OF SHORT-TERM MEASURES FOR THE STATE RED/GREEN REPORT AS APPROVED BY THE WORKFORCE FLORIDA BOARD

Regional performances against the following measures falling within the top quartile will be colored green. Performances in the lowest quartile will be colored red. However, performances that represent achievement of a region's negotiated goal will not be colored red.

1. WELFARE ENTERED EMPLOYMENT RATE

The percentage of closed TANF cases that were closed due to earned income. The numerator is the sum of cases that received TANF during the report period that were closed due to earnings. The denominator is the sum of closed cases that received TANF during the report period.

2. WELFARE TRANSITION ENTERED EMPLOYMENT WAGE RATE

The average welfare transition program hourly wage at entry into employment expressed as a percentage of the regionally adjusted Lower Living Standard Income Level (LLSIL) for a family of three. Regional adjustments are based on the Florida Price Level Index. (Source: AWI, Office of Workforce Information Services, Labor Market Statistics.)

3. WELFARE RETURN RATE

Return TANF cases that were previously closed due to earnings expressed as a percentage of new cases. The numerator is the sum of cases that begin receiving TANF during the report period that were previously closed due to earnings. The denominator is the sum of all cases that began receiving TANF during the report period.

4. ADULT EMPLOYED WORKER OUTCOME RATE

Of those who are employed at registration, the number remaining in employment and who attain a credential at exit: divided by the number of adults who exit during the quarter.

5. WIA ADULT ENTERED EMPLOYMENT RATE

Applies the WIA core measure for entered employment at exit. Of those adults' unemployed at registration, the percentage employed at exit.

6. WIA ADULT WAGE RATE

The average adult hourly wage at exit expressed as a percentage of the regionally adjusted Lower Living Standard Income Level (LLSIL) for a family of three. Regional adjustments are based on the Florida Price Level Index. (Source: AWI, Office of Workforce Information Services, Labor Market Statistics)

7. WIA DISLOCATED WORKER ENTERED EMPLOYMENT RATE

Applies the WIA core measure for entered employment at exit. The percentage of all dislocated workers employed at exit.

8. WIA DISLOCATED WORKER ENTERED EMPLOYMENT WAGE RATE

The average dislocated worker hourly wage at exit expressed as a percentage of the regionally adjusted Lower Living Standard Income Level (LLSIL) for a family of three. Regional adjustments are based on the Florida Price Level Index. (Source: AWI, Office of Workforce Information Services, Labor Market Statistics)

9. WIA YOUTH GOAL ATTAINMENT RATE

The number of goals obtained by youth 14-18 as percentage of goals set to be obtained for three categories of younger youth goals: basic skills, work readiness, and occupational skills. This measure is the same as the federal WIA core indicator.

10. WIA YOUTH POSITIVE OUTCOME RATE

The percent of youth exiters 14-18 with positive outcomes. This measure will express the number of younger youth participants who enter employment, the military, apprenticeship programs, post-secondary education, and/or stay in secondary education or receive a diploma as a percentage of all younger youth exiters.

11. WAGNER-PEYSER ENTERED EMPLOYMENT RATE

Based on data entered into the DLES MIS system and data reported by the Department of Revenue monthly New Hire Report, the percentage of Wagner-Peyser applicants who enter employment. The total entering employment includes all applicants placed as a result of a job referral, those who obtained employment after the receipt of a "prerequisite service", and those who went to work after having received a "reportable service".

12. WAGNER-PEYSER ENTERED EMPLOYMENT WAGE RATE

As recently verified by AWI, the average Wagner-Peyser hourly wage at placement is based on job orders filled, expressed as a percentage of the regionally adjusted Lower Living Standard Income Level (LLSIL) for a family of three. Regional adjustments are based on the Florida Price Level Index. (Source: AWI, Office of Workforce Information Services, Labor Market Statistics)

13. WAGNER-PEYSER NEW HIRE INVOLVEMENT RATE

The total Wagner-Peyser entered employment expressed as a percentage of the total new hires reported by the Department of Revenue monthly New Hire Report.

14. WAGNER-PEYSER EMPLOYER INVOLVEMENT RATE

The total number of employers receiving Wagner-Peyser services expressed as a percentage of the total number of employers reporting new hires in the Department of Revenue monthly New Hire Report.

15. CUSTOMER SATISFACTION – WIA INDIVIDUALS

Based on a monthly telephone survey, the average participant rating for the three federally mandated questions regarding overall satisfaction reported on a 0–100-point scale. The methodology is that currently employed under WIA for the regions in the survey conducted in Florida by Brandt Information Services, Inc. under contract with WFI.

16. CUSTOMER SATISFACTION – WAGNER-PEYSER (WP) INDIVIDUALS

Based on a monthly telephone survey, the average participant rating for the three federally mandated questions regarding overall satisfaction reported on a 0–100-point scale. The methodology is the same as that currently employed under WIA for the regions in the survey conducted in Florida by Brandt Information Services, Inc. under contract with WFI.

17. CUSTOMER SATISFACTION – ALL EMPLOYERS

Based on a monthly telephone survey, the average employer rating for the three federally mandated questions regarding overall satisfaction reported on a 0–100-point scale. The methodology is that currently employed under WIA for the regions in the survey conducted in Florida by Brandt Information Services, Inc. under contract with WFI.

Florida's Customer Satisfaction Survey For the Workforce Investment Act

The Florida Customer Satisfaction Survey was created by a workgroup chaired by Labor Market Statistics. It consisted of local Workforce Development Board Executive Directors, local Board Staff, and staff from Workforce Florida Incorporated. Florida's Customer Satisfaction Survey is designed to comply with the Workforce Investment Act of 1998 and to provide Employers, Participants, and Program Operators with a measure of customer satisfaction with services.

In accordance with the WIA, each state must set specific goals for customer satisfaction and negotiate those goals with the U.S. Department of Labor. To gauge the effectiveness of statewide WIA programs and compare customer satisfaction among all 50 states, the U.S. Department of Labor elected to use the American Customer Satisfaction Index (ACSI). **The ACSI is a weighted average of the first three questions of the Florida Customer Satisfaction Survey.**

WIA Fifteen Percent Funds

WIA State 15% Funds – 667.130 – The Governor may reserve up to fifteen (15%) percent for allotted youth, adult, and dislocated workers funds. Funds reserved under this paragraph may be combined and spent on statewide employment and training activities, for adults, dislocated worker and youth activities without regard to funding source.

State Administrative Activities: 667.210 – 667.220

Projects without participants: general administrative functions and coordination of those functions (accounting, budgeting, financial, procurement and purchasing functions, property management functions, personnel management, payroll functions, developing systems and procedures), performing oversight and monitoring responsibilities related to WIA administrative functions, costs of goods and services required for administrative functions of the program, travel costs incurred for official business in carrying out administrative activities or overall management of the WIA system, costs of information systems related to administrative functions

Projects with participants exempt from key measures: employer outreach and job development activities; provision of capacity building and technical assistance to local area, one-stop operators, one-stop partners, and eligible providers, including the development and training of staff and the development of exemplary program activities;

Projects with participants subject to key measures: The establishment and implementation of programs targeted to empowerment zones and enterprise communities, nontraditional employments, and areas with excess unemployment, excess poverty; Conduct research and demonstrations projects.

Workforce Florida's ANNUAL PERFORMANCE REPORT ON FLORIDA'S WORKFORCE DEVELOPMENT SYSTEM Uniform Performance Measures in Three Tiers

With the passage of the Workforce Florida Act of 1996, establishment of a standardized process with uniform measures and standards to gauge the performance of the State's workforce development strategy have been required. This mandate was reiterated in 1999 amendments to Section 288.9952 (9), of the Florida Statutes, and again with the adoption of the Workforce Innovation Act of 2000.

As one of the several evaluation methodologies employed by Workforce Florida, Inc. in its review of the state's workforce systems, the review and evaluation of these standards and measures provides critical information concerning the numerous workforce training programs in operation throughout the state.

Use of Uniform Standards and Measures

The uniform standards and measures were developed by representatives of the following agencies and organizations: the Department of Labor and Employment Security (DLES); the Department of Education (DOE); the Department of Children and Families; the Office of Program Policy Analysis and Government Accountability (OPPAGA); the Commission on Government Accountability to the People; Florida TaxWatch, the Center for Needs Assessment and Planning at Florida State University; the Florida Education and Training Placement Information Program (FETPIP); and the University of Florida Bureau of Economic and Business Research.

The measures:

1. Were based on existing data arrangements and systems, and;
2. Utilized FETPIP's annual data collection for measures dealing with employment earnings, continuing education, and welfare participation.

The 1999 Florida Legislature passed legislation amending the Workforce Florida Act of 1996 including the original provisions relating to the development of tiered performance measures. The amendments required the development of some additional measures and the production of an annual report on the performance of Florida's workforce development system, as reflected in the three-tier measurement system. Additional modifications to the three tiered reporting system were required with the passage of Senate Bill 1566 in 1999, which shifted the emphasis to the current strategies, including First Jobs/First Wages, Better Jobs/Better Wages, and High Skills/High Wages. These reporting requirements were retained in the Workforce Innovation Act of 2000, which created the new state board; Workforce Florida, Inc.

2002 Annual Performance Report

The 2002 Annual Performance Report was compiled by the Florida Education and Training Placement Information Program (FETPIP) Office at the request of Workforce Florida. Performances are reported for nine uniform measures. Findings for the nine measures are reported at **Tier 1** - system-wide, **Tier 2** - the program/strategy/initiative level, and **Tier 3** - individual program levels.

The nine measures against which performance is reported include the following:

1. Total Individuals.
2. Initial employment or those who exited/completed workforce programs and were found employed expressed as a percentage of the total number of those exiting/completing programs
3. Earnings or Wage Levels expressed as the percentage of those found employed at each of four full-time earnings or wage levels listed below:
 - Level 0 – those earning below minimum wage of \$5.15/hour or \$2,678 quarterly.
 - Level 1 – those earning at least minimum wage of \$5.15/hour but less than \$7.50/hour (from \$2,678 quarterly to \$3,900 quarterly).
 - Level 2 – those earning at least \$7.50/hour but less than \$9.00/hour (from \$3,900 quarterly to \$4,680 quarterly).
 - Level 3 – those earning \$9.00/hour and greater (\$4,680 or more quarterly).
4. Continued Employment expressed as a percentage of those found employed at follow-up the year following program exit or completion.
5. Initial Earnings expressed as the average quarterly amount earned for those found employed the year after program exit/completion.
6. Earnings Growth expressed as the amount of gain or loss in average quarterly earnings as compared to the average initial earnings.
7. Public Assistance or those who exited/completed workforce programs and were found to be receiving public assistance expressed as a percentage of the total number of those exiting/completing programs.
8. Continued Public Assistance expressed as a percentage of those found to be receiving public assistance the year after program exit/completion.
9. Continuing Education or those who exited/completed workforce programs and were found to be in any education or training program expressed as a percentage of the total number of those exiting/completing programs.

The accompanying three-tier reports are constructed to conform to the requirements in Section 445.004(9), Florida Statutes. Since this is the third year in which data is available in the manner prescribed in law for the three council designations, three separate reports are included. The report provides fall 2001 outcomes for the 1998-1999, 1999-2000 and 2000-2001 cohorts. Since data is available for three years within these cohorts, a comparison of the number of individuals remaining employed, their

change in quarterly earnings, and the change in the percentage of individuals continuing on Public Assistance can be derived.

The Three Tier Report submitted in December 2000 and 2001 may have changed due to the inclusion of data and outcomes from additional programs which were not previously available. Also, Florida's Workforce system finished migration to a new DB2 based MIS system in July of 2000 allowing the capture of more accurate data throughout the state.

Additionally, since each cohort is tracked on a yearly basis, the second and third year data review provides insight into trends occurring within that particular cohort of individuals. The following tables examine these trends in selected programs.

As noted above, the report groupings included as a part of the Three Tier Report submission provides fall 2001 findings for the 1998-1999, 1999-2000 and 2000-2001 cohorts. This report provides a first look at individuals entering employment for the first time during fall 2000.

Within each Cohort report, breakouts are provided for each of the required tiers, including:

TIER 1 – System or state-wide total unduplicated outcomes for all components and initiatives;

TIER 2 – Total outcomes for each of the three initiatives or strategies, unduplicated within each strategy, including First Jobs/First Wages, Better Jobs/Better Wages, and High Skills/High Wages;

TIER 3 – Total outcomes for all programs within each of the defined **Tier 2** strategies, unduplicated within each program. Each program has been identified within the most logical grouping.

It should be noted that each tier is a product of the outcomes reflected in the tier below, for instance, **Tier 1** outcomes reflect a consolidation of **Tier 2**. However, as noted within the report descriptors, **Tier 1** outcomes will be less than the sum of the strategies or initiatives in **Tier 2** since **Tier 1** is an unduplicated report by social security number within each initiative. Likewise, the consolidated **Tier 2** report reflects an unduplicated count of outcomes reflected in each of the programs found in **Tier 3**. Graphically, this may be displayed as follows:

Table One

TIER 1 Unduplicated System-Wide Outcomes		
TIER 2 Unduplicated Count of the Three Initiatives/Strategies		
First Jobs/First Wages	Better Jobs/Better Wages	High Skills/High Wages
TIER 3 Unduplicated Count of All Programs		
District Adult General Education WIA - Older Youth WIA Younger Youth 401 Ex-Offender Programs Placed Dropout Prevention Public High School Dropouts Public High School Graduates Jobs for Florida's Graduates District Secondary Vocational Completers	401 Ex-Offender Programs Registered WAGES – Jobs – all Wagner Peyser – Registrations WIA – Adults WIA – Older Workers Blind Services Vocational Rehabilitation Closures Food Stamp Education & Training – Rec'd Orientation Food Stamp Education & Training – Placed TANF Adult Migrant Education Quick Response – District Florida Job Corps NAFTA/TAA	Quick Response Florida Community Colleges State University System - Bachelors WIA – Dislocated Workers Apprentice Programs Incumbent Worker Programs Community College Associate of Science Programs* Community College Postsecondary Adult Voc.* Community College Credit Certificate Programs* District Post-secondary Adult Vocational Programs*

**Includes only Targeted Occupational Training*

Specific programs reflected within the 1998-99 Cohort are slightly different from the above list due to the consolidation and merger during 1999-00 of some smaller programs.

PERFORMANCE OUTCOMES

**TIER 1 Performance Outcomes – Fall 2001 Findings
Comparison of 1998-1999, 1999-2000 and 2000-2001 Cohorts**

All Programs
Table Two

	Number Served	Initially Employed	Employed Percent	Continued Employment in 2000	Continued Employment in 2001
All Programs ³ 1998 – 1999 Cohort	1,371,056	668,215	48.74%	47.11%	44.41%
All Programs ³ 1999 – 2000 Cohort	1,278,215	569,147	44.53%	N/A	42.02%
¹ Change From Previous Year	-7.26%	-17.4%	-9.45%	N/A	² -5.38%
All Programs ³ 2000 – 2001 Cohort	1,238,414	567,296	45.81%	N/A	N/A
¹ Change From Previous Year	-3.21%	-0.00326%	2.79%	N/A	N/A

Source: Florida Education and Training Placement Information Program (FETPIP)

¹NOTE: Table Methodology

Change formula =

EXAMPLE:

$$(100) \left(\frac{\text{time } 2f - \text{time } 1f}{\text{time } 1f} \right) = \frac{463,261 - 401,044}{401,044} = \frac{62,217}{401,044} = 15.51\% \text{ Change}$$

²**NOTE:** The percentage of change in “continued employment” is between cohorts and not changes from year to year in the same cohort. This convention remains constant throughout this report.

³**NOTE:** A comparison of these three cohorts can be made based upon the general assumption that each cohort represents a similarly structured universe of individuals for each of the years represented.

Table Two shows a small general decline in the “Numbers Served, “Initially Served” and “Continued Employment in 2001” categories. Although the “Employed Percent” declined from the 98-99 and 99-00 cohorts, a small rebound was evident in the 00-01 cohort.

PERFORMANCE OUTCOMES

**TIER 2 Performance Outcomes – Fall 2001 Findings
Comparison of 1998-1999, 1999-2000 and 2000-2001 Cohorts**

First Jobs – First Wages

Table Three

	Number Served	Initially Employed	Employed Percent	Continued Employment in 2000	Continued Employment in 2001
First Jobs/First Wages 1998 – 1999 Cohort	163,682	87,804	53.64%	53.10	54.60%
First Jobs/First Wages 1999 – 2000 Cohort	241,436	125,329	51.91%	N/A	51.05%
Change from Previous Year	32.20%	29.94%	-1.73%	N/A	-6.5%
First Jobs/First Wages 2000 – 2001 Cohort	253,098	123,083	48.63%	N/A	N/A
Change from Previous Year	4.61%	-1.79%	-3.28%	N/A	N/A

Source: Florida Education and Training Placement Information Program (FETPIP)

In Cohort comparisons of **Tier Level Two First Jobs – First Wages**, several positive trends can be discerned:

1. The “number served” increased dramatically by **32.20%** from 98-99 to 99-00 and again from 00-01 (4.61%).
2. Participant “initially employed” also increased significantly (**29.94%**) from 98-99 to 99-00. There was also a slight decrease (1.79%) from 99-00 to 00-01.
3. The “continued employment” category remained rather constant with only a 6.5% decrease between measurable cohorts.

Earnings Levels as a Percent of All Employed First Jobs – First Wages

1998-1999 Cohort	1999-2000 Cohort	2000-2001 Cohort
Level 0 – 52.11%	52.06%	61.50%
Level 1 – 18.31%	19.19%	17.90%
Level 2 – 9.69%	9.48%	7.10%
Level 3 – 19.88%	19.27%	13.43%

Initial Average Quarterly Earnings

1998-1999 Cohort	1999-2000 Cohort	2000-2001 Cohort
\$2,047	\$2,581	\$2,566

Earnings Growth

1998-1999 Cohort	1999-2000 Cohort	2000-2001 Cohort
2000 - \$511	2000 – N/A	2000 – N/A
2001 - \$382	2001 - \$406	2001 – N/A

Public Assistance

1998-1999 Cohort	1999-2000 Cohort	2000-2001 Cohort
9.29%	6.68%	6.71%

Continuing Education

1998-1999 Cohort	1999-2000 Cohort	2000-2001 Cohort
33.50%	30.73%	31.05%

Better Job – Better Wages

Table Four

	Number Served	Initially Employed	Employed Percent	Continued Employment in 2000	Continued Employment in 2001
Better Jobs/Better Wages 1998 – 1999 Cohort	1,162,291	545,444	46.93%	45.25%	42.09%
Better Jobs/Better Wages 1999 – 2000 Cohort	995,849	411,859	41.36%	N/A	38.45%
Change from Previous Year	-14.32%	-24.49%	-11.87%	N/A	-8.65%
Better Jobs/Better Wages 2000 – 2001 Cohort	949,297	413,696	43.58%	N/A	N/A
Change from Previous Year	-4.68%	.00444%	5.10%	N/A	N/A

Source: Florida Education and Training Placement Information Program (FETPIP)

Results of cohort comparisons of **Tier Level Two Better Jobs – Better Wages**, are as follows:

1. The “number served” decreased 14.32% from 98-99 to 99-00 and slightly by 4.68% from 00-01.
2. Participant “initially employed” also decreased significantly (24.49%) from 98-99 to 99-00. There was also a slight increase (.00444%) from 99-00 to 00-01.
3. The “continued employment” category decreased by 8.65% between the 98-99 and 99-00 cohorts.

**Earnings Levels as a Percent of All Employed
Better Jobs – Better Wages**

1998-1999 Cohort	1999-2000 Cohort	2000-2001 Cohort
Level 0 – 31.49%	34.20%	37.80%
Level 1 – 14.84%	15.53%	16.09%
Level 2 – 9.48%	9.53%	9.54%
Level 3 – 44.18%	40.73%	36.55%

Initial Average Quarterly Earnings

1998-1999 Cohort	1999-2000 Cohort	2000-2001 Cohort
\$4,122	\$4,219	\$4,324

Earnings Growth

1998-1999 Cohort	1999-2000 Cohort	2000-2001 Cohort
2000 - \$476	2000 – N/A	2000 – N/A
2001 - \$270	2001 - \$413	2001 – N/A

Public Assistance

1998-1999 Cohort	1999-2000 Cohort	2000-2001 Cohort
28.42%	28.84%	29.55%

Continuing Education

1998-1999 Cohort	1999-2000 Cohort	2000-2001 Cohort
5.59%	6.04%	7.08%

High Skills – High Wages

Table Five

	Number Served	Initially Employed	Employed Percent	Continued Employment in 2000	Continued Employment in 2001
High Skill/High Wages 1998 – 1999 Cohort	82,069	58,082	70.77%	68.58%	63.48%
High Skill/High Wages 1999 – 2000 Cohort	77,842	55,377	71.14%	N/A	67.96%
Change From Previous Year	-5.15%	-4.66%	0.0052%	N/A	6.59%
High Skill/High Wages 2000 – 2001 Cohort	84,839	60,143	70.89%	N/A	N/A
Change From Previous Year	8.25%	7.92%	-0.004%	N/A	N/A

Source: Florida Education and Training Placement Information Program (FETPIP)

Results of cohort comparisons of **Tier Level Two High Skills – High Wages**, are as follows:

1. The “number served” decreased slightly by 5.15% from 98-99 to 99-00, however an 8.25% increase is noted from 99-00 to 00-01.
2. Participant “initially employed” also decreased minimally (4.66%) from 98-99 to 99-00 and rebounded by 7.92% from 99-00 to 00-01.
3. The “continued employment” category also showed an increase of 6.59% between the 98-99 and 99-00 cohorts.

Earnings Levels as a Percent of All Employed High Skills – High Wages

1998-1999 Cohort	1999-2000 Cohort	2000-2001 Cohort
Level 0 – 12.34%	12.25%	14.48%
Level 1 – 6.90%	6.82%	8.19%
Level 2 – 5.34%	5.33%	6.82%
Level 3 – 75.42%	75.60%	70.51%

Initial Average Quarterly Earnings

1998-1999 Cohort	1999-2000 Cohort	2000-2001 Cohort
\$6,248	\$6,859	\$7,050

Earnings Growth

1998-1999 Cohort	1999-2000 Cohort	2000-2001 Cohort
2000 - \$880	2000 – N/A	2000 – N/A
2001 - \$664	2001 - \$750	2001 – N/A

Public Assistance

1998-1999 Cohort	1999-2000 Cohort	2000-2001 Cohort
3.43%	2.03%	2.39%

Continuing Education

1998-1999 Cohort	1999-2000 Cohort	2000-2001 Cohort
21.10%	23.75%	20.13%

PERFORMANCE OUTCOMES

**TIER 3 Performance Outcomes – Fall 2001 Findings
Comparison of 1998-1999, 1999-2000 and 2000-2001 Cohorts**

Similar comparisons can be made for the individual **Tier 3** programs as was made for **Tier 1 and 2**. Because of the variety of programs included as a part of **Tier 3**, some performed better than others. Tier 3 programs in the First Jobs – First Wages category are: District Adult General Education, WIA - Older Youth, WIA Younger Youth, 401 Ex-Offender Programs Placed, Dropout Prevention, Public High School Dropouts, Public High School Graduates, Jobs for Florida’s Graduates, and District Secondary Vocational Completers. Selected programs are reviewed in this report. Please see the attached full Tiers Report for additional details.

