



**Vermont**

# STATE OF VERMONT



**ANNUAL REPORT  
WORKFORCE INVESTMENT ACT  
TITLE I-B  
JULY 2001 – JUNE 2002**



**SUBMITTED BY:**

**STEVEN M. GOLD  
COMMISSIONER  
VERMONT DEPARTMENT OF EMPLOYMENT AND TRAINING**

**DECEMBER 6, 2002**

**VERMONT DEPARTMENT OF EMPLOYMENT AND TRAINING**

December 5, 2002

U.S. Department of Labor  
Employment and Training Administration  
Attn: Eric Johnson, Performance and Results Office  
Room S-4231  
Washington, DC 20210

Dear Eric:

I am pleased to present you with Vermont's PY 2001 Annual Report for WIA Title I-B.

Throughout its third year of WIA implementation Vermont continued to make great strides in bringing some of the key principles of WIA to fruition. Chief among these is the growing network of partnerships that serve as the foundation of successful implementation. These partnerships have played a pivotal role in the overall success of our flagship one-stop Career Resource Center in Burlington and its on-site Youth Jump Start Center. They also fostered a strong collaborative environment throughout our twelve Career Resource Centers, ensuring that precious resources, both human and fiscal, worked together for optimum customer service.

I would also like to recognize and express my appreciation to the staff at the ETA Regional Office for their technical assistance and general support through our three years of WIA implementation.

Sincerely,

Steven M. Gold  
Commissioner

## I. ADVANCING THE ONE-STOP SYSTEM

A central tenet of the Workforce Investment Act (WIA) is the establishment of a one-stop career center system. As Vermont ended its third year of WIA implementation, Vermont's flagship one-stop, the Burlington Career Resource Center (CRC), has continued to expand the one-stop concept and evolve into a place where, as one journalist put it, "you don't just find a job...you choose your working destiny."

From the technologically sophisticated and well equipped self help center to in-depth employment counseling and job training, the CRC is becoming the place for customers to go to obtain the information and gain the skills necessary to compete in the 21<sup>st</sup> century labor market.

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### Continuous Improvement

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**The fundamental strategy for the CRC system is simple: Connect all services effectively and efficiently and make them easy to access for all customers.** While cost efficiency and continuous improvement are an ongoing focus, in an environment of limited resources they become paramount. During year three, in an effort to improve the workforce system, achieve cost efficiencies, and continue to provide comprehensive, easy to access services to customers, Vermont has sought to bring about a number of significant changes. Examples include:

#### ***Staff Proficiency Training: Ensuring Quality Customer Service***

The Jobs and Training division, which administers WIA, the Employment Service, the Trade Act, Apprenticeship, and other related DOL programs, comprises a complex array of programs and functions. The delivery of optimal services in a professional manner requires highly proficient staff. Most J & T staff are well trained and competent but we discovered that even the most able had gaps in their knowledge.

To ensure that all staff are well versed in the essentials of every program, we began a process, that included focus groups with staff, to identify the core skills and knowledge necessary to be a skilled Career Resource staff. The list of competencies resulting from that process provides the framework for a comprehensive staff proficiency, skill enhancement project. The competencies are organized into eight categories: Labor Market Information, Team Skills, Customer Focus Skills, Technology Skills, Assessment Tools, Communication Skills, DET Specific Skills and Interpersonal Skills.

Every new employee and any staff being promoted is required to complete a skills assessment. The supervisor then develops a plan to address the gaps and meets frequently with the staff member as a mentor and to document progress. To cap the process, all individuals are required to convene at central office to participate in several scenarios during which observers rate the performance of the individual.

No new or recently promoted employee is allowed to go off "probationary" status until he/she can demonstrate the requisite knowledge in all of the competencies.

Many staff faced with this program are initially resistant and apprehensive but upon completion they believe it really contributes to their self esteem and sense of

professionalism. DET believes its customers are significantly better served because of this effort.

### ***Vermont Job Link: Improving Access to Information for Employers and Job Seekers***

It is DET's firm belief that information technology will revolutionize the workforce development system, just as it is revolutionizing other parts of our economy. Early next year, DET plans to roll out *Vermont Job Link*, a web-based operating and information system. The system was developed in conjunction with a consortium of states called America's Job Link Alliance, of which Vermont is member.

