

New York State Workforce Development System

Annual Report

2015



**Department
of Labor**

New York State Workforce Investment Act Annual Report for Program Year 2015



New York State Workforce Innovation and Opportunity Act Annual Report for Program Year 2015

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New York State Workforce Investment Act Annual Report for Program Year 2015



INTRODUCTION

Workforce Innovation and Opportunity Act (WIOA) implementation was the primary emphasis for Program Year 2015. The State is working toward a more unified workforce development system that is regionally coordinated and programmatically seamless, delivering workforce training, business services, and statewide job linkages to all New Yorkers.

Statewide Implementation focused on three components.

1. Governance – Administering programs in a seamless system that is coordinated with regional sector-based workforce strategies that align with New York State (NYS) Regional Economic Development Council (REDC) strategic planning.
2. Service Delivery – Meeting the needs of businesses through public-private sector partnerships with education, labor, government, and the community. In addition, giving priority to removing barriers to employment for special populations such as individuals with disabilities, veterans, the formerly incarcerated, disconnected youth, adults with limited literacy or English language proficiency who lack a High School Equivalency (HSE), New Americans including immigrants and refugees, and others.
3. Accountability – Using meaningful performance metrics to support evidence-based and data-driven workforce investments and decisions, and accountable and transparent programs. This includes alignment of technology, metrics, and data systems across programs.

Implementation is driven by a New York State Workforce Investment Board (SWIB) which better aligns with REDCs and focuses on job growth in the state. The SWIB membership is fully briefed on WIOA responsibilities and has organized itself into committees to assist in the important work of recommending state policy. Additionally, the 2016-2019 WIOA Combined State Plan was developed in conjunction with the SWIB and the WIOA Interagency Workgroup, a sub-committee of the Aligning Workforce Program committee made up of the WIOA Core partners.

New York State is proud to be the recipient of grant monies which support the important efforts of the workforce system:

- Reemployment Services and Eligibility Assessment Program (RESEA) – a \$20 million award to modify the NYS Reemployment and Eligibility Assessment (REA) program.
- Job-Driven National Emergency Grant (NEG) Award – a \$6,175,000 award to fund work-based training programs and employment tools which has been extended through June 30, 2017.
- Sector Partnership NEG (SP-NEG) – A \$7 million award devoted to regional planning activities consistent with the development of sector strategy and partnership development.
- NYS Disability Employment Initiative (DEI) – Round 6 Grant (\$2.5 million) which builds upon best practices from Rounds 1 and 4. The focus is on Pathways to Employment, enabling individuals with disabilities to obtain the skills and credentials necessary to achieve living-wage employment in high-growth fields including healthcare, technology and manufacturing.

- Short Time Compensation Program and Promotion Grant - \$4 million award to inform businesses of the benefit of the program and increase enrollment in the Shared Work program.
- Apprenticeship Awards – a two year, \$200,000 award under the USDOL Accelerator Grant.

REGIONAL WORKFORCE PLANNING

New York State continues to align WIOA regional planning with the Governor’s Regional Economic Development Council (REDC) Strategic Planning Initiative implemented in 2011. REDCs are public-private partnerships made up of local experts and stakeholders from business, academia, local government, labor, and non-governmental organizations. REDC strategic plans and general information on the REDCs are available at <http://regionalcouncils.ny.gov/>.

Through the REDC competitive process, a total of over \$3.65 billion was awarded from 2011 through 2015. Another \$750 million will be available in 2016. The Governor also awarded an additional \$1.5 billion through the Upstate Revitalization Initiative (URI), part of an overall program aimed at systematically revitalizing the economy of Upstate New York, to the Central, Finger Lakes, and Mohawk Valley regions (\$500 million each).

Consolidated Funding Application

The NYS Consolidated Funding Application (CFA) is another mechanism to make funding available under the REDC Strategic Planning Initiative. The CFA is a unique collaboration across State agencies where each agency identifies grant solicitations to support regional economic development, and entities apply for one or more grants through a single application. The 2016 CFA involved 11 state agencies including the NYS Department of Labor.