Drop Out Prevention

Table Six

	Number Served	Initially Employed	Employed Percent	Continued Employment in 2000	Continued Employment in 2001
All Grads 1998 – 1999 Cohort	9,109	5,909	64.87%	63.91%	60.24%
All Grads 1999 – 2000 Cohort	10,095	6,137	60.79%	N/A	57.75%
Change From Previous Year	9.77%	3.72%	-6.3%	N/A	-4.13%
All Grads 2000 – 2001 Cohort	11,004	6,211	56.44%	N/A	N/A
Change From Previous Year	8.26%	1.19%	-7.2%	N/A	N/A

Source: Florida Education and Training Placement Information Program (FETPIP)

Results of cohort comparisons of **Tier Level Three Better Jobs - Better Wages Drop Out Prevention Program** are as follows:

1. The “number served” has increased steadily throughout the time periods with 9.77% and 8.26% respectively.
2. Participant “initially employed” also increased (3.72%) from 98-99 to 99-00 and slightly by 1.19% from 99-00 to 00-01.
3. The “employed percent” category showed a decrease of 6.3% between 98-99 and 99-00 and 7.2% between 99-00 and 00-01.

Earnings Levels as a Percent of All Employed Drop Out Prevention

1998-1999 Cohort	1999-2000 Cohort	2000-2001 Cohort
Level 0 – 42.21%	52.06%	66.61%
Level 1 – 20.96%	21.87%	20.50%
Level 2 – 11.92%	10.45%	6.60%
Level 3 – 24.21%	15.63%	6.30%

Initial Average Quarterly Earnings

1998-1999 Cohort	1999-2000 Cohort	2000-2001 Cohort
\$2,335	\$2,320	\$2,198

Earnings Growth

1998-1999 Cohort	1999-2000 Cohort	2000-2001 Cohort
2000 - \$557	2000 – N/A	2000 – N/A
2001 - \$438	2001 - \$525	2001 – N/A

Public Assistance

1998-1999 Cohort	1999-2000 Cohort	2000-2001 Cohort
7.52%	7.84%	7.86%

Continuing Education

1998-1999 Cohort	1999-2000 Cohort	2000-2001 Cohort
24.35%	33.52%	34.33%

All Public High School Graduates

Table Seven

	Number Served	Initially Employed	Employed Percent	Continued Employment in 2000	Continued Employment in 2001
All Grads 1998 – 1999 Cohort	97,403	59,174	60.75%	62.57%	60.67%
All Grads 1999 – 2000 Cohort	107,050	61,113	57.09%	N/A	57.44%
Change From Previous Year	9.01%	3.17%	-6.03%	N/A	-5.32%
All Grads 2000 – 2001 Cohort	111,772	60,326	53.97%	N/A	N/A
Change From Previous Year	4.23%	-1.29%	-5.47%	N/A	N/A

Source: Florida Education and Training Placement Information Program (FETPIP)

Results of cohort comparisons of **Tier Level Three - All High School Graduates** are as follows:

1. Similar to drop outs, the “number served” in this program has increased throughout the time periods achieving 9.01% and 4.23% respectively.
2. Participant “initially employed” also increased (3.17%) from 98-99 to 99-00 and slightly decreased 1.29% from 99-00 to 00-01.
3. The “employed percent” category showed a decrease of 6.03% between 98-99 and 99-00 and 5.47% between 99-00 and 00-01.
4. The “continued employment” category also decreased by 5.32% between the 99-00 and the 00-01 graduates.

**Earnings Levels as a Percent of All Employed
All Public High School Graduates**

1998-1999 Cohort	1999-2000 Cohort	2000-2001 Cohort
Level 0 – 42.21%	52.06%	66.61%
Level 1 – 20.96%	21.87%	20.50%
Level 2 – 11.92%	10.45%	6.60%
Level 3 – 24.21%	15.63%	6.30%

Initial Average Quarterly Earnings

1998-1999 Cohort	1999-2000 Cohort	2000-2001 Cohort
\$2,335	\$2,320	\$2,198

Earnings Growth

1998-1999 Cohort	1999-2000 Cohort	2000-2001 Cohort
2000 - \$557	2000 – N/A	2000 – N/A
2001 - \$438	2001 - \$525	2001 – N/A

Public Assistance

1998-1999 Cohort	1999-2000 Cohort	2000-2001 Cohort
7.52%	7.84%	7.86%

Continuing Education

1998-1999 Cohort	1999-2000 Cohort	2000-2001 Cohort
24.35%	33.52%	34.33%

Additional Tier 3 programs in the Better Jobs – Better Wages include: 401 Ex-Offender Programs Registered, WAGES – Jobs – all, Wagner Peyser – Registrations, WIA – Adults, WIA – Older Workers, Blind Services, Vocational Rehabilitation Closures, Food Stamp Education & Training – Rec'd Orientation, Food Stamp Education & Training – Placed, TANF, Adult Migrant Education, Quick Response – District, Florida Job Corps, and NAFTA/TAA. Selected programs are reviewed in this report. Please see the attached full Tiers Report for additional details.

WIA Adults

Table Eight

	Number Served	Initially Employed	Employed Percent	Continued Employment in 2000	Continued Employment in 2001
WIA Adults 1998 – 1999 Cohort	4,753	2,884	60.68%	61.90%	58.22%
WIA Adults 1999 – 2000 Cohort	7,189	4,793	66.67%	N/A	59.76%
Change From Previous Year	33.89%	39.83%	8.99%	N/A	2.58%
WIA Adults 2000 – 2001 Cohort	11,404	7,749	67.95%	N/A	N/A
Change From Previous Year	36.96%	38.15%	1.88%	N/A	N/A

Source: Florida Education and Training Placement Information Program (FETPIP)

Results of cohort comparisons of **Tier Level Three – WIA Adults** are as follows:

1. The “number served” in this program has increased substantially throughout the time periods achieving 33.89% and 36.96% increases respectively.
2. Participant “initially employed” also increased appreciably by 39.83% between 98-99 to 99-00 and increased again by 38.15% from 99-00 to 00-01.
3. The “employed percent” category also showed increases of 8.99% between 98-99 and 99-00 and 1.88% between 99-00 and 00-01.
4. The “continued employment” category had a slight increase of 2.58% between the 99-00 and 00-01.

Earnings Levels as a Percent of All Employed WIA Adults

1998-1999 Cohort	1999-2000 Cohort	2000-2001 Cohort
Level 0 – 42.21%	52.06%	66.61%
Level 1 – 20.96%	21.87%	20.50%
Level 2 – 11.92%	10.45%	6.60%
Level 3 – 24.21%	15.63%	6.30%

Initial Average Quarterly Earnings

1998-1999 Cohort	1999-2000 Cohort	2000-2001 Cohort
\$2,335	\$2,320	\$2,198

Earnings Growth

1998-1999 Cohort	1999-2000 Cohort	2000-2001 Cohort
2000 - \$557	2000 – N/A	2000 – N/A
2001 - \$438	2001 - \$525	2001 – N/A

Public Assistance

1998-1999 Cohort	1999-2000 Cohort	2000-2001 Cohort
7.52%	7.84%	7.86%

Continuing Education

1998-1999 Cohort	1999-2000 Cohort	2000-2001 Cohort
24.35%	33.52%	34.33%

TANF
Table Nine

	Number Served	Initially Employed	Employed Percent	Continued Employment in 2000	Continued Employment in 2001
TANF 1998 – 1999 Cohort	401,044	76,927	19.18%	20.40%	19.62%
TANF 1999 – 2000 Cohort	463,261	92,715	20.01%	N/A	19.27%
Change From Previous Year	13.43%	17.03%	4.15%	N/A	-1.78%
TANF 2000 – 2001 Cohort	327,220	53,771	16.43%	N/A	N/A
Change From Previous Year	-29.37%	-42.00%	-17.89%	N/A	N/A

Source: Florida Education and Training Placement Information Program (FETPIP)

1. The three categories, “number served”, “initially employed” and “employed percent” increased somewhat from PY98-99 to PY99-00.
2. However, a dramatic decrease in these categories occurred from PY99-00 to PY00-01, while “continued employment” only decreased slightly (-1.78%).

Earnings Levels as a Percent of All Employed TANF

1998-1999 Cohort	1999-2000 Cohort	2000-2001 Cohort
Level 0 – 53.33%	51.12%	59.41%
Level 1 – 18.23%	18.14%	17.85%
Level 2 – 9.20%	8.87%	8.08%
Level 3 – 19.24%	21.87%	14.64%

Initial Average Quarterly Earnings

1998-1999 Cohort	1999-2000 Cohort	2000-2001 Cohort
\$2,419	\$2,841	\$2,562

Earnings Growth

1998-1999 Cohort	1999-2000 Cohort	2000-2001 Cohort
2000 - \$272	2000 – N/A	2000 – N/A
2001 - \$204	2001 - \$255	2001 – N/A

Public Assistance

1998-1999 Cohort	1999-2000 Cohort	2000-2001 Cohort
63.90%	60.57%	64.97%

Continuing Education

1998-1999 Cohort	1999-2000 Cohort	2000-2001 Cohort
2.61%	3.07%	3.28%

Quick Response District

Table Ten

	Number Served	Initially Employed	Employed Percent	Continued Employment in 2000	Continued Employment in 2001
Quick Response District 1998 – 1999 Cohort	1,579	1,004	63.58%	65.93%	59.15%
Quick Response District 1999 – 2000 Cohort	12,969	5,048	38.92%	N/A	35.59%
Change From Previous Year	87.83%	80.11%	-38.79%	N/A	-39.83%
Quick Response District 2000 – 2001 Cohort	1,203	1,017	84.54%	N/A	N/A
Change From Previous Year	-90.72%	-79.85%	53.96%	N/A	N/A

Source: Florida Education and Training Placement Information Program (FETPIP)

In **Table Ten** the Quick Response – District numbers reflect:

1. The “number served” increased by 87.83% from the 98-99 cohort to the 99-00 cohort.
2. Those “initially employed” increased just as dramatically by 80.11%. Conversely, the change from PY 99-00 to PY 00-01 shifted down by similar percentages 90.72% and 79.85% respectively.
3. This dramatic change reflects the shift of this program from the districts to the community colleges. One would expect an increase to be reflected in the involvement of the community colleges in the later cohort.

**Earnings Levels as a Percent of All Employed
Quick Response - District**

1998-1999 Cohort	1999-2000 Cohort	2000-2001 Cohort
Level 0 – 13.17%	17.31%	7.37%
Level 1 – 8.14%	8.51%	4.33%
Level 2 – 6.85%	7.41%	3.34%
Level 3 – 71.84%	66.77%	84.96%

Initial Average Quarterly Earnings

1998-1999 Cohort	1999-2000 Cohort	2000-2001 Cohort
\$6,215	\$7,138	\$7,687

Earnings Growth

1998-1999 Cohort	1999-2000 Cohort	2000-2001 Cohort
2000 - \$373	2000 – N/A	2000 – N/A
2001 - \$66	2001 - \$167	2001 – N/A

Public Assistance

1998-1999 Cohort	1999-2000 Cohort	2000-2001 Cohort
2.60%	3.87%	1.50%

Continuing Education

1998-1999 Cohort	1999-2000 Cohort	2000-2001 Cohort
8.36%	4.62%	6.98%

Quick Response Florida Community Colleges

Table Eleven

	Number Served	Initially Employed	Employed Percent	Continued Employment in 2000	Continued Employment in 2001
Quick Response Community Colleges 1998 – 1999 Cohort	2,543	1,857	73.02%	67.40%	60.68%
Quick Response Community Colleges 1999 – 2000 Cohort	2,651	2,196	82.84%	N/A	72.99%
Change From Previous Year	4.07%	15.44%	11.85%	N/A	16.87%
Quick Response Community Colleges 2000 – 2001 Cohort	5,618	4,259	75.81%	N/A	N/A
Change From Previous Year	52.81%	48.44%	-8.48%	N/A	N/A

Source: Florida Education and Training Placement Information Program (FETPIP)

The Quick Response – Florida Community Colleges data shows:

1. The “number served” increased slightly by 4.07% from 98-99 to the 99-00 cohort and again by 52.81% to the 00-01 cohort.
2. Those “initially employed” also increased noticeably by 15.44% and 48.44% respectively.
3. The “employed percent” increased by 11.85% between the 98-99 and 99-00 cohorts, however a slight drop is noticed in the comparison of the next year’s cohort (-8.48%).
4. Those participants who “continued employment” category had a sizeable increase of 16.87% from the previous year’s cohort.

**Earnings Levels as a Percent of All Employed
Quick Response – Florida Community Colleges**

1998-1999 Cohort	1999-2000 Cohort	2000-2001 Cohort
Level 0 – 13.17%	18.86%	19.51%
Level 1 – 8.14%	9.35%	12.63%
Level 2 – 6.85%	7.18%	11.55%
Level 3 – 71.84%	64.60%	56.23%

Initial Average Quarterly Earnings

1998-1999 Cohort	1999-2000 Cohort	2000-2001 Cohort
\$6,215	\$6,811	\$5,841

Earnings Growth

1998-1999 Cohort	1999-2000 Cohort	2000-2001 Cohort
2000 - \$373	2000 – N/A	2000 – N/A
2001 - \$66	2001 - \$94	2001 – N/A

Public Assistance

1998-1999 Cohort	1999-2000 Cohort	2000-2001 Cohort
2.60%	6.79%	6.28%

Continuing Education

1998-1999 Cohort	1999-2000 Cohort	2000-2001 Cohort
8.36%	10.15%	13.62%

Wagner – Peyser Registrations

Table Twelve

	Number Served	Initially Employed	Employed Percent	Continued Employment in 2000	Continued Employment in 2001
WP Registrations 1998 – 1999 Cohort	791,511	486,839	61.51%	58.77%	54.27%
WP Registrations 1999 – 2000 Cohort	498,909	297,928	59.72%	N/A	55.11%
Change From Previous Year	-36.97%	-38.8%	-2.91%	N/A	1.52%
WP Registrations 2000 – 2001 Cohort	631,167	361,922	57.34%	N/A	N/A
Change From Previous Year	20.96%	-17.68%	-3.99%	N/A	N/A

Source: Florida Education and Training Placement Information Program (FETPIP)

As noted in **Table Twelve**, the Wagner – Peyser results showed:

1. The “number served” decreased noticeably from the 98-99 to the 99-01 Cohort by 36.97%.
2. The “initially employed” had a similar reduction of 38.8% while the “percent employed” category declined slightly at 2.91% during the same period.
3. Although the “number served” increased from the 99-00 to the 00-01 cohort both the “initially employed” and “employed percent” decreased by 17.68% and 3.99% respectively.

Earnings Levels as a Percent of All Employed Wagner-Peyser Registrations

1998-1999 Cohort	1999-2000 Cohort	2000-2001 Cohort
Level 0 – 28.59%	28.90%	35.12%
Level 1 – 14.50%	14.74%	15.91%
Level 2 – 9.58%	9.65%	9.80%
Level 3 – 47.32%	46.71%	39.16%

Initial Average Quarterly Earnings

1998-1999 Cohort	1999-2000 Cohort	2000-2001 Cohort
\$4,291	\$4,623	\$4,530

Earnings Growth

1998-1999 Cohort	1999-2000 Cohort	2000-2001 Cohort
2000 - \$528	2000 – N/A	2000 – N/A
2001 - \$297	2001 - \$493	2001 – N/A

Public Assistance

1998-1999 Cohort	1999-2000 Cohort	2000-2001 Cohort
12.33%	%11.09	13.33%

Continuing Education

1998-1999 Cohort	1999-2000 Cohort	2000-2001 Cohort
7.15%	8.74%	8.68%

Tier 3 programs in the High Skills – High Wages category include: Quick Response Florida Community Colleges and the State University System – Bachelors, WIA – Dislocated Workers, Apprentice Programs, Incumbent Worker Programs Community College Associate of Science Programs, Community College Postsecondary, Adult Vocational Rehabilitation, Community College Credit Certificate Programs, District Post-secondary Adult and Vocational Programs Selected programs are reviewed in this report. Please see the attached full Tiers Report for additional details.

WIA Dislocated Workers

Table Thirteen

	Number Served	Initially Employed	Employed Percent	Continued Employment in 2000	Continued Employment in 2001
WIA DW 1998 – 1999 Cohort	7,341	4,930	67.16%	65.22%	36.34%
WIA DW 1999 – 2000 Cohort	4,844	3,601	74.34%	N/A	70.13%
Change From Previous Year	-34.01%	-26.96%	9.66%	N/A	48.18%
WIA DW 2000 – 2001 Cohort	7,478	5,722	76.52%	N/A	N/A
Change From Previous Year	35.22%	37.07%	2.85%	N/A	N/A

Source: Florida Education and Training Placement Information Program (FETPIP)

Table Thirteen shows the WIA Dislocated Worker outcomes between cohorts as indicated below.

1. The WIA Dislocated Worker “number served” and the “initially e employed” categories decreased markedly from the 98-99 to the 99-01 cohorts (34.01% and 26.96) however both rebounded with a percentage increase larger than the previous year cohort’s decline.
2. The “percent employed” and “continued employment” increased over the time periods with “continued employment” posting a 48.18% gain from the 98-99 to the 99-00 cohort.

**Earnings Levels as a Percent of All Employed
WIA Dislocated Workers**

1998-1999 Cohort	1999-2000 Cohort	2000-2001 Cohort
Level 0 – 17.62%	13.48%	13.96%
Level 1 – 11.92%	10.68%	11.08%
Level 2 – 8.66%	8.68%	9.72%
Level 3 – 61.81%	67.15%	65.24%

Initial Average Quarterly Earnings

1998-1999 Cohort	1999-2000 Cohort	2000-2001 Cohort
\$5,031	\$5,932	\$6,742

Earnings Growth

1998-1999 Cohort	1999-2000 Cohort	2000-2001 Cohort
2000 - \$552	2000 – N/A	2000 – N/A
2001 - \$335	2001 - \$388	2001 – N/A

Public Assistance

1998-1999 Cohort	1999-2000 Cohort	2000-2001 Cohort
6.61%	3.74%	3.82%

Continuing Education

1998-1999 Cohort	1999-2000 Cohort	2000-2001 Cohort
9.81%	11.52%	9.79%

Incumbent Workers

Table Fourteen

	Number Served	Initially Employed	Employed Percent	Continued Employment in 2000	Continued Employment in 2001
Incumbent Worker 1998 – 1999 Cohort	N/A	N/A	N/A	N/A	N/A
Incumbent Worker 1999 – 2000 Cohort	1,407	1,290	91.68%	N/A	91.68%
Change From Previous Year	N/A	N/A	N/A	N/A	N/A
Incumbent Worker 2000 – 2001 Cohort	6,393	5,736	84.09%	N/A	N/A
Change From Previous Year	77.99%	77.51%	-8.28%	N/A	N/A

Source: Florida Education and Training Placement Information Program (FETPIP)

Table Fourteen illustrates the rate of change between the 99-00 and the 00-01 cohorts. The results show:

1. A 77.99% increase in the “number served”.
2. A comparable increase of 77.51% in the number “initially employed” category.
3. A 8.28% decrease in the “percent employed” from the 99-00 to the 00-01 cohort.

Earnings Levels as a Percent of All Employed Incumbent Workers

1998-1999 Cohort	1999-2000 Cohort	2000-2001 Cohort
Level 0 – N/A	1.94%	10.64%
Level 1 – N/A	1.01%	7.37%
Level 2 – N/A	1.40%	7.38%
Level 3 – N/A	95.66%	74.61%

Initial Average Quarterly Earnings

1998-1999 Cohort	1999-2000 Cohort	2000-2001 Cohort
N/A	\$13,054	\$8,666

Earnings Growth

1998-1999 Cohort	1999-2000 Cohort	2000-2001 Cohort
2000 – N/A	2000 – N/A	2000 – N/A
2001 – N/A	2001 - \$36	2001 – N/A

Public Assistance

1998-1999 Cohort	1999-2000 Cohort	2000-2001 Cohort
N/A	0.14%	5.22%

Continuing Education

1998-1999 Cohort	1999-2000 Cohort	2000-2001 Cohort
N/A	8.81%	12.47%

**Table 12: USE OF INDIVIDUAL TRAINING ACCOUNTS (ITAs)
WIA ADULT AND DISLOCATED WORKER PROGRAMS COMBINED
7/1/01 Through 6/30/02**

ITAs Awarded					State ITA 50% Expenditure Requirement		
Region	Enrolled in Training	Receiving ITA	Percent	Avg. ITA Amount	Total Expenditures	ITA Expenditures	Percent
1	507	507	100.00%	\$2,061.24	\$1,394,892	\$1,022,514	73.30%
2	417	310	74.34%	\$2,199.15	\$441,550	\$265,286	60.08%
3	277	251	90.61%	\$1,754.33	\$706,643	\$381,940	54.05%
4	588	586	99.66%	\$2,340.77	\$1,434,412	\$1,048,701	73.11%
5	532	507	95.30%	\$3,658.60	\$994,434	\$556,976	56.01%
6	309	141	45.63%	\$2,702.77	\$448,685	\$271,011	60.40%
7	276	274	99.28%	\$2,855.88	\$200,485	\$73,170	36.50%
8	2,638	1,501	56.90%	\$3,176.18	\$5,608,491	\$3,664,140	65.33%
9	281	262	93.24%	\$3,469.41	\$385,095	\$245,198	63.67%
10	361	361	100.00%	\$2,827.51	\$1,467,925	\$761,061	51.85%
11	849	574	67.61%	\$2,561.29	\$1,399,358	\$397,889	28.43%
12	2,079	2,016	96.97%	\$3,153.20	\$3,038,221	\$2,452,855	80.73%
13	619	588	94.99%	\$2,267.44	\$1,413,327	\$829,192	58.67%
14	1,888	1,781	94.33%	\$2,696.67	\$2,414,629	\$1,354,830	56.11%
15	1,422	1,391	97.82%	\$2,767.41	\$3,004,856	\$1,670,641	55.60%
16	500	490	98.00%	\$2,888.55	\$1,155,483	\$551,615	47.74%
17	625	584	93.44%	\$4,332.49	\$2,567,801	\$1,443,969	56.23%
18	920	865	94.02%	\$630.94	\$1,281,565	\$556,087	43.39%
19	132	119	90.15%	\$3,500.15	\$761,034	\$441,666	58.03%
20	1,086	976	89.87%	\$2,285.01	\$5,429,639	\$2,884,599	53.13%
21	1,702	1,518	89.19%	\$3,735.28	\$5,608,195	\$2,809,850	50.10%
22	2,550	2,289	89.76%	\$2,335.07	\$5,082,775	\$4,111,611	80.89%
23	10,969	7,954	72.51%	\$3,860.97	\$19,657,635	\$8,675,331	44.13%
24	610	577	94.59%	\$2,414.12	\$2,557,799	\$1,972,399	77.11%
Total All Regions	32,137	26,422	82.22%	\$3,120.86	\$68,454,929	\$38,442,531	56.16%

*Based on data provided by the Agency for Workforce Innovation 11/01/02.



