



**WIA State Annual Report
Commonwealth of Pennsylvania
PY 2014
October 16, 2015**

WIA State Annual Report – PY2014
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Part A – Required Narrative

Pennsylvania’s Workforce Investment Act Performance Program Year 2014

The Pennsylvania Department of Labor & Industry, in concert with the state’s twenty-two workforce investment boards (WIBS), worked diligently during Program Year (PY) 2014 to meet the employment and training needs of Pennsylvania’s residents, increase the number of successful Workforce Investment Act (WIA) program outcomes, and assist individuals seeking employment as the economic recovery continued. 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.

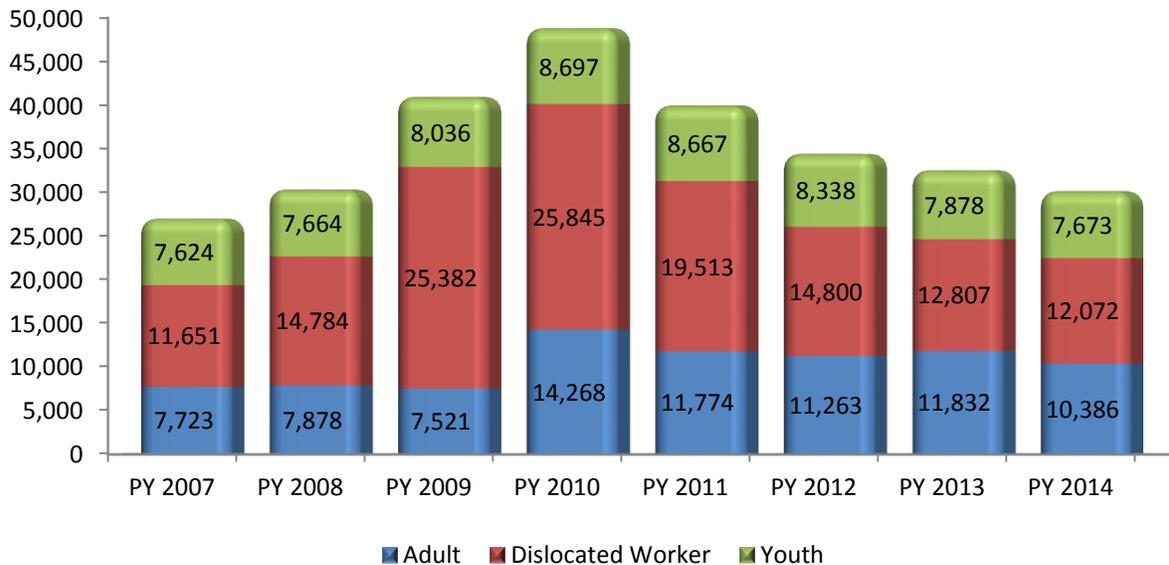
Participation Overview

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

In Program Year (PY) 2014:

- Pennsylvania’s workforce system served 10,386 WIA Adult Participants, a 12.2% decrease from PY 2013.
- The number of WIA Dislocated Worker participants decreased by 735 to 12,072. This was the fourth consecutive participant decline for this program since the end of the Great Recession.
- There were 7,673 Youth participants, returning to prerecession levels.

Figure 1: WIA Participants by Program



Age, Race, and Ethnicity:

Figure 2A below displays the distribution of participants within each WIA program by age category. Demographic information for race or ethnicity across the WIA programs appears in Figures 2B and 2C.

- The average age of the WIA Adult participants was 39 years, while Dislocated Worker participants had an average age of 46 years. WIA Youth participants had an average age of 18 years.
- More than 80% of WIA Adult participants (8,378) were of prime working age (25 to 64).
- About two-thirds of youth participants served were 18 years of age or younger.
- Sixty percent of those served through all programs were White, non-Hispanic.

Figure 2A: WIA Participants by Age

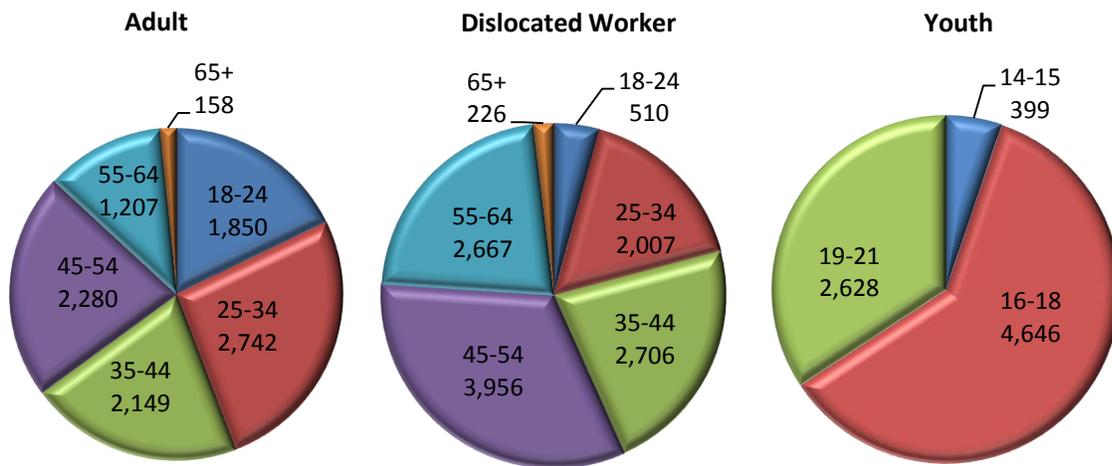


Figure 2B: Female WIA Participants by Race/Ethnicity

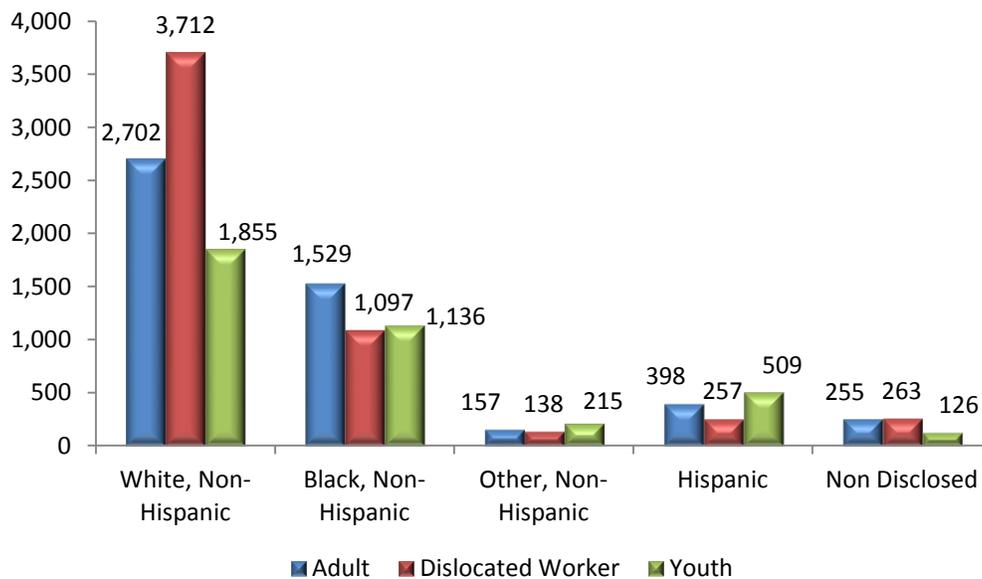
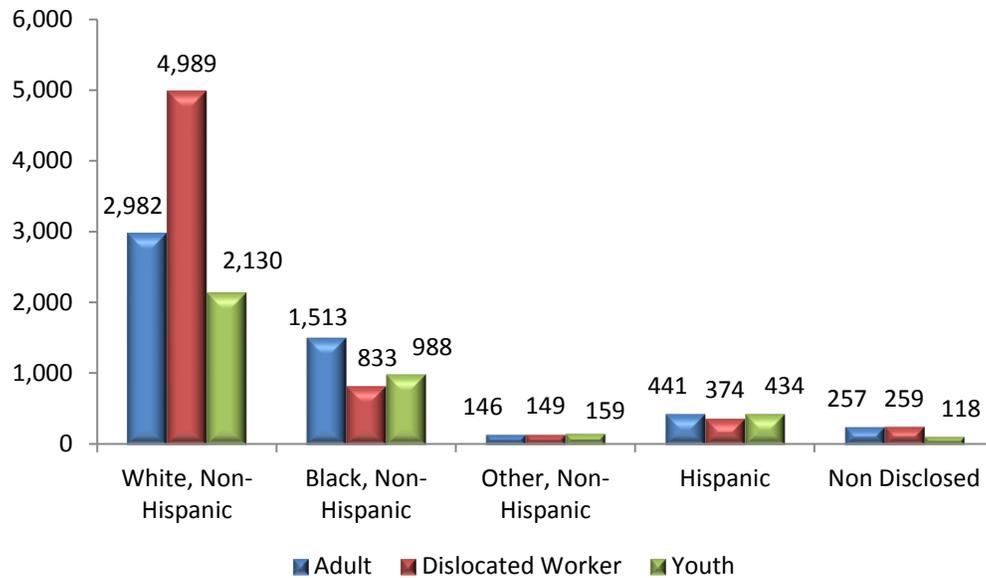