NYSDOL’s part in the CFA was to make state-level WIOA funds available to support four types of training initiatives: the Existing Employee Program to train incumbent workers in specific occupational skills that lead to job retention and/or advancement in middle-skills occupations; the New Hire Program to train dislocated workers who require on-the-job training upon being hired; the Unemployed Worker Program to provide occupational skills training to dislocated workers to prepare them for full-time jobs needed by businesses in the region; and the Special Populations Program to provide occupational skills training, job retention and placement, career development, and supportive services to dislocated workers with additional barriers to employment. Businesses could apply for any or all of these programs, depending upon their needs. In the 2015 CFA program, NYSDOL made 91 awards totaling \$6.33 million to train 7,777 workers. Over the entire five years of the CFA, NYSDOL has made 443 awards totaling \$26 million to train 29,844 workers.

WIOA Regional Planning

NYS has been conducting regional workforce planning with Local Workforce Development Boards (LWDBs) over the past three years. For 2016 WIOA Regional Planning, NYSDOL required LWDBs to highlight sector-based workforce partnerships to assist REDCs with regional workforce needs in the 2016 REDC Progress Reports. The following presents examples from current WIOA regional planning partnerships.

New York City

The New York City (NYC) region is unique in that it is a single LWDA, but provides approximately half of the WIOA participants in the State. The Regional Plan for NYC identifies several priority industries that represent half the jobs available in the Region. They are: Healthcare; Technology; Industrial/Manufacturing; Foodservice; Construction; and Retail. Key projects include:

- New York Alliance for Careers in Healthcare (NYACH) – Provides industry-informed training programs that target the ambulatory care, acute care, home care, and nursing and residential facility care subsectors that reflect the changing workforce and training needs of local healthcare employers as a result of the federal Affordable Care Act and the State’s Medicaid Redesign.
- Tech Talent Pipeline (TTP) – Launched in May 2014, participants are enrolled in programs that test a variety of objectives, such as demonstrating the effectiveness of non-traditional educational paths (i.e. accelerated boot camps) in fulfilling high-demand occupations like Web Development, Mobile Development, and Server and Cloud Administration, creating access for incumbent workers without tech experience to fill entry level Data, IT, and QA opportunities, and increasing the competitiveness of CUNY graduates through additional technical support and internships for local tech positions in software engineering

In addition to these two well established projects, the NYC Regional plan identifies industry partnerships in the initial phase of development. These projects include partnerships focused on:

- Food service – The goal is to convene an advisory board of businesses representative of the various sub-sectors of food service such as fine dining, quick service, and catering to develop new and innovative form of training that combines work-based learning with the necessary classroom skills and certificates (including the Food Handlers certificate).
- Construction – An advisory board of construction firms and unions representing organized labor and other local stakeholders will be convened to help shape solutions related to equity of access to career pathways in the unionized skilled trades; safety; and up-skilling. The Industry Partnership will also work with sector stakeholders to re-imagine/ re-brand the image of the industry to attract a greater diversity of workers, including younger workers.
- Retail – The retail partnership includes national/international chains with a wide range of products (department or general merchandise stores), national/international specialty chains (appliances and electronics, office supplies, etc.), small specialty chains, and small independent specialty stores. The focus will be on creating formal paths for advancement, supporting equity of access to advancement opportunities, and a model for understanding skills applicable inside and outside of the sector.

Long Island

The Long Island Region has identified key priority sectors including: Manufacturing; Technology; Health care and Social Assistance; Agriculture and Aquaculture; and Leisure and Hospitality. Regionally significant projects sited in the plan include:

- The LI STEM Hub has brought together employers, government agencies, and existing workforce collaborations to support education and training programs in forming industry council groups that have been successful particularly in the health care sector.
- The EngNE initiatives at Hofstra and Stony Brook University have enhanced engineering education at both universities through facilities improvement, hiring faculty and increasing capacity. Students who decide to pursue undergraduate degrees in STEM fields have their choice of programs that will prepare them for jobs with innovative businesses in the region.