This self-help application will offer job seekers a whole host of new tools to manage their careers, upgrade their skills, and gain access to programs and services. For employers, it offers the opportunity to better match job openings with skilled workers and access crucial labor market information upon which to base informed business decisions.

In addition, the system offers a variety of options to enhance coordination with partners through joint case management as well as provide applications related to unemployment insurance.

Taken together, the multiple facets of the system will enhance customer service, enable staff to more effectively manage client information, and serve to better coordinate services with our One-Stop Career Resource Center partners.

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## **Innovative Programs**

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In addition to continuous improvement measures, WIA funding has been instrumental in establishing **innovative initiatives** that have gone beyond traditional programming parameters to meet the vital needs of Vermonters:

### **Public/Private Partnership Opens Doors for Dislocated Workers.**

This past year brought a major increase in worker dislocations, and with them came the many challenges of helping workers to survive the shock of a layoff and successfully re-enter the workforce. One action in particular, **the layoff of almost 1,000 IBM workers in June, produced an outcome that will hopefully change forever how we work with private sector partners in providing re-employment services.**

Outplacement services to former IBM employees are provided under a contract between IBM and Drake Beam Morin. Following an earlier layoff in November of last year, DBM had established a Career Center in Colchester. While DET maintained a presence at the DBM site following the first action, it was the installation of a new management team at DBM in June that dramatically changed the level of cooperation and interaction between the two agencies. This new partnership embraced a common goal of creating opportunities for their clients.

The Director and Associate Director at DBM quickly established a close working relationship with DET staff at both the Career Resource Center level and at the central office level. This inclusive effort facilitated more effective service to individual clients at the local level, while establishing initiatives at the state level that impacted identified client

groups. DBM played a major role in establishing connections with (and between) important resources such as The University of Vermont, Fletcher Allen Hospital, The Department of Education, Vermont Agency of Hospitals and Health Services, and numerous private employers, all with the purpose of increasing career opportunities. As a direct result, significant numbers of former IBMers are preparing to begin new careers in education and health care. Together DET and DBM recognized our individual strengths, and worked together to achieve a mutual goal, the successful re-employment of these highly skilled workers.

DBM's willingness to partner with DET, and to become knowledgeable about our resources has enabled clients to take maximum advantage of funding for training and other services available to dislocated workers.

The working relationship established over the past six months between DBM and DET has set a high standard for such partnerships in the future and it will be a model for all future dislocations.

### ***Apprenticeship: A New Approach to Classroom Training***

DET strongly believes that we must improve the job opportunities for the 70% of Vermonters who do not attend or finish college. A college degree should not be the only gateway to high skilled, high paying jobs. In an effort to provide high-quality job prospect to the thousands of Vermonters who do not finish college—and even for some that do—DET has committed significant resources to developing and improving Vermont's Registered Apprenticeship Program.

With the help of Senator Jeffords, DET received a federal grant to improve the related-instruction or classroom component of the Register Apprenticeship Program. The project is called the ***Vermont Apprenticeship Opportunity Project***.

Currently, after a full day's work, apprentices must travel to classroom training sites two nights a week for three hours each night, often a long way from home. This is difficult for many apprentices and in some instances has presented an insurmountable barrier to participation in apprenticeship. As a small, rural state, Vermont often contends with issues related to economies of scale. The Registered Apprenticeship Program is not immune to this reality. For example, it is not unusual for a handful of willing apprentices who are spread throughout the state to be in need of related-instruction. In these instances, the question is whether to provide the classroom instruction to small numbers at varying locations around the state at a significant cost or not to enroll the prospective apprentice in the program. Unfortunately, it is becoming increasingly difficult from an economic standpoint to choose the former. In addition, the classroom training for small apprenticeship programs has been characterized by varying levels of instructional quality.

The objective of the ***Vermont Apprenticeship Opportunity Project*** is to establish a web-based, related-instruction component for the Registered Apprenticeship Program. We anticipate the results will include a more cost efficient program, a program that will provide a higher level of instruction statewide, and a program that will be more easily accessible to a wider range of individuals.

The improved related-instruction component using web-based technology will be realized through a partnership between DET and Vermont Technical College, and will

exemplify DET's efforts to create innovative opportunities for Vermonters to transition into high skilled occupations.

## II. COST BENEFIT AND EVALUATIONS

### A. Cost benefit analysis

Vermont is a single workforce investment area state and all 85% monies are allocated to the local area. Each Career Resource Center is given an annual allocation, which is used in accordance with customers' identified needs rather than through a preselected mix of activities.