Figure 2C: Male WIA Participants by Race/Ethnicity



Performance Overview

For the eighth year in a row, Pennsylvania successfully met all nine of its performance goals. During Program Year (PY) 2014, seven of the nine common measures increased from their PY 2013 levels. Further discussion and analysis of the three programs follows:

Adults & Dislocated Workers

Outcomes for the Adult and Dislocated Worker programs are tied to the health of the state labor market, and over the course of PY 2014, the Pennsylvania economy continued to stabilize and strengthen. Non-agricultural jobs generally experienced a slight upward trend, which mirrored the overall increase in the size of the civilian labor force over the same time period. The unemployment rate decreased incrementally over the first half of PY 2014, and then slowly rose over the second half of the year, nearly returning to its initial level. In light of these trends, adult entered employment was at its highest rate in six years, but still 3.2 percentage points below the pre-recession level (76.8%). Dislocated Worker outcomes rose in all three measures, with the entered employment rate up 2.1 percentage points, retention higher by one percentage point, and six-month average earnings up \$148.

Youth

In PY 2014, the Youth program saw an increase in all three performance measures, with record highs reached in placement (68.4%) and attainment (89.8%). The statewide placement rate grew by 5.3 percentage points from PY 2013, the largest gain of any measure this year.

Continuing the trend from previous years, 18- and 19- year-olds were the two largest age groups in terms of literacy/numeracy participants and collectively made up slightly less than half of the total youth served (48.5%). The 16-year-old cohort had the highest success rate (77.8%), although they comprised less than one percent of total youth participants. The 18-year-olds had the second-highest success rate at 68.8% and accounted for nearly one-quarter of all

youth served. The success rate for all other individual age groups ranged from 77.8% (16-year-olds) to 62.2% (17-year-olds) and can be seen in Figure 3 below.

Figure 3: Literacy/Numeracy Performance by Age

Age Group	Participants	Success Rate
Age 16	9	77.8%
Age 17	180	62.2%
Age 18	343	68.8%
Age 19	351	66.7%
Age 20	337	65.9%
Age 21	212	63.2%

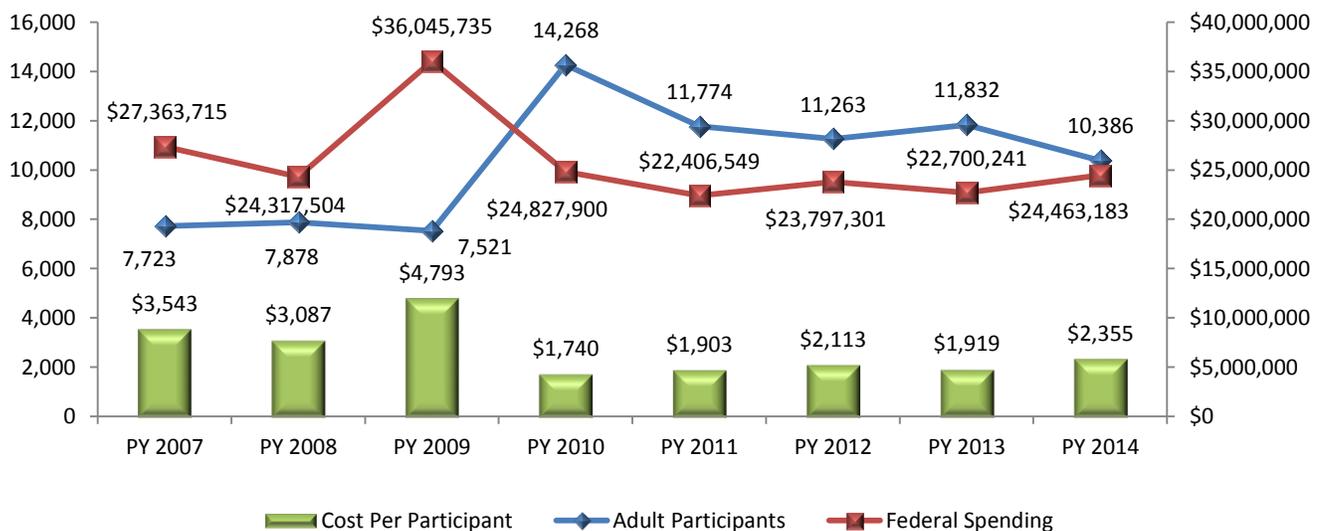
Cost Comparison of Services and Outcomes

The data and discussion that follow illustrate services and costs for achieving positive outcomes for individuals served by each of the WIA programs. 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, \$2,355; Dislocated Workers, \$1,883; and Youth, \$3,284.

Cost Per Participant: Adult

Adult participation levels declined in PY 2014 to 10,386 – the lowest participation level since the start of the Great Recession but still higher than pre-recession levels. In contrast, expenditures for the WIA Adult program rose slightly, up 7.8% from PY 2013. The increase in spending combined with the decrease in participants led to a \$436 rise in the cost per Adult participant, which can be seen in Figure 4A.

Figure 4A: PY 2014 Adult Cost Per Participant

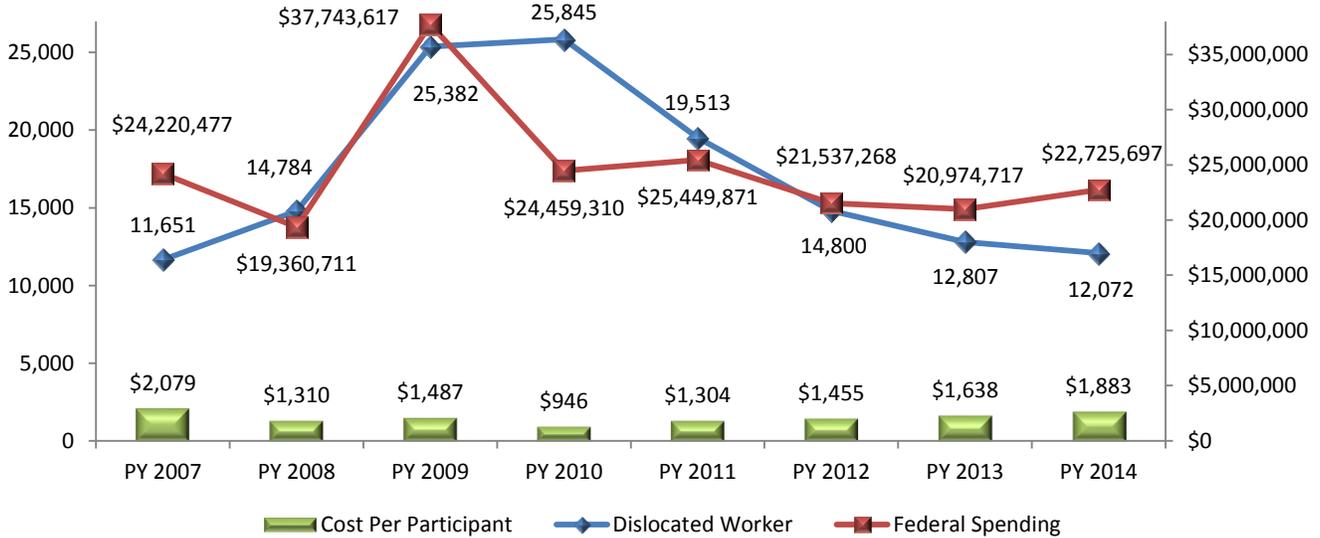


the cost

Cost Per Participant: Dislocated Worker

Figure 4B below shows that when compared with PY 2013, Pennsylvania experienced a 14.9% increase (\$245) in the cost per participant for its Dislocated Worker program. As was the case with the Adult program, the combination of a drop in Dislocated Worker participants and an increase in spending led to this increase in cost per participant. This amount is still below the PY 2007 cost per participant early in the recession with more Dislocated Workers being served.