There are numerous formal and informal business partnerships that support the regional workforce planning in Long Island. The LWDBs are represented on a variety of business associations and consortia that work together to support workforce planning in the region. Representatives network for job opportunities, publicize WIOA funded business services, increase Career Center visibility, and identify opportunities to collaborate on projects that are important to the region's economic development efforts. Such partnerships include, but are not limited to:

- Partners in the Long Island Manufacturing Strategies Initiative meet with local companies in order to better understand hiring trends/needs. Once the labor shortage and corresponding skills have been identified, local employers drive the training content of a curriculum to prepare individuals for entry level opportunities. Thus, curriculum development will incorporate the proficiencies from local business, education and the workforce system, encouraging a strong partnership.
- LWDB members and Career Center staff are active on several Hauppauge Industrial Association (HIA) sub-committees; and
- LWDBs work in partnership with the Long Island Association (LIA) as well as Aerospace and Defense Diversification Alliance in Peacetime Transition (ADDAPT). LIA supports growth, economic development and infrastructure investments in order to create employment opportunities while strengthening the region's business community. ADDAPT is an organization representing local aerospace and defense manufacturers which is also in alliance with LIFT, the HIA and the LWDBs to promote technology-based industries.

Western NY

LWDBs in the Western Region are committed to working closely with all partners. Regional industry concentrations include: Advanced Manufacturing, Hospitality/Tourism, Energy and Life & Health Sciences. These sectors continue to have job opportunities as well as projected forecasts for future demand. This region has many key projects under development which include:

- The WNY Hotspot, which is a consortium of regional business development organizations leveraging University at Buffalo's award-winning technology incubator to enhance and improve the business climate in the region. The WNY Hot Spot will impact 20 regional colleges and universities, allowing

their students enhanced access to entrepreneurship opportunities. This project will tie together the diversity of the region with a proven metrics-driven process to ensure students and entrepreneurs have the opportunity for success in starting new businesses.

- The Buffalo and Erie WDB was awarded a second 5 year grant by the Administration for Children and Families, the U.S. Department of Health and Human Services. This grant provides TANF and other low-income individuals the opportunity to obtain training for healthcare occupations that are in high demand, thus addressing the need for health care workers in Western New York. The focus is on training for: LPN, Medical Secretary, Community Health Worker, Pharmacy Technician, C.N.A., R.N, Physical Therapy Assistant and other demand driven occupations. According to NYSDOL's Labor Market Analyst in WNY, there are 700 job openings in health care in Erie County on any given day. The grant runs until September 29, 2020 so ample progress should be made toward addressing the need for health care workers.
- Hospitality and Tourism Center – Niagara Community College will renovate 90,000 square feet, including equipment for a world class center for training in hospitality, tourism and culinary arts along with an incubator and small business center to support growth of new tourism/culinary businesses.
- Solar City, the country's # 1 full service solar provider, is working with stakeholders to develop an educational pathway into employment. Educational partners include Erie Community College, where a certification course is being developed to prepare job seekers for careers in solar energy. Solar City is also a partner in Pathways in Technology Early College High School (P-Tech), along with the Buffalo Public School District. Through this collaboration, high school students at South Park High School will be educated about the solar industry and earn an associate's degree at Erie Community College following high school graduation. These students will also be first in line for a manufacturing position with Solar City.

PARTICIPANT LEVELS AND PERFORMANCE

For PY 2015 (July 1, 2015 – June 30, 2016), our preliminary data indicates participant levels for Adult and Dislocated Worker (DW) programs were 476,624 and 179,266 respectively. This reflects an increase in the Adult participant levels of approximately 40%, and an decrease in DW participant levels of approximately 17% from PY 2014. Under the Youth Program, 8,978 have been served, which is a decrease from PY 2014 of approximately 6%. These figures are based on reported participant levels included in the WIA Standard Record Data (WIASRD) Reports.

Common Measures Performance

As a whole, New York State passed all nine Common Measures. However, 10 local areas failed 13 Common Measures in PY 2015, as follows.