*Ray Gilley, Chairman
Curtis Austin, President*

December 6, 2002

Mr. Eric Johnson
United States Department of Labor
Employment & Training Administration
200 Constitution Avenue, NW
Room S-4231
Washington, DC 20210

Dear Mr. Johnson:

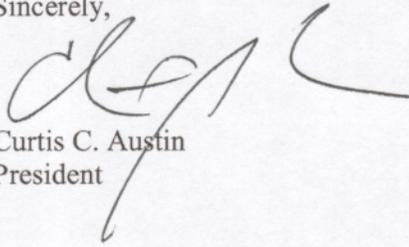
The State of Florida is pleased to submit our Workforce Investment Act (WIA) Annual Report for the 2001-2002 Program Year. The information contained in the annual report has been assembled and transmitted in accordance with Training and Employment Guidance Letter No. 7-01 Change 1, dated November 14, 2002.

Three copies of the federally required WIA annual report are enclosed with this letter.

We would like to acknowledge and thank our partners the Florida Agency for Workforce Innovation (AWI), the Florida Education & Training Placement Information Program (FETPIP) of the Florida Department of Education and others for their help in gathering the information needed for this report.

We hope that our report provides all the required information needed by your office. Should you have any questions please contact Richard Meik of our office at (850) 921-1119.

Sincerely,



Curtis C. Austin
President

Enclosures

cc: Governor Jeb Bush
Senate President James E. King
House Speaker Johnnie Byrd
Raymond Gilley, Chairman, Workforce Florida
Susan Pareigis, Director, Agency for Workforce Innovation



Ray Gilley, Chairman
Curtis Austin, President

December 6, 2002

Ms. Anna Goddard
United States Department of Labor
Employment & Training Administration
Sam Nunn Atlanta Federal Center
Room 6M12 12 Forsyth Street, SW
Atlanta, GA. 30303

Dear Ms. Goddard:

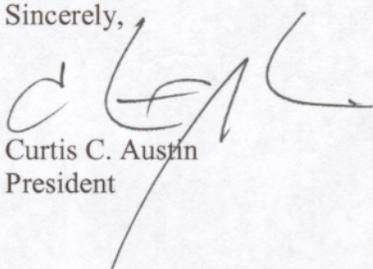
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Sincerely,



Curtis C. Austin
President

Enclosures

cc: Governor Jeb Bush
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Raymond Gilley, Chairman, Workforce Florida
Susan Pareigis, Director, Agency for Workforce Innovation

WORKFORCE FLORIDA 2001-2002 ANNUAL REPORT

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FEDERAL PROGRAMS: WORKFORCE INVESTMENT ACT (WIA), WAGNER-PEYSER AND RELATED WORKFORCE PROGRAMS

Introduction: Governance and Service Delivery Structures under the Workforce Investment Act (WIA)

As described in the State Workforce Florida Annual Report, Florida's workforce system has been crafted to comprehensively incorporate all workforce-related services, traditional federally funded employment and training, welfare reform, and specialized state-funded programs. The broad structure and details of the primary non-federal programs are provided in the preceding sections. Florida's Workforce Innovation Act was expressly drafted to be compatible with and build upon the provisions of the federal Workforce Investment Act (WIA), and the more traditional workforce programs funded through the U.S. Department of Labor.

The balance of this report provides the performance outcome data and other information required to be reported by federal WIA law covering services and programs funded through WIA, Wagner-Peyser and related programs under the jurisdiction of the U.S. Department of Labor. In Florida the primary roles in WIA-related governance and service delivery were as follows during the 2001-2002 Program Year:

- Workforce Investment Board (WIA Section 111): Workforce Florida Inc., (WFI) Governor Jeb Bush, Chairman Toni Jennings, President Curtis Austin
- State-level Administrative/Fiscal Agency (WIA Sections 132, 303, etc.): Agency for Workforce Innovation (AWI), Director Tom McGurk
- Local Workforce Investment Boards (WIA Section 116): Florida's 24 Regional Workforce Boards (RWBs), as shown on the attached map and at <http://www.workforceflorida.com/wages/wfi/boards/index.html>
- One Stop Delivery System (WIA Section 134): Florida's network of One-Stop Operators and Centers at <http://www2.myflorida.com/awi/contacts/onestopdir.index.htm>

State Workforce Performance

Background

Section 136 of the Federal Workforce Investment Act (WIA) identifies core indicators of performance for the adult, dislocated worker, and youth programs. Fifteen core measures apply to outcomes for the adult, dislocated worker, and youth programs; and two measures of customer satisfaction apply across these three programs, bringing the total number of required measures to seventeen. These measures are as follows (definitions for each can be found in Appendix Table 2 or at <http://www.workforceflorida.com/wages/wfi/news/red-green/definitions.doc>):

Adults

1. Entry into unsubsidized employment;
2. Retention in unsubsidized employment six months after entry into employment;
3. Earnings change six months after entry into employment;
4. Credential attainment

Dislocated Worker

5. Entry into unsubsidized employment;
6. Retention in unsubsidized employment six months after entry into employment;
7. Earnings replacement six months after entry into employment;
8. Credential attainment

Older Youth (aged 19-21)

9. Entry into unsubsidized employment;
10. Retention in unsubsidized employment six months after entry into employment;
11. Earnings change six months after entry into employment;
12. Credential attainment

Younger Youth (aged 14-18)

13. Attainment of secondary school diplomas and their recognized equivalents;
14. Attainment of goals and skills;
15. Retention in unsubsidized employment six months after entry into employment;

All Programs

16. Customer satisfaction for individuals;
17. Customer satisfaction for employers.

In accordance with the WIA, each of these measures is broken out into sub-categories to track special populations and target groups. The adult and dislocated worker programs listed above also provide three levels of service: Core, Intensive and Training services. Reports must be compiled detailing each level of service, breaking out special populations within each service level such as Displaced Homemakers, Individuals with Disabilities, Out of School Youth, persons on Public Assistance, etc.

Table 1 presents the total number of participants and exiters leaving the WIA program during the 2001-2002 Program Year.

Table 1
2001-2002 WIA Participants/Exiters

WIA Program	Total Participants Served	Total Exiters
Adults	24,952	16,312
Dislocated Workers	25,901	8,641
Older Youth	3,494	1,657
Younger Youth	17,939	9,354

The number of customers served in each program during 2001-2002 increased over the prior year. A total of 73,286 customers were served during the year in all programs as compared to 61,620 customers for the preceding year.

Reporting Time Periods

Federal guidelines require two differing time periods for the 17 WIA core measures. The first reporting period is comprised of three calendar quarters of the 2000-2001 WIA Program Year and the first calendar quarter of the 2001-2002 WIA Program Year – four quarters beginning 10/1/00 and ending 9/30/01. This delayed year is required so that follow-up data from Unemployment Insurance (UI) Wage Reports can be collected on participants six months after exit. Thirteen performance measures (numbers 1 through 12 and 15 on the key above) are reported using this reporting period. Four measures are reported using data from the actual 2001-2002 WIA Program Year – four quarters beginning 7/1/01 and ending 6/30/02. These measures report real-time data elements that do not require a follow-up period. The four measures (note key above) are numbers 13, 14, 16 and 17.

Core Measures

Pursuant to the Workforce Investment Act, all states submitting a state plan must propose expected levels of performance for each of the seventeen measures, or core measures. Federal guidelines describe core measures as the key measures of success in achieving the legislative goals of WIA. The measures are used to:

- set performance goals at the State and local level;
- ensure comparability of state performance results to maintain objectivity in measuring results for incentive and sanction determinations;
- provide information for system wide reporting and evaluation for program improvement.

The proposed levels of performance are developed with the use of baseline data produced in accordance with federal instructions. As part of the state plan review process, the Secretary of the United States Department of Labor (USDOL) and the Governor must negotiate an agreement on the levels of performance or goals for each core measure.

Data on core measures is collected from Florida’s MIS system, UI Wage Records, and from the Wage Record Information System (WRIS). The MIS system gathers exit information on participants, and covers the real-time data elements referenced above. UI Wage records

contain information such as wage and retention information after exit. The WRIS system is a database consisting of 20 states' records for wages and employment, etc. WRIS records supplement Florida's UI data to paint a clearer picture of participant outcomes.

Goals for the core measures were determined by using the results from 1999-2000 WIA Program Year as a baseline. Most notably Florida met or exceeded all but three of the statewide goals negotiated at the beginning of the year. Table 2 below displays Florida's negotiated rate for each of the seventeen required measures along with the actual statewide outcomes achieved.

Table 2
State WIA Performance Measures

WIA CORE MEASURE	NEGOTIATED GOAL	ACTUAL PERFORMANCE	DIFFERENCE
Adult Entered Employment Rate	65.50%	72.97%	+7.47%
Adult Employment Retention Rate	79.50%	82.04%	+2.54%
Adult Earnings Gain	\$3,400.00	\$4,246.00	+\$846.00
Adult Credential Attainment	41.00%	54.31%	+13.31%
Dislocated Worker Entered Employment Rate	66.00%	82.18%	+16.18%
Dislocated Worker Employment Retention Rate	81.00%	87.58%	+6.58%
Dislocated Worker Earnings Replacement Rate	93.00%	162.08%	+69.08%
Dislocated Worker Credential Attainment	41.00%	59.52%	+18.52%
Older Youth (19-21) Entered Employment Rate	66.00%	65.73%	+0.27%
Older Youth (19-21) Employment Retention Rate	81.00%	79.02%	-1.98%
Older Youth (19-21) Earnings Gain	\$3,100.00	\$3,757.00	+\$657.00
Older Youth (19-21) Credential Attainment	31.00%	28.90%	-2.10%
Younger Youth (14-18) Skill Attainment Rate	51.00%	75.07%	+24.07%
Younger Youth (14-18) Diploma Attainment Rate	40.00%	46.34%	+6.34%
Younger Youth (14-18) Retention Rate	40.00%	51.62%	+11.62%
Customer Satisfaction-Individuals	68.00	76.70	+8.70
Customer Satisfaction-Employers	65.00	74.29	+9.29

As the above table indicates, Florida performed well against the goals set for this year. PY 2001 results also compare favorably with 2000 Program Year outcomes. Individual Customer Satisfaction increased by 8 percentage points. Further, the Adult Entered Employment Rate rose by 7 percentage points and the Dislocated Worker Entered Employment Rate rose by 6.4 percentage points. The Younger Youth Diploma Attainment Rate also increased by 4.5 percentage points.

Non-Traditional Employment, Training-Related Employment

The WIA also mandates that states report on placement of participants in non-traditional employment and training-related employment. Training-related employment is employment in which the individual uses a substantial portion of the skills taught in the training received by the individual. Nontraditional employment is employment in an occupation or field of work for which individuals of the participant’s gender comprise less than 25% of the individuals employed in such occupation or field of work. Charts 1 and 2 provide a brief overview of participants for the Adult, Dislocated Worker (DW) and Older Youth (OY) components.

Chart 1

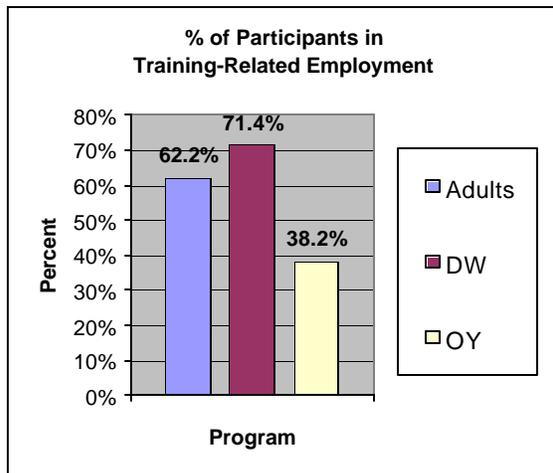
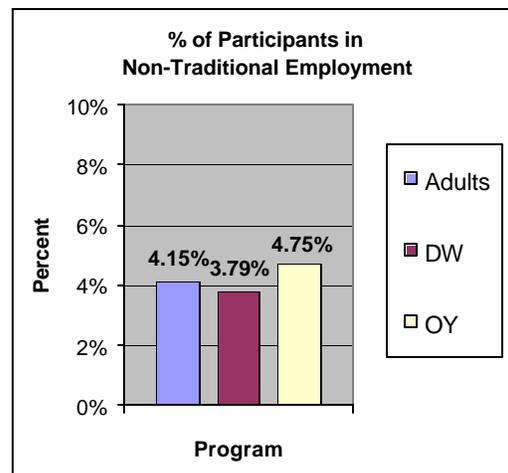


Chart 2

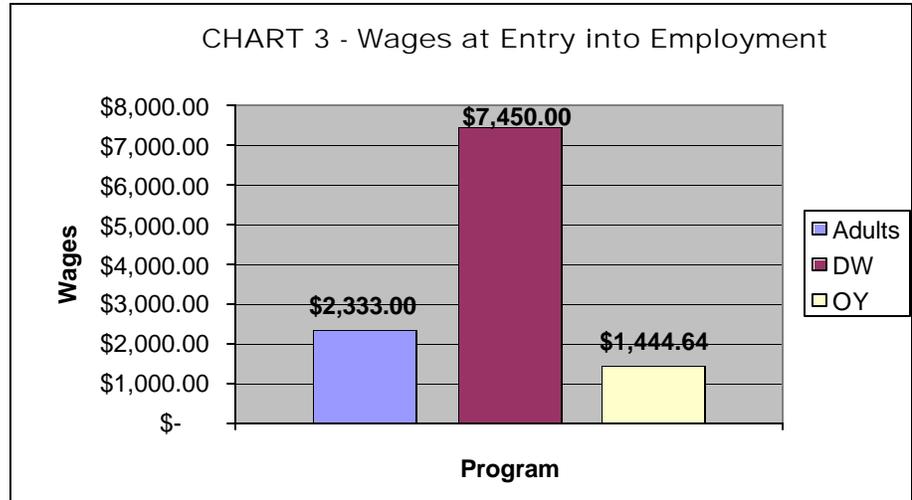


Since information on these graphs is collected after participants leave the system, data is taken from UI (Unemployment Insurance) Wage Reports. Chart 1 shows that more than 62% of adults became employed in training-related jobs, while the percentage of dislocated workers that found training-related jobs is even greater. Chart 2 indicates that the percentage that found employment in non-traditional employment is comparable for all three groups, ranging from 3.79% for dislocated workers to 4.75% for older youth.

Wages at Entry into Employment

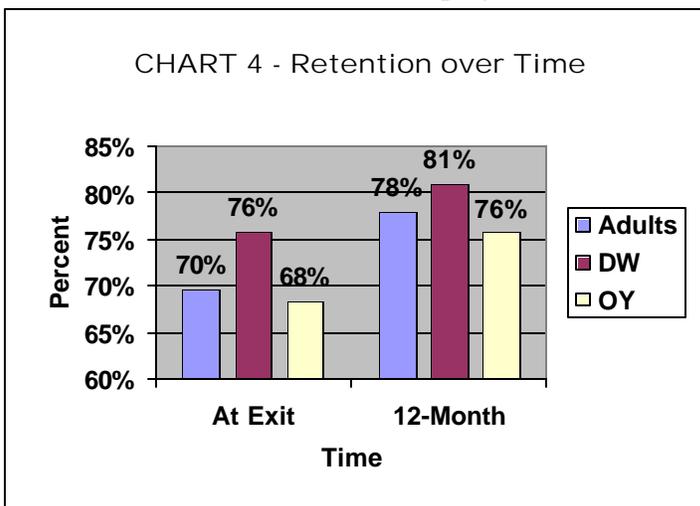
The WIA requires that states track participants to determine their wage at entry into employment. Again, Florida uses UI (Unemployment Insurance) Wage Reports to track former participants after exit. Chart 3 (below) displays the earnings that each group - Adults, Dislocated Workers and Older Youth - attained after exit.

Dislocated Worker earnings are well above Adults earnings, while Older Youth earnings are understandably lower. Dislocated Worker earnings are significantly higher because they already have skills many employers desire.



12-Month Retention and Earnings Change

These measures take a look at individuals who exited more than one year ago, and tracks their retention in unsubsidized employment and the wages they garner in those jobs. Chart 4

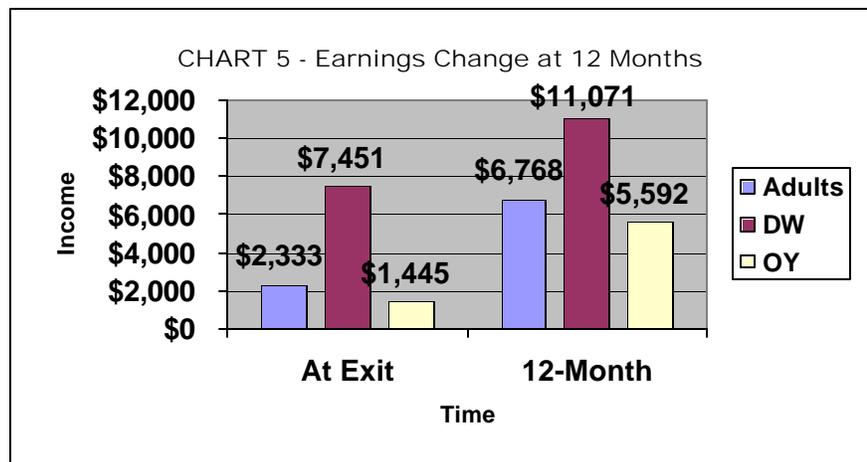


displays the trend of individuals as they hold employment over time. 12-month figures are taken from the percentage at exit (for adults, 70% had a job at exit, 78% of those still had a job at 12 months).

Since a primary goal of the WIA is to promote self-sufficiency for its participants, income of participants after they receive employment is also tracked. The Earnings Change/ Earnings Replacement measure uses the same UI data to

track former participants after they exit. Figures for earnings are reported by quarter, not annual increments.

Chart 5 shows that income for each group significantly increased in 12 months. Participant data is not available for hourly wages or amount of time worked—only for total income garnered during the quarters.



State-Level Discretionary Funding

The Workforce Florida Board of Directors has dedicated Title I funding to state administration to induce, design, develop, and fund innovative Individual Training Account pilots, demonstrations, and special programs. Of these state level funds, \$2 million was reserved for the Incumbent Worker Training Program. Additionally, the Workforce Florida Board directed funding for operating fiscal, compliance, and management accountability systems through Workforce Florida; conducting evaluation and research on workforce development activities; and providing technical and capacity building assistance to regions.

Disbursement of these funds was handled under two separate conditions. One, through contracts with various vendors to produce analysis data, follow-up reports, or provide demographic economic conditions in the state. Secondly, funds were disbursed through grants to regional workforce boards to provide innovative pilot projects to reach certain targeted populations such as youth, incumbent workers, etc.

All request for proposals included stipulations for leveraging of funds from private business, community-based organizations and/or partnering with area agencies to encourage and produce greatest outcomes for the least funding. In addition, the evaluation process for the RFPs included additional allowance for proposals that specifically addressed special needs or that focused projects within empowerment zones or enterprise zones. As a result of these efforts, Florida has been successful in funding many projects to meet local needs and created many agency and community based partnerships within the state to carry on these activities geared to creating an effective workforce. Various workforce development strategies funded from state-level discretionary funds during the year include:

- **Youth efforts** – University research to determine problems and best practices for youth in first job efforts; career paths for youth that tied business and youth together in which five regions participated; efforts to provide job services to youthful offenders in which five regions participated; work related promotions in a popular Florida publication for youth; were efforts in the youth arena.
- **Public assistance and First Jobs** – Career Advancement and Retention Challenge concentrated on participants with a public assistance history that had jobs but needed assistance to obtain movement up the career ladder and work for increased and living wages.
- **Prevention** – This was the motivation behind projects contracted with Ounce of Prevention in the areas of teen pregnancy and fatherhood responsibilities. There were two contracts on a statewide basis for these efforts.
- **Employer Participation** – was the goal in the Employer Awareness Campaign which was aimed at finding ways on a local basis to get employers involved as partners in the workforce system. Seven regional boards participated in this effort. A separate project developed a state of the art labor intelligence system aimed and a user-friendly system for employers to participate in the system. This was accomplished in the I-4 corridor of Florida.

- **Standards and Certification Relating to Skills and Occupations** – Two regional boards joined together in a project to identify industry driven standards and certifications.
- **Targeted Industry Sector** – These are industry sectors identified by economic development entities as viable in raising the average weekly wage in Florida and this project provided employees to gain skills that would provide increased pay and career ladder ability to employees in those sectors.
- **Measuring progress** – Projects and contracts that contributed to the ability to measure progress and evaluate the workforce system were the contracts with the Florida Information and Placement Information Program (FETPIP) for placement data. The Brandt contract provide the mandated phone survey of employers and the Geographic Solutions contract provided the expertise and know how to develop a web site for the state-wide occupational list.
- **Information Technology** – This was the effort behind the schools and community college joining economic entities, in a basic rural area, in training in information technology skills needed in the area.
- **Aerospace** – A contract was successfully completed that developed a web site that included interactive distance learning for employees working for employers that were part of the aerospace industry in Florida. The curriculum was developed and applied to the web site in an interactive learning mode. Over 1700 participants registered for at least one course.

Some of these initiatives were brought forward from the prior fiscal year; many are ongoing and will continue into fiscal year 2002-2003, while some have concluded. A complete and more descriptive outline is available in Appendix Table 3.

Rapid Response Funding for Regional Workforce Boards

The Federal Workforce Investment Act (WIA) of 1998 requires that up to 25 percent of the state's annual Dislocated Worker (DW) allocation be used for rapid response activities to respond to major layoffs and emergency situations. Pursuant to state Workforce Innovation Act of 2000, the expenditure of these rapid response funds is to be carried out in accordance with approved policies by the Agency for Workforce Innovation (AWI) under contract with Workforce Florida, Incorporated (WFI). At the beginning of each program year, the United States Department of Labor awards the state an allocation in DW funds. The state approved allocation for rapid response/dislocated worker assistance consists of funds budgeted for the state DW unit activities with a balance set aside as emergency reserve.

The Emergency Reserve funds set aside each program year are awarded as supplemental funds to Regional Workforce Boards based on need at the local level. Under the direction of the Workforce Florida State Board, AWI awarded \$4,761,821 in supplemental funds to 15 of

the State's local boards to provide dislocated worker services in their areas. For the period ending June 30, 2002, \$3,469,375 of these funds had been expended.