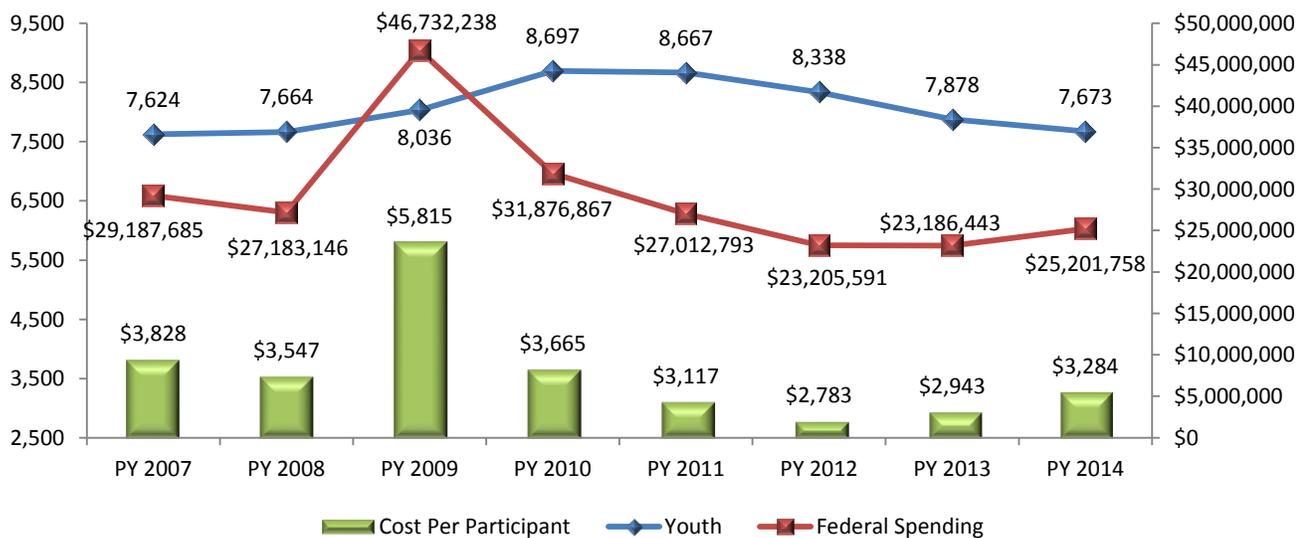
Figure 4B: PY 2014 Dislocated Worker Cost per Participant



Cost Per Participant: Youth

The costs associated with serving WIA Youth participants increased \$341 from PY 2013 to \$3,284. This increase can be attributed to a rise in federal spending (up 8.0%) in PY 2014, while total youth participation declined for the fourth consecutive year, as seen in Figure 4C.

Figure 4C: PY 2014 Youth Cost Per Participant

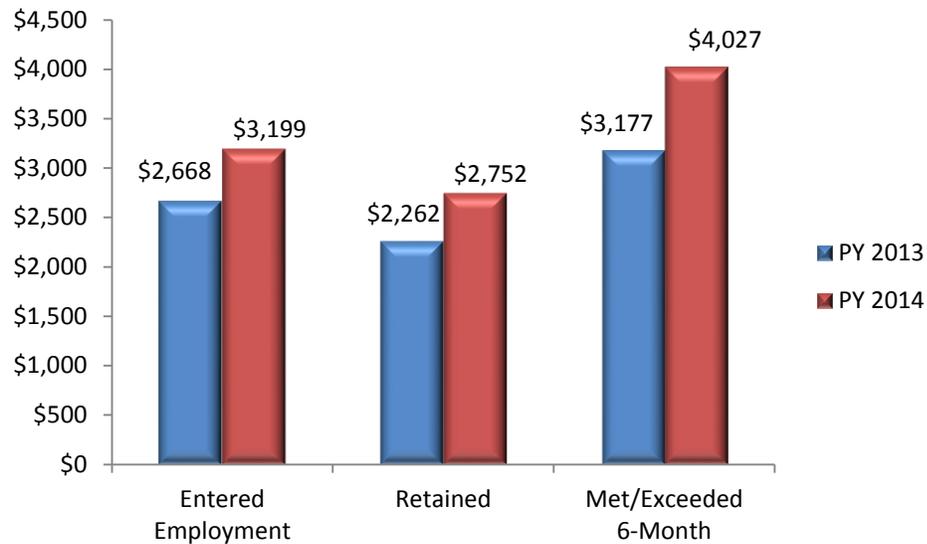


To determine the cost to be successful in attaining employment, retention, and/or six-months wage earnings; the cost per participant was multiplied by the total number of individuals eligible for the performance measure, and then divided by the number of participants who succeeded in attaining the performance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

Adults

For those Adults eligible to be included in the entered employment rate, it cost the state approximately \$3,199 for a successful entered employment and \$2,752 for a successful retention. The cost associated with assisting an individual in obtaining and retaining a job that provided a wage that met or exceeded Pennsylvania’s negotiated wage level of \$14,000 was \$4,027. Approximately 58% of these individuals earned more than Pennsylvania’s targeted wage. The cost for all three previously listed measures increased by 19.9, 21.7, and 26.8%, respectively, from last program year (see Figure 5).

Figure 5 - Adult Costs



Comparatively, costs to achieve successful outcomes lowered as the level of service increased – demonstrated in Figure 6A. Not only did it cost less, but a greater percentage of individuals who received training services attained their goal than individuals who only received intensive and core services (Figure 6B). An additional benefit of the training services is the higher average earnings gained by participants – \$15,065 compared to \$12,721 for those receiving core or intensive services.

Figure 6A - Adult Participant Cost by Degree of Service

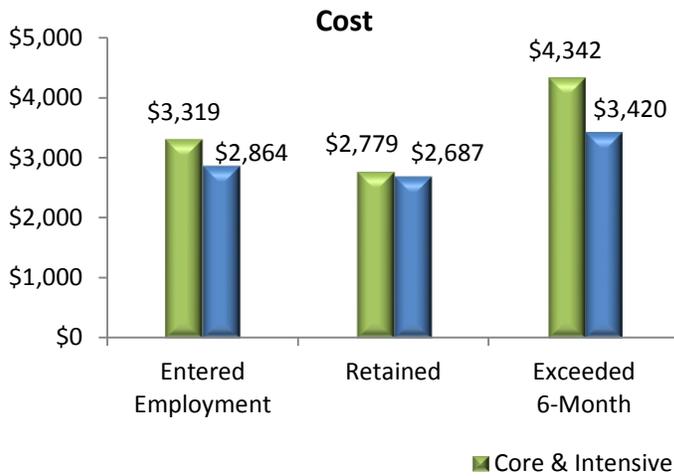
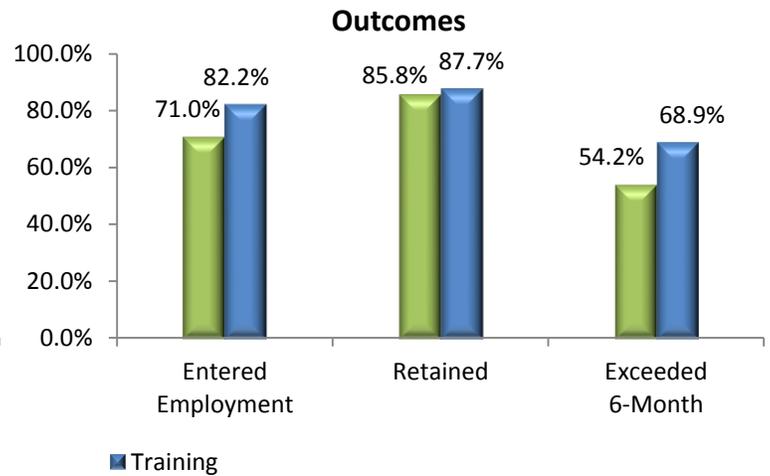