- Albany/Rensselaer/Schenectady: Youth Literacy and Numeracy Gains.
- Cayuga/Cortland: Youth Literacy and Numeracy Gains.
- Ontario/Seneca/Wayne/Yates: Youth Literacy and Numeracy Gains.
- Hempstead/Long Beach: Youth Literacy and Numeracy Gains.
- Putnam/Westchester: Youth Literacy and Numeracy Gains.

- Sullivan: Youth Placement in Employment or Education, Youth Attainment of a Degree or Certificate, and Youth Literacy and Numeracy Gains.
- Yonkers: Youth Literacy and Numeracy Gains.
- Jefferson/Lewis: Youth Literacy and Numeracy Gains.
- Tompkins: Youth Attainment of a Degree or Certificate and Youth Literacy and Numeracy Gains.
- Erie: Youth Attainment of a Degree or Certificate.

PY2015 was the last year that the Common Measures will be used to monitor program performance and as such, technical assistance will be focused on the Primary Indicators of Performance for PY16 rather than requiring performance improvement plans for the Common Measures.

Customer Service Indicators

Customer Service Indicators (CSIs) were implemented in 2007 and are designed to move the Career Center System in New York toward specific goals that align with state workforce priorities and/or that assist local areas in meeting Common Measure performance goals. Since 2007, NYSDOL implemented a variety of CSIs to reflect customer service priorities. In PY 2015, CSIs covered the following priorities.

- Initial Assessment – The goal for this indicator is for 95% or more of all customers who receive staff-assisted services to receive an initial assessment service. NYSDOL feels it is important to assess a customer's skills, needs, and desires as soon as possible to deliver services effectively.
- Employability Profile – Collect all of the information required for a successful job search, including job history, education level, and occupational goals. The participant's JobZone account is also updated with the profile information, expediting the job search process.
- Job Search Ready Services (JSRS) Referral – As the economy improves the NYSDOL's focus shifts from career development to a quick turnaround on the delivery of job referrals. This measure states that all newly enrolled JSRS customers must receive a job referral within 5 business days of their initial assessment.
- JSRS JobZone Resume Search – All JSRS customers should have a resume uploaded into JobZone and use the resume based search technology to improve the quality of their job search results. This also serves the purpose of creating a more robust Talent Bank for business customers to find potential candidates.
- CareerZone Portfolio – Provide youth participants with quality services through the completion of a CareerZone Portfolio. The information in the portfolio can help guide the career planning and/or job search for the youth participants. The modules also fulfill the required Labor Market Information and Financial Literacy Education youth program elements.
- Training on Regional Priority Occupations List – This measure assesses whether training supported through Individual Training Accounts (ITAs) leads to occupations on the Regional Priority Occupations list. This measure encourages LWIAs in the same region to coordinate and communicate to effectively find employment for their customers in high demand occupations.

- Business Job Referral Follow Up – The highest level of service a business customer can receive is for business engagement staff to take a job order from them directly and refer specific participants who are likely to suit the businesses needs. This measure ensures that these business customers receive follow up from staff so that their needs continue to be met.

CAREER CENTER SERVICES

Job Seeker Services

Information Technology Integration

NYSDOL's online career planning systems, CareerZone and JobZone (www.careerzone.ny.gov; www.jobzone.ny.gov) are now the self-service customer interface for the One-Stop Operating System (OSOS) case management system. The integration between JobZone and OSOS ensures that the right data and information is available to both the job seeker and the workforce system at every point in the service delivery cycle. Customers have access to a greater array of online self-service options and have these activities documented appropriately in their OSOS records. Customers can record their work search efforts in JobZone, create weekly work search reports, track their activities and keep their business contacts safe and secure in one self-service location which staff can access and provide appropriate assistance as needed. The following are technical tools that NYSDOL employs with customers.

