



**WIA State Annual Report**

**Commonwealth of Pennsylvania**

**PY 2013**

**November 10, 2014**

**WIA State Annual Report  
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The Department of Labor and Industry, in coordination with 22 local workforce investment boards (LWIBs) and the Pennsylvania Workforce Investment Board (PA WIB), form a partnership that administers state and federal workforce programs throughout the commonwealth. These programs allow for locally-driven, innovative solutions to the workforce needs of Pennsylvania businesses and job seekers.

The following report documents many of the programs and initiatives which have helped grow the workforce of Pennsylvania, thereby expanding business opportunity. This Annual Report was written in compliance with: the Workforce Investment Act (WIA) of 1998, Title 1, Chapter 6, §134, §136 and §185; Training and Employment Guidance Letter (TEGL) 3-14, “Implementing a Job-Driven Workforce System”; Training and Employment Guidance Letter (TEGL) 6-14, “Program Year (PY) 2013/Fiscal Year (FY) 2014 Data Validation and Performance Reporting Requirements and Associated Timelines; and, Training and Employment Guidance Letter (TEGL) 9-14, “Workforce Investment Act (WIA) Program Year (PY) 2013 Annual Report Narrative.”

## **Section A – Required Narratives**

### **A.1. Pennsylvania’s WIA Title I Performance Analysis**

The Pennsylvania Department of Labor & Industry, in conjunction with the commonwealth’s 22 local workforce investment boards (LWIBS), worked diligently during Program Year (PY) 2013 to meet the employment and training needs of Pennsylvania’s residents and increase the number of successful Workforce Investment Act (WIA) program outcomes. The data and discussion that follow provide an overview of these efforts, as well as an analysis of the cost to provide services that resulted in successful outcomes throughout the program year.

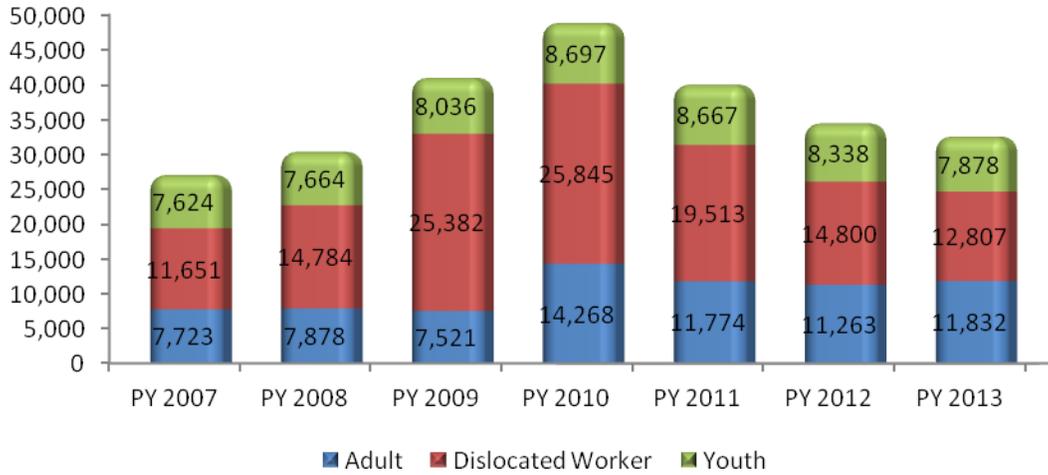
#### **Participation Overview**

The commonwealth’s WIA programs serve adults, dislocated workers, and Youth through its network of 66 PA CareerLink® offices. All customers 18 years of age and older who are unemployed or underemployed, as well as low-income Youth facing barriers to employment, are eligible for the WIA programs.

*In Program Year (PY) 2013:*

- Pennsylvania’s workforce system served 11,832 WIA Adult Participants, a 5.1 percent increase from PY 2012.
- The number of WIA Dislocated Worker participants decreased by 1,993 to 12,807.
- There were 7,878 Youth participants a reduction of 460 participants from the prior year.

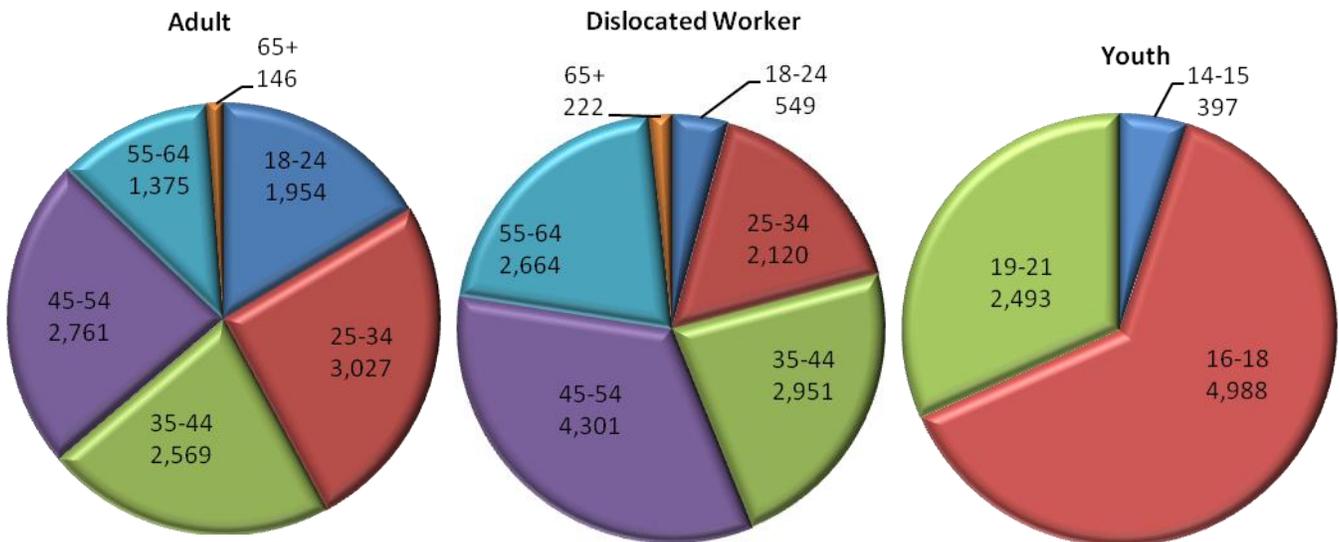
**Figure 1: WIA Participants by Program**



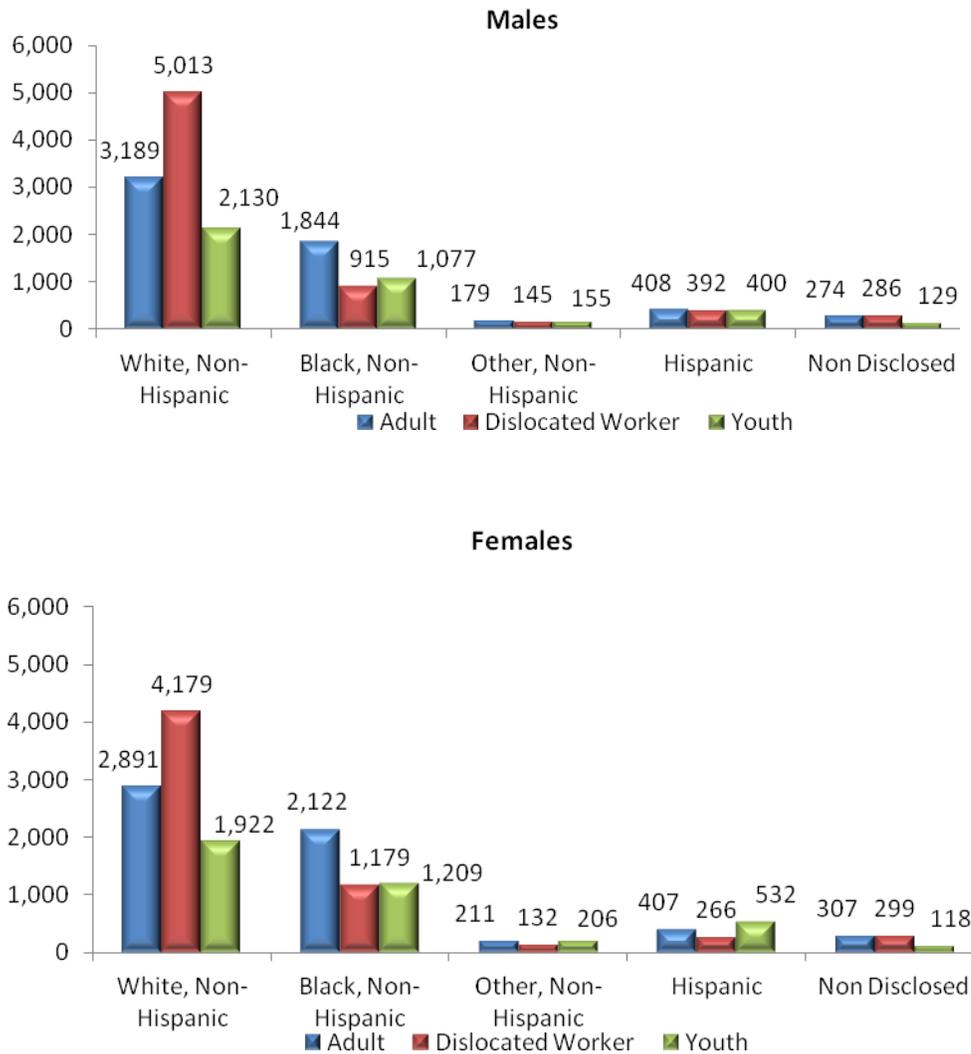
The figures below provide a demographic overview of these participants by age, gender and race/ethnicity.

- The average age of the WIA Adult participants was 39 years; 45 years for WIA Dislocated Workers; and 18 years for WIA Youth.
- Over 80 percent of WIA Adult participants (9,732) were of prime working age (25 to 64).
- The majority of WIA Dislocated Worker participants (71.8 percent) classified themselves as White, non-Hispanic.
- 50.6 percent of the WIA Youth participants were female.

**Figure 2A: WIA Participants by Age**



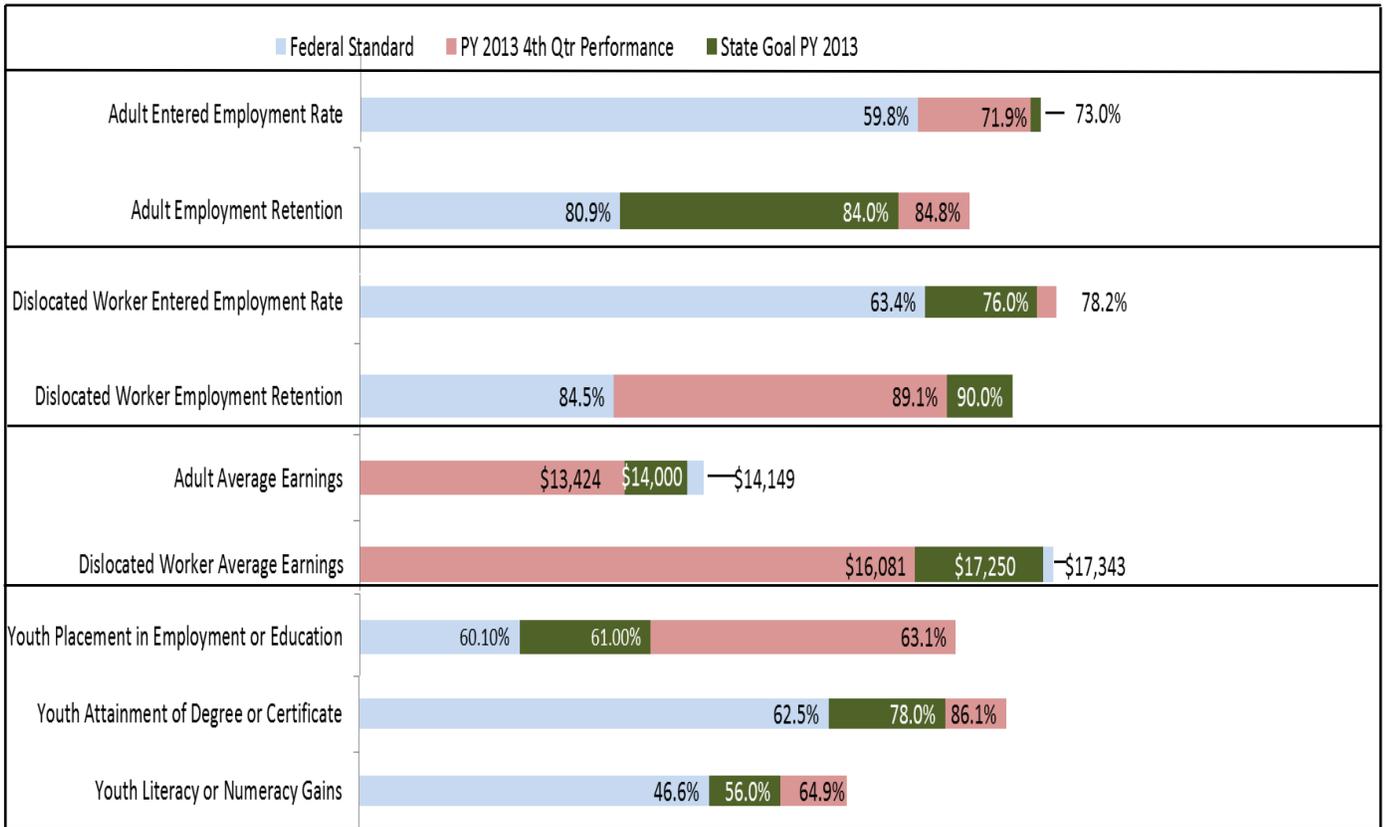
**Figure 2B: WIA Participants by Gender and Race/Ethnicity**



**Performance Overview**

For the seventh year in a row, Pennsylvania successfully met all nine of its performance goals during PY 2013, with increases in five of the nine common measures from their PY 2012 levels. In addition, the commonwealth exceeded expectations in five measures, which can be seen in the bar chart below (Figure 3). This chart shows a comparison of the current performance levels of Pennsylvania to the federal performance standards and Pennsylvania’s negotiated performance goals for PY 2013.