Recruiting and serving youth, particularly out-of-school, older youth (19-21 yrs), continues to be the most challenging activity area. To bring older youth into the service delivery system requires a heavy investment in outreach and building partnerships with other youth service providers. Teamwork to get older youth involved and to keep them involved is crucial. Costs related to outreach, intake, assessment, case management and follow-up exceed direct payments on behalf of participants by a large percentage. The greatest demand for direct participant payment is for on-the-job work experience and summer employment opportunities.

In addition, and as noted in the Performance Measures section, the increase in dislocated workers due to a substantial increase in layoffs statewide has stressed DET's ability to assist customers to achieve desired outcomes.

	← PY 2000		PY 2001 →	
	Number Served	Average Cost	Number Served	Average Cost
Adult	329	\$5,600	538	\$3,368
Youth	917	\$2,191	1257	\$2,088
Dislocated Worker	183	\$4,600	527	\$2,472
<b>Total</b>	<b>1429</b>	<b>\$4,241</b>	<b>2322</b>	<b>\$2,896</b>

It is interesting to note that with fewer staff, due to DET layoffs in January 2001, DET served more individuals and lowered the cost per participant. However, performance has suffered. This suggests a relationship between employment and training dollars available for staff and the ability to achieve positive outcomes with customers.

### B. Evaluations of workforce investment activities

The Department of Employment and Training has contracted with the Economics Department at St. Michael's College to develop a formal evaluation of workforce investment activities. The report is due in January at which time it will be shared with the Regional Office. The report will be based on current and new follow-up survey information.

### III. PERFORMANCE MEASURES

After two years of excellent performance, DET, along with the economy, has slipped in terms of performance. It cannot claim positive results except in a few isolated categories such as services to younger youth, certain adult measures, and customer satisfaction. Historically, in a recessionary environment, performance suffers in programs that focus on moving people into the job market. This particular recession has proven troublesome in a number of respects, not the least of which has been two significant layoffs at IBM Corporation. During this program year, nearly 1500 high-paid, high-skilled IBM employees were laid off. This had a ripple effect throughout the economy affecting jobs across many industries. In addition, while Vermont has maintained a relatively low unemployment rate, there have been a significant number of layoffs in high wage manufacturing employment across the state, affecting both large and small employers. In fact, the numbers were so great that DET had to apply for a National Emergency Grant in order to meet the basic demands of laid off workers.

In addition to the troubled economy and as noted in the Cost Benefit section, four characteristics stand out regarding performance for this program year as compared to last program year: 1. More participants were served; 2. Fewer staff were available to serve them; 3. The cost per participant was lower; 4. Performance suffered. In addition, the labor market has made it increasingly difficult for job seekers to find work and for employers to invest in training prospective workers. Nonetheless, DET is troubled by its performance and has begun a determined process to ascertain all the reasons for it. Moreover, it is committed to returning to the outstanding performance it has enjoyed during the previous two program years.

#### Tables

**TABLE A - Workforce Investment Act Customer Satisfaction Results**

Customer Satisfaction	Negotiated Performance Level	Actual Performance Level-ACSI	Number of Completed Surveys	Number of Customers Eligible for The Survey	Number of Customers Included in The Sample	Response Rate
Participants	77%	76.3%	318	724	724	43.9%
Employers	67%	74.9%	598	1,000	1,1000	59.8%

**TABLE B - Adult Program Results At-A-Glance**

	Negotiated Performance Level	Actual Performance Level	Numerator/Denominator
Entered Employment Rate	73%	61.6%	N=90 D=146
Employment Retention Rate	83%	80.0%	N=116 D=145
Earnings Change in Six Months	\$3100	\$3685	N=\$534,345 D=145
Employment & Credential Rate	55%	55.5%	N=61 D=110

**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	56.5%	N=26 D=46	66.7%	N=14 D=21	61.5%	N=32 D=52	54.5%	N=6 D=11
Employment Retention Rate	81.3%	N=26 D=32	83.3%	N=20 D=24	76.9%	N=30 D=39	100%	N=8 D=8
Earnings Change in Six Months	\$5,079	N=\$162,531 D=32	\$5,044	N=\$121,064 D=24	\$2,869	N=\$111,880 D=39	\$3,217	N=25,738 D=8
Employment & Credential Rate	37.5%	N=12 D=32	54.2%	N=13 D=24	40.0%	N=12 D=30	50.0%	N=2 D=4