- Integrated Workforce Registration – All job seekers, including UI claimants, register through the same online portal, which collects the information required for both UI and Employment Service registration. This improves customer service and efficiency while reducing data entry duplication.
- Self Service Modules – Job Seekers are provided with a personalized landing page after registration which integrates JobZone, Two-Way Communication (a secure email system), and the UI Benefits System. JobZone is a self-service tool that serves as a virtual Career Center. The application stores job searches, work search history, labor market information, Career Center Locations, resumes, career exploration activity, contact information and the employability score. JobZone is also fully integrated with OSOS. UI recipients can also file their claims, track work search records, and receive tax documents from within this service.
- Real Time Triage – Within the JobZone application there is also a Live Chat component in which users can interface in real time with Career Center staff. Staff can provide assistance and referrals to services that include (but are not limited to): JobZone technical assistance, career development assistance, resume preparation assistance, job search assistance, local Career Center location assistance and work search history assistance.
- Social Media Tools and Mobile Applications – To better connect unemployed job seekers with employment opportunities, NYSDOL will continue to explore strategies to create a Virtual Career Center where job seekers can connect with a multitude of Career Center services online. In addition to JobZone virtual services currently include live chat with career counselors, virtual job fairs, direct link to the NYS Job Bank, resume development support, and a large array of job seeker services. NYSDOL purchased online video interviewing software that allows jobseekers to conduct practice interviews online via video. This product can also

be used as a recruitment tool to conduct video interviews. NYSDOL would serve as the conduit between the business and the job seeker by providing the tool as a resource for interviews.

- New York Employment Services System (NYESS) – Revolutionizes employment supports for New Yorkers with disabilities and generates funding for disability-related employment services and supports. NYESS was developed using the New York State Medicaid Infrastructure Grant, New York Makes Work Pay, as the catalyst, and is administered as a joint effort of NYSDOL as the state lead agency for workforce services and the Office of Mental Health (OMH) as the lead agency for the Medicaid Infrastructure Grant.

NYESS provides system access to the following six State agencies and their network of service providers: OMH; the Office of People with Developmental Disabilities; Adult Career and Continuing Education Services – Vocational Rehabilitation; the Commission for the Blind; the Office of Alcohol and Substance Abuse Services; Office for the Aging; and Division of Veteran’s Affairs. In addition, since February 2012, NYESS has operated as the statewide Administrative Employment Network (EN) providing the ability to document employment outcomes for individuals with disabilities participating in the Ticket to Work program.

Reemployment Services and Eligibility Assessment

The Reemployment Services and Eligibility Assessment (RESEA) program, formerly known as REA- Reemployment and Eligibility Assessment, is framed around four major customer service principles intended to provide intensive case management and a heightened level of services to Unemployment Insurance claimants – expeditious entry to the Workforce Development Career Center system, assessment/identification of needs, individual reemployment plans, and continuous engagement.

The current RESEA program operates in 65 select Career Center locations in all 33 Local Workforce Development Areas and all 10 economic development regions of New York State. The program design has been shown to increase RESEA participants’ competitive advantage by returning claimants to work earlier than non-RESEA claimants. This reduces the average duration of their UI claim resulting in a savings to the UI Trust Fund. New York State received the largest share of RESEA federal grant dollars in the country for the past seven years. New York received just over \$20 million in grant year 2016, which runs January 1, 2016 until December 31, 2016.

Services to Veterans

Veterans’ services in New York are delivered through the Career Centers either under priority of service or the Jobs for Veterans State Grant (JVSG). Seventy-two (72) Disabled Veteran Outreach Program specialists (DVOPs) and Local Veterans Employment Representatives (LVERs) funded through the JVSG are located in Career Centers throughout the state. The Career Center system ensures veterans receive priority of service as provided in guidance issued by NYSDOL in 2012 and 2016 (<http://labor.ny.gov/workforcenypartners/ta/ta12-12-4-veterans-priority-of-service.pdf>).