**Figure 3: PY 2013 Common Measures Performance Level Overview  
(Federal Standard, Pennsylvania Negotiated Level, and Pennsylvania Actual Performance)**



**Adults and Dislocated Workers.** Pennsylvania’s workforce faced a few obstacles at the beginning of the PY 2013 measurement period. The unemployment rate began increasing and the total non-agricultural jobs started to decline. This upsurge in unemployment was largely due to individuals who were not previously in the workforce (discouraged workers) becoming more confident in the economic outlook and deciding to re-enter the workforce. These individuals re-entered the workforce by searching for jobs, which increased competition for a limited, declining number of jobs. Despite these obstacles, gains were made in PY 2013. Adult entered employment was 4.9 percentage points below the pre-recession levels, but up seven-tenths of a percentage point from PY 2012. Similar to Adult entered employment, both Dislocated Worker entered employment and retention were up from PY 2012 levels by 2.4 percentage points and five-tenths of a percentage point, respectively.

**Youth.** In PY 2013, Youth measures increased in two of the three measures. Once again, the Youth Attainment measure was one of Pennsylvania’s best outcomes, up 1.5 percentage points from PY 2012 and the largest increase out of all Youth measures. At 86.1 percent, the commonwealth was able to exceed the negotiated goal of 78 percent. Overall, the number of participants who met the measure increased 4.7 percent from last year, while the number of total participants measure increased by only 2.8 percent. Taking a closer look at the Youth Attainment measure, out-of-school Youth (99.3 percent), increased by eight-tenths of a percentage point from PY 2012, while in-school Youth posted a gain of 1.5

percentage points to 77.8 percent. This shows Pennsylvania’s continued commitment to increasing credential attainment.

The commonwealth average for Youth Placement was down two-tenths of a percentage point from the previous program year to 63.1 percent. Youth Placement is composed of in-school and out-of-school Youth, which is broken down into separate rates for further comparison. The placement rate for the in-school Youth was 65 .0 percent (down from 66.1 percent last program year), while out-of-school Youth showed a placement rate of 61.0 percent (up six-tenths of a percentage point from last year).

The statewide performance level for Literacy/Numeracy improved from PY 2012 – up eight-tenths of a percentage point to 64.9 percent. The number of Youth meeting this measure increased slightly, up 6.4 percent, while the total possible participants increased from 1,437 to 1,560.

As was the case in previous years, 18 and 19 year-olds were the two largest age groups in terms of literacy/numeracy participants and collectively made up over half of the total Youth served (51.1 percent). The 17 year-old cohort had the highest success rate of 71.1 percent, although they comprised only 1.1 percent of the total Youth population; 18 year-olds had the second-highest success rate at 70.1 percent. The success rate for all other individual age groups ranged from 64.8 percent (19 year-olds) to 57.1 percent (16 year-olds), which can be seen in Figure 4 below. Comparing older Youth versus younger Youth, older Youth comprised the majority of participants (nearly 64.4 percent). However, success rates were slightly better for younger Youth at 70.3 percent compared to 62.0 percent for older Youth.

**Figure 4: Literacy/Numeracy Performance by Age**

Age Group	Participants	Success Rate
Age 16	7	57.1%
Age 17	173	71.1%
Age 18	375	70.1%
Age 19	423	64.8%
Age 20	348	58.6%
Age 21	234	62.0%

#### **A.1.a. Cost Comparison of Services and Outcomes**

The data and discussion that follow illustrate services and costs for achieving positive outcomes for individuals served by each of the WIA programs.

**Cost Per Participant.** For the purposes of this cost comparison, funding stream expenditures were divided by the number of total participants for the program year to derive a cost per participant. Using this method, the cost per participant by funding stream for the program year was estimated as follows: Adults, \$1,919; Dislocated Workers, \$1,638; and Youth, \$2,943.

Adult participation levels continue to remain elevated with a 5.1 percent increase from PY 2012, which is 50 percent higher than pre-recession levels. In contrast, expenditures for the WIA Adult program

decreased 4.6 percent from PY 2012. The decrease in spending combined with the increase in participants led to a \$194 decrease in the cost per Adult participant, which can be seen in Figure 5A.

**Figure 5A: PY 2013 Adult Cost Per Participant**

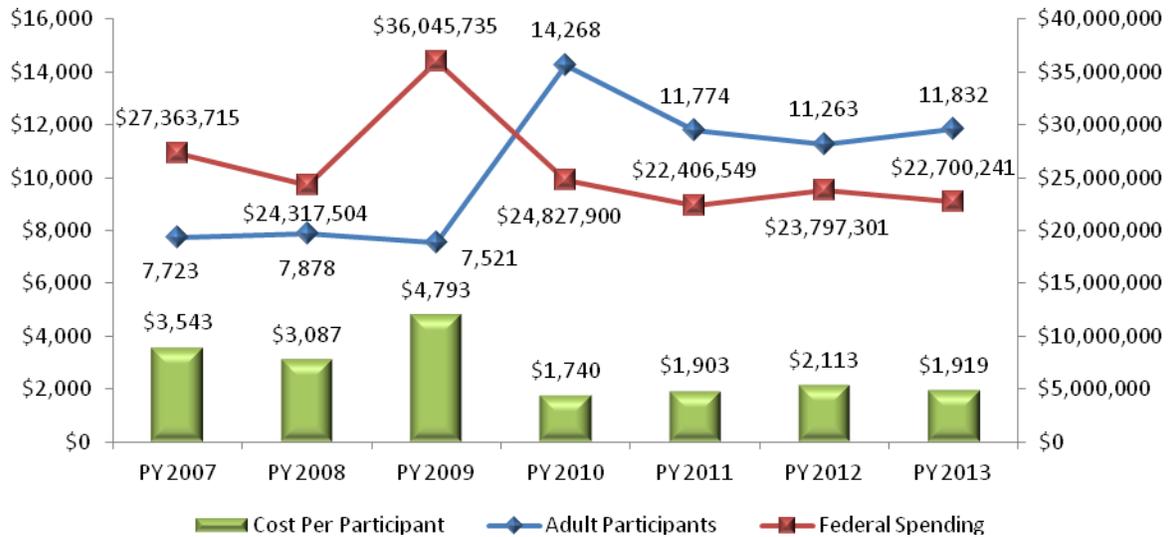
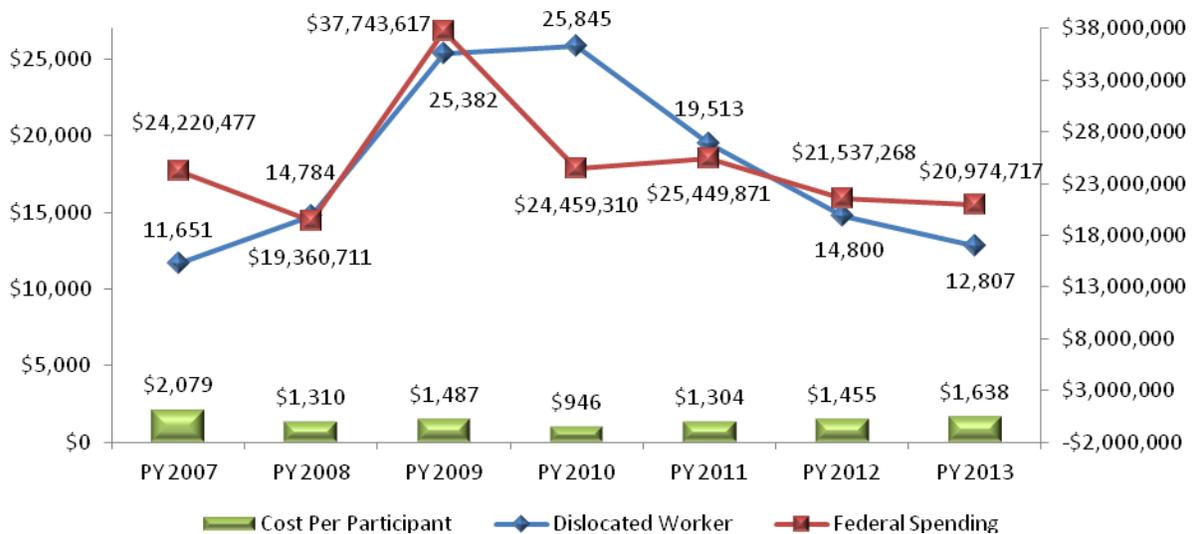


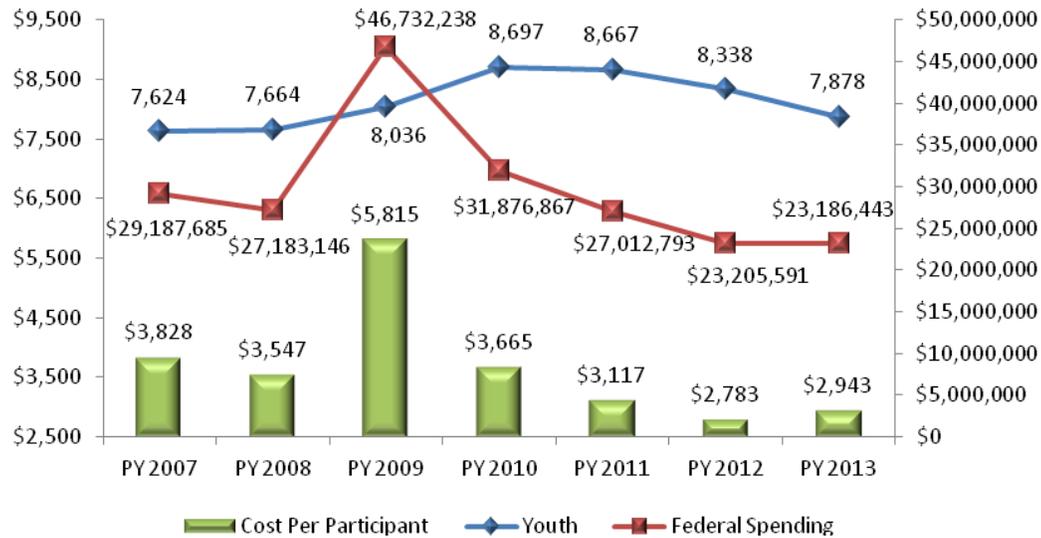
Figure 5B shows that Pennsylvania experienced a 12.6 percent increase from PY 2012 in the cost per participant for its Dislocated Worker program to \$1,638. A 13.5 percent decrease in participants led to this increase in costs, as Dislocated Worker expenditures decreased 2.6 percent in PY 2013.

**Figure 5B: PY 2013 Dislocated Worker Cost per Participant**



The costs associated with serving WIA Youth participants increased \$160 from PY 2012 to \$2,943. These increases can be attributed to steady levels of federal spending (less than a one percent decrease) in PY 2013, while experiencing a drop of 5.5 percent in participants compared to last year as seen in Figure 5C.

**Figure 5C: PY 2013 Youth Cost Per Participant**

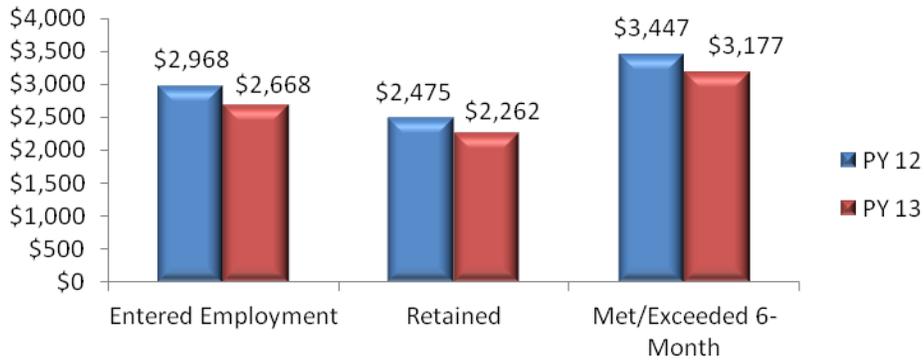


**Cost to Achieve Successful Outcomes.** To determine the cost to be successful in attaining employment, retention, and/or six-month wage earnings, the cost per participant was multiplied by the total number of individuals eligible for the performance measure, and then divided by the number of participants who succeeded in attaining the performance level. The same methodology is used to calculate the cost of placement, attainment and literacy/numeracy for WIA Youth.

**A.1.b. Adults and Dislocated Workers Common Measures**

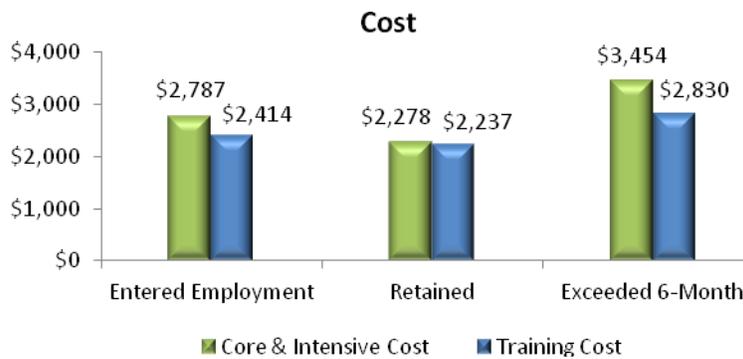
**Adults.** For those Adults eligible for inclusion in the Entered Employment Rate (EER), it cost the commonwealth approximately \$2,668 for a successful entered employment and \$2,262 for a successful retention. The cost associated with assisting an individual in obtaining and retaining a job providing a wage that met or exceeded Pennsylvania’s negotiated wage level of \$14,000 was \$3,177. Approximately three-fourths of these individuals earned more than Pennsylvania’s targeted wage. The cost for all three previously listed measures decreased by 10.1, 8.6, and 7.8 percent, respectively, from last program year (see Figure 6).