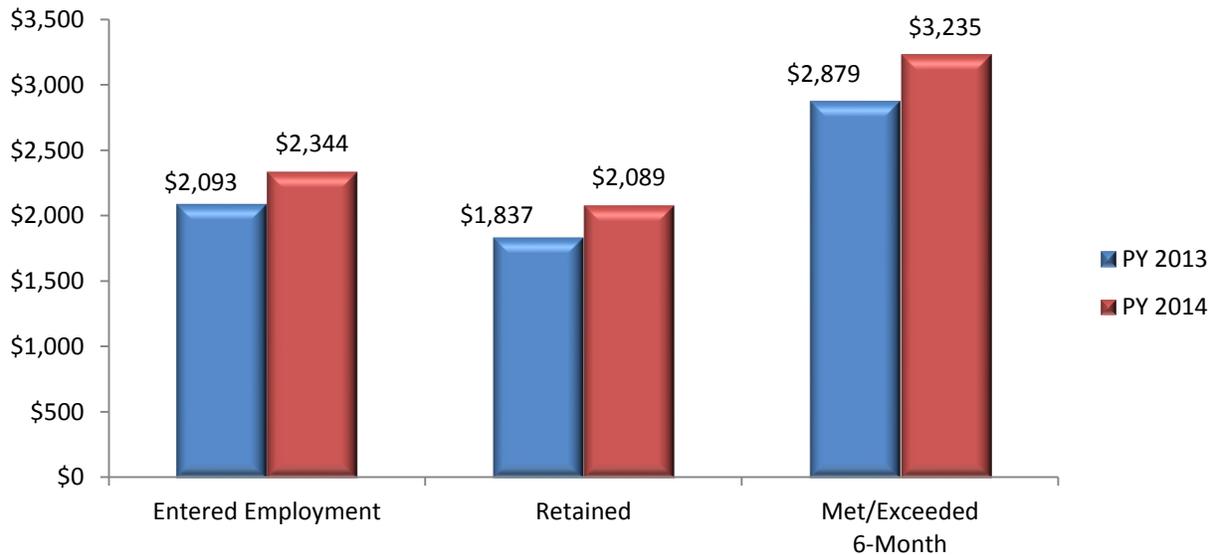
Figure 6B – Adult Performance Outcome Success by Degree of Service



Dislocated Workers

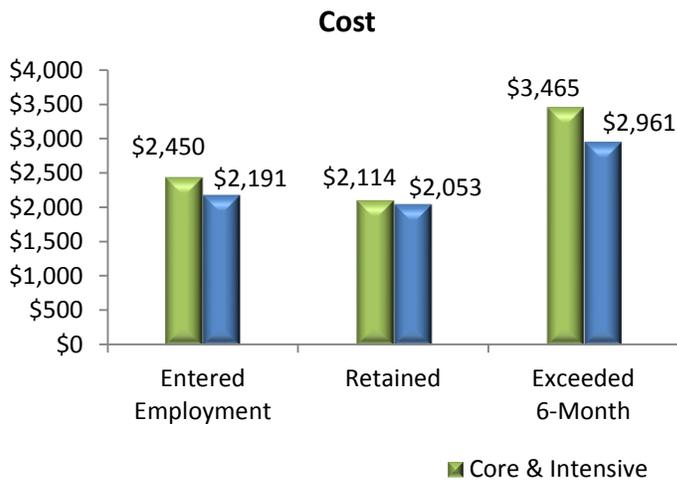
The state's costs for Dislocated Workers who had a successful outcome averaged \$2,344 for entered employment and \$2,089 for employment retention. The cost associated with assisting an individual in obtaining and retaining a job that provided a wage that met or exceeded Pennsylvania's negotiated wage level of \$17,250 was \$3,235. The cost for all three previously listed measures increased by 12.0, 13.7, and 12.4%, respectively, from last program year (see Figure 7). Of the Dislocated Workers included in the sixth month wage measure, over 58% exceeded the negotiated wage of \$17,250.

Figure 7 – Dislocated Workers Costs

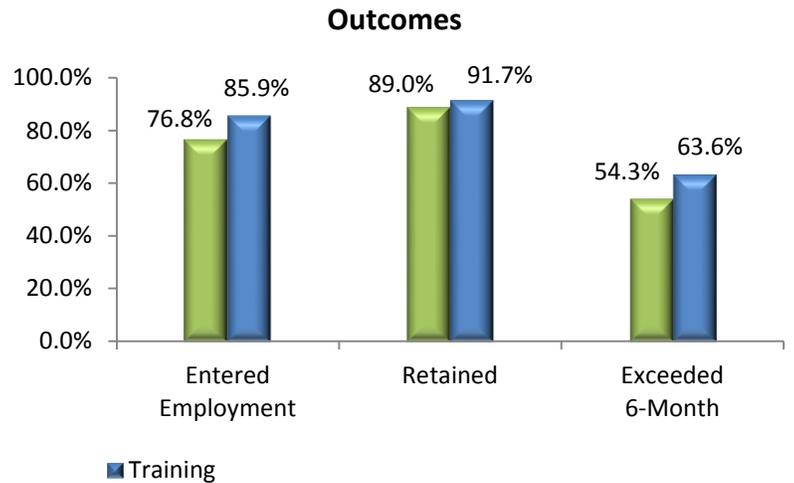


As with the Adult program, costs to achieve successful outcomes lowered as the level of service increased – demonstrated in Figure 8A. Not only did it cost less, a greater percentage of individuals who received training services attained their goal than individuals who only received intensive and core services (Figure 8B). An additional benefit of the training services is the higher average earnings gained by participants – \$16,983 compared to \$15,686 for those receiving core or intensive services.

**Figure 8A – Dislocated Workers
Participant Cost by Degree of Service**



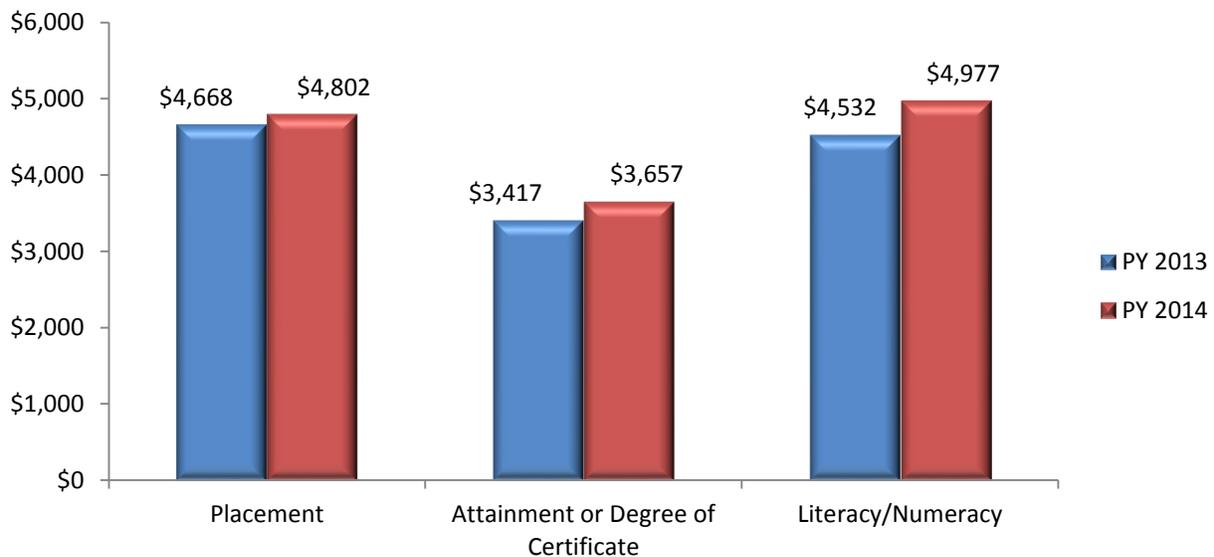
**Figure 8B – Dislocated Workers
Performance Outcome Success
by Degree of Service**



Youth

In PY 2014, the cost per person to have a successful youth placement was \$4,802, up 2.9% from last year. It cost the state \$3,657 per participant for a successful attainment, up 7.0% from last year. In order for these youth to attain a literacy/numeracy gain, it cost the commonwealth \$4,977 per youth, up 9.8% from last year.