DVOP Specialist Service Model to JVSG Veterans

On April, 2014 the United States Department of Labor's (USDOL) Employment and Training Administration (ETA) and Veteran's Employment and Training Service (VETS) released joint guidance from each agency providing information on the refocused roles and responsibilities for JVSG DVOP specialists and LVER staff. As a result of the refocusing, DVOP specialists only serve those veterans and eligible spouses with significant barriers to employment (SBE), ages 18-24 and other veterans as defined by the Secretary of Labor, therefore reducing their caseload. Those not eligible to meet with a DVOP are served on a priority basis by other Career Center staff. LVER staff's primary functions are to conduct job matching, job placement and business outreach on behalf of all veterans served by their Career Center. Due to the USDOL policy, LVER staff members no longer provide one-on-one services to veterans.

The DVOP specialist service model provides early intervention; services tailored to individual veteran needs, and expedited referral of veterans who need additional assistance to services available within the workforce system.

Through a continuous engagement of one-on-one appointments and between appointment contacts, veteran customers receive an Initial Assessment, Comprehensive Assessment, and job search support by a DVOP specialist. The veteran is provided with resume assistance, career guidance/coaching, job leads, and referrals.

Case Conference

If the veteran is not successful in finding a job after the second appointment, a staff case conference is held, whether the veteran was served by a DVOP specialist or Career Center Staff, to determine the job readiness of the veteran in the current labor market. This case conference occurs within four weeks of the veteran's second appointment and serves to inform the type and intensity of services to be delivered at subsequent appointments. The Case Conference will include, at a minimum, office manager/supervisor, veteran program staff (DVOP specialist and LVER), an employment counselor, and any other applicable Career Center staff.

The outcome of the Case Conference is a plan of service to make the veteran more competitive in the labor market. The nature of the services for subsequent appointments will be outlined in the plan of service developed at the discretion of the Career Center staff during the Case Conference. Veterans may be encouraged to attend training to enhance their skills to broaden the range of opportunities available to them. If significant employment barriers related to behavioral health are identified, veterans will be referred to appropriate local services. If vocational rehabilitation is identified as a need, veterans will be referred to the United States Department of Veterans Affairs Vocational Rehabilitation and Employment program (VR&E).

Local Veterans' Employment Representative

LVER staff members are qualified veterans who provide services consistent with their roles and responsibilities as mandated in the Jobs for Veterans Act and refocusing guidelines. LVER staff members specialize in advocating on behalf of veterans with business, industry, and community organizations to promote employment and training opportunities for veterans. They often work in conjunction with other Career Center staff, including DVOP specialists to

promote the skills and strengths that veterans bring to the civilian workforce. LVER staff members play an important role in assisting with the development of the service delivery strategies for veterans in their assigned Career Centers, as well as educating all Career Center partner staff with current employment initiatives and programs for veterans. Some of the daily activities of the LVER include, job matching and job placement for veterans serviced by their Career Center, planning and participating in job fairs, conducting employer outreach, informing Federal contractors of the process to hire qualified veterans, promoting credentialing and licensing opportunities for veterans, and in conjunction with employers, conducting Job Search and LMI workshops.

Metrics for JVSG Program

Weekly DVOP and LVER reports are run. The DVOP report outlines how many DVOP appointments were scheduled from the UI Download, how many DVOP follow-up appointments were attended, and the total number of case conferences held. The LVER report shows the number of business and veteran customers served, total business outreaches conducted, job developments, job orders matched, job referrals, workshops conducted and the number of veterans placed.

Monthly DVOP reports are received from the One Stop Operating System (OSOS) Unit detailing program performance for services to veterans at the LWIA, office, and individual staff member level. This report details veteran appointment information, services provided, number of veterans served, exiter data, and entered employment rates.

Quarterly reports are received from the Research and Statistics Unit which are generated per specific parameters defined by USDOL. The ETA 9002 Reports and the VETS 200 Reports detail the veteran, eligible persons, and transitioning service member demographics, employment and wage data, and services received statewide.