**Figure 6 - Adult Costs**

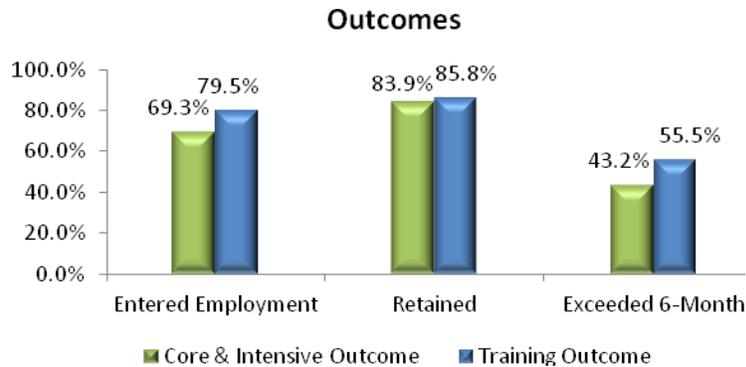


Comparatively, costs to achieve successful outcomes decreased as the level of service increased – demonstrated in Figure 7A. Not only did it cost less, a greater percentage of individuals who received training services attained their goal as opposed to individuals who only received intensive and core services (Figure 7B). An additional benefit of the training services is the higher average earnings for participants (\$14,523 compared to \$12,704 for those receiving core or intensive services).

**Figure 7A - Adult Participant Cost by Degree of Service**

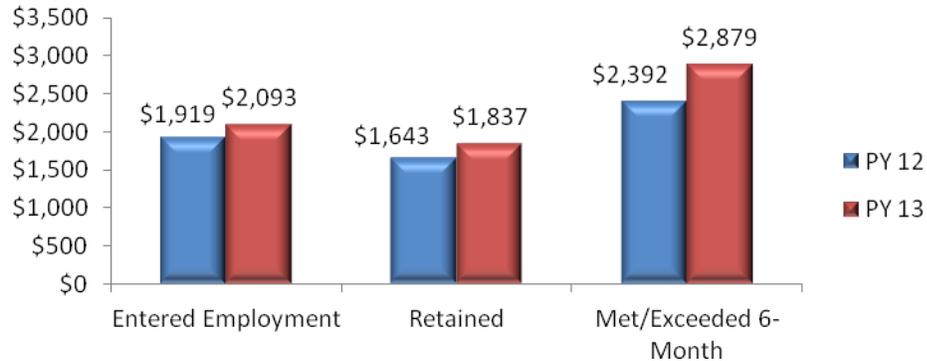


**Figure 7B – Adult Performance Outcome Success by Degree of Service**



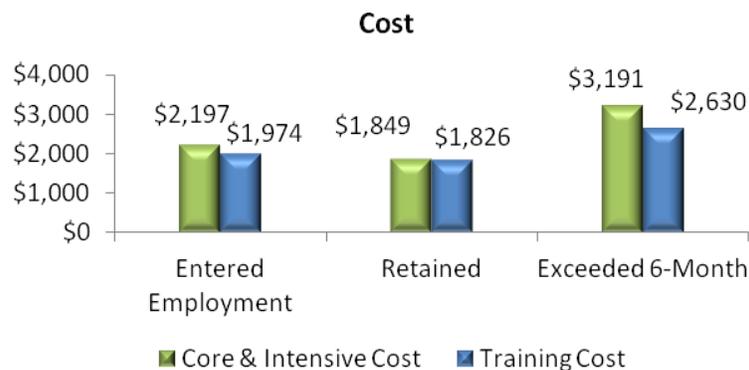
**Dislocated Workers.** The commonwealth’s costs for Dislocated Workers who had a successful outcome averaged \$2,093 for Entered Employment and \$1,837 for Employment Retention. The cost associated with assisting an individual in obtaining and retaining a job providing a wage which met or exceeded Pennsylvania’s negotiated wage level of \$17,250 was \$2,879. The cost for all three previously listed measures increased by 9.1, 11.8, and 20.4 percent, respectively, from last program year (see Figure 8). Of the Dislocated Workers included in the sixth month wage measure, nearly three-fourths exceeded the negotiated wage of \$17,250.

**Figure 8 – Dislocated Workers Costs**

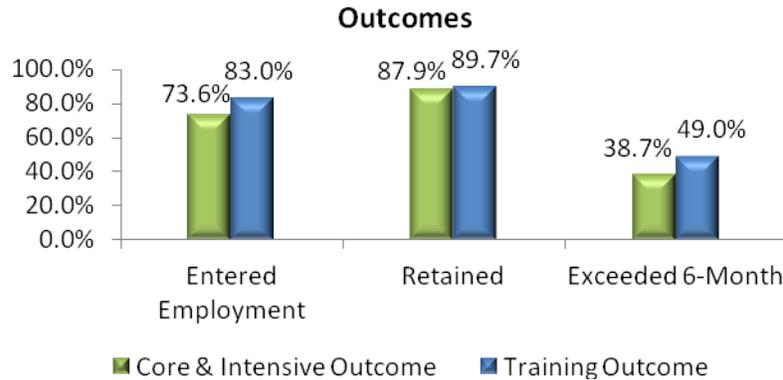


As with the Adult program, the cost to achieve successful outcomes decreased as the level of service increased (Figure 9A). Not only did it cost less, a greater percentage of individuals who received training services attained their goal as opposed to individuals who only received intensive and core services (Figure 9B). An additional benefit of the training services is the higher average earnings collected by participants (\$16,935 compared to \$15,198 for those receiving core or intensive services).

**Figure 9A – Dislocated Workers Participant Cost by Degree of Service**



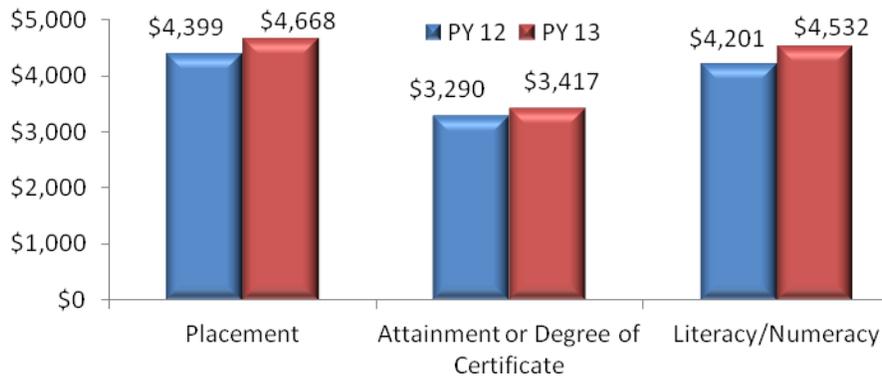
**Figure 9B – Dislocated Workers Performance Outcome Success by Degree of Service**



**A.1.c. Youth Common Measures**

In PY 2013, the 4,106 Youth measured for placement into employment or education was evenly split between out-of-school and in-school Youth. The number of in-school Youth and out-of-school Youth remained steady compared to PY 2012. The cost per person to have a successful Youth placement was \$4,668, up 6.1 percent from last year. It cost the commonwealth \$3,417 per participant for a successful attainment, up 3.9 percent from last year. In order for these Youth to attain a literacy/numeracy gain, it cost the commonwealth \$4,532 per Youth, up 7.9 percent from last year.

**Figure 10 – Youth Costs**



**A.1.d. Performance Outcome Timeframes**

The U.S. Department of Labor Employment and Training Administration mandated specific time frames for performance measure reporting. The PA Department of Labor & Industry assures that all required elements are reported uniformly so that a state-by-state comparison may be made. Performance time frames, including the Table M and O participant and exiter counts, are as follows:

## Participant Levels

**Participants.** By funding stream, WIA participants who were receiving reportable workforce development services at any time during the program year (July 1, 2013 through June 30, 2014).

**Exiters.** By funding stream, WIA participants who exited between April 1, 2013 and March 31, 2014.

## WIA Adult/Dislocated Worker

**Entered Employment Rate.** WIA participants who received either Adult or Dislocated Worker funding who were determined to have finished, or exited, reportable workforce development services between October 1, 2012 and September 30, 2013.

**Six-Month Retention Rate.** WIA participants who received either Adult or Dislocated Worker funding who were determined to have finished, or exited, reportable workforce development services between April 1, 2012 and March 31, 2013.

**Six-Month Average Earnings.** WIA participants who received either Adult or Dislocated Worker funding who were determined to have finished, or exited, reportable workforce development services between April 1, 2012 and March 31, 2013.

## WIA Youth

**Placement (in Employment or Education) Rate.** WIA participants who received Youth funding who were determined to have finished, or exited, reportable workforce development services between October 1, 2012 and September 30, 2013.

**Attainment of Degree or Certificate Rate.** WIA participants who received Youth funding who were determined to have finished, or exited, reportable workforce development services between October 1, 2012 and September 30, 2013.

**Literacy Numeracy Rate.** WIA participants who received Youth funding, who were out of school and basic skills deficient who were determined to have finished, or exited, reportable workforce development services between July 1, 2012 and June 30, 2013.

### **A.1.e. Report Tables**

The following report tables are provided as modified due to waiver requirements: tables [B](#), [C](#), [D](#), [E](#), [F](#), [G](#), [H](#), [L](#), [M](#), [N](#), [O](#), [P](#) and [Q](#). Table H.1.A has also been included, which contains subpopulation breakouts of the Youth Common Measures.

### **A.2. Waivers Evaluation**

Pennsylvania evaluates WIA statutory and regulatory provisions to identify barriers that preclude or limit the effectiveness of the commonwealth's efforts to serve its businesses and citizens. When a barrier is identified, the commonwealth may pursue a waiver of the provision if it facilitates more effective implementation of Governor Corbett's workforce development strategy.

The commonwealth assesses the degree to which waivers support the state's strategies and economic recovery and the responsiveness to supporting particular local needs; the policies in place to support each waiver's implementation; and whether programmatic outcomes can be achieved as a result of the waiver.

Upon evaluation of the economy, local area needs and the strategic direction of the commonwealth, in PY 2013, Pennsylvania requested: (1) a waiver to increase the transfer authority of local workforce investment boards; and (2) a waiver to permit a portion of the funds reserved for Rapid Response activities to be used for incumbent worker training.

Further information about Pennsylvania's approved waivers may be found in [Section D, Appendix II](#).

## Section B – Optional Narratives

### **B.1. JOBS1st PA**

Governor Tom Corbett unveiled JOBS1st PA, his comprehensive economic and workforce development strategy in February 2012. The strategy harnesses the state’s resources and talents to prioritize private-sector job creation and retention. JOBS1st PA focuses on three core areas: bringing a private sector mentality to state government; improving workforce development; and investing in Pennsylvania job creators. A number of JOBS1st PA initiatives were launched or expanded upon in Program Year 2013, including:

- ***JOBS1st PA Regional Partnership Grants*** – A total of \$4,056,000 was awarded to collaborative partnerships of workforce and economic development organizations within each of the commonwealth’s ten Partnerships for Regional Economic Performance (PREP) regions. Grant funds will be used to better align regional resources and training efforts to include developing employer-driven training programs so that job seekers can acquire the skills needed for the jobs available now and into the future.
- ***Access College – Employment Success (ACES) Grant*** – A total of \$1,350,000 was awarded to Dreams Realized through Educational Aspiration Model (D.R.E.A.M.) Partnership to create college-based certificate programs for young adults with intellectual disabilities. The grantee is to develop and implement programs at no fewer than two Pennsylvania colleges or universities during each year of the three-year grant period. Programs are to provide a mix of credit and non-credit course offerings and extracurricular activities that provide accessible, integrated and developmental opportunities with the goal of increasing participants’ opportunities for community-integrated, customized or competitive employment.
- **WEDNetPA** – The [WEDNetPA](#) job training program instructed its one millionth employee in PY 13. Since its inception in 1999, the program has been utilized by over 17,000 companies across the commonwealth. Ninety percent of training is delivered to businesses in PA’s targeted industry clusters (industries identified by the Department of Labor & Industry as key to PA’s economic success). In FY 13-14 the guidelines for the program were changed to reflect the introduction of new technologies and processes in advanced manufacturing. WEDnet has refined the approach by refocusing the Basic Skills training to a more job-skill-related Essential Skills training. The intent is to direct the state’s investment to training that is specifically and directly skill-building. In addition, WEDnet will refocus the Information Technology training to a more encompassing Advanced Technology training in order to more completely address the advanced technology in manufacturing and the expanded skill sets it requires. These changes went into effect July 1, 2014.
- **Discovered in PA – Developed in PA** – Additional investments were made in the [Discovered in PA – Developed in PA \(D2PA\)](#) program, which moves ideas more quickly from the lab to the marketplace, and has assisted in retaining and creating more than 300 jobs. During PY 13, the D2PA program supported initiatives tied to growing life sciences, advanced manufacturing, business incubators, and education, workforce and economic opportunity collaborations including the [“Skill Up the Student Pipeline”](#) initiative in the Lehigh Valley, the [“Investing in a](#)

[Region's Knowledge Resources](#)" at York College, the Clarion Regional Innovation Support Program ([CRISP](#)), and the [DISCOVER](#) initiative in Elk and Cameron Counties.

- **Pennsylvania Targeted Industry Program (PA TIP)** - Grants have been awarded to more than 1,200 students – including veterans – enrolled in certification programs in high-demand industries such as energy, advanced materials and diversified manufacturing, and agriculture and food production.
- **JobGateway**<sup>®</sup> – Continued enhancements have been made to the [JobGateway](#)<sup>®</sup> portal to better serve job seekers and employers. Further information about JobGateway<sup>®</sup> may be found in [Section B.7](#).
- **PA CareerLink<sup>®</sup> and EARN Center Integration** – Efforts continue to better align PA CareerLink<sup>®</sup> and Employment Advancement and Retention Network center services. Some local workforce investment areas are pursuing co-location of centers while others are working to better coordinate services.
- **Early Reach** – The Department of Labor & Industry's Office of Vocational Rehabilitation launched the "Early Reach" initiative in July 2013, whereby a dedicated staff person will be present in each of its 15 district office locations. This person will implement a comprehensive outreach strategy to find and inform students with disabilities (and their parents) as early as age 14 about available services and how they can leverage general and special education programs to assist them with transitioning from secondary education to employment or post-secondary education that leads to employment.