Figure 9 – Youth Costs



Performance Outcome Time Frames

The U.S. Department of Labor Employment and Training Administration has mandated specific time frames for performance measure reporting. Performance time frames, including the Table M and O participant and exiter counts, are as follows:

Participant Levels

Participants: By funding stream, those WIA participants who were receiving reportable workforce development services at any time during the program year (July 1, 2014 through June 30, 2015).

Exiters: By funding stream, those WIA participants who exited between April 1, 2014 and March 31, 2015.

WIA Adult/Dislocated Worker

Entered Employment Rate. Those 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, 2013 and September 30, 2014.

Six-Month Retention Rate: Those 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, 2013 and March 31, 2014.

Six-Month Average Earnings: Those 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, 2013 and March 31, 2014.

WIA Youth

Placement (in Employment or Education) Rate. Those WIA participants who received Youth funding who were determined to have finished, or exited, reportable workforce development services between October 1, 2013 and September 30, 2014.

Attainment of Degree or Certificate Rate. Those WIA participants who received Youth funding who were determined to have finished, or exited, reportable workforce development services between October 1, 2013 and September 30, 2014.

Literacy Numeracy Rate. Those 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, 2013 and June 30, 2014.

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.

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 the governor'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 2014, Pennsylvania did not request any additional waivers. A summary of waiver in place in PY 2014 and how they were used is as follows:

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 to increase the amount a state is allowed to transfer between the Adult and Dislocated Worker funding streams was approved on August 28, 2013. Of our 22 local boards, nine implemented this waiver. Based on the comments received, local areas were able to utilize the transferred funds to accommodate a larger number of the populations being served. In one particular area, no eligible adults who applied were denied services.

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 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. None of our local boards implemented this waiver in PY 2014.

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. One-half of our local boards utilized this waiver. A number of the local areas indicated that they did not use the waiver because they enrolled participants in both the youth and adult programs. The implementation of this waiver permitted greater flexibility for youth services, allowing older out-of-school youth (OSY) to obtain occupational skill training in in-demand occupations. Use of this waiver resulted in many students being able to take advantage of post-secondary education and training opportunities.

One respondent noted, “This waiver was beneficial for a population of our customers (out-of-school youth) to be provided with training opportunities that would afford them the skills necessary to compete for skilled and technical positions that, without the training, they would not have an opportunity to get.”

Another local area that issued 32 Youth ITAs stated, “Youth in our area were provided an opportunity for training in high demand occupations they would not be able to get without the waiver.”

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. Thirteen of our 22 local boards implemented this waiver. Most of the respondents stated that they used the waiver to support the National Emergency Grants. Based on input by the respondents, the impact of this waiver was two-fold. First, implementation resulted in a very positive impact on the business community. Many small and mid-sized employers became engaged in the public workforce system, whereas, they may not have been able to hire and train additional employees had such an opportunity not existed. Several local areas leveraged the use of this waiver to benefit the long-term unemployed and those with barriers to employment.

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

The commonwealth continued to use this waiver through PY 2014. The nine performance measures used by the commonwealth focus on attainment of education and credentials, placement and retention in employment, and wages earned. Pennsylvania’s intent mirrored 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 was in keeping with the commonwealth’s vision of a more knowledgeable, skilled, engaged and flexible workforce.

Part B - Appendix

Performance: Tables B – N

Table B – Adult Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	73.0%	73.6%	4,743
			6,441
Employment Retention Rate	84.0%	85.6%	4,985
			5,825
Average Earnings	\$14,000	\$13,402	\$66,810,916
			4,985

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	69.3%	1,497	68.6%	312	57.8%	167	63.8%
		2,159		455		289		818
Employment Retention Rate	82.6%	1,391	86.3%	308	79.0%	192	84.0%	536
		1,685		357		243		638
Average Earnings	\$10,897	\$15,158,024	\$15,452	\$4,759,164	\$10,900	\$2,092,740	\$12,770	\$6,844,546
		1,391		308		192		536

Table D – Other Outcome Information for the Adult Program

Reported Information	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services	
Entered Employment Rate	82.2%	1,255	71.0%	3,488
		1,526		4,915
Employment Retention Rate	87.7%	1,449	84.8%	3,536
		1,653		4,172
Average Earnings	\$15,065	\$21,829,324	\$12,721	\$44,981,592
		1,449		3,536

Table E – Dislocated Worker Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	76.0%	80.3%	5,239
			6,522
Employment Retention Rate	90.0%	90.1%	5,324
			5,907
Average Earnings	\$17,250	\$16,228	\$86,400,093
			5,324

Table F – Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
	Entered Employment Rate	78.4%	409	65.7%	111	71.1%	1,041	71.4%
		522		169		1,464		14
Employment Retention Rate	90.4%	413	85.6%	125	88.3%	962	81.8%	18
		457		146		1,089		22
Average Earnings	\$18,553	\$7,662,309	\$13,256	\$1,656,985	\$14,885	\$14,319,535	\$12,089	\$217,597
		413		125		962		18

Table G – Other Outcome Information for the Dislocated Worker Program

Reported Information	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services	
	Entered Employment Rate	85.9%	2,152	76.8%
		2,505		4,017
Employment Retention Rate	91.7%	2,227	89.0%	3,097
		2,429		3,478
Average Earnings	\$16,983	\$37,820,945	\$15,686	\$48,579,148
		2,227		3,097

Table H.1 – Youth (14 - 21) Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Placement in Employment or Education	61.0%	68.4%	2,734
			3,997
Attainment of Degree or Certificate	78.0%	89.8%	3,191
			3,553
Literacy and Numeracy Gains	56%	66%	945
			1,432

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

Reported Information	Public Assistance Recipients		Veterans		Individuals With Disabilities		Out-of-School Youth	
Placement in Employment or Education Rate	66.7	1,188	75	3	66.1	718	66.8	1,309
		1,781		4		1,086		1,961
Attainment of Degree or Certificate Rate	87	1,321	100	2	87	953	99.7	1,400
		1,518		2		1,096		1,404
Literacy and Numeracy Gains								

Table L – Other Reported Information

Reported Information	12 Month Employment Retention Rate		12 Months Earnings Increase (Adults and Older Youth) or 12 Months Earnings Replacement (Dislocated Workers)		Placements in Non-traditional 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	86.7%	4,860	\$4,569	\$25,607,436	0.9%	45	\$5,670	\$26,893,265	65.2%
5,604			5,604		4,743		4,743		1,254	
Dislocated Workers	90.8%	5,596	107.5%	\$92,091,097	1.3%	68	\$7,462	\$39,094,579	57.7%	1,231
		6,165		\$85,658,866		5,239		5,239		2,134

Table M – Participation Levels

Reported Information	Total Participants Served	Total Exitors
Total Adult Customers	344,018	351,316
Total Adults (self-service <u>only</u>)	322,124	336,200
WIA Adults	332,525	344,020
WIA Dislocated Workers	12,072	7,695
Total Youth (14 - 21)	7,673	4,658
Out-of-School Youth	3,588	2,335
In-School Youth	4,085	2,323

Table N – Cost of Program Activities

Program Activity	Total Federal Spending	
Local Adults	\$24,463,183	
Local Dislocated Workers	\$22,725,697	
Local Youth	\$25,201,758	
Rapid Response (up to 25%) WIA Section 134(a)(2)(B)	\$5,815,837	
Statewide Required Activities (Up to 15%) WIA Section 134(a)(2)(B)	\$4,651,018	
Statewide Allowable Activities WIA Section 134(a)(3)	Program Activity Description	
	PA Dept. of Edu - STEM	\$37,614
	Bus. Edu. Partnership	\$35,264
	Recaptured - OIT CWDS costs	\$2,033
	Subtotal	\$74,911
Total of All Federal Spending Listed Above	\$82,932,404	

LWIA Performance: Table O

Table O – Local Performance

Local Area Name <u>Allegheny County</u>	Total Participants Served	Adults	613
		Dislocated Workers	498
		Total Youth	275
		Younger Youth (14 - 18)	
ETA Assigned # <u>42005</u>	Total Exiters	Adults	475
		Dislocated Workers	294
		Total Youth	230
		Younger Youth (14 - 18)	

Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	70.0%	79.7%
	Dislocated Workers	73.0%	81.8%
	Older Youth		
Retention Rates	Adults	77.0%	83.8%
	Dislocated Workers	89.0%	95.2%
	Older Youth		
	Younger Youth		
Six Months Average Earnings (Adults/DWs)	Adults	\$14,000	\$13,956
	Dislocated Workers	\$17,000	\$19,705
Placement in Employment or Education	Youth (14 - 21)	56.0%	58.1%
Attainment of Degree or Certificate	Youth (14 - 21)	89.0%	97.9%
Literacy and Numeracy Gains	Youth (14 - 21)	55.0%	69.6%

Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).		