Reemployment and Emergency Assistance Coordination Team (REACT). Florida's dislocated worker unit, Reemployment and Emergency Assistance Coordination Team (REACT) is the state's focal point in dealing with the dislocation of Florida's private sector and governmental workers. The Florida Statutes, Chapter 445.003, requires that rapid response activities be included in the state plan. The purpose of this plan is to coordinate efforts at state and local levels to assist workers who have or will be dislocated from their jobs due to a facility/plant closure, a major employer downsizing, natural disasters (such as floods, fires, hurricanes, tornadoes) or other acts of nature that cause the dislocation of fifty (50) or more workers. Locally, the state's twenty-four (24) Regional Workforce Boards (RWBs) take the lead in coordinating rapid response activities. Many workers and employers are introduced to the workforce system through the rapid response process which includes REACT, RWBs and other partners. The Chamber of Commerce, labor unions and other community organizations coordinate and leverage resources needed to successfully support and reemploy laid-off workers.

The REACT Unit also has responsibility for the North American Free Trade Agreement - Transitional Adjustment Assistance (NAFTA-TAA) Program. NAFTA-TAA offers a variety of retraining and reemployment services to meet the laid off worker's individual needs. NAFTA-TAA assists workers who have been laid-off as a result of increased trade with Canada, Mexico or shift in production to those countries. Effective November 4, 2002, a reauthorized Trade Adjustment Assistance Reform Act of 2002 will run through fiscal year 2007, and amends and adds provisions to the TAA program.

Many industries were adversely impacted within fiscal year 2001-2002 including state government. A Workforce Transition Database designed to capture dislocation events for state affected workers, determine their status and account for all services that are provided to them are being tracked by the REACT Coordinators. Since June 2001 through October 2002, the state has identified approximately 3,500 filled positions, 1,900 placed in state government, 750 placed in private industry, 315 retired, 70 refused job offers, 200 elected to resign/refused assistance and 75 enrolled in operation paycheck/AWI Training. Currently, we have approximately 113 individuals remaining in the system needing assistance.

The REACT unit activities and performances are summarized in Table 3 below.

Table 3 - REACT Activity/Performance

Period	WARN Notices Received	Average Number of Days Initial Contact	Number of On-Site Visits	No. of Eligible Dislocated Workers	Number of Surveys Completed
7/1/01 - 9/30/01	115	-1.71	78	6,888	1,658
10/1/01 - 12/31/01	95	-0.17	74	5,877	1,295
1/1/02 - 3/31/02	80	-2.33	109	5,904	1,960
4/1/02 - 6/30/02	73	-1.20	73	4,374	1,518
Total	363	-5.41	334	23,043	6,431
Average per Quarter	91	-1.35	84	5,761	1,608
Performance Standard		2.00			

Expedited Reemployment Services Program. The Expedited Reemployment Services Program monitors claimant's continuing eligibility for benefits and provides reemployment assistance to the claimants as necessary. In addition to identifying claimants that has not returned to work after a specific time, the program also identifies circumstances that historically results in improper benefit payments.

Once these claimants have been identified, they are required to report to the local One-stop Delivery System site for expedited re-employment services. The purpose of this interview is to ascertain what skills and training are necessary for employment, confirm that the claimant continues to meet eligibility requirements, and to provide reemployment services. Internet referral to services will enhance the claimant's ability to receive online re-employment services as well as personal service through the One-Stop Delivery System.

Labor market information including conditions of the claimant's customary employment and employment opportunities in the area are used to help the claimant develop a realistic work plan. Methods of developing leads and application techniques are also discussed. The staff and claimant develop a work search plan that reflects the claimant's skills, experience, and wages. Additionally, the type of work being sought should be available in the area. Job-hunting methods and techniques should be appropriate to the occupation and the geographic area. Labor market information and referral to Internet sites for resume' assistance is also available.

The program consists of four strategic elements:

1. Early intervention and aggressive recruitment;
2. A shift in unemployment compensation customer service, making Expedited Reemployment Services the principal focus of the unemployment compensation staff deployed throughout the One-Stop System;
3. Program integration; and
4. Mainstreaming claimants through a unified orientation to introduce claimants to the full spectrum of One-Stop services.

The Expedited Reemployment Program facilitates early involvement of new Unemployment Compensation (UC) claimants especially those 45% who file claims by the Internet. Florida's ER Program initiative is an effort to integrate UC Reemployment Services into the mainstream of One-Stop System activities and programs. The goal is to speed UC claimants' reentry into employment thereby reducing the number of UC benefit weeks paid. Its strategy is to shift the UC customer service emphasis away from "eligibility review" and the system formerly known as "profiling", making Expedited Reemployment Services the principal focus of UC staff deployed throughout the One-Stop System.

One of the Program's strategic elements is early intervention through an assertive effort to reach out to new claimants and encourage participation in reemployment activities and services through the One-Stop Career Centers. Programming changes to the Claims Register report now provides local one-stop operators easier access to the names, social security

numbers, addresses and telephone numbers of all new claimants filing from within the respective workforce regions.

The Reemployment Services unit activities and performances are identified in the Table 4.

Table 4 - Reemployment Services			
Fiscal Year 2001		Fiscal Year 2002	
Period	Completed Priority Reemployment Services	Period	Completed Priority Reemployment Services
12/31/2000	2,459	12/31/2001	5,869
03/31/2001	2,923	03/31/2002	5,870
06/30/2001	3,734	06/30/2002	5,432
09/30/2001	4,769	09/30/2002	6,072
Total	13,885	Total	24,143
	Claims Served in Reemployment Services		Claims Served in Reemployment Services
Fiscal Year 2001	99,103	Fiscal Year 2002	246,949

National Emergency Grant (NEG). The purpose of the NEG is to provide employment and training assistance to workers affected by major economic dislocations, such as plant closures, mass layoffs affecting 50 or more workers at a single site of employment, closures of military installations, and multiple layoffs in a single local community, emergencies or natural disasters. The NEG provides federal assistance to states when it can be demonstrated that additional funds are needed to provide appropriate services for dislocated workers.

On September 11, 2001, the nation experienced the worst terrorist attacks in our history. Although Florida's economy was already beginning to show signs of slowing down before September 11th, immediately after the attacks, the fear of flying kept tourists away from the state's beaches and amusement parks. As one of the nation's major tourism destinations, the reduced number of visitors resulted in layoffs and business closures. In the wake of these catastrophic events, the State of Florida experienced the highest number of new unemployment compensation claims filed in a single week over the past 10 years. For the week ending September 29, 2001, Florida posted 40,941 new unemployment claims. Economic factors that contributed to this increase includes layoffs in the tourism, aviation, services, trades, construction and agricultural sectors.

The Agency for Workforce Innovation applied for a NEG and was awarded \$8.6 million by the United States Department of Labor (USDOL). Regional Workforce Boards received \$5,500,000 for Operation Paycheck which provided training to the states' dislocated workers. In addition to Operation Paycheck, funds were used to provide reemployment services to participants who could not be otherwise served because of the limited availability of dislocated worker funds in the state.

Operation Paycheck. In the immediate aftermath of the September 11, 2001 terrorist attacks on America, it became evident that Florida would be profoundly affected by these events. To address the need, Governor Bush convened the leadership of Workforce Florida, the Agency for Workforce Innovation, the State Board of Education, the Division of Community Colleges and the Department of Education and charged them with creating a program that would credit Floridians with skills and experiences gained in their fields and apply that credit toward accelerated training that would place them in demand occupations.

Operation Paycheck, an innovative strategy for getting Floridians who had been affected by the tragic events back to work, was launched on October 4, 2001. Almost nine thousand workers who lost their jobs as a result of the terrorist activities have received training for high demand jobs. The Agency for Workforce Innovation contracted with associations representing public and private training providers to provide training on demand in response to customers' needs. In addition to sending letters to all Unemployment Compensation claimants, a message about the availability of the Operation Paycheck Program and a toll free number was imprinted on unemployment compensation warrant stubs to all UC benefit recipients. Dislocated workers were instructed to go to the nearest One Stop Career Center and inform the career counselor that they were interested in the Operation Paycheck program. Information about the Operation Paycheck program was provided via the Internet and newspapers throughout the state were also effective in helping to get the word out. The project will be operated from December 18, 2001 through December 31, 2003. Table 5 provides Operation Paycheck performance by workforce regions.

Workforce Region	Participants Enrolled	Participants Exited	Participants Entering Employment	Wage/hr at Placement	Entered Employment Rate
1	34	8	7	\$20.76	87.50%
2	110	19	18	\$11.16	94.74%
3	14	11	11	\$13.82	100.00%
4	50	19	16	\$12.82	84.21%
5	252	14	13	\$14.56	92.86%
6	6	3	3	\$14.58	100.00%
7	30	13	9	\$9.31	69.23%
8	362	27	21	\$17.92	77.78%
9	53	4	4	\$11.47	100.00%
10	33	3	3	\$13.33	100.00%
11	440	61	56	\$11.48	91.80%
12	1379	39	27	\$12.42	69.23%
13	89	11	7	\$14.89	63.64%
14	745	61	57	\$15.82	93.44%
15	576	20	19	\$12.69	95.00%
16	56	8	8	\$12.41	100.00%
17	29	7	7	\$15.47	100.00%
18	18	3	3	\$11.61	100.00%
19	1	0	0	\$0.00	0.00%
20	30	9	9	\$12.31	100.00%
21	424	57	56	\$14.70	98.25%

Workforce Region	Participants Enrolled	Participants Exited	Participants Entering Employment	Wage/hr at Placement	Entered Employment Rate
22	1352	64	40	\$17.10	62.50%
23	2181	276	204	\$12.32	73.91%
24	62	4	4	\$14.79	100.00%
State Total	8326	741	602	\$13.52	81.24%
<i>10/01/01 Through 6/30/02 as reported 7/31/02</i>					

Local Performance

Upon the completion of the State's negotiation with the USDOL on state performance goals for each of the twelve reportable WIA core measures, the state workforce board conducted negotiations at the state level with each regional workforce board. As a result of this process, expected levels of performance or goals were agreed upon for each region. Table 6 summarizes outcomes based on these goals. Individual performance tables for each of Florida's twenty-four regions are also provided in the Appendices (Appendix A-Table O-Performance).

Table 6
Regional Program Year 2001-2002 WIA Performance

WIA CORE MEASURE	STATE GOAL	RANGE OF REGIONAL PERFORMANCE	# OF REGIONS ACHIEVING REGIONAL GOAL	% OF REGIONS ACHIEVING GOAL
CUSTOMER SATISFACTION INDIVIDUALS	68.0	71.00 to 86.00	24 of 24	100%
CUSTOMER SATISFACTION EMPLOYERS	65.0	71.10 to 83.00	24 of 24	100%
ADULT ENTERED EMPLOYMENT RATE	65.50%	58.14% to 89.09%	22 of 24	91.66%
ADULT EMPLOYMENT RETENTION RATE	79.50%	75.97% to 90.21%	15 of 24	62.50%
ADULT EARNINGS GAIN	\$3,400	\$2,469 to \$8,174	20 of 24	83.33%
ADULT EMPLOYMENT AND CREDENTIAL RATE	41.00%	22.00% to 83.67%	23 of 24	95.83%
DISLOCATED WORKER ENTERED EMPLOYMENT RATE	66.00%	71.43% to 100%	23 of 24	95.83%
DISLOCATED WORKER EMPLOYMENT RETENTION RATE	81.00%	80.00% to 94.62%	20 of 24	83.33%
DISLOCATED WORKER EARNINGS REPLACEMENT RATE	93.00%	93.62% to 313%	24 of 24	100%

WIA CORE MEASURE	STATE GOAL	RANGE OF REGIONAL PERFORMANCE	# OF REGIONS ACHIEVING REGIONAL GOAL	% OF REGIONS ACHIEVING GOAL
DISLOCATED WORKER EMPLOYMENT AND CREDENTIAL RATE	41.00%	21.92% to 78.87%	23 of 24	95.83%
OLDER YOUTH (19-21) ENTERED EMPLOYMENT RATE	66.00%	0% to 82.14%	15 of 24	62.50%
OLDER YOUTH (19-21) EMPLOYMENT RETENTION RATE	81.00%	0% to 100%	10 of 24	41.67%
OLDER YOUTH (19-21) EARNINGS GAIN	\$3,100	\$0 to \$6,756	12 of 24	50.00%
OLDER YOUTH CREDENTIAL RATE	31.00%	0% to 83.33%	19 of 24	79.17%
YOUNGER YOUTH (14-18) SKILL ATTAIMENT RATE	51.00%	57.11% to 98.65%	22 of 24	91.66%
YOUNGER YOUTH (14-18) DIPLOMA ATTAIMENT RATE	40.00%	0% to 100%	13 of 24	54.17%
YOUNGER YOUTH (14-18) RETENTION RATE	40.00%	16.00% to 84.00%	22 of 24	91.66%

State Evaluation Activities and Incentive Policy

Overall Description and Background

Due to historical practices and state law mandates, Florida has long engaged in extensive program evaluation activities, with a particular emphasis on results, outcomes and longitudinal information. In the workforce realm, much of that evaluation activity has been based on many of the key elements now mandated by WIA, including use of many of the same or similar measures, similar definitions and heavy reliance on use of Unemployment Insurance wage records to verify initial job placement, job retention, and initial and long-term earnings over time.

Florida Education and Training Placement Information Program (FETPIP)

One of Florida's earliest and most successful innovations in evaluation and performance tracking has been the Florida Education and Training Placement Information Program (FETPIP) established in the mid-80's within the state Department of Education. This program was developed mainly to help evaluate the effectiveness of post-secondary education and training programs, particularly vocational education and similar career preparation programs. The scope of the groups to be tracked rapidly expanded to cover nearly all job training and placement programs including WIA, Wagner-Peyser, Job Corps, Veterans, welfare reform (TANF), Apprenticeship, Unemployment Compensation claimants, ex-offenders, and a total of nearly 200 groups or sub-cohorts being tracked.

The FETPIP follow-up data is electronically derived from Unemployment Compensation (Insurance) quarterly wage records, federal military and civilian personnel records, public

assistance, incarceration/parole records, and continued education rosters. Access to this data allows for annual reports with extensive detail and longitudinal capabilities. Each group is typically tracked for at least 2 years, with many tracked over much longer periods, including the “Class of 1991” composed of all graduates (and drop-outs) of high school, certificate programs, and all levels of higher education. Quarterly reports covering employment and public assistance status and outcomes are regularly run and analyzed. For more details on FETPIP, including examples of annual outcome reports, see:

<http://www.firn.edu/doe/bin00078/fetpip/fmain.htm>

Short Term Measures

A few years ago a “regional outcome matrix” was prepared to display key program outcomes statewide and for each workforce region. This report was designed as a first indicator of program performance to work in conjunction with other administrative short-term reports and longitudinal reports required by state and federal law. Key measures were selected from exit data available through the State’s administrative reporting systems. With the implementation of the Workforce Investment Act (WIA), this report was revised to reflect the new WIA measures and the Act’s emphasis on program integration through the one-stop system. The revisions and the adoption of new short-term measures were based on the extensive solicitation of input from all parties and the recommendations of two working groups appointed by the Board which represented state and local agencies, the regional workforce boards, and other interested parties.

The “regional outcome matrix,” often referred to as the Red and Green Report addresses outcomes for the three major one-stop partner programs in Florida: WIA programs, Wagner-Peyser programs, and the State’s TANF/Welfare Transition Program. All short-term measures outline performance outcomes that can be typically reported within one calendar quarter through the various programs’ management information systems. Results from the measures are compiled regionally and compared against other regions and statewide outcomes. Appendix Table 10 contains the 2001-2002 Year-End Performance and a detailed description of the measures included in the Red and Green Report.

The Table 7 below shows statewide PY 2001-02 outcomes for each of the short-term measures. Outcomes for each of the measures listed in Appendix Table 2 are reported statewide and by workforce region.

Table 7

PY 2001-02 Statewide Short-Term Outcomes

Welfare Entered Employ. Rate (1)	Welfare Initial Employ. Wage Rate (2)	Welfare Return Rate (3)	WIA Employed Worker. Outcome Rate (4)	WIA Adult Enter. Emp. Rate (5)	WIA Adult Wage Rate (6)
25.9%	68.0%	14.0%	46.0%	77.8%	102.3%

WIA Dislocated Wkr. Enter. Emp. Rate (7)	WIA Dislocated Wkr. Wage Rate (8)	WIA Youth Goal Attainment Rate (9)	WIA Youth Positive Outcome Rate (10)	WP Entered Emp. Rate (11)	WP Wage Rate (12)
86.6%	125.2%	75.1%	92.8%	32.7%	86.8%

WP New Hire Involvement Rate (13)	WP Employer Involvement Rate (14)	Customer Satisfaction – WIA Individuals (15)	Customer Satisfaction– WP Applicants (16)	Customer Satisfaction- Employers (17)
19.1%	28.9%	76.7*	72.1*	74.3*

*Score based on American Satisfaction Index (ACSI).

“Plain English” Key Indicators

The “Red and Green” short-term outcome measures have served as a useful analytic tool for assessing comparative performance, trend lines, diagnostic early warnings, predictors of long term results, and application of common measures for multiple related programs, including WIA, Welfare Transition/TANF, and Wagner-Peyser. However the technical terms and definitions used in the “Red and Green” reports which are completely understandable to workforce professionals are often obscure and non-user-friendly to volunteer board members, community partners, legislators and the rest of the world who are not familiar with the technical definitions of Entered Employment Rate, New Hire Involvement Rate, or even Wagner-Peyser. Workforce Board staff has therefore developed a “Plain English” version of the short term measures to be presented to broader audiences of stakeholders, partners, and others interested in workforce issues. As illustrated in Table 8, the new Statewide Key Indicators ask for sets of simple questions about services provided, customer satisfaction, jobs obtained and earnings, also indicating year-to-year trends, statewide cumulative results. Additionally, the same questions are replicated and presented in breakouts for each of the 24 regions in Appendix B. Other Reports and Supporting Documents – Workforce Program Summaries by Region. These Key Indicators are now being used in conjunction with the “Red and Green” reports and will be produced on the same schedule---mid-year, as of the end of March, and at the end of each program year ending in June.

Table 8
WORKFORCE RED AND GREEN KEY INDICATORS

Are our services being used?	2002	2001	+/-
Employers - Of those who hired this year, how many got one-stop services?	28.90%	23.50%	5.40%
Employees - Of those who got jobs, how many got one-stop services?	19.10%	13.00%	6.10%
* How satisfied were our customers?			
Satisfaction rating for employers who received services	74.30	68.69	5.61
Satisfaction rating for individuals who received training	76.70	76.69	0.01
Satisfaction rating for job seekers who got help in finding work	72.10	No Survey	N/A
Did our customers get jobs?			
% on welfare that got jobs	25.90%	24.60%	1.30%
Total Number	27,755	25,654	2,101
% of disadvantaged adults receiving training who got jobs	77.80%	78.90%	-1.10%
Total Number	9,109	6,797	2,312
% of the unemployed receiving training who got jobs	86.60%	88.40%	-1.80%
Total Numbers	7,867	6,661	1,206
% of all job seekers that got jobs	32.70%	29.70%	3.00%
Total Number	349,315	248,103	101,212
What was their hourly wage?			
The average wage per hour of those who left welfare	\$7.04	\$6.61	\$0.43
** Wage Rate	68.00%	65.80%	2.20%
The average wage per hour for trained disadvantaged adults	\$10.59	\$8.78	\$1.81
** Wage Rate	102.30%	87.40%	14.90%
The average wage per hour for unemployed workers who were retrained	\$12.96	\$11.24	\$1.72
** Wage Rate	125.20%	111.90%	13.30%
The average wage per hour for job seekers	\$8.98	\$8.49	\$0.49
** Wage Rate	86.80%	84.50%	2.30%

** Customer satisfaction numbers are provided by the American Customer Satisfaction Index (ACSI). The index - scales from 0 to 100 – allows comparisons between the private and public sector. The composite federal government score is 71 for the year 2001.*

*** Wage rate expressed as a percent of the Lower Living Standard Income Level (LLSIL). The Annual 2001 LLSIL for a Family of 3 for Florida is \$21,530 or \$10.35/hour; selected by state policy as the indicator for a "self-sufficiency" wage.*

Regional Review Teams

Section 445.007(3), of the Florida Statutes mandates that “The Workforce Development Board shall assign staff to meet with each regional workforce development board annually to review the board’s performance and to certify that the board is in compliance with applicable state and federal law.”

Workforce Florida executive staff made presentations to all 24 regional workforce boards. Preparation for the annual review presentations included evaluating, utilizing and linking all available performance data (including Red and Green short-term exit measures, longitudinal tier measures, monthly management reports), information and resources. Also incorporated into the review presentations were the outcomes of the site visits jointly conducted by the Agency for Workforce Innovation (AWI) Program Review Unit and Workforce Florida, Inc., (WFI) staff. The AWI team focused on assessing the region’s compliance with applicable State and Federal laws, regulations and policies, where as WFI staff evaluated the regional capacity to implement the Workforce Innovation Act of 2000. Specifically, WFI staff reviewed the extent to which regional boards incorporated the needs of the employer community into strategic planning efforts, operational plans/operational systems, sales and marketing efforts and One-Stop bricks and mortar plans. Presentations to the regional workforce boards included; comparative demographic information reflecting regional poverty and unemployment rates, relative shares of funding to meet those needs (e.g. WIA, Welfare-to-Work, Wagner-Peyser and TANF funds), regional board performance compared to other regions and to prior year and an assessment of how well employer needs had been met.

WFI staff will continue to review performance and partner with the Agency for Workforce Innovation and other appropriate workforce organizations to guide the redesign of capacity-building tools and technical assistance programs to support regions as they build regional capacity and continuously improve workforce programs and processes. Validation of those capacity-building tools by WFI staff will ensure their efficacy. This course of action will also make certain that programs and processes implemented by regional workforce boards are consistent in representing the intent and direction of Workforce Florida, Inc.

In addition to the general performance review and annual performance reporting for all 24 regional workforce boards, the Workforce Florida Board directed that seven regions receive special evaluation and technical assistance in a formal Performance Improvement Program (PIP) process. The seven selected regions included those that reflected a pattern of significant and sustained low quartile performance on the short term Red and Green Report and/or had indicated structural, governance, operational, reporting, financial management or other performance difficulties. The PIP process addressed analysis of statistical performance indicators/outcomes, any structural/governance issues, financial management, operational issues, other compliance issues, coupled with a plan and timetable for corrective action and a budget for improvement steps, primarily covering training for regional board and staff, technical assistance and management tools.

State Longitudinal Measures—“Tier Measures”

State Longitudinal Measures—“Tier Measures” - The Florida Legislature has mandated that the State Workforce Florida Board develop uniform measures and standards to cover all job training, placement, career education and other workforce programs [See Sec. 445.005 (9), Florida Statutes]. Tier 1 measures are broad outcome measures that can be (almost) universally applied to all workforce-related indicators, including entered employment, job retention and earnings at various levels. Tier 2 measures are oriented to logical grouping of programs and/or targeted populations and provide additional measures that are uniquely relevant to that group. These measures include continued education status for youth programs and reduction in public assistance dependency for TANF recipients and other low-income individuals. Tier 3 includes process/output measures including those mandated for federally funded programs. These measures also disaggregate the Tier 1 and 2 measures to sub-state breakouts, some of which are regionally adjusted. Examples of process measures would include caseloads for specific programs or first-payment time-lapse data for Unemployment Compensation. Disaggregated results would include the WIA performance of specific Workforce Regions or the number/percentage of youth who complete teen pregnancy prevention programs in a specific county or region. A summary of the most recent Tier report is included as Appendix – A, Table 11.