JOBSFirst PA identified the goal of building a strong fiscal foundation through restrained spending and fiscal management. To that end, the Department of Labor & Industry determined that the duties being performed by the Bureau of Workforce Development Partnership (BWDP) were duplicative and in some cases presented a conflict of roles and responsibilities. As a result, the Department of Labor & Industry reorganized the BWDP into two separate bureaus – one for the oversight and administration of the workforce development system, and another for the partnership, program and operations across the commonwealth. The reorganization realized a savings of approximately \$500,000.

## **B.2. Pennsylvania Workforce Investment Board**

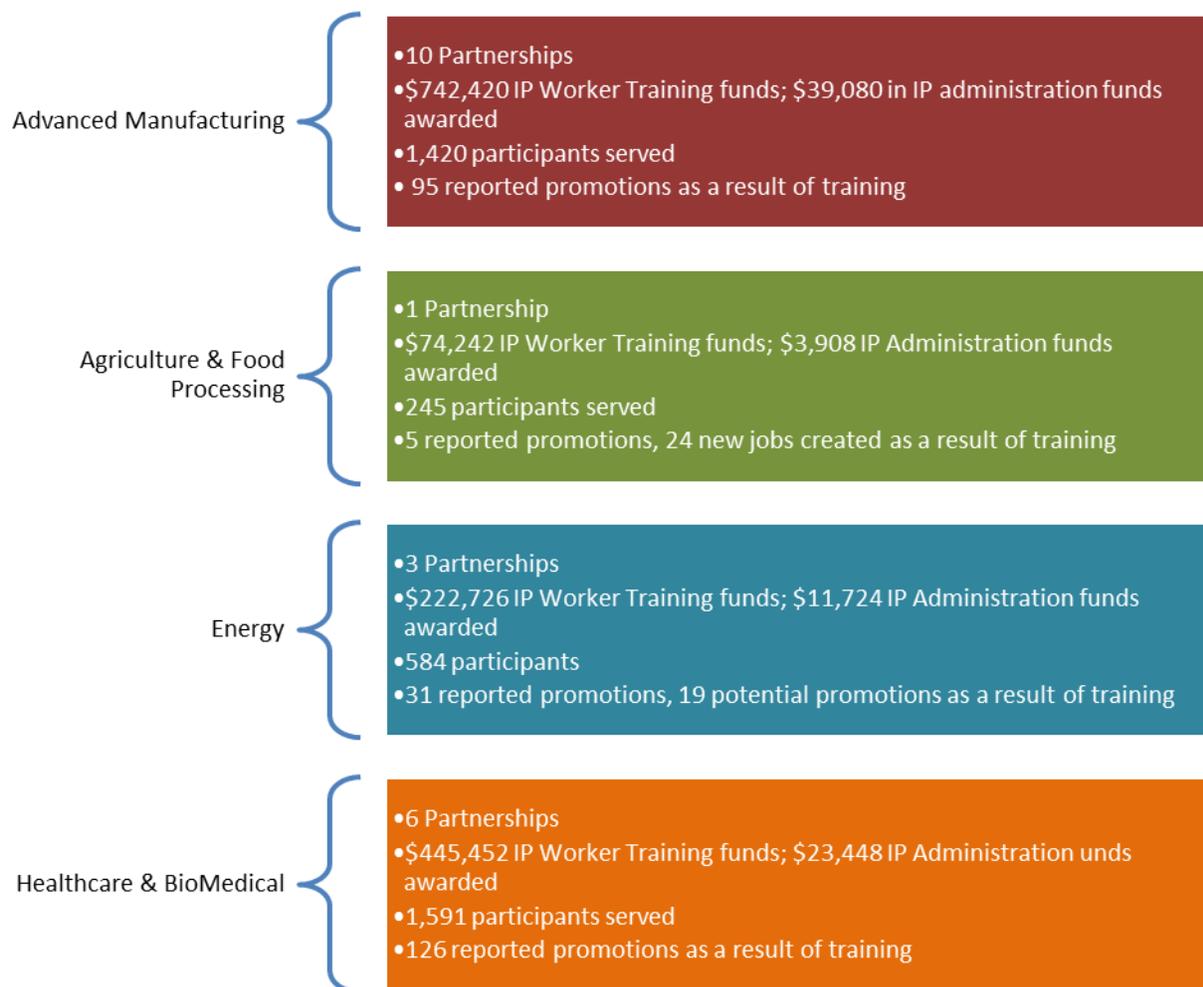
The Pennsylvania Workforce Investment Board (PA WIB) is the governor's employer-driven workforce development advisor for programs and policies under the authority of WIA, and serves in an advisory capacity for the implementation of the governor's strategy. Members are appointed by the governor. Once notified of their appointment, members undergo a thorough background check before signing financial disclosure and conflict of interest statements. The governor selects a chairperson from those represented.

Much of PY 2013 was spent in the creation of local measures intended to capture performance information beyond that captured by WIA Common Measures. More information on the local performance measures can be found in [Section B.18](#).

### **B.3. Industry Partnerships**

Industry Partnerships (IPs) are locally-driven programs where employers and workers from vital industries work to collectively improve their competitive position in the marketplace. IPs identify specific training needs and skill gaps, help connect young people to careers, help educational and training institutions arrange curriculum to meet business demands, address worker recruitment and retention, develop career ladders within companies, highlight best practices, and promote communication among companies.

In PY2013-14, the Department of Labor & Industry awarded IP grants totaling \$1.56 million through a state budget appropriation. A total of 20 equally-funded grant awards were approved in four industry clusters, which resulted in IPs training more than 3,820 incumbent workers from over 1,393 Pennsylvania companies. Outcomes by industry sector can be seen in the chart below:



IP guidelines for the 2013-14 grant program year were revised in an effort to increase accountability through the collection and analysis of participant and employer outcomes. As a result of these changes,

the Department of Labor & Industry collected data that shows a total of 1,286 industry recognized credentials and 276 promotions were obtained across the 20 Partnerships.

In FY2014-15, a total of 20 Partnerships will be awarded equal funding of \$78,150 for Industry Partnership activities in the four approved industry clusters of Advanced Manufacturing, Agriculture, Energy and Healthcare. Continued improvements will be made to the data collection process, as well as the overall communication between the awarded Partnerships and the department.

#### **B.4. Grants**

The Department of Labor & Industry obtained, managed, and administered a number of National Emergency Grants (NEGs) in this period, including:

- **Conoco Phillips and Sunoco (\$5,000,000):** This NEG began in March 2012 and the Department of Labor & Industry assumed project operator responsibilities in June 2013. Three hundred seventy-nine participants have been served and 271 have entered employment. The grant ended in March 2014.
- **Dislocated Worker Training (\$3,606,703):** The grant funds training services only, including On-the-Job Training (OJT). The 22 project operators statewide have served 309 participants, 136 of which are long-term unemployed. One hundred ninety-five participants are enrolled in occupational skills training and 112 are enrolled in an OJT. Ninety-eight participants have entered employment. The grant runs through June 2015.
- **Ocean Logistics LLC (\$306,838):** This grant was provided in 2012 to serve workers affected by the closing of Ocean Logistics LLC, a warehouse and distribution center in Dunmore, PA. The grant served 106 participants; 18 were provided with supportive services and 72 entered employment. The grant ended in September 2013.
- **On-the-Job Training (OJT) (\$5,484,377):** Originally funded through ARRA and then through regular WIA NEG funds, there were 11 project operators statewide. The NEG outcomes through May 2014 included 667 participants enrolled in OJTs, 304 provided with supportive services, and 514 entered employment. The grant ended in June 2014.

The Department of Labor & Industry issued, managed, and administered a number of Notices of Grant Availability, including:

- **[Jobs1st PA Regional Partnerships](#):** The Department of Labor & Industry worked in collaboration with the Department of Community and Economic Development on this grant. Grants were awarded to 10 regional partnerships totaling \$4.056 million to better connect Local Workforce Investment Boards and Partnerships for Regional Economic Performance (PREP) partners.
- **[Apprenticeship Grant](#):** This grant is posted for ongoing solicitation until March 31, 2015, with up to \$1 million in funding available. The grant rewards existing apprenticeship programs that train apprentices for employment in high-priority occupations in Pennsylvania's 21<sup>st</sup> century economy.

- Tech Grant: This grant is posted for ongoing solicitation until March 31, 2015, with up to \$1.5 million in funding available. The grant rewards educational institutions that demonstrate a record of training adult students for and placing adult students into occupations that are in high demand by local employers.
- Community-Based Organization Grant: This grant is posted for ongoing solicitation until March 31, 2015, with up to \$2.5 million in funding available. The grant supports local and regional community and human service organizations that help Pennsylvania’s underserved and economically disadvantaged communities overcome significant barriers to employment.

The commonwealth was awarded a WIA Incentive Grant for PY 2012 to reward the collaboration and performance of the Department of Labor & Industry and the PA Department of Education. The award funds (\$724,355) were utilized to enhance the efforts of the Opening Doors dropout prevention initiative (see [Section B.5.](#)), as well as a supply/demand analysis to identify gaps in employer job orders and training capacity within the workforce system.

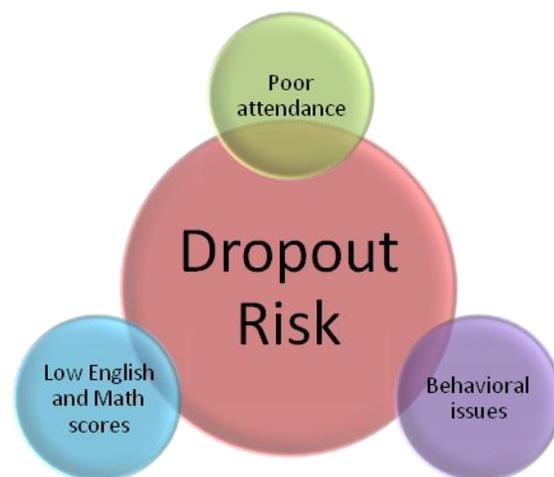
In PY 2013, the commonwealth was once again awarded WIA Incentive Grant funds (\$1,438,743) for outstanding performance and collaboration between the Department of Labor & Industry and the Department of Education. PY 2013 funds will support the following initiatives: technology for Adult Basic and Family Literacy Programs; GED® Practice Test vouchers for up to 30,000 persons; and placement of Career Counselors in the school districts identified through the [Opening Doors](#) Initiative.

### **B.5. Youth Activity**

In the Integrated State Plan for WIA and Wagner-Peyser Activities (PY 2012-2017), Pennsylvania outlines its goal of dropout prevention and the reengagement of disconnected Youth through the *Opening Doors* initiative.

[Opening Doors](#) is Pennsylvania First Lady Susan Corbett’s initiative to increase graduation rates and open the doors of educational opportunity to Pennsylvania students. In partnership with the Pennsylvania Department of Education and the Team Pennsylvania Foundation, *Opening Doors* joins the national challenge to end the high school dropout epidemic and to raise the nation’s graduation rate to 90 percent by 2020.

Since 2011, *Opening Doors* has focused on identifying middle school students who are likely to drop out before graduating and matching them with appropriate interventions to keep them on a path to earning a diploma. Research shows that students at risk of dropping out exhibit early warning indicators. Without intervention, students who demonstrate any or all of the warning indicators have only a 20 percent chance of on-time



graduation. If these students are identified and matched with appropriate interventions, their odds of graduating increase tremendously.

Supplemented by WIA Incentive Grant Funds, the Pennsylvania Department of Education developed an Early Warning System and Interventions Catalog tool to help middle schools identify the students at risk of dropping out and match them with resources in their communities in an effort to address the issues that cause them to disengage from school. During the 2013 program year, this tool began to be used as a Phase I rollout in four school districts across Pennsylvania. Moving forward, it will be available to middle schools statewide at no cost to the school districts or the state. Federal and private grants and donations have been funding the costs of the tool's development.

Additionally, \$713,783 of the PA Department of Labor & Industry's PY 2013 WIA Incentive Grant award has been allocated to provide funding support for career counselor positions, as well as their professional training. Career counselors, who are different from guidance counselors, are aimed at dropout prevention and student reengagement, and are an important complementary component piloted at the school districts participating in Phase I of the *Opening Doors* initiative.

### **B.6. Veterans Services**

The PA Department of Labor & Industry assumes responsibility for assisting veterans and maximizing their workforce participation. The PA CareerLink<sup>®</sup> offices serve as the principal vehicle for assisting veterans with obtaining the skills necessary to gain suitable employment and accomplishing their employment goals.

The Jobs for Veterans State Grant (JVSG) program provides the Department of Labor & Industry with federal funds that permit the PA CareerLink<sup>®</sup> offices to supplement their staff with veterans' employment representatives. The commonwealth is in the process of reapplying for the JVSG grant for the next five years (2015-2019). This grant renewal will be characterized by increasing central office oversight responsibility to ensure that the PA CareerLink<sup>®</sup> offices meet or exceed performance goals, and providing more technical assistance to PA CareerLink<sup>®</sup> staff members on operational matters.

In PY 2013, veteran's employment representatives provided the following breakdown of services to the commonwealth's veterans:

- 21,937 Veterans received services
- 4,160 Veterans received intensive services
- 4,042 Veterans were referred to job openings
- 4,357 employers received services through Local Veterans Employment Representatives

### **B.7. JobGateway<sup>®</sup>**

Governor Corbett and the Department of Labor & Industry launched [JobGateway<sup>®</sup>](#) in July 2012, to more effectively connect job seekers and employers in Pennsylvania. In JobGateway<sup>®</sup>, job-seekers have access to more than 200,000 job openings. Users can create and upload their resume and can choose to

make it available to thousands of employers. Users can also subscribe to e-mail alerts for new job postings matching their criteria.

Employers can easily search the talent pool in JobGateway® and receive detailed information about job-seekers when performing a search in the system. Employers can also create a job-posting, filter or sort their candidate referrals by education, job type, location, occupation and salary, and connect with candidates for free. All candidate search activities are managed from one location.