	Not Met	Met	Exceeded
Overall Status of Local Performance			x

Local Area Name <u>Berks County</u>	Total Participants Served	Adults	138
		Dislocated Workers	336
		Total Youth	242
		Younger Youth (14 - 18)	
ETA Assigned # <u>42015</u>	Total Exiters	Adults	143
		Dislocated Workers	250
		Total Youth	122
		Younger Youth (14 - 18)	

Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	68.0%	68.8%
	Dislocated Workers	80.0%	74.5%
	Older Youth		
Retention Rates	Adults	84.0%	89.4%
	Dislocated Workers	90.0%	92.4%
	Older Youth		
	Younger Youth		
Six Months Average Earnings (Adults/DWs)	Adults	\$11,500	\$11,864
	Dislocated Workers	\$16,500	\$16,306
Placement in Employment or Education	Youth (14 - 21)	83.0%	93.9%
Attainment of Degree or Certificate	Youth (14 - 21)	86.0%	93.8%
Literacy and Numeracy Gains	Youth (14 - 21)	70.0%	65.4%

Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).		

	Not Met	Met	Exceeded
Overall Status of Local Performance			x

Local Area Name Bucks County	Total Participants Served	Adults	144
		Dislocated Workers	306
		Total Youth	171
		Younger Youth (14 - 18)	
ETA Assigned # 42020	Total Exiters	Adults	61
		Dislocated Workers	141
		Total Youth	117
		Younger Youth (14 - 18)	

Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	78.0%	80.0%
	Dislocated Workers	85.0%	85.5%
	Older Youth		
Retention Rates	Adults	86.0%	89.2%
	Dislocated Workers	92.0%	87.6%
	Older Youth		
	Younger Youth		
Six Months Average Earnings (Adults/DWs)	Adults	\$14,600	\$13,900
	Dislocated Workers	\$19,500	\$18,177
Placement in Employment or Education	Youth (14 - 21)	64.0%	66.4%
Attainment of Degree or Certificate	Youth (14 - 21)	89.0%	96.4%
Literacy and Numeracy Gains	Youth (14 - 21)	61.0%	85.4%

Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).		

	Not Met	Met	Exceeded
Overall Status of Local Performance			x

Local Area Name <u>Central</u>	Total Participants Served	Adults	1,754
		Dislocated Workers	808
		Total Youth	846
		Younger Youth (14 - 18)	
ETA Assigned # <u>42175</u>	Total Exiters	Adults	1,452
		Dislocated Workers	603
		Total Youth	349
		Younger Youth (14 - 18)	

Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	75.0%	71.1%
	Dislocated Workers	74.0%	78.3%
	Older Youth		
Retention Rates	Adults	86.0%	85.9%
	Dislocated Workers	90.0%	91.7%
	Older Youth		
	Younger Youth		
Six Months Average Earnings (Adults/DWs)	Adults	\$12,800	\$12,331
	Dislocated Workers	\$15,500	\$14,349
Placement in Employment or Education	Youth (14 - 21)	68.0%	72.8%
Attainment of Degree or Certificate	Youth (14 - 21)	85.0%	91.1%
Literacy and Numeracy Gains	Youth (14 - 21)	54.0%	74.8%

Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).		

	Not Met	Met	Exceeded
Overall Status of Local Performance		x	

Local Area Name <u>Chester County</u>	Total Participants Served	Adults	239
		Dislocated Workers	248
		Total Youth	85
		Younger Youth (14 - 18)	
ETA Assigned # <u>42030</u>	Total Exiters	Adults	150
		Dislocated Workers	109
		Total Youth	87
		Younger Youth (14 - 18)	

Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	74.0%	67.3%
	Dislocated Workers	79.0%	71.4%
	Older Youth		
Retention Rates	Adults	89.0%	87.4%
	Dislocated Workers	91.0%	91.4%
	Older Youth		
	Younger Youth		
Six Months Average Earnings (Adults/DWs)	Adults	\$14,500	\$11,096
	Dislocated Workers	\$17,500	\$16,640
Placement in Employment or Education	Youth (14 - 21)	72.0%	81.0%
Attainment of Degree or Certificate	Youth (14 - 21)	87.0%	100.0%
Literacy and Numeracy Gains	Youth (14 - 21)	85.0%	87.0%

Description of Other State Indicators of Performance (WIA Section 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	

Local Area Name <u>City of Pittsburgh</u>	Total Participants Served	Adults	277
		Dislocated Workers	134
		Total Youth	225
		Younger Youth (14 - 18)	
ETA Assigned # <u>42095</u>	Total Exiters	Adults	199
		Dislocated Workers	84
		Total Youth	243
		Younger Youth (14 - 18)	

Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	70.0%	72.5%
	Dislocated Workers	73.0%	81.8%
	Older Youth		
Retention Rates	Adults	77.0%	84.1%
	Dislocated Workers	89.0%	84.0%
	Older Youth		
	Younger Youth		
Six Months Average Earnings (Adults/DWs)	Adults	\$14,000	\$11,848
	Dislocated Workers	\$17,000	\$23,473
Placement in Employment or Education	Youth (14 - 21)	56.0%	56.9%
Attainment of Degree or Certificate	Youth (14 - 21)	89.0%	99.3%
Literacy and Numeracy Gains	Youth (14 - 21)	55.0%	59.8%

Description of Other State Indicators of Performance (WIA Section 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

Local Area Name <u>Delaware County</u>	Total Participants Served	Adults	206
		Dislocated Workers	161
		Total Youth	152
		Younger Youth (14 - 18)	
ETA Assigned # <u>42035</u>	Total Exiters	Adults	131
		Dislocated Workers	90
		Total Youth	222
		Younger Youth (14 - 18)	

Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	75.0%	88.2%
	Dislocated Workers	78.0%	76.1%
	Older Youth		
Retention Rates	Adults	80.0%	77.4%
	Dislocated Workers	91.0%	85.4%
	Older Youth		
	Younger Youth		
Six Months Average Earnings (Adults/DWs)	Adults	\$12,000	\$11,929
	Dislocated Workers	\$17,500	\$21,132
Placement in Employment or Education	Youth (14 - 21)	49.0%	43.7%
Attainment of Degree or Certificate	Youth (14 - 21)	62.0%	53.8%
Literacy and Numeracy Gains	Youth (14 - 21)	83.0%	89.7%

Description of Other State Indicators of Performance (WIA Section 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	

Local Area Name <u>Lackawanna County</u>	Total Participants Served	Adults	157
		Dislocated Workers	223
		Total Youth	106
		Younger Youth (14 - 18)	
ETA Assigned # <u>42055</u>	Total Exiters	Adults	105
		Dislocated Workers	148
		Total Youth	79
		Younger Youth (14 - 18)	

Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	80.0%	81.5%
	Dislocated Workers	88.0%	93.3%
	Older Youth		
Retention Rates	Adults	85.0%	84.2%
	Dislocated Workers	91.0%	90.3%
	Older Youth		
	Younger Youth		
Six Months Average Earnings (Adults/DWs)	Adults	\$14,700	\$12,488
	Dislocated Workers	\$15,500	\$16,765
Placement in Employment or Education	Youth (14 - 21)	75.0%	77.6%
Attainment of Degree or Certificate	Youth (14 - 21)	94.0%	88.2%
Literacy and Numeracy Gains	Youth (14 - 21)	80.0%	83.3%

Description of Other State Indicators of Performance (WIA Section 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	