WIA Incentive Awards

Florida was one of six early implementation states that opted to begin applying the terms of the federal Workforce Investment Act (WIA) on July 1, 1999, a year earlier than the mandated implementation schedule. Among other advantages resulting from early implementation, Florida also became eligible for the first round of Workforce Incentive Awards available under WIA. Earning an award also required submission of a timely WIA annual report to USDOL, furnishing required financial and participant data, and achieving the WIA long-term performance standards negotiated with USDOL. Florida met all those requirements, formally applied for a performance award, and was awarded \$2,645,125, with most of the federal award derived from federal education funds and the balance coming out of WIA federal reserves. In 2001-2002, Florida again submitted a timely annual report and achieved all 17 negotiated long-term WIA performance goals, and our partner Department of Education’s adult education and literacy program met their required goals for the prior year. Florida was therefore awarded \$3,000,000 for the combined WIA and workforce-related education performance.

The terms of the federal award require Florida to submit a joint plan for use of the Workforce Incentive Award, with sign-off by the Governor, the Department of Education, Workforce Florida, Inc., and the Agency for Workforce Innovation. The plan approved by USDOL and US Department of Education for the 2001-2002 award first provides that \$2,000,000 will be administered through the Florida Department of Education to build stronger adult education systems throughout Florida, including several internet-based virtual/remote learning systems and greater linkages between one-stop systems and local adult education/literacy programs.

The remaining \$1 million of the Workforce Incentive Award has been earmarked to be used for program and performance improvements for Regions that have performed at the lower levels compared to other Regions, using the Performance Improvement Plan (PIP) process as

described above in the section on “Regional Review Teams,” and below in this section. Additionally six regions that performed at the highest quartile levels on the annual performance (Red and Green) reports were awarded top performer awards, and will soon be receiving high performance bonus awards out of state-level WIA, TANF and Wagner-Peyser funds. Low performing regions will receive only minimal bonus awards, but can receive the benefit of these controlled performance improvement funds for specific program corrective actions.

Based on the “Red and Green” report for Program/Fiscal Year 2001-2002, seven regions had six or more reported outcomes ranking in the lowest quartile cumulatively compared to all 24 regions. Additional performance data and trend line information is also provided through the “Red and Green” quarterly reports, the annual/quarterly WIA long-term outcomes, the AWI Monthly Management Reports, and local performance data where utilized. Information on local structures, service delivery systems, internal processes and possible compliance/quality issues has been assembled by AWI staff that has been systematically visiting, monitoring and evaluating local performance through its Program Review Teams and Technical Assistance staff, supplemented by data and observations from WFI staff. In order to implement the program/performance improvement plan, the WFI Board directed that:

1. AWI through its Program Review Teams and Technical Assistance staff to provide an analysis of performance deficiencies for each of the seven regions, with a specific plan for program/performance improvements, and a budget for implementing the planned improvements.
2. The Performance Improvement Plan may take into account any self-assessment or corrective action steps initiated by the affected region, also leveraging local “formula” funds. The plan shall also be based on the findings/results of AWI/WFI staff visits in the last year, with joint approval of the plan by AWI and WFI staff.
3. Any training and technical assistance (TAT) needs must be collaboratively planned with Learning Link, particularly identifying training modules that could benefit multiple regions. The plan may provide for payments to Learning Link or any other suitable training provider, and cover costs for AWI or other RWBs to provide technical assistance or peer coaching, but may not simply provide all funds directly to the region for discretionary uses.
4. The Performance Improvement Plan for each region may provide for a budget of \$50,000 to \$200,000 for each of the seven regions, with specific budget items tied to specific improvement investments, with defined deliverables, expected quantifiable performance gains, and timelines, including quarterly progress reports to WFI. Total expenditures are not to exceed \$1 million and the planned improvements are to be completed by the May, 2002 meeting of the WFI Board of Directors.

In addition to the special federal WIA Performance Award funds described above, the WFI Board earmarked a total of approximately \$1.8 million in WIA State-Level 15% funds for incentive payments to high performing regions for performance in the 2001-2002 Program Year, also setting aside commensurate amounts of Welfare Transition (TANF) and Wagner-Peyser funds for similar incentives. There are separate sets of awards for both short-term and

long-term measures, with the total WIA funds equally divided between the two sets. The short term-measures are derived from the "Red and Green" annual report, using the comparative Entered Employment Rates for WIA Adults and Dislocated Workers, along with Customer Satisfaction scores for Individuals and Employers. The long-term measures for WIA incentive payments are derived from the 17 federal WIA measures. Both short-term and long-term award calculations reward both achievement of negotiated goals and performance in the top quartile among the 24 regions.

Cost of Workforce Investment Activities

Expenditure Levels

During the 2001-2002 program year, Florida had \$167,574,729 in available funds from all WIA funding sources. Of this amount \$140,525,287 or 83.9%, was expended to carry out state-level and regional activities. Of the \$108,544,872 expended by the State's twenty-four regions, 93.8% went for direct client services. An additional \$29,055,697 in state-level funds was also expended for direct client services. For additional information on expenditures see the WIA Financial Statement included in Appendix A as Table 5 and the Appendix Table N, Cost of Program Activities.

Cost of Program Activities Relative to Effect

Florida tracks and evaluates the cost of program activities relative to effect in a number of ways. Cost per participant and cost per positive outcome is computed at the state and regional level for the adult, dislocated worker, and youth programs. The overall cost per participant served for all programs was \$1521. The overall cost per positive outcome for exiters from all programs was \$3,310. The positive outcome tracked for the dislocated worker program was entered employment. Positive outcomes for the adult program included entered employment and the successful completion of program activities designed to assist employed workers in upgrading their employment in order to attain a greater degree of self-sufficiency. Florida has placed an emphasis on assisting the under-employed worker. As a result, the number of adult program exiters with positive outcomes included 2,769 employed workers who successfully completed program activities in order to upgrade their employment. Positive outcomes for older youth included entered employment and the attainment of a credential. Positive outcomes for younger youth included entered employment, entrance into postsecondary education, advanced training, apprenticeship or the military, attainment of a youth goal, and attainment of a diploma.

Generally, outcomes were tracked for the exit periods used for the corresponding WIA core measure. Therefore, the exit period used for the adult and dislocated programs was the period from 10/1/00 through 9/30/01, while the period for the older and younger youth programs was the actual program year from 7/1/01 through 6/30/02. Cost information was also tracked by major level of activity: core services, intensive services, and training for the adult and dislocated worker programs; and for other services and for training for the youth programs.

Statewide data for expenditures and cost per positive outcome is displayed in Table 9 on the following page. Similar data for each of Florida's twenty-four regions are included in the Appendix as Tables 6 through 9.

Table 9
 FLORIDA PROGRAM YEAR 2001-2002
 WIA EXPENDITURES/COST PER POSITIVE OUTCOME

ADULT PROGRAM 10/1/00 TO 9/30/01

STATEWIDE - REGIONS 1-24 TOTALS	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOME	COST PER POS. OUTCOME
TOTAL AVAIL.	\$31,719,813	100.0%				
TOTAL EXPEND.	\$27,778,119	87.6%	25,176	\$1,103	8,708	\$3,190
EXPEND. OTHER SERVICES	\$13,036,370	46.9%	25,176	\$518	8,708	\$1,497
EXPEND. TRAINING	\$13,686,218	49.3%	13,507	\$1,013	3,938	\$3,475

DISLOCATED WORKER PROGRAM 10/1/00 TO 9/30/01

STATEWIDE - REGIONS 1-24 TOTALS	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL PLACED	COST PER ENTERED EMPLOYMENT
TOTAL AVAIL.	\$26,149,466	100.0%				
TOTAL EXPEND.	\$22,581,327	86.4%	14,993	\$1,506	5,042	\$4,479
EXPEND. OTHER SERVICES	\$11,389,598	50.4%	14,993	\$760	5,042	\$2,259
EXPEND. TRAINING	\$10,340,965	45.8%	10,237	\$1,010	4,184	\$2,472

OLDER YOUTH PROGRAM 7/1/01 TO 6/30/02

STATEWIDE - REGIONS 1-24 TOTALS	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.	\$48,521,176	100.0%				
TOTAL EXPEND.	\$11,503,772	23.7%	3,253	\$3,536	1,084	\$10,612
OTHER SERVICES	\$4,161,575	36.2%	3,253	\$1,279	1,084	\$3,839
TRAINING	\$6,727,175	58.5%	2,420	\$2,780	681	\$9,878

YOUNGER YOUTH PROGRAM 7/1/01 TO 6/30/02

STATEWIDE - REGIONS 1-24 TOTALS	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.	\$48,521,176	100.0%				
TOTAL EXPEND.	\$28,586,170	58.9%	16,036	\$1,783	12,496	\$2,288
OTHER SERVICES	\$9,662,582	33.8%	16,036	\$603	12,496	\$773
TRAINING	\$17,216,263	60.2%	11,917	\$1,445	9,610	\$1,791

Source: Agency for Workforce Innovation, 11/11/02.

Use of Individual Training Accounts (ITAs)

Florida policy places emphasis on the provision of training services. Accordingly, State statute requires the tracking of the number of ITAs awarded and their average value. The statute also requires 50% of WIA pass-through funds for adults and dislocated workers to be allocated to ITAs and ITA-related expenses. For Program Year 2001-2002, 26,422 ITAs were awarded in the State with an average value of \$3,121. Of \$68,454,929 expended by Florida's twenty-four regions for the adult and dislocated worker programs during the program year, \$38,442,531 or 56.2% was expended for ITAs and ITA-related activities (see Table 10 below).

**Table 10 - USE OF INDIVIDUAL TRAINING ACCOUNTS (ITAs)
WIA ADULT AND DISLOCATED WORKER PROGRAMS COMBINED
7/1/01 Through 6/30/02**

ITAs Awarded					State ITA 50% Expenditure Requirement		
Region	Enrolled in Training	Receiving ITA	Percent	Avg. ITA Amount	Total Expenditures	ITA Expenditures	Percent
1	507	507	100.00%	\$2,061.24	\$1,394,892	\$1,022,514	73.30%
2	417	310	74.34%	\$2,199.15	\$441,550	\$265,286	60.08%
3	277	251	90.61%	\$1,754.33	\$706,643	\$381,940	54.05%
4	588	586	99.66%	\$2,340.77	\$1,434,412	\$1,048,701	73.11%
5	532	507	95.30%	\$3,658.60	\$994,434	\$556,976	56.01%
6	309	141	45.63%	\$2,702.77	\$448,685	\$271,011	60.40%
7	276	274	99.28%	\$2,855.88	\$200,485	\$73,170	36.50%
8	2,638	1,501	56.90%	\$3,176.18	\$5,608,491	\$3,664,140	65.33%
9	281	262	93.24%	\$3,469.41	\$385,095	\$245,198	63.67%
10	361	361	100.00%	\$2,827.51	\$1,467,925	\$761,061	51.85%
11	849	574	67.61%	\$2,561.29	\$1,399,358	\$397,889	28.43%
12	2,079	2,016	96.97%	\$3,153.20	\$3,038,221	\$2,452,855	80.73%
13	619	588	94.99%	\$2,267.44	\$1,413,327	\$829,192	58.67%
14	1,888	1,781	94.33%	\$2,696.67	\$2,414,629	\$1,354,830	56.11%
15	1,422	1,391	97.82%	\$2,767.41	\$3,004,856	\$1,670,641	55.60%
16	500	490	98.00%	\$2,888.55	\$1,155,483	\$551,615	47.74%
17	625	584	93.44%	\$4,332.49	\$2,567,801	\$1,443,969	56.23%
18	920	865	94.02%	\$630.94	\$1,281,565	\$556,087	43.39%
19	132	119	90.15%	\$3,500.15	\$761,034	\$441,666	58.03%
20	1,086	976	89.87%	\$2,285.01	\$5,429,639	\$2,884,599	53.13%
21	1,702	1,518	89.19%	\$3,735.28	\$5,608,195	\$2,809,850	50.10%
22	2,550	2,289	89.76%	\$2,335.07	\$5,082,775	\$4,111,611	80.89%
23	10,969	7,954	72.51%	\$3,860.97	\$19,657,635	\$8,675,331	44.13%
24	610	577	94.59%	\$2,414.12	\$2,557,799	\$1,972,399	77.11%
Total All Regions	32,137	26,422	82.22%	\$3,120.86	\$68,454,929	\$38,442,531	56.16%

*Based on data provided by the Agency for Workforce Innovation 11/01/02.

WORKFORCE FLORIDA COUNCILS

Each of the three councils established by the Workforce Innovation Act of 2000 target a specific workforce population. Through initiatives funded by statewide and local councils, the goal is to improve Florida's workforce and thus positively impact existing and new Florida businesses.

HIGH SKILLS/HIGH WAGES

Seeks to develop a more skilled workforce by aligning education and training programs with higher-paying, high-demand jobs that advance careers and build a more skilled workforce and partner with economic development to enhance the state's efforts to attract, grow and expand job-creating businesses. The High Skills/High Wage Council also oversees the two state-level employer-specific training programs, Incumbent Worker Training and Quick Response Training Programs.

BETTER JOBS/BETTER WAGES

Assist families transitioning from welfare to work and former welfare recipients working in low-wage jobs with limited mobility, and the larger population of under-employed adults.

FIRST JOBS/FIRST WAGES

Promotes successful entry into the workforce through education and job experience, including school-to-work initiatives that enlist business and community support to ensure that students have the educational and occupational skills required to succeed in the workforce. Also addresses adults entering the workforce for the first time and youth programs related to welfare reform.

HIGH SKILLS/HIGH WAGES COUNCIL

Purpose: To develop strategies which align Florida's education and training programs with high-paying, high-demand occupations that advance individuals' careers, build a more skilled workforce and enhance the state's efforts to attract and expand job-creating businesses.

The High Skills/High Wages (HS/HW) Council continues its emphasis on promoting skills upgrade training for existing employees to "build a more skilled workforce and enhance the state's efforts to attract and expand job-creating businesses." The lessons learned from the 1st year's training challenge provided many useful tools to help refine and update funding priorities, strategies and FY 01/02 initiatives.

"Having local advanced training classes available to our businesses is critical to corporate expansions and is an incentive to new companies looking to locate here."

James J. DeGennaro, Director of Business Development, Office of Economic Development-Polk County

2001-2002 Highlights

Targeted Industry Training Challenge

The Council voted to allocate \$3.96 million to provide short-term, skills upgrade training to incumbent workers in Florida's targeted industries. These industries have been identified by Enterprise Florida, Inc., the state's economic development entity, and the Governor's Office of Tourism, Trade and Economic Development as having the greatest potential for growth and overall economic impact to the state. A competitive RFP was issued with the overall goal of training a minimum of 1,500 employees statewide. The RFP also stressed the development of partnerships and the strengthening of relationships between local economic development organizations, regional workforce boards, training providers and targeted industry businesses. Eleven regional workforce boards received grants to train over 4,000 existing workers. The results of this challenge generated a total of 4,202 incumbent workers receiving training and 3,998 receiving industry-recognized certifications. Through private sector leveraging of funds, the actual average state investment per trainee was \$927.

"Numerous employees have been promoted within the company as a direct result of the skills they have acquired through the participation in this training project, and we expect more promotions as jobs are filled and new jobs are created. We are confident that if our employees continue to receive training to develop their skills that in turn they will become more employable and therefore benefit not only Swisher, but the manufacturing community as large."

Mindy M. Odom, Swisher International, Inc., Jacksonville

Florida Plastics Consortium

Modeled after the successful Incumbent Worker Training Program partnership between Workforce Florida and the Society of Plastics Industry, this project provided \$247,500 toward the training and certification of 330 existing workers in the plastics industry. Extrusion and injection molding training is being delivered via satellite downlink at various locations across the state. Due to the events of 9/11, this project was extended from June 30, 2002 until December 31, 2002. To date, 100 people have been trained and certified.

Workforce Certification Project

A competitive RFP was issued with a goal of developing, validating and implementing an employer-driven program of industry certifications and standards. The RFP also stressed the need to identify soft skills as well as technical skills for four occupations: electronic technician, customer service representative, machinist and software developer. A total of \$100,000 was allocated for the project and awarded to two regional workforce boards. The project was successfully completed except for one deliverable (the identification and training of skill standards for software developer). This resulted in 90 people being served and \$87,500 being expended. The certification program is available for replication within the state.

“Our associates are held accountable for the training they receive. For each class they attend, the outcomes should meet or exceed the goals set by a developmental plan. This means reliable, effective and on-demand training is required, and that is what the Marion Regional Manufacturers Institute provided.”

**Kevin Harrison
Dayco Products, LLC,
Marion County**

High Tech Corridor Labor Market Intelligence Survey

The HS/HW Council contributed funds to this cross-council project to develop a business-survey/web-based interactive system for employers in the Central Florida area in concert with 10 regional workforce boards. It emphasized the need to design a user-friendly tool which would provide the employer with real time labor market information to address immediate workforce goals and strategies. A survey instrument was developed and thousands of businesses were involved via the survey process. The final report included an executive summary, an electronic database file and an action plan to better serve employers through the One-Stop system.

Workforce Economic Development Summit

To facilitate increased involvement between workforce and economic development systems, the HS/HW Council hosted the second annual workforce/economic development summit. The summit immediately followed the Florida Economic Development Council Annual Conference in October of 2001 in Cape Canaveral and showcased best practices between regional workforce boards and economic development organizations. Over 100 attendees participated and received information on how to use the workforce system as an economic development tool to support regional and state economic growth.

“We must help communities use the public workforce as an economic development tool.”

**Raymond Gilley, Chair
Workforce Florida**

Policy Initiatives

Implementation of Employed Worker Training (EWT)

The need for skills-upgrade training continues to be a common theme expressed in suggestions received from regional HS/HW committees and business surveys. The demand for training assistance from the statewide Incumbent Worker Training program was evidenced by requests totaling in excess of \$7.43 million for the limited \$2 million allocation. For these reasons, the HS/HW Council recommended and the WFI Board approved that each Regional Workforce Board modify its five-year plan to specify methods

for upgrading the skills of existing workers in its region. This plan modification would address how additional funds will be leveraged, partnerships developed to accomplish this objective, and lead contacts identified.

The Workforce Florida Board of Directors also adopted a proposal to include a measure on the Red and Green Performance Report for “employed workers”. This was specifically done to correct the failure of the reporting system to include those trained under this option. Baseline numbers were provided to the local regions for the new measure in the preliminary year-end report presented at the August 2002 board meeting. Employed Worker Training (EWT) performances will be measured and included on the Red and Green Performance Report for the current program year.

“The knowledge gained through the training program will be beneficial in increasing the overall skill levels of our information technology staff. These new skills will impact the productivity and support of our company’s IT operations and infrastructure.”

**Ricardo A. Davis, Danka,
Pinellas County**

Employed Worker Training Policy Guidance Paper

Council and the Agency for Workforce Innovation staff developed a paper and FAQ’s to provide guidelines to the regional workforce boards for the provision of WIA-funded training services to employed workers. This paper included a matrix that outlined key distinctions between training services provided to incumbent workers via the state-level Incumbent Worker Training Program and training services provided to employed workers using local funds.

Challenges/Barriers

Leveraging limited state level incumbent worker training funds by implementing employed worker training initiatives at the regional level has been a tremendous challenge. The Employed Worker Training (EWT) guidance paper as well as the addition of the EWT performance measure has laid the foundation for making progress in this area.

“The training that was provided will aid our employees in the effective performance of their duties by enhancing their understanding of the core database architecture and logic. This understanding will allow them to more effectively manage and maintain business critical applications, as well as communicate more effectively with vendors and support personnel.”

**R. Andrew Sroka
Fischer International Systems
Corporation
Collier County**

Improved communication and linkages between the state council and local board committees are also needed to maximize and enhance the state’s mission of attracting and expanding job-creating businesses.

Future Goals/Strategies

The Council has identified the following goals and strategies for the 2002-2003 program year:

- Developing and implementing a plan to provide technical assistance, training and guidance to regional HS/HW committees to identify common issues and solutions and showcase best practices.

- Reviewing and updating the strategic plan and priorities for evaluating funding requests.
- Identifying a non-state funded alternative training modality for critical industry training.
- Focusing training initiatives on a targeted industry in collaboration with a statewide consortium.
- Promotion of current, user-friendly labor market information.

“This program allowed us to expand our training programs for our current workers and resulted in increased skills in several important areas. We appreciate Workforce Florida Inc.’s commitment to our state’s economic competitiveness through a well-trained workforce.”

**Marion Sarrica, Paravant Computer Systems, Inc.,
Brevard County**

Quick Response Training and Incumbent Worker Training Programs
The High Skills/High Wages Council also oversees the two state-level employer-specific training programs, Quick Response Training and the Incumbent Worker Training Programs, administered directly by Workforce Florida. The next two sections provide an overview of the 2001/2002 program year for both of these programs.

QUICK RESPONSE TRAINING

Florida and its communities must compete aggressively to attract new businesses and support expansion of existing enterprise. Investments in economic development create higher paying jobs, and in turn, build desirable living environments. Started in July of 1993 within the Florida Department of Commerce, Division of Economic Development, the Quick Response Training (QRT) Program was the state's first attempt to link workforce development with economic development. It enabled Florida to compete with other states that typically have customized training budgets three to four times greater than Florida's resources for this critical location and retention incentive.

Today, QRT continues to be a vital component of Florida's economic development efforts, providing customized training for new and expanding targeted businesses across the state. In less than ten years' time, this employer-specific, customized training program has played a key role in the location or expansion decisions of over 270 competitive economic development projects. These projects have directly created over 65,000 new jobs in Florida.

The QRT program partners with Enterprise Florida, economic development organizations, chambers of commerce, community colleges, technical schools and universities as well as regional workforce boards to support local economic development and workforce development strategies. Grant funds are provided for customized, entry-level skills training not available at the local level. Companies receiving the grant funds gained skilled employees for their operations, reported increased profitability from enhanced employee productivity and faster implementation of startup and expansion. In addition, Florida residents hired for these new high skill/high wage jobs earned a salary while learning new skills that increased their employability now and in the future.

2001-2002 Highlights

Grant funds were awarded to 26 quality economic development projects totaling \$6,263,130 to provide training for 7,646 new employees.

"QRT...allowed us the freedom to explore various types of training programs and specialized instruction. The QRT program has been instrumental in assisting us in developing the employee knowledge, skills and abilities needed to work in our high-technology workplace."

**Joyce Holman,
Mitsubishi Power Systems
Orange County**

"Quick Response Training allowed our firm to be more competitive in our bid to receive contract manufacturing projects.