**TABLE D - Other Outcome Information for the Adult Program**

Reported Information	Individuals Who Received Training Services		Individuals Who Received Only Core and Intensive Services	
Entered Employment Rate	74.6%	N=50 D=67	50.6%	N=40 D=79
Employment Retention Rate	84.1%	N=74 D=88	73.7%	N=42 D=57
Earnings Change in Six Months	\$3,851	\$338,895 88	\$3,429	\$195,450 57

**TABLE E - Dislocated Worker Program Results At-A-Glance**

	Negotiated Performance Level	Actual Performance Level	Numerator/Denominator
Entered Employment Rate	79%	78.2%	N=68 D=87
Employment Retention Rate	88%	85.3%	N=58 D=68
Earnings Replacement in Six Months	90%	76.4%	N=\$720,606 D=\$943,564
Employment & Credential Rate	55%	50.0%	N=24 D=48

**TABLE F - Outcomes for Dislocated Worker Special Populations**

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	75.0%	N=12 D=16	87.5%	N=7 D=8	88.2%	N=15 D=17	100.0%	N=5 D=5
Employment Retention Rate	91.7%	N=11 D=12	71.4%	N=5 D=7	80.0%	N=12 D=15	80.0%	N=4 D=5
Earnings Replacement Rate	79.3%	N=\$171,658 D=\$216,388	84.0%	N=\$78,885 D=\$94,187	71.1%	N=\$176,001 D=\$247,410	266.9%	N=\$36,912 D=\$13,832
Employment & Credential Rate	63.6%	N=7 D=11	25.0%	N=1 D=4	80.0%	N=4 D=5	50.0%	N=1 D=2

**TABLE G - Other Outcome Information for the Dislocated Worker Program**

Reported Information	Individuals Who Received Training Services		Individuals Who Received Only Core and Intensive Services	
Entered Employment Rate	77.1%	N=37 D=48	79.5%	N=31 D=39
Employment Retention Rate	89.2%	N=33 D=37	80.6%	N=25 D=31
Earnings Replacement Rate	78.9%	N=\$416,603 D=\$528,319	73.2%	N=\$304,003 D=\$415,245

**TABLE H - Older Youth Program Results At-A-Glance**

Reported Information	Negotiated Performance Level	Actual Performance Level	Numerator/Denominator
Entered Employment Rate	73%	80.0%	N=36 D=45
Employment Retention Rate	80%	65.9%	N=27 D=41
Earnings Change in Six Months	\$2,365	\$1158	N=\$47,463 D=41
Employment & Credential Rate	55%	17.0%	N=9 D=53

**TABLE I - Outcomes for Older Youth Special Populations**

Reported Information	Public Assistance Recipients Receiving Intensive or Training Services		Veterans		Individuals With Disabilities		Out-of-School Youth	
Entered Employment Rate	68.8%	N=11 D=16	0.0%	N=0 D=1	75.0%	N=18 D=24	88.6%	N=31 D=35
Employment Retention Rate	72.7%	N=8 D=11	0.0%	N=0 D=1	61.1%	N=11 D=18	63.9%	N=23 D=36
Earnings Change in Six Months	\$249	N=\$2,734 D=11	0	N=0 D=1	\$124	N=-\$2,230 D=18	\$996	N=\$35,862 D=36
Employment & Credential Rate	5.9%	N=1 D=17	0.0%	N=0 D=1	11.5%	N=3 D=26	14.6%	N=6 D=41

**TABLE J - Younger Youth Results At-A-Glance**

Reported Information	Negotiated Performance Level	Actual Performance Level	Numerator/Denominator
Skill Attainment Rate	68%	79.9%	N=250 D=313
Diploma or Equivalent Attainment Rate	55%	51.3%	N=41 D=80
Retention Rate	60%	68.1%	N=64 D=94

**TABLE K - Outcomes for Younger Youth Special Populations**

Reported Information	Public Assistance Recipients Receiving Intensive or Training Services		Individuals With Disabilities		Out-of-School Youth	
Skill Attainment Rate	76.9%	N=50 D=65	82.0%	N=164 D=200	74.5%	N=35 D=47
Diploma or Equivalent Attainment Rate	43.8%	N=7 D=16	71.1%	N=27 D=38	20.9%	N=9 D=43
Retention Rate	57.1%	N=16 D=28	70.0%	N=35 D=50	60.0%	N=33 D=55