Local Area Name <u>Lancaster County</u>	Total Participants Served	Adults	298
		Dislocated Workers	423
		Total Youth	234
		Younger Youth (14 - 18)	
ETA Assigned # <u>42060</u>	Total Exiters	Adults	244
		Dislocated Workers	350
		Total Youth	147
		Younger Youth (14 - 18)	

Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	75.0%	76.1%
	Dislocated Workers	81.0%	84.1%
	Older Youth		
Retention Rates	Adults	83.0%	80.2%
	Dislocated Workers	91.0%	88.3%
	Older Youth		
	Younger Youth		
Six Months Average Earnings (Adults/DWs)	Adults	\$10,750	\$9,596
	Dislocated Workers	\$17,500	\$14,929
Placement in Employment or Education	Youth (14 - 21)	61.0%	64.9%
Attainment of Degree or Certificate	Youth (14 - 21)	90.0%	99.2%
Literacy and Numeracy Gains	Youth (14 - 21)	55.0%	44.4%

Description of Other State Indicators of Performance (WIA Section 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	

Local Area Name <u>Lehigh Valley</u>	Total Participants Served	Adults	636
		Dislocated Workers	872
		Total Youth	358
		Younger Youth (14 - 18)	
ETA Assigned # <u>42070</u>	Total Exiters	Adults	362
		Dislocated Workers	602
		Total Youth	246
		Younger Youth (14 - 18)	

Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	78.0%	85.9%
	Dislocated Workers	84.0%	89.1%
	Older Youth		
Retention Rates	Adults	84.0%	93.5%
	Dislocated Workers	91.0%	90.3%
	Older Youth		
	Younger Youth		
Six Months Average Earnings (Adults/DWs)	Adults	\$14,600	\$13,358
	Dislocated Workers	\$18,000	\$20,193
Placement in Employment or Education	Youth (14 - 21)	61.0%	70.3%
Attainment of Degree or Certificate	Youth (14 - 21)	86.0%	97.7%
Literacy and Numeracy Gains	Youth (14 - 21)	66.0%	87.2%

Description of Other State Indicators of Performance (WIA Section 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

Local Area Name Luzerne-Schuylkill	Total Participants Served	Adults	389
		Dislocated Workers	446
		Total Youth	437
		Younger Youth (14 - 18)	
ETA Assigned # 42075	Total Exiters	Adults	294
		Dislocated Workers	297
		Total Youth	218
		Younger Youth (14 - 18)	

Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	74.0%	73.6%
	Dislocated Workers	81.0%	84.0%
	Older Youth		
Retention Rates	Adults	83.0%	84.2%
	Dislocated Workers	90.0%	87.4%
	Older Youth		
	Younger Youth		
Six Months Average Earnings (Adults/DWs)	Adults	\$14,000	\$13,359
	Dislocated Workers	\$16,600	\$16,503
Placement in Employment or Education	Youth (14 - 21)	63.0%	69.4%
Attainment of Degree or Certificate	Youth (14 - 21)	78.0%	91.2%
Literacy and Numeracy Gains	Youth (14 - 21)	70.0%	75.9%

Description of Other State Indicators of Performance (WIA Section 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	

Local Area Name Montgomery County	Total Participants Served	Adults	454
		Dislocated Workers	705
		Total Youth	370
		Younger Youth (14 - 18)	
ETA Assigned # 42080	Total Exiters	Adults	284
		Dislocated Workers	449
		Total Youth	184
		Younger Youth (14 - 18)	

Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	86.0%	89.0%
	Dislocated Workers	85.0%	88.6%
	Older Youth		
Retention Rates	Adults	92.0%	96.6%
	Dislocated Workers	92.0%	96.4%
	Older Youth		
	Younger Youth		
Six Months Average Earnings (Adults/DWs)	Adults	\$13,000	\$14,895
	Dislocated Workers	\$21,000	\$20,326
Placement in Employment or Education	Youth (14 - 21)	71.0%	76.7%
Attainment of Degree or Certificate	Youth (14 - 21)	80.0%	88.9%
Literacy and Numeracy Gains	Youth (14 - 21)	87.0%	80.0%

Description of Other State Indicators of Performance (WIA Section 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

Local Area Name <u>North Central</u>	Total Participants Served	Adults	226
		Dislocated Workers	453
		Total Youth	249
		Younger Youth (14 - 18)	
ETA Assigned # <u>42125</u>	Total Exiters	Adults	142
		Dislocated Workers	277
		Total Youth	190
		Younger Youth (14 - 18)	

Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	73.0%	83.1%
	Dislocated Workers	81.0%	80.7%
	Older Youth		
Retention Rates	Adults	82.0%	81.1%
	Dislocated Workers	88.0%	90.8%
	Older Youth		
	Younger Youth		
Six Months Average Earnings (Adults/DWs)	Adults	\$12,500	\$12,559
	Dislocated Workers	\$16,400	\$16,727
Placement in Employment or Education	Youth (14 - 21)	60.0%	51.6%
Attainment of Degree or Certificate	Youth (14 - 21)	80.0%	63.7%
Literacy and Numeracy Gains	Youth (14 - 21)	54.0%	48.6%

Description of Other State Indicators of Performance (WIA Section 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	

Local Area Name <u>Northern Tier</u>	Total Participants Served	Adults	97
		Dislocated Workers	128
		Total Youth	62
		Younger Youth (14 - 18)	
ETA Assigned # <u>42130</u>	Total Exiters	Adults	43
		Dislocated Workers	66
		Total Youth	30
		Younger Youth (14 - 18)	

Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	71.0%	68.2%
	Dislocated Workers	84.0%	87.5%
	Older Youth		
Retention Rates	Adults	75.0%	96.6%
	Dislocated Workers	90.0%	87.3%
	Older Youth		
	Younger Youth		
Six Months Average Earnings (Adults/DWs)	Adults	\$14,000	\$12,920
	Dislocated Workers	\$17,000	\$16,274
Placement in Employment or Education	Youth (14 - 21)	63.0%	60.9%
Attainment of Degree or Certificate	Youth (14 - 21)	90.0%	82.4%
Literacy and Numeracy Gains	Youth (14 - 21)	76.0%	66.7%

Description of Other State Indicators of Performance (WIA Section 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	

Local Area Name <u>Northwest</u>	Total Participants Served	Adults	155
		Dislocated Workers	268
		Total Youth	190
		Younger Youth (14 - 18)	
ETA Assigned # <u>42170</u>	Total Exiters	Adults	104
		Dislocated Workers	182
		Total Youth	81
		Younger Youth (14 - 18)	

Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	74.0%	74.3%
	Dislocated Workers	82.0%	82.5%
	Older Youth		
Retention Rates	Adults	87.0%	87.1%
	Dislocated Workers	93.0%	88.3%
	Older Youth		
	Younger Youth		
Six Months Average Earnings (Adults/DWs)	Adults	\$12,200	\$12,107
	Dislocated Workers	\$16,700	\$15,592
Placement in Employment or Education	Youth (14 - 21)	67.0%	75.9%
Attainment of Degree or Certificate	Youth (14 - 21)	84.0%	88.4%
Literacy and Numeracy Gains	Youth (14 - 21)	68.0%	69.6%

Description of Other State Indicators of Performance (WIA Section 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

Local Area Name <u>Philadelphia County</u>	Total Participants Served	Adults	1,805
		Dislocated Workers	1,581
		Total Youth	769
		Younger Youth (14 - 18)	
ETA Assigned # <u>42090</u>	Total Exiters	Adults	1,828
		Dislocated Workers	1,311
		Total Youth	562
		Younger Youth (14 - 18)	

Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	73.0%	65.7%
	Dislocated Workers	74.0%	66.9%
	Older Youth		
Retention Rates	Adults	84.0%	84.8%
	Dislocated Workers	90.0%	86.4%
	Older Youth		
	Younger Youth		
Six Months Average Earnings (Adults/DWs)	Adults	\$12,500	\$13,925
	Dislocated Workers	\$15,500	\$14,214
Placement in Employment or Education	Youth (14 - 21)	65.0%	70.4%
Attainment of Degree or Certificate	Youth (14 - 21)	90.0%	93.1%
Literacy and Numeracy Gains	Youth (14 - 21)	64.0%	62.9%