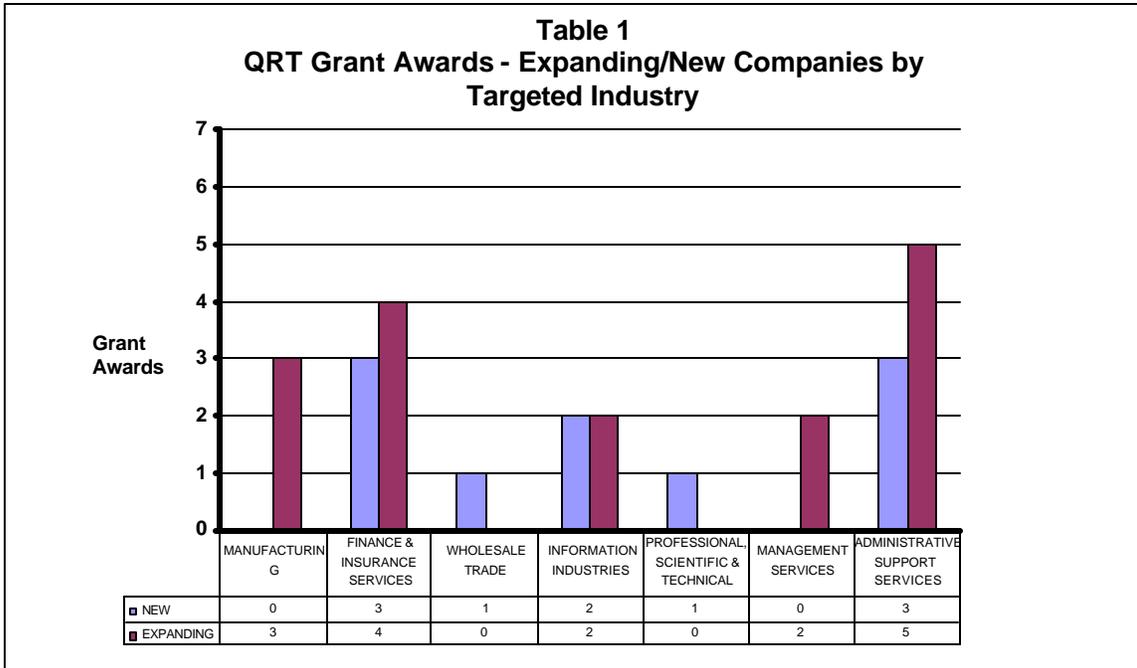
The flexibility of the QRT program allowed us to provide the specialized training required on site, with the actual equipment that the new employees would be operating."

**Bob Brown, Toms Foods
Taylor County
(Enterprise Zone project in a rural county)**

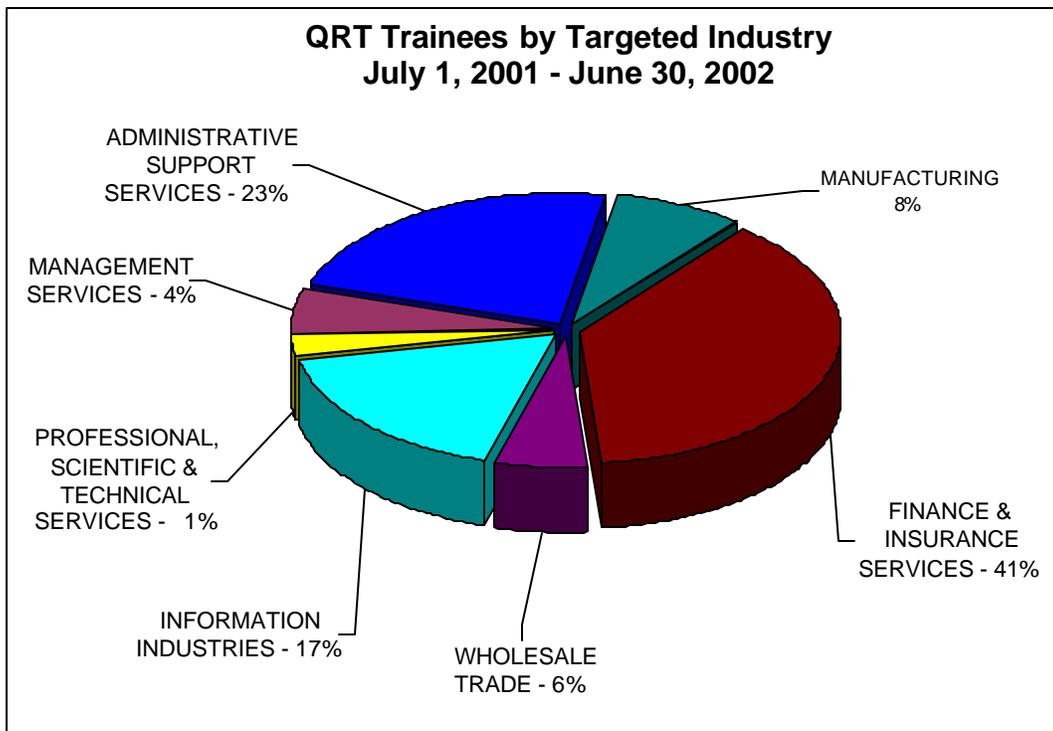
"On behalf of TRX, Inc. thank you for allowing us to become part of a well-run program. We appreciate the opportunity to take advantage of the economic benefits, which helped TRX, Inc. become one of the largest and recognized employers in the Milton, Florida area."

**Vicky Egan, Director of Training,
TRX, Inc.
Santa Rosa County**

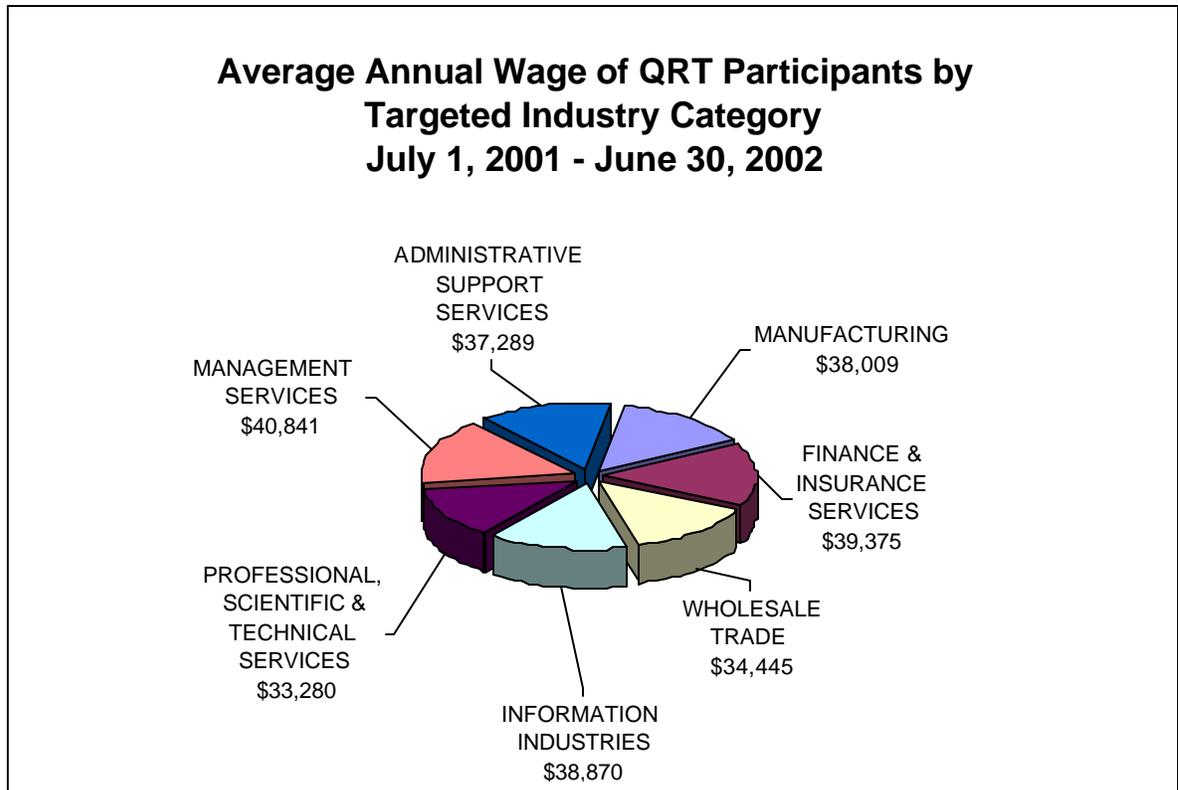
Table 1 presents 2001/2002 QRT grant awards by targeted industry and new or expanding companies. Sixteen of the grants will benefit the expansion of existing Florida businesses, and ten will reimburse training costs and reduce up-front expenses for businesses new to the state.



The greatest number of trainees (41%) was in the finance & insurance services sector (see chart below). This industry sector is composed of nondepository credit institutions and related activities, insurance carriers, security/commodity brokers, funds, trusts and other financial vehicles.



The average annual wage for the new jobs created with QRT assistance ranged from \$33,280 for the Professional, Scientific & Technical Services industry category to \$40,841 for the Management Services industry category substantiating that these new jobs present high wage opportunities for Floridians (see chart below).



All QRT training grants are performance based. Companies must create the high skill/high wage jobs and hire and train new employees before any training costs are reimbursed. Training costs eligible for reimbursement include instructors/trainers salaries, manuals/textbooks and curriculum development. Through the companies' in-kind-matches to the training programs, Workforce Florida augmented the state's investment of \$6 million with an additional \$50.8 million in private sector contributions. This resulted in Florida workers receiving a total of \$8.11 in training benefits for every \$1.00 the state invested with program costs being contained to an average of \$819 per person.

Challenges

Throughout Florida, the economic downturn and the events of 9/11 caused many businesses who were preparing to expand to change their hiring timelines. However, through programs like Quick Response Training, Workforce Florida was able to respond quickly and with flexibility to rebuild, restore and strengthen the economy by revising training programs to be more adaptable to the needs of the company. The twenty-four month grant term also ensured companies the opportunity to continue their expansion plans as the economy recovered.

"This is a good example of the public and private sectors working together to improve the economy. Programs of this nature demonstrate a positive impact for industrial development and workforce expansion."

State Representative Allen Bense, Bay County

INCUMBENT WORKER TRAINING

The Incumbent Worker Training (IWT) Program provides expense reimbursement grant funding for training the incumbent workforce of existing businesses. It was created in an effort to be proactive in maintaining worker skills and assisting Florida companies to remain competitive through upgrade skills training for existing workforce. This advanced skills training not only benefits the employee, but the employer and the state. If an employee faces a lay-off situation, these skills will assist them with reemployment. As an economic development tool, it produces highly skilled and knowledgeable workers which positions Florida to attract new businesses to the state or to provide expansion opportunities for existing employers. The program is administered by Workforce Florida and is funded from the state's 15% discretionary funds provided by Florida's allocation of Federal Workforce Investment Act (WIA) dollars. Since inception of the program in 1999, the Incumbent Worker Training Program has provided training funds for over 20,780 existing employees for more than 330 businesses.

To be eligible to receive an IWT grant award, businesses must have been in Florida for a minimum of one year, have at least one employee, and certify that the business is current on all state tax obligations. The business may use public, private, or its own in-house training provider based on the nature of the training. Funding priority is given to:

- Businesses with 25 or fewer employees
- Businesses located in rural, enterprise zone, Brownfield and inner-city areas
- Businesses in a qualified targeted industry.

All training grants awarded to companies are performance-based, expense reimbursement contracts, with companies only being reimbursed for approved and documented training expenses associated with a specific number of incumbent workers completing training during the contract period.

2001-02 Highlights

As the second full year of program implementation following a pilot in FY99/00, the Legislature allocated \$2,000,000 to the state IWT Program for FY01/02. In addition, the Workforce Florida Board obligated an additional \$800,000 to the program in late January

SPECIAL AWARD

Workforce Florida was recognized by the National Association of Workforce Boards with the Theodore E. Small Distinguished Honor Award in March 2002 for the Florida Incumbent Worker Plastics Training Project—a partnership between Workforce Florida and The Society of the Plastics Industry, Inc

This innovative project brought together a state workforce development board, a national trade association, a state broadcasting network and a manufacturing extension research and training program.

Thirty-three plastics manufacturing companies and nine educational institutions located across 12 Florida counties participated in the live, interactive training via satellite resulting in certification for 230 workers.

The plastics project was the first industry-wide consortium project attempted by Workforce Florida. The recognition highlighted the creative use of federal funding to provide industry-specific training.

2001. The demand for incumbent worker training assistance was evidenced by requests totaling \$7,475,855 from 143 companies.

Grant awards totaling \$2,504,255 were made to 100 companies in 23 counties. By June 30, 2002, eighty-two (82) companies had trained 6,062 incumbent workers. An additional seven companies had received grant awards in late January 2001 (when the Workforce Florida Board obligated additional funds) with contracts ending December 31, 2001. Five companies requested and were granted contract extensions to December 31, 2001 due to extenuating

“The training project was a huge success and the training goals and objectives were met. Managers and supervisors were given Performance Management Training and we implemented Pay-for-Performance for all of our employees. Morale among our employees increased.”

**Christina Stokes, Human Resources Director
Atkins Temptec – Gainesville**

circumstances. Factoring in the employees trained from these 12 companies with contracts extending beyond June 30, 2001, the total number of incumbent workers actually trained with FY01/02 IWT funds was 7,735 exceeding the projected 6,435.

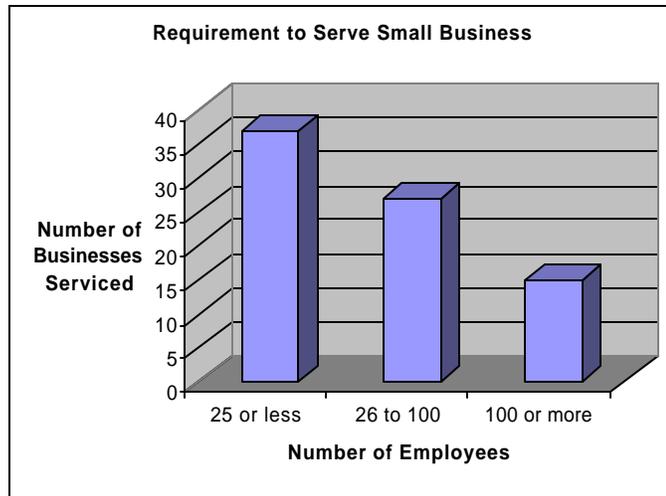
The types of skills training funded by the IWT grants were very diverse. Examples include: industry-specific technical skills, lean manufacturing, quality assurance and compliance (including ISO 9001 and other industry-specific skills), computer application skills (both general and industry or company-specific), customer service and supervisory/leadership skills.

The types of skills training funded by the IWT grants were

Funding Priorities

Performance

Businesses with 25 or fewer employees. Forty-seven businesses with 25 or fewer employees applied for IWT grant awards. Seventy-nine percent of these (37 businesses) were awarded training grants representing 37% of all IWT Program training grants awarded in FY01/02.



The IWT Program also measures performance by the number of grants provided to companies with 100 or fewer employees. Eighty-one applications were received from businesses with 100 or fewer employees. Seventy-nine percent of the small businesses in this category (64 businesses) were awarded state IWT Program training grants. This represents 64% of all IWT Program training grants awarded in FY01/02. The twelve applications transferred to FY01/02 status were not included in these analyses.

Businesses located in rural and inner city areas. One hundred percent of the businesses located in rural, distressed inner city areas, and/or enterprise zones that submitted IWT grant applications (31 businesses) received grant awards. This represents thirty-one percent of the total number of training grants awarded in FY01/02.

Businesses in a qualified targeted industry. Ninety-eight of the businesses receiving IWT grant awards represented nineteen of the twenty-six industry categories listed on the Qualified Target Industry list identified by the Office of Tourism, Trade, and Economic Development (OTTED) in consultation with Enterprise Florida, Inc. This represents 98% of all the grants awarded.

The actual average state investment per trainee was \$389 for the FY01/02 IWT funds. The employers' average contribution to these training projects totaled \$2,459 per trainee.

BETTER JOBS/BETTER WAGES COUNCIL

Purpose: To assist families transitioning from welfare to work, former welfare recipients working in low-wage jobs with limited mobility, and the larger population of underemployed adults move toward self-sufficiency by employing retention and career advancement strategies.

The passage of the Workforce Innovation Act by the Florida Legislature in July 2000 merged both the mission and responsibilities of the WAGES State Board with the State Workforce Development Board of Enterprise Florida, Inc. to create Workforce Florida, Inc. The predecessor welfare reform program (WAGES) was renamed the Welfare Transition Program. The Better Jobs/Better Wages Council defines goals and objectives for Welfare Transition Program clients, Welfare-to-Work Program clients, and underemployed adult workers. To accomplish its goals and objectives, the Better Jobs/Better Wages Council partners with the 24 regional workforce boards and other organizations that have an interest in improving Florida's workforce to better meet the needs of the state's economy. The Welfare Transition clients and the underemployed adult workers are funded with a federal grant, the Temporary Assistance for Needy Families (TANF) from Health and Human Services (HHS). The Welfare-to-Work Program clients, which include hard-to-employ welfare recipients and eligible non-custodial parents, are funded through a federal grant from the United States Department of Labor (USDOL). Please refer to Appendices for short-term and longitudinal outcome measures specific to the Welfare Transition and Welfare-to-Work Programs.

2001-2002 Highlights

Employer and Community Awareness Grant

In April 2001, the council awarded seven regional workforce boards a total of \$2,900,000 in funds to implement an employer and community awareness campaign. Objectives of the grant solicitation were to move welfare recipients to gainful employment, provide a vehicle for employers to address the needs of entry level workers, educate employers on best practices for successful employment and retention programs, and identify ways to expand the use of One-Stops by employers. Participating regions report the number of employers using the One-Stop services increased by as much as 40% and the number of job seekers being placed in employment increased by 25%.

Career Advancement and Retention Challenge I

Identifying that career advancement and retention are critical elements in Florida's Welfare Transition strategy; the council released an RFP solicitation that targeted innovative training and retention strategies. This initiative fostered the development of key relationships between regional boards and employers and focused on training in industries and occupations that continue to be viable in the current economy. As a result of this grant, the regions have defined and designed new outreach processes to identify those former welfare recipients who need additional training and support services to continue their move toward self-sufficiency. Approximately \$2,400,000 dollars were spent on 1,200 clients to either better prepare unemployed welfare clients for employment or upgrade the skills of employed former welfare clients.

Ounce of Prevention

A three year \$4.5 million dollar demonstration project, this initiative has focused on providing a year-round comprehensive teen pregnancy prevention program model. The scope of work was to identify an effective teen pregnancy prevention program model that could be replicated across the state. Based on interim reports, all performance goals have been met. In addition, the final evaluation (to be released December of 2002) will further identify best practices and lessons learned to focus and strengthen teen pregnancy prevention efforts throughout Florida.

Commission on Responsible Fatherhood (CORF)

This three year \$3 million dollar demonstration project is designed to implement job placement and parental education services for non-custodial parents through consultation with the Commission on Responsible Fatherhood. Interim reports indicate all performance goals have been met or exceeded. At its conclusion in December of 2002, an extensive evaluation of the overall program will be provided to the Board allowing for an informed consideration of future services to non-custodial parents of welfare families.

Passport to Economic Progress Pilot Demonstration

This demonstration project (Hillsborough and Manatee Counties) is designed to increase family income levels and provide services to assist families in achieving and maintaining economic self-sufficiency through the provision of extended transitional services and wage supplementation up to 100% of Federal Poverty Guidelines. A significant outcome of this demonstration project is that Regional Workforce Boards must focus on improving post-employment outreach procedures. A final report is due in January 2003.

Welfare Collaborative Capacity Building Study

The project included a study of welfare client characteristics (new clients, returning clients, and continuing clients) and the link with services provided and outcomes. Final paper describes each regional board's capacity to connect assessment, services, and monitoring with the achievement of desired outcomes. Final report develops and identifies logic models, promising practices and other tools for building or improving the capacity of the regional boards (and service providers) to screen and assess clients, design services, and achieve outcomes. A specific outcome of this project deals with addressing learning disabilities. It was identified that few regions are adequately screening and referring WTP clients for learning disabilities, yet clients with specific learning disabilities will most likely return to the caseload or remain on the caseload until their needs are addressed.

Labor Market Intelligence Pilot

This cross-council project developed a pilot for business survey/web-based interactive system for employers in the Central Florida area in concert with 10 Regional Workforce Boards. Funded with \$350,000 in WIA funds shared among the WFI Board (\$250,000) and the three policy Councils (\$100,000, or \$33,300 – Council's one-third share) through a competitive, contractual process. Regions have reported that this project produced a user-friendly labor market information system. This pilot emphasizes the need to design tools,

which provide employers with real time labor market information to address their immediate workforce needs.

Policy Initiatives

As directed by statute, during the first two years, the Better Jobs/Better Wages Council recommended to the full WFI Board approval of four guidance papers/policy documents.

Relocation Assistance

This program is provided to families who reside in areas, where due to certain barriers (limited employment opportunities, formidable transportation barriers or being a victim of domestic violence), the family has been unable to move to self-sufficiency. Relocation will enable them to move to an area that will provide the opportunities needed.

Cash Assistance Severance Benefit

This program provides \$1,000 cash incentive to individuals who are currently working and receiving temporary cash assistance. It is provided as an incentive to encourage individuals to exit and remain off of cash assistance while saving their months of cash assistance for a time when they really need it.

Hardship Exemption to Time Limitations

This program provides for a hardship exemption from the 48-month time limit for up to 20% of the average monthly caseload.

Individual Development Account (IDA)

This asset development policy allows TANF recipients to save and accumulate money for one of three specified purposes without detrimentally affecting TANF eligibility. The program is designed to allow a TANF recipient to save some of his/her earned income and accumulate a few thousand dollars for investment in higher education/job training, home ownership and micro enterprise. To encourage and reward the “new saver,” matching funds are provided so the TANF recipient can reach the savings goal more quickly.

Challenges/Barriers

Meeting the Needs of the Employer Community

Florida businesses cite their biggest problem with the public employment system is the referral of non-qualified applicants. Florida must focus on the importance of increasing the skills of Welfare Transition clients before job placement to address educational deficiencies that might significantly limit their work or earnings capacity. Only about 40 percent of cash assistance recipients in Florida have a high school diploma/GED equivalency. This must be addressed if clients are to ever achieve the ultimate goal of self-sufficiency.

Achieving Self-Sufficiency

Underemployed incumbent workers (who have never received public assistance) with limited skills need access to career advancement and job retention programs that will assist them in moving to self-sufficiency. Although the welfare caseload has been dramatically reduced, quantitative and qualitative studies indicate that approximately 40% of the clients who have left for employment are earning \$7.00 to \$9.99 per hour. This would annualize to \$14,560 –

\$20,779. For a family of three, the Federal Poverty income guideline is \$14,630. Florida defines needy as a family whose income is less than 200% of poverty.

We have succeeded in putting our clients into the workplace; we have not fully addressed the issue of poverty and moving toward self-sufficiency.