Since the inception of JobGateway®, the Department of Labor & Industry continues to improve the site with updates approximately every 60 days to improve the experience for all users. These continuous improvements ensure that JobGateway® meets the evolving needs of Pennsylvania’s job creators and our talent pool. The new features, described below, have created an unparalleled job-matching system with valuable resources to assist employers in finding the talent they need while helping to find a job for every Pennsylvanian who wants one. The enhancements made in 2013 include:

- Customized Screening Questionnaire: Employers can attach a questionnaire to their job postings and ask that applicants answer the questions when they apply for the position. This effectively serves as a “first interview.”
- Saved Search and Subscription Service: Employers and job seekers have the ability to save their search criteria and subscribe to e-mail alerts for matches.
- Big Interview: Job seekers have free access to job interview training modules and mock virtual interviews through Big Interview. A user can record a mock interview, save the recording, and e-mail it to friends and colleagues for feedback.
- Skills Assessment: The cTORQ skills assessment tool translates an individual’s knowledge, skills, and abilities into possible occupations, generates a personal employment plan to demonstrate the level of difficulty for that individual in transferring to a different occupation, and identifies where there may be gaps in education or training and how to fill those gaps.
- Mobile Access: Job seekers now have access to more specific, more expedient search results and can access many of the system’s functionalities via a mobile site.
- Occupational Information: Employers have the ability to view occupational information during the process of posting a job. This allows them to access critical data, such as the tasks and knowledge required for the job for which they’re posting, and wage information for the job in their area.
- Military to Civilian Occupation Translator: This feature assists a veteran’s transition into the workforce by translating their existing military skills into civilian terms. They can input their Military Occupation Code to search for related civilian occupations and view job openings in their area. Veterans may choose to have an American flag displayed next to their name, making them easily identifiable to employers seeking to hire them.

During PY13, the CWDS and the above mentioned enhancements of JobGateway® were used for:

Website Views	<b>4,314,371</b>
Job referrals	<b>1,607,188</b>
New participants	<b>290,285</b>
New job orders – Registered employers	<b>121,502</b>
New job orders – Job Feed	<b>1,924,128</b>
New employers	<b>8,932</b>
New providers	<b>764</b>

### **B.8. PA Career Coach**

[PA Career Coach](#) is a web-based application that provides current data on wages, employment, job postings, and associated training. A career transition feature allows users to compare wages, employment trends and other data for multiple occupations. The tool also identifies skills gaps between occupations. Job seekers can look for available education and training, and schools that offer the courses for their desired occupation, as well as look for real-time job posting. Users can search by the following categories: Marcellus Shale; Science, Technology, Engineering, and Mathematical (STEM); Green; and High Priority Occupations.

PA Career Coach has been integrated with JobGateway®. Both systems use the same job feed for job postings, and job seekers can use the data in PA Career Coach to learn about the jobs found in JobGateway®. PA Career Coach has been enhanced with improved capabilities to easily compare data on different occupations. Additionally, an interest assessment is available to users, who answer a series of questions, which will lead them to detailed information about careers that may match their interests.

### **B.9. Ticket-to-Work Program**

The Ticket to Work and Self-Sufficiency program is a federally established, nationwide initiative that brings positive change to recipients of Social Security Disability cash benefits. The program helps individuals with disabilities earn enough so they will not need to rely on Social Security cash benefits.

The PA Office of Vocational Rehabilitation (OVR) works collaboratively with the Social Security Administration (SSA) and its contractor, Maximus, in the implementation of SSA’s Ticket-to-Work Program. The Ticket to Work Program is a free and voluntary program available to people ages 18 through 64 who are visually impaired or have a disability and who receive SSDI or SSI. The goals of the Ticket to Work Program are to:

- Offer beneficiaries with disabilities expanded choices when seeking service and supports to enter, re-enter, and/or maintain employment;
- Increase the financial independence and self-sufficiency of beneficiaries with disabilities; and
- Reduce and, whenever possible, eliminate reliance on disability benefits.

The OVR works cooperatively with Work Incentives Planning Assistance (WIPA) organizations. The OVR seeks to ensure that SSI/SSDI beneficiaries who are eligible for OVR services receive information and become knowledgeable about the impact work may have on their benefits so that they are able to take full-advantage of SSA Work Incentives and maximize their financial independence and self-sufficiency.

In Federal Fiscal Year 2013, PA OVR reports the following statistical outcomes:

**SSI recipients and SSDI beneficiaries served**

Category	PY 2013	Increase or decrease from prior year	Percent of agency total	PY 2012
SSI recipients	4,579	-67	17.81%	4,646
SSDI beneficiaries	6,151	-11	23.92%	6,162

**Employment outcomes for SSI recipients and SSDI beneficiaries**

Category	PY 2013	Percent of agency total	PY 2012
SSI recipients	1,019	10.24%	1,027
SSDI beneficiaries	1,998	20.08%	2,000

**Employment rates for SSI recipients and SSDI beneficiaries**

Category	Employment rate	Change from prior year	Last year 2012
SSI recipients	22.25%	.14%	22.11%
SSDI beneficiaries	32.48%	.02%	32.46%

**Average hours worked per week and average hourly earnings for SSI recipients and SSDI beneficiaries**

Category	PY 2013 average hours worked per week	PY 2012 average hours worked per week	PY 2013 average hourly earnings	PY 2012 average hourly earnings
SSI recipients	24.16	24.22	\$9.31	\$9.76
SSDI beneficiaries	24.52	24.47	\$10.78	\$11.01

**B.10. OVR Single Point of Contact for Businesses**

The Office of Vocational Rehabilitation (OVR), in partnership with non-profit disability organizations and the Departments of Education and Public Welfare, strengthened its “single point of contact” (SPOC) model to give businesses a streamlined and simplified process and resources for hiring persons with disabilities. The SPOC makes it easy to work with multiple government agencies when seeking qualified, pre-screened applicants for job openings and no-cost services. These services include, but are not limited to: Americans with Disabilities Act (ADA) consultation; assistive technology; and job coaching to enable persons with disabilities to succeed in the workplace. The “How-To Guide for Employers” was completed and published in November 2013. It lists OVR as the “single point of contact” and was a product of an interagency workgroup and private-sector participants, including The Hershey Company, AHEDD, United Cerebral Palsy of Central PA, and The Arc. Additionally, OVR reorganized its central office and created a “Division of Business Services and Outreach” to lead efforts to more fully develop the single point of contact model.

### **B.11. CWIA Audience-Specific Outreach**

The Center for Workforce Information and Analysis (CWIA) within L&I has a mission to produce and provide timely, objective and credible workforce and economic statistics and analysis to help customers make informed policy, business and career decisions. Key to accomplishing this mission is an effective outreach plan that effectively publicizes the CWIA's products and services to relevant workforce and economic market participants.

CWIA's outreach strategy will hinge on five main objectives:

1. Describe the current state of the labor market;
2. Forecast where the economy, industry, occupations, wages, skills, jobs and labor force are headed;
3. Develop new partnerships, and participate in and host meetings and conferences;
4. Respond to emerging labor market needs and opportunities; and,
5. Offer targeted labor market information, e-learning videos, webinars, presentations and economic and data analysis.

In PY 2013, CWIA:

- Finalized data sharing partnerships with the Departments of Revenue, Corrections and Public Welfare to better describe labor market participants.
- Held presentations for workforce development professionals (e.g., Office of Vocational Rehabilitation, Local Workforce Investment Boards, PA Department of Aging) covering various labor market information topics.
- Rereleased a newly-designed job seeker website, PA Career Coach, including an interest assessment module.
- Provided labor market information and analysis for a multitude of customer requests from workforce investment boards, state agencies, employers, educators, and the public.
- Posted additional e-learning labor market videos covering a variety of topics on the Department of Labor & Industry's website, such as Labor Market Information 101, Understanding Job Skills, and LMI for PA CareerLink® Business Services Teams.
- Developed and released new and updated products for workforce development professionals on Job Skills, High Priority Occupations, Industries of Interest, and Industry Clusters.
- Conducted a series of webinars and outreach trainings for employers at various PA CareerLink® centers on the New Hires Program.

## **B.12. Reemployment and Training Services for Unemployment Compensation Claimants**

### **B.12.a. Profile Reemployment Program (PREP)**

The Profile Reemployment Program (PREP) participants, who are defined by Unemployment Compensation as the claimants most likely to exhaust their UI benefits, are provided job assistance to expedite their reemployment. The PY 2013 selection pool comprised 139,440 claimants. Of these, 81,776 were called in to PA CareerLink® offices for job assistance services; 19,682 were exempted from PREP; and 51,817 claimants completed the PREP program.

### **B.12.b. Emergency Unemployment Compensation (EUC), Reemployment and Eligibility Assessment (REA) and other programs**

The “*Middle Class Tax Relief and Job Creation Act of 2012*,” extended EUC benefits and added a requirement for reemployment and eligibility assessments (REA) for individuals receiving Emergency Unemployment Compensation (EUC) benefits. This initiative expired on December 31, 2013. The program was implemented to assist individuals receiving EUC benefits to become reemployed more quickly. From July 1, 2013 through March 31, 2014, PA CareerLink® staff scheduled more than 37,000 EUC-REA interviews. During the same period, 34,796 EUC claimants completed all required REA services.

The joint-effort between BWDP and Office of Unemployment Compensation Benefits (OUCB) that resulted in the implementation of a pilot to provide reemployment and eligibility assessment (REA) services to UI claimants ended in December 2013. Much like EUC-REA, claimants were targeted for employment service intervention. Unlike EUC-REA, UC claimants in the pilot were identified from the PREP pool of candidates, were provided more intense case management services and were tracked more closely. Failure to participate in services identified through an Individual Employment Plan (IEP) resulted in the failed actions being reported to OUCB for review and further action, if warranted. Four PA CareerLink® offices (Scranton, Wilkes-Barre, Hazleton and Tannersville) implemented the pilot. The grant required 2,100 claimants to be called-in for REA services during the pilot. Through the pilot, 2,132 claimants were called-in and 1,093 claimants completed their REA services. In addition, more than \$116,000 in overpayment determinations were issued as a result of claimants not completing scheduled reemployment services.

Beginning in October 2013, Certification/Performance and Labor Exchange Coordination Services (CPCS/LX) staff began planning for the federally mandated annual Data Element Validation (DEV) site visits. Then during November and December of 2013 and January of 2014, staff visited 16 Local Workforce Investment Areas (LWIA) to review more than 1,500 records statewide. DEV is intended to verify that the data reported by Pennsylvania as part of federally mandated quarterly and annual reports is supported by accurate and corroborating documentation at the LWIA level.

### **B.12.c. Work Opportunity Tax Credit (WOTC)**

The Work Opportunity Tax Credit (WOTC) application process has been integrated into the Commonwealth Workforce Development System (CWDS) since 2011. The integration has provided employers and their representatives the ability to file applications electronically and offers quicker access to determinations, status checks on requests, and the ability to print copies of the

determinations. The commonwealth issued 45,341 WOTC certifications to Pennsylvania employers in PY 2013, representing a potential maximum tax credit value of \$435,273,600 on those tax credit requests filed. This was a decrease of 14,263 certifications over PY12. The decrease is directly related to the WOTC program's expiration of legislative authority for all WOTC target groups. In anticipation of a retroactive reauthorization, the Department of Labor & Industry's Bureau of Workforce Partnership and Operations continues to accept applications (certification requests) for all expired target groups.

### **B.13. Layoff Aversion**

The commonwealth developed an econometric layoff aversion model to identify Pennsylvania companies experiencing significant employment declines.

These companies are defined as entities whose employment counts have declined each quarter over the past year and have had unemployment claims activity. Companies with at least 20 employees at the beginning of the measurement period and an employment decline of at least 10 percent are selected as potential candidates for intervention strategies. This information is then distributed to workforce and economic development professionals and their partners for layoff aversion and intervention strategies.

Upon receipt of a Worker Adjustment and Retraining Notice (WARN) or other public notice, L&I's Rapid Response team initiates a fact-finding meeting with the affected company to determine an appropriate response to the closing/layoff. Appropriate representatives from the company, union, and state/local agencies are invited. When warranted, the company is referred to the Strategic Early Warning Network (SEWN) for layoff aversion services.

In addition, when a Pennsylvania company announces a major layoff or plant closing, CWIA works with the Rapid Response team and/or the Local Workforce Investment Board to analyze the reemployment prospects for the impacted workers at the facility and the overall economic effect to the area. These Reemployment Assessment & Economic Impact Reports include an evaluation of employment demand by specific occupations in the region and across the state to assess how difficult it will be for individuals to find similar work. In occupations where the reemployment prospects are not favorable, alternative career options requiring similar skills are presented.

### **B.14. SEWN**

The Strategic Early Warning Network (SEWN) is administered by the Steel Valley Authority in collaboration with the commonwealth. SEWN receives referrals from economic development agencies, the Department of Labor & Industry's Rapid Response partners, unions, private-sector organizations, and other entities. Services include:

- Pre-feasibility studies and situational analysis
- Financial restructuring
- Operational restructuring and cost management
- Ownership transition and buy-outs
- High performance workplace strategies
- New market strategies

During PY 2013, SEWN operations serviced all 67 counties in the state, providing immediate response (within 48 hours of notification), quick diagnosis, and the development and implementation of a lay-off aversion/retention plan. SEWN provided layoff aversion services to 83 small-to-medium manufacturing firms and gathered 44 new clients in 21 counties in Pennsylvania. SEWN averted 1,111 job losses, with a cost-per-job-saved of \$1,018. In the past six years, SEWN has maintained an estimated 6,308 jobs in Pennsylvania, which has preserved an estimated \$39-40 million in unemployment compensation benefits.

### **B.15. Local Plans**

The Department of Labor & Industry managed the development of comprehensive five-year local plans for the 23 Local Workforce Investment Areas (LWIAs) in the commonwealth. A taskforce of agency and local WIB staff determined the content, parameters, and process for local plans. Using the USDOL ETA guidance provided in TEGL 21-11 for states' strategic plans, the Department of Labor & Industry provided local WIBs with guidelines for preparing Local Plans. The guidelines were organized into three sections (Strategic Plan, Operational Plan, and Appendices) and aligned with both the commonwealth's Integrated Workforce Plan and USDOL's program and policy priorities. Each Local Plan was reviewed by subject matter experts within L&I and other commonwealth agencies to ensure compliance with statutory and regulatory requirements and policies. The Department of Labor & Industry coordinated technical assistance throughout the process.