**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 Unsubsidized Employment		Entry Into Unsubsidized Employment Related to the Training Received of Those Who Completed Training Services	
Adults	78.2%	N=172 D=220	\$3,232	N=\$710,967 D=220	6.7%	N=6 D=90	\$3,430	N=308,715 D=90	100%	N=37 D=37
Dislocated Workers	82.4%	N=61 D=74	100.9%	N=\$846,171 D=\$838,226	7.4%	N=5 D=68	\$6,280	N=427,016 D=68	100%	N=26 D=26
Older Youth	75.9%	N=22 D=29	\$2,876	N=\$83,412 D=29	2.8%	N=1 D=36	\$1,475	N=53,086 D=36	N/A	N/A

**TABLE M - Participation Levels**

	Total Participants Served	Total Exiters
Adults	538	235
Dislocated Workers	527	174
Older Youth	139	65
Younger Youth	1118	381

**TABLE N - Cost of Program Activities**

Program Activity		Total Federal Spending
Local Adults		\$1,812,336
Local Dislocated Workers		\$1,303,197
Local Youth		\$2,624,068
Rapid Response (up to 25%) 134 (a) (2) (A)		\$ 147,845
Statewide Required Activities (up to 25%) 134 (a) (2) (B)		\$ 838,836
Statewide Allowable Activities 134 (a) (3)	Program Activity Description	
Total of All Federal Spending Listed Above		\$6,726,282

## WIA Annual Report Data

State Name: VT

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	77	76.3	318	724	724	43.9
Employers	67	74.9	598	1,000	1,000	59.8

**Table B: Adult Program Results At-A-Glan**

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	73	61.6	90
			146
Employment Retention Rate	83	80	116
			145
Earnings Change in Six Month	3,100	3,685	534,345
			145
Employment and Credential Rate	55	55.5	61
			110

**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	56.5	26	66.7	14	61.5	32	54.5	6
		46		21		52		11
Employment Retention Rate	81.3	26	83.3	20	76.9	30	100	8
		32		24		39		8
Earnings Change in Six Months	5,079	162,531	5,044	121,064	2,869	111,880	3,217	25,738
		32		24		39		8
Employment and Credential Rate	37.5	12	54.2	13	40	12	50	2
		32		40		30		4

**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	74.6	50	50.6	40
		67		79
Employment Retention Rate	84.1	74	73.7	42
		88		57
Earnings Change in Six Months	3,851	338,895	3,429	195,450
		88		57

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

	Negotiated Performance Level		Actual Performance Level	
	<b>Entered Employment Rate</b>	<b>79</b>	<b>78.2</b>	<b>68</b>
<b>Employment Retention Rate</b>	<b>88</b>	<b>85.3</b>	<b>58</b>	<b>68</b>
<b>Earnings Replacement in Six Months</b>	<b>90</b>	<b>76.4</b>	<b>720,606</b>	<b>943,564</b>
<b>Employment and Credential Rate</b>	<b>55</b>	<b>50</b>	<b>24</b>	<b>48</b>

**Table F: Outcomes for Dislocated Worker Special Populations**

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
	<b>Entered Employment Rate</b>	<b>75</b>	<b>12</b>	<b>87.5</b>	<b>7</b>	<b>88.2</b>	<b>15</b>	<b>100</b>
		<b>16</b>		<b>8</b>		<b>17</b>		<b>5</b>
<b>Employment Retention Rate</b>	<b>91.7</b>	<b>11</b>	<b>71.4</b>	<b>5</b>	<b>80</b>	<b>12</b>	<b>80</b>	<b>4</b>
		<b>12</b>		<b>7</b>		<b>15</b>		<b>5</b>
<b>Earnings Replacement Rate</b>	<b>79.3</b>	<b>171,658</b>	<b>83.8</b>	<b>78,885</b>	<b>71.1</b>	<b>176,001</b>	<b>266.9</b>	<b>36,912</b>
		<b>216,388</b>		<b>94,187</b>		<b>247,410</b>		<b>13,832</b>
<b>Employment And Credential Rate</b>	<b>63.6</b>	<b>7</b>	<b>25</b>	<b>1</b>	<b>80</b>	<b>4</b>	<b>50</b>	<b>1</b>
		<b>11</b>		<b>4</b>		<b>5</b>		<b>2</b>