Welfare Reform was implemented in 1996 during unprecedented economic expansion and there were more jobs than there were job seekers. As demonstrated during 2001, an economic downturn impacts our ability to place job seekers and requires us to focus on employer outreach to find the placement opportunities and to address the employer concerns as described above. Also we must focus on skills upgrade training to ensure our clients retain their jobs and achieve career advancement and earnings gain.

Clients transitioning from welfare are extremely vulnerable to the challenges of managing work, family, childcare and transportation. To encourage these clients to also include skills upgrade training/education is both extremely critical and difficult. Florida must continue to address the post-employment needs of those Welfare Transition clients who have found employment and other incumbent workers with limited skills and earnings who have never been on welfare. It is critical that these working needy poor obtain the skills and training necessary to achieve career advancement and increased earnings.

Local Challenges

Pre-employment welfare transition efforts must continue to focus on getting people to work while ensuring that the client is “work-ready”. Regional processes for providing post-employment skills upgrade training must be improved.

Future Goals/Strategies

It is now apparent that Welfare Reform today has a different “face” than it did in 1996 and the workforce system must develop new service delivery models to address the changing customer profiles. We still serve clients new to welfare, yet a larger percentage of our caseload have multiple barriers that must be addressed. A larger percentage of our clients are transitional clients who have recently become employed but may benefit in the future from employed worker training to upgrade skills, obtain job advancement and increased earnings. There is a need to serve the working needy poor earning less than 200% of poverty who have never received welfare but may also benefit from employed worker training to upgrade skills, obtain job advancement/ increased earnings and ultimately achieve self-sufficiency.

Council Funded Grants

- **Career Advancement and Retention Challenge II Grant Solicitation (TANF Grant)** - The current year project focuses only on post-employment/employed worker training. A \$4.8 million dollar Grant Solicitation was issued on July 5, 2002 to the regional boards. The grant sought innovative, employed worker training programs for current and former welfare recipients and working needy poor families at risk of welfare dependency.

- **Step-Up Challenge III (Welfare-to-Work Grant)** - The current Step-Up grant (\$5.8 million) focuses on projects that assist the targeted hard-to-serve population obtain or enhance work skills leading to placement, advancement and retention.

Projects in Progress

- **Worker Readiness Certification** - Better Job/Better Wages council reserved \$100,000 to support a cross-council initiative - Worker Readiness Certification. This initiative addresses several of the concerns described by the employers and will provide job seekers and incumbent workers with certification of job-ready skills that will facilitate career advancement and job retention.
- **Temporary Assistance for Needy Families (TANF) Reauthorization Workshop** – The federal block grant that funds Welfare Transition efforts is due for reauthorization. Better Jobs/Better Wages Council will work with the Agency for Workforce Innovation and Department of Children and Families to hold a TANF Reauthorization Workshop to address the changes that will result from the new legislation; to discuss the lessons learned; and to integrate that information into the strategies for ensuring that Florida successfully implements the new TANF legislation.

Policies/Guidance/Direction

- Council will review final reports from state funded projects to determine next steps that could include the need for policy/guidance/direction.
- Council will assess the effectiveness of the diversion services provided by the Regional Workforce Boards. These services focus on diverting families at risk of welfare dependence by redirecting them to other employment or support services. In 2000-2001, 2,401 families made this choice. In the 2001-2002 program year, 3,419 families opted for this type of help rather than welfare dependency, an increase of 42 percent.
- Council will assess the effectiveness of Transitional Services as a strategy in facilitating career advancement and job retention. Welfare Transition clients who find employment are eligible for transition services that include childcare, transportation and education for up to two years if funding is available. The number of individual participants who received transitional services in 2001-2002 program year was 23,598. This number is only approximately 4,000 less than the number of Welfare Transition clients who are receiving cash assistance (the caseload number). The critical factor in providing transitional services is availability of funds.
- Council will review TANF Reauthorization and determine recommendations for appropriate statutory language, policy recommendations and guidance documents.

Strategic Plan Update

The Council will continually review/revise/update the strategic plan including an assessment of existing methods of communication/coordination/cooperation with all partners.

FIRST JOBS/FIRST WAGES COUNCIL

Purpose: To promote successful entry of youth into the workforce through education and job experience, including school-to-work initiatives that enlist business and community support to ensure that students have the educational and occupational skills required to succeed in the workforce. This council also addresses adults entering the workforce for the first time and youth programs related to welfare reform.

The First Jobs/First Wages (FJ/FW) Council continues to link first-time workers to available training and education programs through its strategic initiatives and projects. First-time workers may include students, displaced homemakers, older Americans, veterans, persons with disability and/or welfare recipients as well as youth who are no longer enrolled in schools. The components of the Council's strategy include efforts that enlist business, education and community support for students to achieve long-term career goals, ensuring that young people and adults entering the workplace for the first time have the academic and occupational skills required to succeed in the workplace.

2001-2002 Highlights

Career Paths for Youth

This project provided business-driven guidance, job shadowing or internship services to youth to encourage them to choose a career in a business or industry identified as critical to Florida's economic growth. Services were provided through partnerships between local workforce boards and business/industry associations or economic development organizations. Organizations that partnered with their local workforce boards included the Florida Homebuilders Association, Bay County Economic Development Council, the Internet Coast Economic Development Council, the Kennedy Space Center, and the Delray Beach Chamber of Commerce. Nearly \$2.5 million was dedicated to *Career Paths for Youth* resulting in 1,768 youth served, exceeding the original goal by 93. Cost per trainee was \$1,414.

First Jobs Course Change

Almost \$4 million was directed to the *First Jobs Course Change* training initiative across twenty of Florida's twenty-four workforce regions. Innovative programs involving mentoring, job-coaching and counseling engaged 22,569 youth through the local One-Stop Career Centers.

The ***Youthful Offender Re-Entry Project*** provided skills assessment, soft skills and vocational training, mentoring and OJT services to juvenile offenders released from the Department of Juvenile Justice. Four local workforce boards used a total of \$232,640 to provide services to 88 youth successfully placing 36 in jobs.

Cross Council Projects

The ***Labor Market Intelligence/Job Matching Pilot*** was funded by all three Councils for the purpose of constructing a state-of-the-art, non-duplicative labor market intelligence system designed to give Florida business access to current, accurate labor market information in an easy to access format. Competitively awarded to the Florida High Tech Corridor Council for development of the system, each Council equally funded this \$100,000 project.

The First Jobs/First Wages Council partnered with the Better Jobs/Better Wages Council to fund several ***Employer/Community Awareness Projects***. Seven local workforce regions with established Workforce 2020 awards or similar contracts with local chambers were able to work with these partners to expand their outreach efforts to include younger workers, students, displaced homemakers without children, the disabled and older workers. The projects worked with multiple employers in the seven regions resulting in increased job orders from businesses, increased business awareness, and the establishment of web sites for enhanced employer focus.

Advancing Youth Policy

The First Jobs Institute was competitively awarded to the University of West Florida to research and market best practices for assisting youth in obtaining their first job. The primary emphasis is youth with barriers to employment. The institute sponsored business seminars, and developed successful strategies for marketing first time workers.

The First Jobs/First Wages Council partnered with the Florida Chamber of Commerce Foundation to host Florida's first ***Florida Youth Summit*** in Orlando, November 15 and 16, 2001. The event brought together educators, school leaders, youth committee chairs, RWB Executive directors, youth agency representatives, policy makers and businesses to focus on the needs of Florida's youth. Topics included improving Florida's intellectual infrastructure to increase graduation rates, boosting the prospects for first time job seekers, entry level workers and to provide businesses with a better-prepared workforce

Youth Outreach

Florida Trend's NEXT Magazine

Florida's high school students are the workforce of the future. High school students are not only faced with academic preparation for graduation, most are also beginning to shape their direction for future employment and careers. Career awareness, skills assessment, mentoring programs, internships as well as GED classes, teen pregnancy prevention and other services to ensure successful entry into the workforce are available through Florida's workforce system.

To promote these services to the teen audience, Workforce Florida continued its participation in Florida Trend's highly successful ***NEXT*** magazine. ***Florida Trend's NEXT*** magazine is written by and for high school students. Workforce Florida obtained a four page full color layout in the 2001/2002 issue promoting all of the services available to youth through the One-Stop Career Centers. In addition to providing a copy of the magazine to all Florida youth, grades 9-12, ***Florida Trend's NEXT Magazine*** also



provides a Teacher's Guide with suggestions on how to incorporate the magazine into lesson plans and classroom activities. The magazine also has a companion website at www.FloridaNext.com with additional expanded information, links, activities, surveys and more.

Challenges/Barriers Encountered and Creative Resolutions

The events of September 11, 2001 resulted in a delay of all Workforce Florida council projects and activities that relied on the award of grant funds until it was determined that *Operation Paycheck*, the workforce system's primary response to this unprecedented event, was fully operational. At that time grant awards were made however, the delayed startup in several cases resulted in some of the training projects (e.g. the Youthful Offender Re-Entry Project) not being able to utilize all of their funds before the contracted end date. The Workforce Florida Board gave flexibility to the FJ/FW Council to redirect these unutilized funds which resulted in the creation of the *Youth Quick Fund*.

The *Youth Quick Fund* was authorized to fund projects that did not exceed 90 days in length and ended by June 30, 2002. To expedite the release of these funds, a quick census of the twenty-four regional workforce boards was taken to determine which regions could immediately put these funds to use on First Jobs/First Wages Council priorities. Nine regions were funded resulting in an additional 3,362+ youth served for approximately \$422 each.

A variety of activities benefiting youth were funded including: skills training; summer enrichment programs for at-risk youth; summer reading camps; facilitation and enhancement of a rural transportation program for youth; summer work experiences/internships; software/hardware improvements to track youth data; youth job fairs; scholarships for at-risk youth; drop-out prevention classes; career transcript system for high school youth; healthcare education recruitment and retention; a mobile "youth opportunity resource center" to provide services to youth in outlying areas and minority communities who cannot access One-Stop centers; enhancements to Teen Pregnancy Prevention and Youth volunteer partnership outreach efforts; Career Exploration & Leadership Camps; and upgrades to the www.careersnow.org website where youth can obtain a work readiness certificate and complete interactive curricula.

Council Funding Request Policy and Procedures

Another unforeseen challenge for all of the Workforce Florida councils was handling the numerous requests for funds. All council funds are awarded competitively; however, unsolicited funding requests have great potential for educating the council about emerging trends or needs and thus should not be discouraged. Council staff developed and the Board approved a process for dealing with unsolicited funding requests in a standard and consistent process. All funding requests must be consistent with the priorities of a Council to be considered. The procedures for evaluating all requests for funding and the application form are maintained on the Workforce Florida website.

Younger Youth Skill Attainment Measures

Federal law requires that goals be set for youth, ages 14-18, in three areas: basic skills, work readiness and occupational skills. Last year there was a great deal of concern at the state level that these goals were interpreted in different ways across the state and resulting in lack of consistency in reporting these youth services and outcomes. A working group assembled over the past year to clarify these youth skill attainment goals and to ensure services to youth result in meaningful outcomes.

Goals and Strategies for the Future

Future areas of focus for the First Jobs/First Wages Council include: improving services to out-of-school youth; development of policy regarding Alternative Youth Eligibility Documentation; strengthening partnerships with other organizations that serve youth such as education organizations, community and faith-based organizations, and state agencies; and expanding youth outreach through additional year-round activities associated with the 2002/2003 Edition of Florida Trend's NEXT Magazine.

WORKFORCE FLORIDA

2001-2002 ANNUAL REPORT

APPENDICES

A. Federal Workforce Investment Act Annual Report Supporting Tables and Required WIA Tables

Table 1 – State WIA Performance

Table 2 – Definitions for WIA Core Performance Measures

Table 3 – State 15% Discretionary Funds Summary

Table 4 – Rapid Response

Table 5 – Florida WIA Financial Statement

Table 6 – Program Year 2001-2002 Adult WIA Expenditures

Table 7 – Program Year 2001-2002 Dislocated Worker WIA Expenditures

Table 8 – Program Year 2001-2002 Older Youth WIA Expenditures

Table 9 - Program Year 2001-2002 Younger Youth WIA Expenditures

Table 10 -2001-2002 Year-End Red & Green Report with Definitions and Map of Regional Workforce Boards

Table 11- Florida Three Tiers Performance Report Summary

Table 12- Use of Individual Training Accounts (ITAs) WIA Adult and Dislocated Worker Combined

Federal WIA Annual Report Performance Data – Tables A through O:

Table A – Customer Service Satisfaction

Table B – Adult Program Results At-a-Glance

Table C – Statewide Outcomes for Adult Special Populations

Table D – Statewide Other Outcomes for the Adult Program

Table E – Statewide Dislocated Worker Program Results At-a-Glance

Table F – Statewide Outcomes for Dislocated Worker Special Populations

Table G – Statewide Other Outcome Info for Dislocated Worker Program

Table H – Statewide Older Youth Results At-a-Glance

Table I – Statewide Outcomes for Older Youth Special Populations

Table J – Statewide Younger Youth Results At-A-Glance

Table K – Statewide Outcomes for Younger Youth Special Populations

Table L – Other Reported Statewide Information

Table M – Statewide Participation Levels

Table N – Cost of Program Activities

Table O – Performance

B. WORKFORCE FLORIDA ONE STOP & OTHER PROGRAMS

- One Stop System & Other Programs
- Regional Workforce Boards Leadership and Contacts
- Workforce Performance Summaries by Region

WIA Annual Report Data

State Name: FL

Program Year: 2001

Table A: Workforce Investment Act Customer Satisfaction Results

Customer Satisfaction	Negotiated Performance Level	Actual Performance - Level - American Customer Satisfaction Index	Number of Surveys Completed	Number of Customers Eligible for the Survey	Number of Customers Included in the Sample	Response Rate
Participants	68	76.7	5,718	35,050	7,691	74.3
Employers	65	74.29	6,814	43,398	9,291	73.3

Table B: Adult Program Results At-A-Glan

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	65.5	73	7,240
			9,922
Employment Retention Rate	79.5	82	8,538
			10,407
Earnings Change in Six Month	3,400	4,246	44,192,668
			10,407
Employment and Credential Rate	41	54.3	4,013
			7,389

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	68.8	1,720	74.4	332	69.8	912	65.5	550
		2,501		446		1,307		840
Employment Retention Rate	78.5	1,809	81.6	492	82.6	1,061	77.4	588
		2,304		603		1,284		760
Earnings Change in Six Months	3,786	8,721,827	4,978	3,001,501	3,406	4,373,009	2,998	2,278,504
		2,304		603		1,284		760
Employment and Credential Rate	46.1	936	48.9	353	56.6	638	53.6	297
		2,030		57		1,128		554

Table D: Other Outcome Information for the Adult Program

Reported Information	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services	
Entered Employment Rate	75.5	3,363	70.9	3,877
		4,457		5,465
Employment Retention Rate	85.4	4,696	78.3	3,842
		5,498		4,909
Earnings Change in Six Months	4,913	27,013,418	3,500	17,179,250
		5,498		4,909

Table E: Dislocated Worker Program Results At-A-Glance

	Negotiated Performance Level	Actual Performance Level	
		Rate	Count
Entered Employment Rate	66	82.2	6,739
			8,200
Employment Retention Rate	81	87.6	5,902
			6,739
Earnings Replacement in Six Months	93	162.1	77,722,257
			47,952,948
Employment and Credential Rate	41	59.5	3,250
			5,460

Table F: Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
	Rate	Count	Rate	Count	Rate	Count	Rate	Count
Entered Employment Rate	80.4	616	84.5	415	73.7	791	76.7	66
		766		491		1,073		86
Employment Retention Rate	88.8	547	88.7	368	86	680	84.8	56
		616		415		791		66
Earnings Replacement Rate	167.1	8,508,329	159.8	4,591,522	141.3	8,670,034	502.5	595,032
		5,092,438		2,873,818		6,134,197		118,410
Employment And Credential Rate	63.1	517	65.9	184	52.6	333	57.1	44
		819		279		633		77

Table G: Other Outcome Information for the Dislocated Worker Program

Reported Information	Individuals Who Received Training Services		Individuals Who Received Core and Intensive Services	
	Entered Employment Rate	82.5	4,793	81.4
5,810			2,390	
Employment Retention Rate	88.4	4,238	85.5	1,664
		4,793		1,946
Earnings Replacement Rate	176.1	57,915,189	131.5	19,807,068
		32,891,211		15,061,737

Table H: Older Youth Results At-A-Glance

	Negotiated Performance Level	Actual Performance Level	
		Entered Employment Rate	66
Employment Retention Rate	81	79	1,240
			859
Earnings Change in Six Months	3,100	3,757	4,083,492
			1,087
Credential Rate	31	28.9	446
			1,543

Table I: Outcomes for Older Youth Special Populations

Reported Information	Public Assistance Recipients		Veterans		Individuals With Disabilities		Out-of-School Youth	
	Entered Employment Rate	69.3	277	100	3	52.3	92	57.9
400			3		176		475	
Employment Retention Rate	78.5	263	100	12	76.6	95	69.8	226
		335		12		124		324
Earnings Change in Six Months	3,411	1,142,635	2,696	32,357	3,206	397,527	2,706	876,824
		335		12		124		324
Credential Rate	33.1	159	31.7	19	26.4	57	29.1	346
		481		60		216		1,189

Table J: Younger Youth Results At-A-Glance

	Negotiated Performance Level	Actual Performance Level	
		Skill Attainment Rate	51
			27,053
Diploma or Equivalent Attainment Rate	40	46.3	917
			1,979
Retention Rate	40	51.6	1,085
			2,102

Table K: Outcomes for Younger Youth Special Populations

Reported Information	Public Assistance Recipients		Individuals Disabilities		Out-of-School Youth	
Skill Attainment Rate	69.8	2,174	78.9	4,281	76.1	2,470
		3,115		5,429		3,246
Diploma or Equivalent Attainment Rate	46.8	339	58.1	18	22.4	140
		725		31		625
Retention Rate	49.3	394	57.1	16	60.8	343
		800		28		564

Table L: Other Reported Information

	12 Month Employment Retention Rate		12 Mo. Earnings Change (Adults and Older Youth) or 12 Mo. Earnings Replacement (Dislocated Workers)		Placements for Participants in Nontraditional Employment		Wages At Entry Into Employment For Those Individuals Who Entered Employment Unsubsidized Employment		Entry Into Unsubsidized Employment Related to the Training Received of Those Who Completed Training Services	
Adults	77.9	3,952	4,434	22,499,636	4.2	301	4,481	32,442,440	62.2	3,529
		5,074		5,074		7,240		7,240		5,677
Dislocated Workers	80.9	3,246	148.6	44,418,496	3.8	242	6,113	41,195,507	71.4	3,180
		4,012		29,892,415		6,385		6,739		4,455
Older Youth	75.7	449	4,147	2,459,348	4.7	50	2,667	2,173,605		
		593		593		1,053		815		

Table M: Participation Levels

	Total Participants Served	Total Exiters
Adults	24,427	15,787
Dislocated Workers	25,662	8,402
Older Youth	3,446	1,609
Younger Youth	17,837	9,252

Table N: Cost of Program Activities

Program Activity		Total Federal Spending
Local Adults		\$35,393,735.00
Local Dislocated Workers		\$28,648,330.00
Local Youth		\$37,767,594.00
Rapid Response (up to 25%) 134 (a) (2) (A)		\$10,169,405.00
Statewide Required Activities (up to 25%) 134 (a) (2) (B)		\$4,811,140.00
Statewide Allowable Activities 134 (a) (3)	Incumbent Worker	\$2,121,639.00
	Operation Paycheck	\$7,052,283.00
	Information Technology	\$3,897,729.00
	Information Technology-Region 3	\$227,489.00
	Florida High-Tech Corridor	\$250,000.00
	Florida Space Research (NASA)	\$713,000.00
	Florida Trend	\$345,390.00
	Tampa Employment Survey	\$85,000.00
	Workforce Certification	\$87,500.00
	Youth First Jobs Course Change	\$1,774,487.00
	Youth Initiative Projects	\$445,353.00
Total of All Federal Spending Listed Above		\$133,790,074.00

WIA Annual Report Data

State Name: FL

Program Year: 2001

Table O: Summary of Participants

Local Area Name: Alachua/Bradford Jobs & Education Partnership	Total Participants Served	Adults	201
		Dislocated Workers	94
		Older Youth	10
		Younger Youth	356
	Total Exiters	Adults	81
		Dislocated Workers	30
		Older Youth	5
		Younger Youth	107

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	80.2	
	Employers	65	71.1	
Entered Employment Rate	Adults	69	84.6	
	Dislocated Workers	71.9	75	
	Older Youth	72	80	
Retention Rate	Adults	87	89.1	
	Dislocated Workers	87.3	90.5	
	Older Youth	81	80	
	Younger Youth	40	84	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,855	5,462	
	Dislocated Workers	93	257.3	
	Older Youth (\$)	3,100	2,668	
Credential / Diploma Rate	Adults	41	83.7	
	Dislocated Workers	41	58.3	
	Older Youth	31	83.3	
	Younger Youth	55.6	78.9	
Skill Attainment Rate	Younger Youth	75	92.8	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	2	15

WIA Annual Report Data

State Name: FL

Program Year: 2001

Table O: Summary of Participants

Local Area Name: Big Bend Jobs and Education Council, Inc.	Total Participants Served	Adults	380
		Dislocated Workers	400
		Older Youth	94
		Younger Youth	324
	Total Exiters	Adults	225
		Dislocated Workers	84
		Older Youth	46
		Younger Youth	118

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	75.2	
	Employers	65	76.8	
Entered Employment Rate	Adults	70.9	77.8	
	Dislocated Workers	69.8	85.7	
	Older Youth	66.5	80	
Retention Rate	Adults	81.1	83.3	
	Dislocated Workers	85.4	93.3	
	Older Youth	81	100	
	Younger Youth	40	47.1	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,855	6,543	
	Dislocated Workers	93	251.8	
	Older Youth (\$)	3,552	8,497	
Credential / Diploma Rate	Adults	41	66.7	
	Dislocated Workers	41	47.1	
	Older Youth	31	48.7	
	Younger Youth	45.7	26.3	
Skill Attainment Rate	Younger Youth	78	74.6	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		1	2	14

WIA Annual Report Data

State Name: FL

Program Year: 2001

Table O: Summary of Participants

Local Area Name: Brevard Workforce Development Board	Total Participants Served	Adults	375
		Dislocated Workers	378
		Older Youth	71
		Younger Youth	329
	Total Exiters	Adults	204
		Dislocated Workers	156
		Older Youth	60
		Younger Youth	302

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	76	
	Employers	65	79.6	
Entered Employment Rate	Adults	71.5	78.1	
	Dislocated Workers	72.6	81.1	
	Older Youth	70	69.2	
Retention Rate	Adults	86.5	83.5	
	Dislocated Workers	85.6	84.9	
	Older Youth	81	71.4	
	Younger Youth	40	44.6	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,855	3,468	
	Dislocated Workers	93	186.4	
	Older Youth (\$)	3,552	3,750	
Credential / Diploma Rate	Adults	41	62	
	Dislocated Workers	41	53.9	
	Older Youth	31	36.8	
	Younger Youth	55.6	30	
Skill Attainment Rate	Younger Youth	66	84.8	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		1	5	11