### **B.16. Workforce Data Quality Initiative (WDQI)**

In June 2012, the Department of Labor & Industry was awarded a \$1 million Workforce Data Quality Initiative (WDQI) grant to develop a longitudinal data repository for workforce and education data. Since receiving the grant, the Department of Public Welfare (DPW) agreed to join the project by providing early childhood data and human service data.

The Department of Labor & Industry and the Department of Public Welfare each maintain expansive data systems that contain critical information; however, there is limited information sharing capability and therefore no ability to effectively tie human services data to workforce data and employment outcomes. The two agencies are working to build an integrated, longitudinal data system to link the databases. The WDQI system will allow for better analysis of the programs offered in each department and help improve the overall performance of workforce development programs. The WDQI initiative will also include a comprehensive supply/demand analysis component to help identify the need for additional training within the workforce system and/or the need to recruit employers into the system.

This initiative will allow the commonwealth to link data from DPW and the Department of Labor & Industry. Aggregated data will be publicly accessible through use of an online dashboard. Data security and confidentiality will be maintained at all times.

### **B.17. Performance Measures**

In PY 2012, the PA WIB began developing "performance measures" beyond the WIA Common Measures for the local WIBs.

The PA WIB at its February 6, 2013 meeting empowered its Workforce Structure & Governance Committee to work with local WIB leaders and the Pennsylvania Workforce Development Association (PWDA) staff to develop performance measures. The measures are centered on four topics relating to the different functions of the local WIBs: Job Seeker metrics, Employer metrics, Internal Business Process Assessment and Community Impact.

Members of the PA WIB decided to travel to each local WIB to discuss the genesis of the metrics and share some initial analysis based on common measures data reporting. During PY 2013, members and staff visited 15 of the local areas. The remaining visits will occur in early PY 2014.

It is anticipated that the measures will lead to the development of performance standards while recognizing the diversity of Pennsylvania's 23 workforce investment areas. The PA WIB will make a yearly visit to each local WIB to have in-depth discussion about what the local WIB wanted to accomplish, how they fared in their goals, and what they see as barriers to achieving their goals.

**Section C – Appendix**

**C.1. Performance: Tables B – M**

**Table B – Adult Program Results At-A-Glance**

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	73.0	71.9	$\frac{4,117}{5,725}$
Employment Retention Rate	84.0	84.8	$\frac{4,077}{4,806}$
Six Months Average Earnings	14,000	13,424	$\frac{54,730,493}{4,077}$

**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	65.9	$\frac{1,162}{1,764}$	73.8	$\frac{310}{420}$	55.1	$\frac{172}{312}$	62.2	$\frac{483}{777}$
Employment Retention Rate	82.2	$\frac{1,012}{1,231}$	85.3	$\frac{290}{340}$	81.4	$\frac{162}{199}$	84.8	$\frac{375}{442}$
Six Months Average Earnings	10,396	$\frac{10,520,726}{1,012}$	15,905	$\frac{4,612,422}{290}$	10,951	$\frac{1,774,131}{162}$	12,952	$\frac{4,857,033}{375}$

**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	79.5	$\frac{1,316}{1,656}$	68.8	$\frac{2,801}{4,069}$
Employment Retention Rate	85.8	$\frac{1,614}{1,882}$	84.2	$\frac{2,463}{2,924}$
Six Months Average Earnings	14,523	$\frac{23,440,372}{1614}$	12,704	$\frac{31,290,121}{2463}$

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

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	76.0	78.2	<u>5,874</u> 7,507
Employment Retention Rate	90.0	89.1	<u>6,495</u> 7,287
Six Months Average Earnings	17,250	16,081	<u>104,443,396</u> 6,495

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

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	74.9	<u>513</u> 685	70.0	<u>152</u> 217	66.4	<u>1,027</u> 1,546	79.3	<u>23</u> 29
Employment Retention Rate	87.3	<u>611</u> 700	80.5	<u>161</u> 200	87.4	<u>1,066</u> 1,219	90.3	<u>28</u> 31
Six Months Average Earnings	17,611	<u>10,760,542</u> 611	15,354	<u>2,471,931</u> 161	14,878	<u>15,860,038</u> 1,066	17,190	<u>481,315</u> 28

**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	83.0	<u>2,743</u> 3,306	74.5	<u>3,131</u> 4,201
Employment Retention Rate	89.7	<u>3,300</u> 3,680	88.6	<u>3,195</u> 3,607
Six Months Average Earnings	16,935	<u>55,885,981</u> 3,300	15,198	<u>48,557,415</u> 3,195

**Table H – Youth Program Results At-A-Glance**

	Negotiated Performance Level	Actual Performance Level	
Placement in Employment or Education	61.0	63.1	<u>2,589</u> 4,106
Attainment of Degree or Certificate	78.0	86.1	<u>3,177</u> 3,688
Literacy or Numeracy Gains	56.0	64.9	<u>1,013</u> 1,560

**Table H.1A – Outcomes for Youth Special Populations**

Reported Information	Public Assistance Recipients		Individuals With Disabilities		Out-of-School Youth		In-School Youth	
	Placement in Employment or Education	63.6	$\frac{1,176}{1,850}$	60.2	$\frac{727}{1,208}$	61.0	$\frac{1,223}{2,005}$	65.0
Attainment of Degree or Certificate	85.2	$\frac{1,342}{1,576}$	83.4	$\frac{982}{1,177}$	99.3	$\frac{1,425}{1,435}$	77.8	$\frac{1,752}{2,253}$
Literacy or Numeracy Gains								

**Table L – Other Reported Information**

	12 Month Employment Retention Rate		12 Month 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	86.0	$\frac{4,284}{4,980}$	4,599	$\frac{22,901,705}{4,980}$	1.4	$\frac{56}{4,117}$	5,742	$\frac{23,640,091}{4,117}$	58.5
Dislocated Workers	90.0	$\frac{6,971}{7,743}$	110.6	$\frac{113,554,235}{102,713,942}$	1.6	$\frac{92}{5,874}$	7,270	$\frac{42,705,284}{5,874}$	53.6	$\frac{1,457}{2,720}$

**Table M – Participation Levels**

	Total Participants Served	Total Exiters
Total Adult Customers	413,385	367,201
Total Adults (Self-Service Only)	389,650	351,871
WIA Adults	401,491	360,083
WIA Dislocated Workers	12,807	7,836
Total Youth (14-21)	7,878	5,096
Younger Youth (14-18)	5,385	3,355
Older Youth (19-21)	2,493	1,741
Out-of-School	3,477	2,469
In-School	4,401	2,627

**Table N – Expenditures**

Program Activity		Total Federal Spending
Local Adults		\$22,700,241
Local Dislocated Workers		\$20,974,717
Local Youth		\$23,186,443
Rapid Response (up to 25%) Sec134 (a) (2) (A)		\$4,450,315
<b>Total Statewide Expenditures</b>		<b>\$7,004,947</b>
Statewide Required Activities (up to 15%) Sec134 (a) (2) (B)		
Administrative Costs		\$6,849,206
Statewide Allowable Activities Sec134 (a) (3)	Refund from Lancaster. Used toward	\$155,741
	OIT CWDS expenditures	
	Subtotal	\$155,741
<b>Total of All Federal Spending Listed Above</b>		<b>\$71,311,716</b>

**LWIA Performance: Table O**

**WIA Title I Annual Report for Program Year 2013  
Table O – Local Performance**

**PA-Modified Pilot ETA 90910**

Local Area Name:  Allegheny County Workforce Investment Area	Total Participants Served:	Adults	1,584
		Dislocated Workers	378
		Older Youth	154
		Younger Youth	111
ETA ASSIGNED #:  42005	Total Exiters:	Adults	1,012
		Dislocated Workers	213
		Older Youth	129
		Younger Youth	187
		<b>Negotiated Performance Level</b>	<b>Actual Performance level</b>
Entered Employment Rate	Adults	67.0	75.7
	Dislocated Workers	75.0	80.9
Retention Rate	Adults	70.0	82.5
	Dislocated Workers	89.0	87.7
Six Months Average Earnings	Adults	12,000	15,943
	Dislocated Workers	17,000	16,265
Placement in Employment of Education	Youth (14-21)	56.0	53.9
Attainment of Degree or Certificate	Youth (14-21)	78.0	93.3
Literacy or Numeracy Gains	Youth (14-21)	55.0	55.8
Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.			
Overall Status of Local Performance		Not Met	Exceeded
			x
Comments:			

**WIA Title I Annual Report for Program Year 2013  
Table O – Local Performance**

**PA-Modified Pilot ETA 90910**

<b>Local Area Name:</b>  Berks County Workforce Investment Area	<b>Total Participants Served:</b>	Adults	628
		Dislocated Workers	500
		Older Youth	80
		Younger Youth	249
<b>ETA ASSIGNED #:</b>  42015	<b>Total Exiters:</b>	Adults	248
		Dislocated Workers	234
		Older Youth	38
		Younger Youth	92
		<b>Negotiated Performance Level</b>	<b>Actual Performance level</b>
<b>Entered Employment Rate</b>	Adults	73.0	61.9
	Dislocated Workers	82.0	75.1
<b>Retention Rate</b>	Adults	84.0	75.7
	Dislocated Workers	90.0	90.7
<b>Six Months Average Earnings</b>	Adults	14,000	10,772
	Dislocated Workers	17,250	15,868
<b>Placement in Employment of Education</b>	Youth (14-21)	80.0	90.7
<b>Attainment of Degree or Certificate</b>	Youth (14-21)	83.0	95.9
<b>Literacy or Numeracy Gains</b>	Youth (14-21)	70.0	68.4
<b>Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.</b>			
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>
			x
<b>Comments:</b>			

**WIA Title I Annual Report for Program Year 2013  
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**PA-Modified Pilot ETA 90910**

<b>Local Area Name:</b>  Bucks County Workforce Investment Area	<b>Total Participants Served:</b>	Adults	1,029
		Dislocated Workers	247
		Older Youth	54
		Younger Youth	108
<b>ETA ASSIGNED #:</b>  42020	<b>Total Exiters:</b>	Adults	790
		Dislocated Workers	149
		Older Youth	34
		Younger Youth	45
		<b>Negotiated Performance Level</b>	<b>Actual Performance level</b>
<b>Entered Employment Rate</b>	Adults	76.0	82.3
	Dislocated Workers	84.0	87.1
<b>Retention Rate</b>	Adults	86.0	82.7
	Dislocated Workers	92.0	90.3
<b>Six Months Average Earnings</b>	Adults	15,600	13,513
	Dislocated Workers	19,500	17,658
<b>Placement in Employment of Education</b>	Youth (14-21)	63.0	64.3
<b>Attainment of Degree or Certificate</b>	Youth (14-21)	90.0	75.0
<b>Literacy or Numeracy Gains</b>	Youth (14-21)	60.0	87.8
<b>Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.</b>			
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>
			x
<b>Comments:</b>			

**WIA Title I Annual Report for Program Year 2013  
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**PA-Modified Pilot ETA 90910**

<b>Local Area Name:</b>  Central Workforce Investment Area	<b>Total Participants Served:</b>	Adults	3,156
		Dislocated Workers	933
		Older Youth	213
		Younger Youth	600
<b>ETA ASSIGNED #:</b>  42175	<b>Total Exiters:</b>	Adults	1,970
		Dislocated Workers	594
		Older Youth	104
		Younger Youth	195
		<b>Negotiated Performance Level</b>	<b>Actual Performance level</b>
<b>Entered Employment Rate</b>	Adults	75.0	69.7
	Dislocated Workers	70.0	76.9
<b>Retention Rate</b>	Adults	86.0	83.6
	Dislocated Workers	90.0	88.5
<b>Six Months Average Earnings</b>	Adults	12,600	12,812
	Dislocated Workers	15,000	14,230
<b>Placement in Employment of Education</b>	Youth (14-21)	68.0	65.1
<b>Attainment of Degree or Certificate</b>	Youth (14-21)	83.0	79.1
<b>Literacy or Numeracy Gains</b>	Youth (14-21)	40.0	46.2
<b>Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.</b>			
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>
			x
<b>Comments:</b>			

**WIA Title I Annual Report for Program Year 2013  
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**PA-Modified Pilot ETA 90910**

<b>Local Area Name:</b>  Chester County Workforce Investment Area	<b>Total Participants Served:</b>	Adults	740
		Dislocated Workers	191
		Older Youth	40
		Younger Youth	61
<b>ETA ASSIGNED #:</b>  42030	<b>Total Exiters:</b>	Adults	359
		Dislocated Workers	114
		Older Youth	41
		Younger Youth	50
		<b>Negotiated Performance Level</b>	<b>Actual Performance level</b>
<b>Entered Employment Rate</b>	Adults	74.0	74.4
	Dislocated Workers	79.0	73.4
<b>Retention Rate</b>	Adults	89.0	91.9
	Dislocated Workers	91.0	88.4
<b>Six Months Average Earnings</b>	Adults	16,000	12,147
	Dislocated Workers	18,500	18,733
<b>Placement in Employment of Education</b>	Youth (14-21)	66.0	58.7
<b>Attainment of Degree or Certificate</b>	Youth (14-21)	85.0	96.7
<b>Literacy or Numeracy Gains</b>	Youth (14-21)	70.0	81.5
<b>Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.</b>			
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>
			x
<b>Comments:</b>			

**WIA Title I Annual Report for Program Year 2013  
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**PA-Modified Pilot ETA 90910**

<b>Local Area Name:</b>  City of Pittsburgh Workforce Investment Area	<b>Total Participants Served:</b>	Adults	1,178
		Dislocated Workers	80
		Older Youth	134
		Younger Youth	86
<b>ETA ASSIGNED #:</b>  42095	<b>Total Exiters:</b>	Adults	587
		Dislocated Workers	40
		Older Youth	162
		Younger Youth	159
		<b>Negotiated Performance Level</b>	<b>Actual Performance level</b>
<b>Entered Employment Rate</b>	Adults	67.0	74.7
	Dislocated Workers	75.0	70.2
<b>Retention Rate</b>	Adults	70.0	72.8
	Dislocated Workers	89.0	86.0
<b>Six Months Average Earnings</b>	Adults	12,000	12,992
	Dislocated Workers	17,000	16,584
<b>Placement in Employment of Education</b>	Youth (14-21)	56.0	50.7
<b>Attainment of Degree or Certificate</b>	Youth (14-21)	78.0	92.5
<b>Literacy or Numeracy Gains</b>	Youth (14-21)	55.0	52.0
<b>Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.</b>			
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>
			x
<b>Comments:</b>			