**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	77.1	37	79.5
48			39	
Employment Retention Rate	89.2	33	80.6	25
		37		31
Earnings Replacement Rate	78.9	416,603	73.2	304,003
		528,319		415,245

**Table H: Older Youth Results At-A-Glance**

	Negotiated Performance Level	Actual Performance Level	
		Entered Employment Rate	73
Employment Retention Rate	80	65.9	45
			27
Earnings Change in Six Months	2,365	1,158	41
			47,463
Credential Rate	55	17	9
			53

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

Reported Information	Public Assistance Recipients		Veterans		Individuals With Disabilities		Out-of-School Youth	
	Entered Employment Rate	68.8	11 16	0	0 1	75	18 24	88.6
Employment Retention Rate	72.7	8 11	0	0 1	61.1	11 18	63.9	23 36
Earnings Change in Six Months	249	2,734 11	0	0 1	124	2,230 18	996	35,862 36
Credential Rate	5.9	1 17	0	0 1	11.5	3 26	14.6	6 41

**Table J: Younger Youth Results At-A-Glance**

	Negotiated Performance Level		Actual Performance Level	
	Skill Attainment Rate	68	79.9	250 313
Diploma or Equivalent Attainment Rate	55	51.3	41 80	
Retention Rate	60	68.1	64 94	

**Table K: Outcomes for Younger Youth Special Populations**

Reported Information	Public Assistance Recipients		Individuals Disabilities		Out-of-School Youth	
Skill Attainment Rate	76.9	50	82	164	74.5	35
		65		200		47
Diploma or Equivalent Attainment Rate	43.8	7	71.1	27	20.9	9
		16		38		43
Retention Rate	57.1	16	70	35	60	33
		28		50		55

**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	78.2	172	3,232	710,967	6.7	6	3,430	308,715	100	37
		220		220		90		90		37
Dislocated Workers	82.4	61	100.9	846,171	7.4	5	6,280	427,016	100	26
		74		838,226		68		68		26
Older Youth	75.9	22	2,876	83,412	2.8	1	1,475	53,086		
		29		29		36		36		

**Table M: Participation Levels**

	<b>Total Participants Served</b>	<b>Total Exiters</b>
<b>Adults</b>	<b>538</b>	<b>235</b>
<b>Dislocated Workers</b>	<b>527</b>	<b>174</b>
<b>Older Youth</b>	<b>139</b>	<b>65</b>
<b>Younger Youth</b>	<b>1,118</b>	<b>381</b>

**Table N: Cost of Program Activities**

<b>Program Activity</b>		<b>Total Federal Spending</b>
<b>Local Adults</b>		<b>\$1,812,336.00</b>
<b>Local Dislocated Workers</b>		<b>\$1,303,197.00</b>
<b>Local Youth</b>		<b>\$2,624,068.00</b>
<b>Rapid Response</b> (up to 25%) 134 (a) (2) (A)		<b>\$147,845.00</b>
<b>Statewide Required Activities</b> (up to 25%) 134 (a) (2) (B)		<b>\$838,836.00</b>
<b>Statewide Allowable Activities</b> 134 (a) (3)	<b>Program Activity Description</b>	
<b>Total of All Federal Spending Listed Above</b>		<b>\$6,726,282.00</b>

# WIA Annual Report Data

State Name: VT

Program Year: 2001

**Table O: Summary of Participants**

<b>Local Area Name:</b> Vermont Human Resources Investment Council	<b>Total Participants Served</b>	Adults	538
		Dislocated Workers	527
		Older Youth	139
		Younger Youth	1,118
	<b>Total Exiters</b>	Adults	224
		Dislocated Workers	157
		Older Youth	63
		Younger Youth	349

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	77	76.3	
	Employers	67	74.9	
Entered Employment Rate	Adults	73	61.9	
	Dislocated Workers	79	76.8	
	Older Youth	73	79.5	
Retention Rate	Adults	83	80.9	
	Dislocated Workers	88	81	
	Older Youth	80	55	
	Younger Youth	60	71.4	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,100	3,643	
	Dislocated Workers	90	74.9	
	Older Youth (\$)	2,365	940	
Credential / Diploma Rate	Adults	55	60.4	
	Dislocated Workers	55	52.3	
	Older Youth	55	15.4	
	Younger Youth	55	54.9	
Skill Attainment Rate	Younger Youth	68	80.1	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		11	0	6