WIA Annual Report Data

State Name: FL

Program Year: 2001

Table O: Summary of Participants

Local Area Name: Broward Workforce Development Board	Total Participants Served	Adults	622
		Dislocated Workers	1,112
		Older Youth	177
		Younger Youth	261
	Total Exiters	Adults	303
		Dislocated Workers	346
		Older Youth	109
		Younger Youth	89

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	82.4	
	Employers	65	72.9	
Entered Employment Rate	Adults	67.9	74.2	
	Dislocated Workers	66.5	77.6	
	Older Youth	66	77.6	
Retention Rate	Adults	80.7	81.5	
	Dislocated Workers	81	87.9	
	Older Youth	81	75.9	
	Younger Youth	40	53.9	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,400	4,688	
	Dislocated Workers	93	227.4	
	Older Youth (\$)	3,100	4,095	
Credential / Diploma Rate	Adults	41	59.1	
	Dislocated Workers	41	58.8	
	Older Youth	31	54.6	
	Younger Youth	40	32.5	
Skill Attainment Rate	Younger Youth	51	86.4	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	2	15

WIA Annual Report Data

State Name: FL

Program Year: 2001

Table O: Summary of Participants

Local Area Name: Chipola Regional Workforce Dev. Planning Board Inc.	Total Participants Served	Adults	210
		Dislocated Workers	125
		Older Youth	64
		Younger Youth	418
	Total Exiters	Adults	141
		Dislocated Workers	57
		Older Youth	43
		Younger Youth	138

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	84.7	
	Employers	65	83	
Entered Employment Rate	Adults	69	64.4	
	Dislocated Workers	68.3	80.3	
	Older Youth	76	66.7	
Retention Rate	Adults	86.3	87.9	
	Dislocated Workers	84.9	87.8	
	Older Youth	81	89.5	
	Younger Youth	40	73.7	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,855	5,791	
	Dislocated Workers	93	151.5	
	Older Youth (\$)	3,552	4,575	
Credential / Diploma Rate	Adults	41	63.4	
	Dislocated Workers	41	75	
	Older Youth	31	57.7	
	Younger Youth	40	93.2	
Skill Attainment Rate	Younger Youth	48	86.1	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	2	15

WIA Annual Report Data

State Name: FL

Program Year: 2001

Table O: Summary of Participants

Local Area Name: Citrus, Levy, Marion Regional Workforce Development Board	Total Participants Served	Adults	295
		Dislocated Workers	123
		Older Youth	97
		Younger Youth	343
	Total Exiters	Adults	103
		Dislocated Workers	42
		Older Youth	26
		Younger Youth	68

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	84.5	
	Employers	65	77.7	
Entered Employment Rate	Adults	65.5	71.1	
	Dislocated Workers	71	80.6	
	Older Youth	66	70.6	
Retention Rate	Adults	84	80.7	
	Dislocated Workers	85	93.8	
	Older Youth	81	92.3	
	Younger Youth	40	65.2	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,400	4,017	
	Dislocated Workers	93	185	
	Older Youth (\$)	3,100	2,688	
Credential / Diploma Rate	Adults	41	57.1	
	Dislocated Workers	41	63.4	
	Older Youth	31	56.3	
	Younger Youth	44.9	74.4	
Skill Attainment Rate	Younger Youth	57.2	83	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	2	15

WIA Annual Report Data

State Name: FL

Program Year: 2001

Table O: Summary of Participants

Local Area Name: Escarosa Regional Workforce Development Board, Inc.	Total Participants Served	Adults	284
		Dislocated Workers	327
		Older Youth	24
		Younger Youth	329
	Total Exiters	Adults	191
		Dislocated Workers	220
		Older Youth	7
		Younger Youth	100

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	68	80.3
	Employers	65	80
Entered Employment Rate	Adults	65.8	89.1
	Dislocated Workers	68.5	86.1
	Older Youth	68.6	80
Retention Rate	Adults	84.1	90.2
	Dislocated Workers	84.5	92.4
	Older Youth	81	85.7
	Younger Youth	40	43.8
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,600	7,407
	Dislocated Workers	93	313.1
	Older Youth (\$)	3,552	5,362
Credential / Diploma Rate	Adults	41	74.2
	Dislocated Workers	41	78.9
	Older Youth	31	50
	Younger Youth	40	93.1
Skill Attainment Rate	Younger Youth	62.3	95.8
Description of Other State Indicators of Performance			
Overall Status of Local Performance		Not Met	Met
		0	0
		Exceeded	17

WIA Annual Report Data

State Name: FL

Program Year: 2001

Table O: Summary of Participants

Local Area Name: First Coast Workforce Development, Inc.	Total Participants Served	Adults	1,136
		Dislocated Workers	1,146
		Older Youth	102
		Younger Youth	713
	Total Exiters	Adults	662
		Dislocated Workers	259
		Older Youth	63
		Younger Youth	323

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	69	81.3	
	Employers	66	76.6	
Entered Employment Rate	Adults	66.9	80	
	Dislocated Workers	68.9	82	
	Older Youth	67	66.1	
Retention Rate	Adults	83	86.1	
	Dislocated Workers	82.9	90.9	
	Older Youth	82	80	
	Younger Youth	45	60.7	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,500	5,821	
	Dislocated Workers	94	121.4	
	Older Youth (\$)	3,200	3,474	
Credential / Diploma Rate	Adults	42	67.6	
	Dislocated Workers	42	68.9	
	Older Youth	32	38.3	
	Younger Youth	55.6	66.9	
Skill Attainment Rate	Younger Youth	55.4	83.3	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	2	15

WIA Annual Report Data

State Name: FL

Program Year: 2001

Table O: Summary of Participants

Local Area Name: Florida Crown Workforce Development Board, Inc.	Total Participants Served	Adults	71
		Dislocated Workers	260
		Older Youth	30
		Younger Youth	244
	Total Exiters	Adults	56
		Dislocated Workers	157
		Older Youth	21
		Younger Youth	60

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	77.1	
	Employers	65	80	
Entered Employment Rate	Adults	69.5	73.5	
	Dislocated Workers	73	80.7	
	Older Youth	67	75	
Retention Rate	Adults	84.3	88.2	
	Dislocated Workers	84.6	80.8	
	Older Youth	81	86.8	
	Younger Youth	40	40.2	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,855	4,975	
	Dislocated Workers	93	188.3	
	Older Youth (\$)	3,552	6,064	
Credential / Diploma Rate	Adults	41	60.3	
	Dislocated Workers	41	73.3	
	Older Youth	31	56.3	
	Younger Youth	55.6	0	
Skill Attainment Rate	Younger Youth	56	74.7	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		1	1	15

WIA Annual Report Data

State Name: FL

Program Year: 2001

Table O: Summary of Participants

Local Area Name: Gulf Coast Workforce Development Board, Inc.	Total Participants Served	Adults	553
		Dislocated Workers	222
		Older Youth	139
		Younger Youth	489
	Total Exiters	Adults	362
		Dislocated Workers	113
		Older Youth	60
		Younger Youth	79

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	68	86
	Employers	65	76.3
Entered Employment Rate	Adults	70.5	84.8
	Dislocated Workers	69	70.7
	Older Youth	77	80.8
Retention Rate	Adults	86	88.8
	Dislocated Workers	84	89.4
	Older Youth	81	92.5
	Younger Youth	40	67.9
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,855	8,174
	Dislocated Workers	93	111.7
	Older Youth (\$)	3,552	6,756
Credential / Diploma Rate	Adults	41	63.1
	Dislocated Workers	41	49.6
	Older Youth	31	71.7
	Younger Youth	44.2	100
Skill Attainment Rate	Younger Youth	67	95.4
Description of Other State Indicators of Performance			
Overall Status of Local Performance		Not Met	Met
		0	0
		Exceeded	17

WIA Annual Report Data

State Name: FL

Program Year: 2001

Table O: Summary of Participants

Local Area Name: Heartland Workforce Investment Board Inc.	Total Participants Served	Adults	139
		Dislocated Workers	33
		Older Youth	30
		Younger Youth	257
	Total Exiters	Adults	61
		Dislocated Workers	13
		Older Youth	18
		Younger Youth	51

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	85.8	
	Employers	65	76.8	
Entered Employment Rate	Adults	69.5	71.2	
	Dislocated Workers	75	100	
	Older Youth	76	80	
Retention Rate	Adults	82.7	80	
	Dislocated Workers	88	80	
	Older Youth	81	80	
	Younger Youth	40	50	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,855	6,038	
	Dislocated Workers	93	147.7	
	Older Youth (\$)	3,552	3,530	
Credential / Diploma Rate	Adults	41	40.5	
	Dislocated Workers	41	70	
	Older Youth	31	39.3	
	Younger Youth	40.6	33.3	
Skill Attainment Rate	Younger Youth	66	78.6	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	6	11

WIA Annual Report Data

State Name: FL

Program Year: 2001

Table O: Summary of Participants

Local Area Name: Hillsborough County Workforce Board Inc.	Total Participants Served	Adults	520
		Dislocated Workers	1,382
		Older Youth	266
		Younger Youth	749
	Total Exiters	Adults	183
		Dislocated Workers	246
		Older Youth	71
		Younger Youth	186

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	77.2	
	Employers	65	75.7	
Entered Employment Rate	Adults	65.5	78.9	
	Dislocated Workers	68.3	83.6	
	Older Youth	67.9	46.2	
Retention Rate	Adults	79.7	83.6	
	Dislocated Workers	82.5	89.2	
	Older Youth	81	94.4	
	Younger Youth	40	75	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,400	5,868	
	Dislocated Workers	93	151.7	
	Older Youth (\$)	3,100	4,536	
Credential / Diploma Rate	Adults	41	43	
	Dislocated Workers	41	63.6	
	Older Youth	31	34.4	
	Younger Youth	40	10.5	
Skill Attainment Rate	Younger Youth	51	74.6	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		2	0	15

WIA Annual Report Data

State Name: FL

Program Year: 2001

Table O: Summary of Participants

Local Area Name: Miami-Dade & Monroe County JEP	Total Participants Served	Adults	11,344
		Dislocated Workers	8,223
		Older Youth	1,313
		Younger Youth	6,953
	Total Exiters	Adults	7,951
		Dislocated Workers	3,267
		Older Youth	542
		Younger Youth	4,177

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	77.7	
	Employers	65	73.9	
Entered Employment Rate	Adults	59.5	67.7	
	Dislocated Workers	62.9	74.2	
	Older Youth	59.3	57.8	
Retention Rate	Adults	76.4	76	
	Dislocated Workers	78.9	84.1	
	Older Youth	81	73.7	
	Younger Youth	40	45.1	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,755	3,361	
	Dislocated Workers	93	142.9	
	Older Youth (\$)	3,477	3,394	
Credential / Diploma Rate	Adults	41	22	
	Dislocated Workers	41	21.9	
	Older Youth	31	8.5	
	Younger Youth	26	37.1	
Skill Attainment Rate	Younger Youth	47.2	65.1	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		3	5	9

WIA Annual Report Data

State Name: FL

Program Year: 2001

Table O: Summary of Participants

Local Area Name: North Florida Workforce Development Board	Total Participants Served	Adults	273
		Dislocated Workers	144
		Older Youth	61
		Younger Youth	308
	Total Exiters	Adults	169
		Dislocated Workers	75
		Older Youth	40
		Younger Youth	185

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	73.6	
	Employers	65	74.6	
Entered Employment Rate	Adults	68.5	72.9	
	Dislocated Workers	68.8	76.7	
	Older Youth	74	85.7	
Retention Rate	Adults	84.9	82.1	
	Dislocated Workers	85.4	89.8	
	Older Youth	81	77.8	
	Younger Youth	40	48.7	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,855	4,557	
	Dislocated Workers	93	144.9	
	Older Youth (\$)	3,552	2,699	
Credential / Diploma Rate	Adults	41	52.9	
	Dislocated Workers	41	67.3	
	Older Youth	31	43.8	
	Younger Youth	55.6	57	
Skill Attainment Rate	Younger Youth	66	57.1	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		1	3	13

WIA Annual Report Data

State Name: FL

Program Year: 2001

Table O: Summary of Participants

Local Area Name: Okaloosa-Walton Jobs & Education Partnership, Inc.	Total Participants Served	Adults	359
		Dislocated Workers	323
		Older Youth	44
		Younger Youth	180
	Total Exiters	Adults	224
		Dislocated Workers	131
		Older Youth	33
		Younger Youth	91

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	81.5	
	Employers	65	78.8	
Entered Employment Rate	Adults	71.5	58.1	
	Dislocated Workers	67.6	79	
	Older Youth	80	80	
Retention Rate	Adults	87.8	83	
	Dislocated Workers	82.6	88.8	
	Older Youth	81	87.5	
	Younger Youth	40	16	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,855	4,437	
	Dislocated Workers	93	102.1	
	Older Youth (\$)	3,552	1,466	
Credential / Diploma Rate	Adults	41	55.3	
	Dislocated Workers	41	67.1	
	Older Youth	31	80	
	Younger Youth	55.6	55.2	
Skill Attainment Rate	Younger Youth	57	91.3	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		3	4	10

WIA Annual Report Data

State Name: FL

Program Year: 2001

Table O: Summary of Participants

Local Area Name: Palm Beach County Workforce Development Board, Inc.	Total Participants Served	Adults	2,203
		Dislocated Workers	1,736
		Older Youth	364
		Younger Youth	741
	Total Exiters	Adults	1,231
		Dislocated Workers	873
		Older Youth	157
		Younger Youth	83

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	75.2	
	Employers	65	74.8	
Entered Employment Rate	Adults	65.5	72	
	Dislocated Workers	68.2	82.3	
	Older Youth	62.5	74.4	
Retention Rate	Adults	78.9	81.9	
	Dislocated Workers	81.4	85.4	
	Older Youth	81	79.6	
	Younger Youth	40	75.6	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,855	3,378	
	Dislocated Workers	93	128.7	
	Older Youth (\$)	3,552	3,111	
Credential / Diploma Rate	Adults	41	57.2	
	Dislocated Workers	41	65.6	
	Older Youth	31	25.3	
	Younger Youth	36.7	6.7	
Skill Attainment Rate	Younger Youth	51	86.9	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		1	4	12

WIA Annual Report Data

State Name: FL

Program Year: 2001

Table O: Summary of Participants

Local Area Name: Pasco-Hernando Jobs and Education Partnership Regional Board, Inc.	Total Participants Served	Adults	289
		Dislocated Workers	276
		Older Youth	35
		Younger Youth	279
	Total Exiters	Adults	90
		Dislocated Workers	98
		Older Youth	5
		Younger Youth	140

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	68	74.4
	Employers	65	74.2
Entered Employment Rate	Adults	70.5	71.9
	Dislocated Workers	76	84.8
	Older Youth	67	66.7
Retention Rate	Adults	85.5	76.9
	Dislocated Workers	85	87
	Older Youth	81	66.7
	Younger Youth	40	53.5
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,855	5,893
	Dislocated Workers	93	272.6
	Older Youth (\$)	3,552	1,713
Credential / Diploma Rate	Adults	41	51
	Dislocated Workers	41	69.4
	Older Youth	31	0
	Younger Youth	47.7	60.7
Skill Attainment Rate	Younger Youth	63	75.7
Description of Other State Indicators of Performance			
Overall Status of Local Performance	Not Met	Met	Exceeded
	2	3	12

WIA Annual Report Data

State Name: FL

Program Year: 2001

Table O: Summary of Participants

Local Area Name: Polk County Workforce Development Board	Total Participants Served	Adults	636
		Dislocated Workers	517
		Older Youth	18
		Younger Youth	221
	Total Exiters	Adults	225
		Dislocated Workers	188
		Older Youth	6
		Younger Youth	183

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	71.1	
	Employers	65	77.1	
Entered Employment Rate	Adults	68.4	77.4	
	Dislocated Workers	71	87.8	
	Older Youth	66	72.7	
Retention Rate	Adults	81	81.9	
	Dislocated Workers	81.9	90.5	
	Older Youth	81	100	
	Younger Youth	40	44.4	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,400	2,469	
	Dislocated Workers	93	93.6	
	Older Youth (\$)	3,100	5,458	
Credential / Diploma Rate	Adults	41	53.8	
	Dislocated Workers	41	73.7	
	Older Youth	31	37.5	
	Younger Youth	40.6	78.9	
Skill Attainment Rate	Younger Youth	51	98.7	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		1	0	16

WIA Annual Report Data

State Name: FL

Program Year: 2001

Table O: Summary of Participants

Local Area Name: Southwest Florida Workforce Development Board, Inc	Total Participants Served	Adults	401
		Dislocated Workers	301
		Older Youth	76
		Younger Youth	600
	Total Exiters	Adults	246
		Dislocated Workers	122
		Older Youth	52
		Younger Youth	228

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	81.3	
	Employers	65	75.9	
Entered Employment Rate	Adults	69.5	74.7	
	Dislocated Workers	71	75.6	
	Older Youth	68.8	67.7	
Retention Rate	Adults	83.5	84	
	Dislocated Workers	85	81.1	
	Older Youth	81	70.4	
	Younger Youth	40	50	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,500	4,333	
	Dislocated Workers	93	160.6	
	Older Youth (\$)	3,200	1,677	
Credential / Diploma Rate	Adults	41	56.9	
	Dislocated Workers	41	57.5	
	Older Youth	31	43.9	
	Younger Youth	40	45.9	
Skill Attainment Rate	Younger Youth	51	72.5	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		1	3	13

WIA Annual Report Data

State Name: FL

Program Year: 2001

Table O: Summary of Participants

Local Area Name: Suncoast Workforce Development Board, Inc.	Total Participants Served	Adults	107
		Dislocated Workers	168
		Older Youth	23
		Younger Youth	65
	Total Exiters	Adults	56
		Dislocated Workers	49
		Older Youth	13
		Younger Youth	31

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	68	79.9
	Employers	65	74.4
Entered Employment Rate	Adults	70.6	76.5
	Dislocated Workers	80	87.5
	Older Youth	75	72.2
Retention Rate	Adults	85.2	88.9
	Dislocated Workers	84.9	94.6
	Older Youth	81	62.5
	Younger Youth	40	65
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,400	4,476
	Dislocated Workers	93	137.3
	Older Youth (\$)	3,100	3,270
Credential / Diploma Rate	Adults	41	70
	Dislocated Workers	41	74.5
	Older Youth	31	30.4
	Younger Youth	39	75
Skill Attainment Rate	Younger Youth	45	85.7
Description of Other State Indicators of Performance			
Overall Status of Local Performance	Not Met	Met	Exceeded
	1	2	14

WIA Annual Report Data

State Name: FL

Program Year: 2001

Table O: Summary of Participants

Local Area Name: WORKFORCE CENTRAL FLORIDA	Total Participants Served	Adults	429
		Dislocated Workers	853
		Older Youth	19
		Younger Youth	845
	Total Exiters	Adults	234
		Dislocated Workers	316
		Older Youth	12
		Younger Youth	728

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	76.5	
	Employers	65	76.4	
Entered Employment Rate	Adults	69.2	71.5	
	Dislocated Workers	72	85.6	
	Older Youth	73	82.1	
Retention Rate	Adults	82.5	82	
	Dislocated Workers	83.1	85.8	
	Older Youth	81	78.1	
	Younger Youth	40	76.9	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,855	3,879	
	Dislocated Workers	93	131.6	
	Older Youth (\$)	3,552	4,406	
Credential / Diploma Rate	Adults	41	53.2	
	Dislocated Workers	41	52.6	
	Older Youth	31	48.8	
	Younger Youth	40	0	
Skill Attainment Rate	Younger Youth	78	91.6	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		1	2	14

WIA Annual Report Data

State Name: FL

Program Year: 2001

Table O: Summary of Participants

Local Area Name: WorkNet Pinellas	Total Participants Served	Adults	913
		Dislocated Workers	1,399
		Older Youth	61
		Younger Youth	308
	Total Exiters	Adults	687
		Dislocated Workers	328
		Older Youth	24
		Younger Youth	78

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	71	
	Employers	65	74	
Entered Employment Rate	Adults	66.7	68.7	
	Dislocated Workers	69.2	83.2	
	Older Youth	48.6	0	
Retention Rate	Adults	80.9	85.4	
	Dislocated Workers	83.2	90.4	
	Older Youth	81	0	
	Younger Youth	40	33.3	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,400	4,024	
	Dislocated Workers	93	152.1	
	Older Youth (\$)	3,100	0	
Credential / Diploma Rate	Adults	41	46.5	
	Dislocated Workers	41	54.1	
	Older Youth	31	0	
	Younger Youth	55.6	33.3	
Skill Attainment Rate	Younger Youth	55.4	59.9	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		5	1	11

WIA Annual Report Data

State Name: FL

Program Year: 2001

Table O: Summary of Participants

Local Area Name: Workforce Dev. Board of the Treasure Coast	Total Participants Served	Adults	943
		Dislocated Workers	501
		Older Youth	172
		Younger Youth	1,306
	Total Exiters	Adults	494
		Dislocated Workers	174
		Older Youth	101
		Younger Youth	732

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	79	
	Employers	65	75.1	
Entered Employment Rate	Adults	72.3	77	
	Dislocated Workers	78	75	
	Older Youth	65.7	79	
Retention Rate	Adults	84	84.9	
	Dislocated Workers	81.8	82.1	
	Older Youth	81	87.2	
	Younger Youth	40	63	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,400	8,582	
	Dislocated Workers	93	114.1	
	Older Youth (\$)	3,100	2,817	
Credential / Diploma Rate	Adults	41	59.7	
	Dislocated Workers	41	54.6	
	Older Youth	31	41.7	
	Younger Youth	40.6	41.1	
Skill Attainment Rate	Younger Youth	66	84.4	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	2	15

WIA Annual Report Data

State Name: FL

Program Year: 2001

Table O: Summary of Participants

Local Area Name: Workforce Development Board of Flagler and Volusia Counties, Inc.	Total Participants Served	Adults	547
		Dislocated Workers	512
		Older Youth	56
		Younger Youth	276
	Total Exiters	Adults	483
		Dislocated Workers	226
		Older Youth	33
		Younger Youth	199

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	79.7	
	Employers	65	75.5	
Entered Employment Rate	Adults	68	86.5	
	Dislocated Workers	72	85.1	
	Older Youth	53.6	66.8	
Retention Rate	Adults	85.4	85.7	
	Dislocated Workers	85.9	90.7	
	Older Youth	81	71.4	
	Younger Youth	40	63.5	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,400	4,906	
	Dislocated Workers	93	198.3	
	Older Youth (\$)	3,100	2,376	
Credential / Diploma Rate	Adults	41	67	
	Dislocated Workers	41	55.6	
	Older Youth	31	60	
	Younger Youth	45.3	34.6	
Skill Attainment Rate	Younger Youth	60.8	84.9	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		2	1	14