**WIA Title I Annual Report for Program Year 2013  
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**PA-Modified Pilot ETA 90910**

<b>Local Area Name:</b>  Delaware County Workforce Investment Area	<b>Total Participants Served:</b>	Adults	1,357
		Dislocated Workers	108
		Older Youth	23
		Younger Youth	130
<b>ETA ASSIGNED #:</b>  42035	<b>Total Exiters:</b>	Adults	862
		Dislocated Workers	59
		Older Youth	25
		Younger Youth	121
		<b>Negotiated Performance Level</b>	<b>Actual Performance level</b>
<b>Entered Employment Rate</b>	Adults	75.0	83.3
	Dislocated Workers	76.0	87.3
<b>Retention Rate</b>	Adults	78.0	89.9
	Dislocated Workers	90.0	94.3
<b>Six Months Average Earnings</b>	Adults	12,250	10,910
	Dislocated Workers	17,500	18,644
<b>Placement in Employment of Education</b>	Youth (14-21)	49.0	44.8
<b>Attainment of Degree or Certificate</b>	Youth (14-21)	61.0	54.0
<b>Literacy or Numeracy Gains</b>	Youth (14-21)	82.0	96.4
<b>Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.</b>			
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>
			<b>Exceeded</b>
			x
<b>Comments:</b>			

**WIA Title I Annual Report for Program Year 2013  
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**PA-Modified Pilot ETA 90910**

Local Area Name:  Lackawanna County Workforce Investment Area	Total Participants Served:	Adults	529
		Dislocated Workers	206
		Older Youth	65
		Younger Youth	15
ETA ASSIGNED #:  42055	Total Exiters:	Adults	335
		Dislocated Workers	148
		Older Youth	54
		Younger Youth	13
		<b>Negotiated Performance Level</b>	<b>Actual Performance level</b>
Entered Employment Rate	Adults	75.0	79.6
	Dislocated Workers	85.0	89.1
Retention Rate	Adults	85.0	85.9
	Dislocated Workers	91.0	83.0
Six Months Average Earnings	Adults	13,000	14,680
	Dislocated Workers	15,500	16,984
Placement in Employment of Education	Youth (14-21)	75.0	65.0
Attainment of Degree or Certificate	Youth (14-21)	87.0	100.0
Literacy or Numeracy Gains	Youth (14-21)	67.0	79.4
Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.			
Overall Status of Local Performance		Not Met	Met
			Exceeded x
Comments:			

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**PA-Modified Pilot ETA 90910**

Local Area Name:  Lancaster County Workforce Investment Area	Total Participants Served:	Adults	1,242
		Dislocated Workers	483
		Older Youth	116
		Younger Youth	127
ETA ASSIGNED #:  42060	Total Exiters:	Adults	893
		Dislocated Workers	368
		Older Youth	83
		Younger Youth	104
		<b>Negotiated Performance Level</b>	<b>Actual Performance level</b>
Entered Employment Rate	Adults	73.0	75.0
	Dislocated Workers	80.0	80.6
Retention Rate	Adults	83.0	80.6
	Dislocated Workers	93.0	89.1
Six Months Average Earnings	Adults	11,750	8,598
	Dislocated Workers	17,500	16,809
Placement in Employment of Education	Youth (14-21)	60.0	60.4
Attainment of Degree or Certificate	Youth (14-21)	88.0	97.1
Literacy or Numeracy Gains	Youth (14-21)	52.0	58.3
Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.			
Overall Status of Local Performance		Not Met	Met
			Exceeded
Comments:		x	

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**PA-Modified Pilot ETA 90910**

Local Area Name:  Lehigh Valley Workforce Investment Area	Total Participants Served:	Adults	1267
		Dislocated Workers	896
		Older Youth	154
		Younger Youth	120
ETA ASSIGNED #:  42070	Total Exiters:	Adults	533
		Dislocated Workers	387
		Older Youth	79
		Younger Youth	56
		<b>Negotiated Performance Level</b>	<b>Actual Performance level</b>
Entered Employment Rate	Adults	77.0	81.8
	Dislocated Workers	83.0	85.5
Retention Rate	Adults	84.0	85.0
	Dislocated Workers	91.0	90.8
Six Months Average Earnings	Adults	14,600	13,430
	Dislocated Workers	17,500	19,889
Placement in Employment of Education	Youth (14-21)	56.0	67.4
Attainment of Degree or Certificate	Youth (14-21)	81.0	89.7
Literacy or Numeracy Gains	Youth (14-21)	54.0	47.8
Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.			
Overall Status of Local Performance		Not Met	Met
			Exceeded x
Comments:			

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**PA-Modified Pilot ETA 90910**

<b>Local Area Name:</b>  Luzerne-Schuylkill Workforce Investment Area	<b>Total Participants Served:</b>	Adults	5,479
		Dislocated Workers	567
		Older Youth	95
		Younger Youth	334
<b>ETA ASSIGNED #:</b>  42075	<b>Total Exiters:</b>	Adults	4,623
		Dislocated Workers	394
		Older Youth	74
		Younger Youth	243
		<b>Negotiated Performance Level</b>	<b>Actual Performance level</b>
<b>Entered Employment Rate</b>	Adults	73.0	73.8
	Dislocated Workers	80.0	84.2
<b>Retention Rate</b>	Adults	83.0	85.4
	Dislocated Workers	90.0	85.5
<b>Six Months Average Earnings</b>	Adults	13,600	12,543
	Dislocated Workers	16,600	14,560
<b>Placement in Employment of Education</b>	Youth (14-21)	62.0	66.3
<b>Attainment of Degree or Certificate</b>	Youth (14-21)	72.0	85.1
<b>Literacy or Numeracy Gains</b>	Youth (14-21)	58.0	79.0
<b>Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.</b>			
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>
			<b>Exceeded</b>
			x
<b>Comments:</b>			

**WIA Title I Annual Report for Program Year 2013  
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**PA-Modified Pilot ETA 90910**

<b>Local Area Name:</b>  Montgomery County Workforce Investment Area	<b>Total Participants Served:</b>	Adults	874
		Dislocated Workers	523
		Older Youth	40
		Younger Youth	264
<b>ETA ASSIGNED #:</b>  42080	<b>Total Exiters:</b>	Adults	540
		Dislocated Workers	281
		Older Youth	46
		Younger Youth	292
		<b>Negotiated Performance Level</b>	<b>Actual Performance level</b>
<b>Entered Employment Rate</b>	Adults	92.0	96.8
	Dislocated Workers	90.0	84.7
<b>Retention Rate</b>	Adults	92.0	91.4
	Dislocated Workers	92.0	93.7
<b>Six Months Average Earnings</b>	Adults	13,000	13,544
	Dislocated Workers	22,000	20,262
<b>Placement in Employment of Education</b>	Youth (14-21)	80.0	61.8
<b>Attainment of Degree or Certificate</b>	Youth (14-21)	90.0	66.7
<b>Literacy or Numeracy Gains</b>	Youth (14-21)	94.0	78.4
<b>Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.</b>			
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>
			x
<b>Comments:</b>			

**WIA Title I Annual Report for Program Year 2013  
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**PA-Modified Pilot ETA 90910**

<b>Local Area Name:</b>  North Central Workforce Investment Area	<b>Total Participants Served:</b>	Adults	1,045
		Dislocated Workers	487
		Older Youth	85
		Younger Youth	178
<b>ETA ASSIGNED #:</b>  42125	<b>Total Exiters:</b>	Adults	812
		Dislocated Workers	305
		Older Youth	91
		Younger Youth	131
		<b>Negotiated Performance Level</b>	<b>Actual Performance level</b>
<b>Entered Employment Rate</b>	Adults	73.0	67.8
	Dislocated Workers	81.0	81.2
<b>Retention Rate</b>	Adults	82.0	82.0
	Dislocated Workers	90.0	86.0
<b>Six Months Average Earnings</b>	Adults	12,500	12,226
	Dislocated Workers	16,000	15,437
<b>Placement in Employment of Education</b>	Youth (14-21)	66.0	56.3
<b>Attainment of Degree or Certificate</b>	Youth (14-21)	80.0	77.3
<b>Literacy or Numeracy Gains</b>	Youth (14-21)	54.0	50.0
<b>Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.</b>			
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>
			x
<b>Comments:</b>			

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**PA-Modified Pilot ETA 90910**

<b>Local Area Name:</b>  Northern Tier Workforce Investment Area	<b>Total Participants Served:</b>	Adults	927
		Dislocated Workers	125
		Older Youth	20
		Younger Youth	46
<b>ETA ASSIGNED #:</b>  42130	<b>Total Exiters:</b>	Adults	720
		Dislocated Workers	84
		Older Youth	9
		Younger Youth	15
		<b>Negotiated Performance Level</b>	<b>Actual Performance level</b>
<b>Entered Employment Rate</b>	Adults	71.0	73.1
	Dislocated Workers	84.0	81.7
<b>Retention Rate</b>	Adults	75.0	90.9
	Dislocated Workers	87.0	88.7
<b>Six Months Average Earnings</b>	Adults	13,500	15,685
	Dislocated Workers	16,000	16,743
<b>Placement in Employment of Education</b>	Youth (14-21)	70.0	54.2
<b>Attainment of Degree or Certificate</b>	Youth (14-21)	85.0	90.9
<b>Literacy or Numeracy Gains</b>	Youth (14-21)	75.0	71.4
<b>Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.</b>			
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>
			x
<b>Comments:</b>			

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**PA-Modified Pilot ETA 90910**

<b>Local Area Name:</b>  Northwest Workforce Investment Area	<b>Total Participants Served:</b>	Adults	3,539
		Dislocated Workers	341
		Older Youth	82
		Younger Youth	129
<b>ETA ASSIGNED #:</b>  42170	<b>Total Exiters:</b>	Adults	2,946
		Dislocated Workers	204
		Older Youth	38
		Younger Youth	47
		<b>Negotiated Performance Level</b>	<b>Actual Performance level</b>
<b>Entered Employment Rate</b>	Adults	74.0	72.6
	Dislocated Workers	79.0	81.5
<b>Retention Rate</b>	Adults	87.0	84.3
	Dislocated Workers	93.0	91.3
<b>Six Months Average Earnings</b>	Adults	12,000	12,120
	Dislocated Workers	16,250	16,709
<b>Placement in Employment of Education</b>	Youth (14-21)	66.0	67.6
<b>Attainment of Degree or Certificate</b>	Youth (14-21)	77.0	93.0
<b>Literacy or Numeracy Gains</b>	Youth (14-21)	60.0	72.0
<b>Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.</b>			
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>
			<b>Exceeded</b>
			x
<b>Comments:</b>			

**WIA Title I Annual Report for Program Year 2013  
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**PA-Modified Pilot ETA 90910**

<b>Local Area Name:</b>  Philadelphia County Workforce Investment Area	<b>Total Participants Served:</b>	Adults	8,525
		Dislocated Workers	1,779
		Older Youth	276
		Younger Youth	723
<b>ETA ASSIGNED #:</b>  42090	<b>Total Exiters:</b>	Adults	6,486
		Dislocated Workers	1,386
		Older Youth	241
		Younger Youth	462
		<b>Negotiated Performance Level</b>	<b>Actual Performance level</b>
<b>Entered Employment Rate</b>	Adults	73.0	63.0
	Dislocated Workers	74.0	64.6
<b>Retention Rate</b>	Adults	84.0	82.2
	Dislocated Workers	90.0	87.3
<b>Six Months Average Earnings</b>	Adults	12,250	11,845
	Dislocated Workers	15,250	14,915
<b>Placement in Employment of Education</b>	Youth (14-21)	56.0	66.4
<b>Attainment of Degree or Certificate</b>	Youth (14-21)	78.0	92.7
<b>Literacy or Numeracy Gains</b>	Youth (14-21)	60.0	64.1
<b>Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.</b>			
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>
			x
<b>Comments:</b>			

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**PA-Modified Pilot ETA 90910**

<b>Local Area Name:</b>  Pocono Counties Workforce Investment Area	<b>Total Participants Served:</b>	Adults	728
		Dislocated Workers	350
		Older Youth	55
		Younger Youth	125
<b>ETA ASSIGNED #:</b>  42135	<b>Total Exiters:</b>	Adults	410
		Dislocated Workers	192
		Older Youth	24
		Younger Youth	55
		<b>Negotiated Performance Level</b>	<b>Actual Performance level</b>
<b>Entered Employment Rate</b>	Adults	72.0	66.0
	Dislocated Workers	76.0	76.9
<b>Retention Rate</b>	Adults	82.0	77.0
	Dislocated Workers	88.0	87.6
<b>Six Months Average Earnings</b>	Adults	11,250	10,758
	Dislocated Workers	15,250	15,136
<b>Placement in Employment of Education</b>	Youth (14-21)	58.0	54.7
<b>Attainment of Degree or Certificate</b>	Youth (14-21)	67.0	68.9
<b>Literacy or Numeracy Gains</b>	Youth (14-21)	56.0	38.1
<b>Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.</b>			
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>
			x
<b>Comments:</b>			

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**PA-Modified Pilot ETA 90910**

Local Area Name:  Southern Alleghenies Workforce Investment Area	Total Participants Served:	Adults	2,176
		Dislocated Workers	1,215
		Older Youth	138
		Younger Youth	477
ETA ASSIGNED #:  42100	Total Exiters:	Adults	1,542
		Dislocated Workers	647
		Older Youth	70
		Younger Youth	177
		<b>Negotiated Performance Level</b>	<b>Actual Performance level</b>
Entered Employment Rate	Adults	75.0	73.6
	Dislocated Workers	85.0	81.2
Retention Rate	Adults	87.0	88.3
	Dislocated Workers	93.0	90.1
Six Months Average Earnings	Adults	13,000	12,460
	Dislocated Workers	16,000	14,514
Placement in Employment of Education	Youth (14-21)	76.0	79.3
Attainment of Degree or Certificate	Youth (14-21)	85.0	89.2
Literacy or Numeracy Gains	Youth (14-21)	65.0	74.1
Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.			
Overall Status of Local Performance		Not Met	Met
			Exceeded
Comments:		x	