Description of Other State Indicators of Performance (WIA Section 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	

Local Area Name <u>Pocono Counties</u>	Total Participants Served	Adults	295
		Dislocated Workers	305
		Total Youth	233
		Younger Youth (14 - 18)	
ETA Assigned # <u>42135</u>	Total Exiters	Adults	165
		Dislocated Workers	209
		Total Youth	106
		Younger Youth (14 - 18)	

Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	73.0%	73.0%
	Dislocated Workers	76.0%	77.3%
	Older Youth		
Retention Rates	Adults	81.0%	84.8%
	Dislocated Workers	89.0%	92.9%
	Older Youth		
	Younger Youth		
Six Months Average Earnings (Adults/DWs)	Adults	\$11,500	\$11,955
	Dislocated Workers	\$15,500	\$14,906
Placement in Employment or Education	Youth (14 - 21)	59.0%	69.5%
Attainment of Degree or Certificate	Youth (14 - 21)	69.0%	75.4%
Literacy and Numeracy Gains	Youth (14 - 21)	50.0%	68.4%

Description of Other State Indicators of Performance (WIA Section 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

Local Area Name <u>Southern Alleghenies</u>	Total Participants Served	Adults	477
		Dislocated Workers	984
		Total Youth	632
		Younger Youth (14 - 18)	
ETA Assigned # <u>42100</u>	Total Exiters	Adults	292
		Dislocated Workers	566
		Total Youth	262
		Younger Youth (14 - 18)	

Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	75.0%	76.0%
	Dislocated Workers	83.0%	85.7%
	Older Youth		
Retention Rates	Adults	86.0%	87.9%
	Dislocated Workers	93.0%	91.9%
	Older Youth		
	Younger Youth		
Six Months Average Earnings (Adults/DWs)	Adults	\$12,500	\$12,036
	Dislocated Workers	\$16,000	\$15,181
Placement in Employment or Education	Youth (14 - 21)	77.0%	80.9%
Attainment of Degree or Certificate	Youth (14 - 21)	88.0%	93.2%
Literacy and Numeracy Gains	Youth (14 - 21)	68.0%	48.6%

Description of Other State Indicators of Performance (WIA Section 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	

Local Area Name <u>South Central</u>	Total Participants Served	Adults	1,062
		Dislocated Workers	1,036
		Total Youth	890
		Younger Youth (14 - 18)	
ETA Assigned # <u>42180</u>	Total Exiters	Adults	763
		Dislocated Workers	622
		Total Youth	648
		Younger Youth (14 - 18)	

Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	74.0%	73.9%
	Dislocated Workers	80.0%	82.1%
	Older Youth		
Retention Rates	Adults	86.0%	88.0%
	Dislocated Workers	92.0%	90.2%
	Older Youth		
	Younger Youth		
Six Months Average Earnings (Adults/DWs)	Adults	\$15,500	\$13,775
	Dislocated Workers	\$16,500	\$15,714
Placement in Employment or Education	Youth (14 - 21)	63.0%	64.6%
Attainment of Degree or Certificate	Youth (14 - 21)	80.0%	88.7%
Literacy and Numeracy Gains	Youth (14 - 21)	60.0%	59.3%

Description of Other State Indicators of Performance (WIA Section 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	

Local Area Name <u>Southwest Corner</u>	Total Participants Served	Adults	200
		Dislocated Workers	279
		Total Youth	368
		Younger Youth (14 - 18)	
ETA Assigned # <u>42165</u>	Total Exiters	Adults	149
		Dislocated Workers	172
		Total Youth	183
		Younger Youth (14 - 18)	

Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	86.0%	90.6%
	Dislocated Workers	90.0%	91.2%
	Older Youth		
Retention Rates	Adults	88.0%	82.6%
	Dislocated Workers	91.0%	93.9%
	Older Youth		
	Younger Youth		
Six Months Average Earnings (Adults/DWs)	Adults	\$15,500	\$16,818
	Dislocated Workers	\$17,000	\$18,906
Placement in Employment or Education	Youth (14 - 21)	77.0%	73.6%
Attainment of Degree or Certificate	Youth (14 - 21)	89.0%	93.3%
Literacy and Numeracy Gains	Youth (14 - 21)	84.0%	78.9%

Description of Other State Indicators of Performance (WIA Section 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

Local Area Name <u>Tri-County</u>	Total Participants Served	Adults	61
		Dislocated Workers	377
		Total Youth	126
		Younger Youth (14 - 18)	
ETA Assigned # <u>42110</u>	Total Exiters	Adults	29
		Dislocated Workers	218
		Total Youth	41
		Younger Youth (14 - 18)	

Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	78.0%	83.9%
	Dislocated Workers	89.0%	85.4%
	Older Youth		
Retention Rates	Adults	83.0%	76.7%
	Dislocated Workers	92.0%	90.5%
	Older Youth		
	Younger Youth		
Six Months Average Earnings (Adults/DWs)	Adults	\$11,500	\$11,706
	Dislocated Workers	\$17,000	\$15,359
Placement in Employment or Education	Youth (14 - 21)	65.0%	80.6%
Attainment of Degree or Certificate	Youth (14 - 21)	83.0%	86.4%
Literacy and Numeracy Gains	Youth (14 - 21)	78.0%	76.2%

Description of Other State Indicators of Performance (WIA Section 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	

Local Area Name <u>West Central</u>	Total Participants Served	Adults	176
		Dislocated Workers	380
		Total Youth	231
		Younger Youth (14 - 18)	
ETA Assigned # <u>42145</u>	Total Exiters	Adults	99
		Dislocated Workers	165
		Total Youth	126
		Younger Youth (14 - 18)	

Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	76.0%	86.3%
	Dislocated Workers	83.0%	84.7%
	Older Youth		
Retention Rates	Adults	85.0%	84.9%
	Dislocated Workers	91.0%	89.9%
	Older Youth		
	Younger Youth		
Six Months Average Earnings (Adults/DWs)	Adults	\$13,000	\$13,767
	Dislocated Workers	\$16,800	\$18,178
Placement in Employment or Education	Youth (14 - 21)	72.0%	75.2%
Attainment of Degree or Certificate	Youth (14 - 21)	87.0%	89.1%
Literacy and Numeracy Gains	Youth (14 - 21)	69.0%	64.3%

Description of Other State Indicators of Performance (WIA Section 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

Local Area Name <u>Westmoreland-Fayette</u>	Total Participants Served	Adults	669
		Dislocated Workers	621
		Total Youth	422
		Younger Youth (14 - 18)	
ETA Assigned # <u>42045</u>	Total Exiters	Adults	368
		Dislocated Workers	364
		Total Youth	185
		Younger Youth (14 - 18)	

Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	84.0%	87.4%
	Dislocated Workers	83.0%	83.8%
	Older Youth		
Retention Rates	Adults	87.0%	89.0%
	Dislocated Workers	89.0%	92.3%
	Older Youth		
	Younger Youth		
Six Months Average Earnings (Adults/DWs)	Adults	\$17,500	\$16,714
	Dislocated Workers	\$18,000	\$18,228
Placement in Employment or Education	Youth (14 - 21)	74.0%	73.7%
Attainment of Degree or Certificate	Youth (14 - 21)	84.0%	90.2%
Literacy and Numeracy Gains	Youth (14 - 21)	69.0%	40.6%

Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).		

	Not Met	Met	Exceeded
Overall Status of Local Performance		x	

Veterans' Performance: Tables P – Q

Table P – Veteran Priority of Service

	Total	Percent Served
Covered Entrants Who Reached the End of the Entry Period	2,378	
Covered Entrants Who Received a Service During the Entry Period	2,249	94.6%
Covered Entrants Who Received a Staff-Assisted Service During the Entry Period	2,208	92.9%

Table Q – Veterans' Outcomes by Special Populations

Reported Information	Post 9/11 Era Veterans		Post 9/11 Era Veterans who Received at least Intensive Services		TAP Workshop	
Entered Employment Rate	61.6%	94,726	57.2%	4,594	0.0%	0
		153,875		8,028		1
Employment Retention Rate	84.7%	98,718	82.6%	4,729	0.0%	0
		116,577		5,722		1
Six-Months Average Earnings	\$14,011	\$1,383,137,275	\$15,390	\$72,777,267	\$0	0
		98,718		4,729		0