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**PA-Modified Pilot ETA 90910**

<b>Local Area Name:</b>  South Central Workforce Investment Area	<b>Total Participants Served:</b>	Adults	7,378
		Dislocated Workers	1,278
		Older Youth	248
		Younger Youth	616
<b>ETA ASSIGNED #:</b>  42180	<b>Total Exiters:</b>	Adults	5,228
		Dislocated Workers	837
		Older Youth	196
		Younger Youth	493
		<b>Negotiated Performance Level</b>	<b>Actual Performance level</b>
<b>Entered Employment Rate</b>	Adults	74.0	74.0
	Dislocated Workers	80.0	77.4
<b>Retention Rate</b>	Adults	86.0	86.2
	Dislocated Workers	92.0	90.4
<b>Six Months Average Earnings</b>	Adults	16,000	14,488
	Dislocated Workers	18,000	15,550
<b>Placement in Employment of Education</b>	Youth (14-21)	64.0	54.7
<b>Attainment of Degree or Certificate</b>	Youth (14-21)	70.0	86.5
<b>Literacy or Numeracy Gains</b>	Youth (14-21)	50.0	65.0
<b>Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.</b>			
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>
			x
<b>Comments:</b>			

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**PA-Modified Pilot ETA 90910**

<b>Local Area Name:</b>  Southwest Corner Workforce Investment Area	<b>Total Participants Served:</b>	<b>Adults</b>	<b>1,482</b>
		<b>Dislocated Workers</b>	<b>207</b>
		<b>Older Youth</b>	<b>93</b>
		<b>Younger Youth</b>	<b>337</b>
<b>ETA ASSIGNED #:</b>  42165	<b>Total Exiters:</b>	<b>Adults</b>	<b>826</b>
		<b>Dislocated Workers</b>	<b>127</b>
		<b>Older Youth</b>	<b>40</b>
		<b>Younger Youth</b>	<b>141</b>
		<b>Negotiated Performance Level</b>	<b>Actual Performance level</b>
<b>Entered Employment Rate</b>	<b>Adults</b>	<b>82.0</b>	<b>87.9</b>
	<b>Dislocated Workers</b>	<b>89.0</b>	<b>92.4</b>
<b>Retention Rate</b>	<b>Adults</b>	<b>88.0</b>	<b>91.5</b>
	<b>Dislocated Workers</b>	<b>92.0</b>	<b>95.0</b>
<b>Six Months Average Earnings</b>	<b>Adults</b>	<b>14,500</b>	<b>17,640</b>
	<b>Dislocated Workers</b>	<b>17,000</b>	<b>18,626</b>
<b>Placement in Employment of Education</b>	<b>Youth (14-21)</b>	<b>75.0</b>	<b>77.9</b>
<b>Attainment of Degree or Certificate</b>	<b>Youth (14-21)</b>	<b>87.0</b>	<b>89.5</b>
<b>Literacy or Numeracy Gains</b>	<b>Youth (14-21)</b>	<b>80.0</b>	<b>96.2</b>
<b>Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.</b>			
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>
			<b>Exceeded</b>
			<b>x</b>
<b>Comments:</b>			

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Table O – Local Performance**

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<b>Local Area Name:</b>  Tri-County Workforce Investment Area	<b>Total Participants Served:</b>	<b>Adults</b>	<b>991</b>
		<b>Dislocated Workers</b>	<b>367</b>
		<b>Older Youth</b>	<b>45</b>
		<b>Younger Youth</b>	<b>71</b>
<b>ETA ASSIGNED #:</b>  42110	<b>Total Exiters:</b>	<b>Adults</b>	<b>709</b>
		<b>Dislocated Workers</b>	<b>253</b>
		<b>Older Youth</b>	<b>25</b>
		<b>Younger Youth</b>	<b>38</b>
		<b>Negotiated Performance Level</b>	<b>Actual Performance level</b>
<b>Entered Employment Rate</b>	<b>Adults</b>	<b>78.0</b>	<b>65.3</b>
	<b>Dislocated Workers</b>	<b>88.0</b>	<b>83.9</b>
<b>Retention Rate</b>	<b>Adults</b>	<b>82.0</b>	<b>86.0</b>
	<b>Dislocated Workers</b>	<b>92.0</b>	<b>88.0</b>
<b>Six Months Average Earnings</b>	<b>Adults</b>	<b>11,500</b>	<b>12,723</b>
	<b>Dislocated Workers</b>	<b>17,000</b>	<b>16,132</b>
<b>Placement in Employment of Education</b>	<b>Youth (14-21)</b>	<b>64.0</b>	<b>71.4</b>
<b>Attainment of Degree or Certificate</b>	<b>Youth (14-21)</b>	<b>83.0</b>	<b>84.4</b>
<b>Literacy or Numeracy Gains</b>	<b>Youth (14-21)</b>	<b>78.0</b>	<b>95.8</b>
<b>Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.</b>			
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>
			<b>Exceeded</b>
		<b>x</b>	
<b>Comments:</b>			

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**PA-Modified Pilot ETA 90910**

<b>Local Area Name:</b>  West Central Workforce Investment Area	<b>Total Participants Served:</b>	Adults	2,359
		Dislocated Workers	305
		Older Youth	58
		Younger Youth	260
<b>ETA ASSIGNED #:</b>  42145	<b>Total Exiters:</b>	Adults	2,130
		Dislocated Workers	167
		Older Youth	31
		Younger Youth	121
		<b>Negotiated Performance Level</b>	<b>Actual Performance level</b>
<b>Entered Employment Rate</b>	Adults	76.0	73.3
	Dislocated Workers	83.0	79.3
<b>Retention Rate</b>	Adults	85.0	88.4
	Dislocated Workers	89.0	91.4
<b>Six Months Average Earnings</b>	Adults	12,750	14,125
	Dislocated Workers	16,750	15,984
<b>Placement in Employment of Education</b>	Youth (14-21)	69.0	78.8
<b>Attainment of Degree or Certificate</b>	Youth (14-21)	85.0	93.7
<b>Literacy or Numeracy Gains</b>	Youth (14-21)	63.0	78.7
<b>Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.</b>			
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>
			<b>Exceeded</b>
			x
<b>Comments:</b>			

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Local Area Name:  Westmoreland and Fayette Workforce Investment Area	Total Participants Served:	Adults	1,815
		Dislocated Workers	737
		Older Youth	225
		Younger Youth	218
ETA ASSIGNED #:  42045	Total Exiters:	Adults	779
		Dislocated Workers	309
		Older Youth	107
		Younger Youth	118
		<b>Negotiated Performance Level</b>	<b>Actual Performance level</b>
Entered Employment Rate	Adults	83.0	85.7
	Dislocated Workers	87.0	82.6
Retention Rate	Adults	87.0	89.0
	Dislocated Workers	91.0	88.2
Six Months Average Earnings	Adults	15,000	17,331
	Dislocated Workers	17,000	17,508
Placement in Employment of Education	Youth (14-21)	68.0	73.1
Attainment of Degree or Certificate	Youth (14-21)	80.0	83.2
Literacy or Numeracy Gains	Youth (14-21)	65.0	68.4
Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.			
Overall Status of Local Performance		Not Met	Met
			Exceeded x
Comments:			

**C.1. Veterans' Performance: Tables P – Q**

**Table P – Veteran Priority of Service**

	<b>Total</b>	<b>Percent Served</b>
Covered Entrants Who Reached the End of the Entry Period	3,579	
Covered Entrants Who Received a Service During the Entry Period	3,272	91.4%
Covered Entrants Who Received a Staff-Assisted Service During the Entry Period	3,125	87.3%

**Table Q – Veterans' Outcomes by Special Populations**

<b>Reported Information</b>	<b>Post 9/11 Era Veterans</b>		<b>Post 9/11 Era Veterans who Received at least Intensive Services</b>		<b>TAP Workshop</b>	
<b>Entered Employment Rate</b>	90,218	Num	4,702	Num	2	Num
	169,295	Den	9,495	Den	6	Den
<b>Employment Retention Rate</b>	86,982	Num	4,749	Num	4	Num
	106,647	Den	5,966	Den	6	Den
<b>Six-Months Average Earnings</b>	\$1,182,076,080	Num	\$70,895,295	Num	\$70,091	Num
	86,982	Den	4,749	Den	8	Den

## **Section D – Appendix II**

### **D.1. Summary of Pennsylvania’s Active Waivers**

#### **Waiver of WIA Section 133(b)(4) to increase the allowable transfer amount between Adult and Dislocated Worker funding streams allocated to a local area.**

This waiver requests permission to increase in the amount a state is allowed to transfer between the Adult and Dislocated Worker funding streams was approved on August 28, 2013. Of the 20 local workforce investment areas that responded to our waiver survey, seven (7) implemented this waiver. Most of the local areas using this waiver transferred funds from the Dislocated Worker funding stream to the Adult funding stream. In many of those areas, the transfer prevented a shut-down of services to Adult customers as a result of the funds severely impacted by the sequestration. The transfer also allowed local areas to serve more participants, especially those most in need. A number of local areas were able to provide more training services through ITAs to Adult customers. This waiver is approved for use through June 30, 2017.

#### **Waiver of WIA Section 134(a)(2)(B)(iii) and 20 CFR 665.200€ to exempt a state from the requirement to provide a local workforce investment area incentive grant.**

This waiver requests to relinquish the requirement to provide local workforce investment areas incentive grants to reward regional cooperation, local coordination of activities, and exemplary performance. The commonwealth used this waiver for Program Year 2013. Pennsylvania continues to recognize a shortfall of its PY 2013 projected expenditures in relation to its PY 2013 allotment of statewide set-aside funds. The commonwealth will re-evaluate local workforce investment area incentive grants in light of the state set-aside being increased to 8.75% in PY 2014. This waiver was approved for use through June 30, 2014.

#### **Waiver of WIA Section 134(a)(1)(A) to permit a portion of the funds reserved for rapid response activities to be used for incumbent worker training.**

This waiver requests permission for the use of rapid response funds to conduct allowable statewide activities as defined under WIA Section 134(a)(3), specifically incumbent worker training and was approved by USDOL on August 28, 2013. Two (2) of the respondents utilized this waiver, which was effective in covering expenses and supportive services for dislocated workers impacted by closures and downsizings. This waiver was especially helpful in averting a lay-off at Hyundai-Rotem. Hyundai-Rotem received a new contract from the city of Boston, MA, to build diesel rail cars with bathrooms. Previously the employees’ expertise was in the construction of electric rail cars with no plumbing. As a result of the waiver, the local area was able to provide the necessary dollars to retrain the employees; thus, avoiding a lay-off. Nineteen (19) jobs were saved. This waiver is approved for use through June 30, 2017.

#### **Waiver of the prohibition on the use of Individual Training Accounts (ITAs) for older and out-of-school Youth**

The waiver of the prohibition on the use of ITAs for Out-of-School Youth (OSY) expands consumer choice while providing relevant High Priority Occupation skills training for Youth in need of a pathway to career employment. The waiver was approved by USDOL on December 6, 2012. OSY continue to be one of the

most difficult populations to serve because their interest often lies in obtaining full-time employment rather than being involved in a typical structured setting that Youth contracts provide. Over half of the respondents used this waiver as a part of their local strategy for older and out-of-school Youth. The implementation of this waiver permitted greater flexibility for Youth services, allowing older and out-of-school Youth to obtain occupational skill training needed in the current job market. Use of this waiver has resulted in many students being able to take advantage of post-secondary training opportunities, allowing them to pursue employment in high-demand, high priority occupations. Additionally, local areas have experienced a positive impact on the 'credential attainment' and 'placement' common performance measures. If such a waiver did not exist, the older and out-of-school Youth pursuing such career aspirations would have required the use of Adult funds, creating a greater drain on that funding stream. This waiver was approved for use through June 30, 2017.

#### **Waiver of WIA Section 101(31)(B) to increase the reimbursement for on-the-job training.**

The waiver was approved by USDOL on December 6, 2012 and permits an increase in employer reimbursement for on-the-job training through a sliding scale, based on the size of the business. Six (6) of the local areas responding to this survey implemented this waiver. However, some of the respondents stated that they used the waiver more in line with the OJT and Dislocated Worker Training National Emergency Grants. The impact of the waiver is two-fold. First, implementation resulted in a very positive impact among the business community. New employers became engaged in the public workforce system while enjoying the financial benefits derived from the use of the waiver. Secondly, at least three respondents noted that they were better able to get more long-term unemployed job seekers as a result of the waiver. Additionally, implementation made service delivery more attainable for the long-term unemployed. This waiver is approved for use through June 30, 2017.

#### **Waiver to permit the commonwealth to replace the performance measures at WIA Section 136(b) with the common measures**

The waiver to replace the Workforce Investment Act of 1998 (WIA) performance measures with a set of common performance measures will continue to move Pennsylvania's programs to higher accountability standards across systems, programs and agencies. The commonwealth's request for waiver of the current WIA performance measures in order to implement the Common Measures was approved by USDOL on December 6, 2012. The nine (9) performance measures used by the Commonwealth focus on attainment of education and credentials, placement and retention in employment, and wages. Pennsylvania's intent mirrors that of the Workforce Investment Act of 1998 (WIA) – to simplify and streamline the performance accountability system that is an integral part of a reformed workforce development system. The strategy behind this waiver is in keeping with the commonwealth's vision of a more knowledgeable, skilled, engaged and flexible workforce. It continues to be Pennsylvania's experience, and is the consensus opinion of most workforce development professionals, that the current performance measurement system is too cumbersome to be a viable program management tool. A set of clear and understandable outcome measures ensure accountability across all workforce development programs while improving program management and performance. This waiver is approved for used through June 30, 2017.