Services to Post 9/11 Veterans

Under the Gold Card Initiative, post 9/11 veterans seeking services are offered both intensive services and case management for up to six months from their initial service. Post 9/11 veterans not using services through the Gold Card Initiative still have available to them the full range of services offered through the Career Centers. Staff assisted services begin with an Initial Assessment to determine the level and types of services that would be most beneficial to the customer. These services include career counseling, resume and job search assistance, federal resume assistance, interviewing skills, and various workshops. The vast majority of post 9/11 veterans (over 90%) receive staff assisted services through the Career Centers in New York. New York State issued policy regarding the Gold Card program to the Career Center system in December 2011 (<http://labor.ny.gov/workforcenypartners/ta/TA11-15-1-Gold-Card-Services.pdf>).

Service to Veterans Undergoing Vocational Rehabilitation and Employment

New York State has a Memorandum of Understanding (MOU) with USDOL VETS and the US Division of Veterans Affairs (VA) to provide job search assistance to those veterans completing vocational rehabilitation and employment under Chapter 31. Under this MOU, a DVOP specialist or Career Center staff provides case management and employment services to assist veterans in finding employment once they have completed training. Department of Labor Intensive Services Coordinators provide VA counselors with monthly case management

updates on each veteran, ensuring that the services provided by the VA and the services provided by the DVOP specialist or Career Center staff are coordinated and complementary.

Services to Returning National Guard Members

Career Centers serve as an integral part of the reintegration of returning National Guard members. JVSG-funded staff participate in all facets of the Yellow Ribbon program. Services begin at the pre-deployment event where service members are made aware of the services available to them. They are provided information on how to access services while deployed. Deployed service members can receive resume assistance via email and be enrolled in the JobZone system to obtain job leads by email. When service members return, they are provided with information on services at the demobilization site and asked to complete an employment screening questionnaire to determine their status following release from active duty. Those that are unemployed, underemployed, or attending school are contacted by the closest Career Center. At the 30-day post deployment Yellow Ribbon event, each transitioning service member in need of intensive services may meet with a DVOP specialist or Career Center staff member to conduct a one-on-one employment assessment. During this assessment, the questionnaire is reviewed to determine if there have been any changes and to discuss the specifics of each service member's situation. This information is forwarded to the Career Center to ensure the service member has a strong local connection for employment and training assistance. A career fair is included in the 60- day post deployment event for units with significant numbers of unemployed service members. This career fair is open only to members of the unit and includes businesses whose employment opportunities match as closely as possible with the skills possessed by unit members.

Services to Transitioning Service Members

Transitioning service members typically receive services when they return to New York while on terminal leave from the military and seek out services as a result of the USDOL Employment Workshop, provided as a part of the Transition GPS Program. At Fort Drum, services are also provided through the Army Career and Alumni Program (ACAP). DVOP specialists work in conjunction with ACAP staff to assist transitioning service members in post military career planning. They are provided with information to help them: make educational choices and choices as to which career has the most demand for their skills. They are also provided with assistance on preparing resumes, interview preparation, job search, and transferability of their particular skills, as well as information on how to use Career Center services in the state to which they return.

Experience Counts

As part of the Governor's Experience Counts Initiative, which helps returning Veterans get jobs in New York, NYSDOL has partnered with the Division of Criminal Justice Services (DCJS), the Department of State (DOS) and the Division of Veterans Affairs to help recently returning Veterans obtain security guard training using their military experience. Eligible Veterans include those that were Army Infantryman and Army Indirect Fire Infantryman, Army CID Specialist, Army Combat Engineer, Army Small Arms Master Gunner, Army Resettlement Specialist (a.k.a. Corrections Specialist), USMC and Army Military Police, Air Force Security Specialist, Navy Master-At-Arms and Naval Corrections Specialist.

In lieu of the standard DCJS security guard curriculum, which consisted of 8-hour pre-assignment training and 16-hour on-the-job training, NYSDOL created a 2 hour on-line training video. Veterans with the required military experience can complete the online training, take a written test based on the online video, complete an online National Incident Management System (NIMS) training, and become registered with NYS to work as a security guard. There are currently more than 1,384 available security jobs statewide.

NYSDOL has also partnered with the Division of Motor Vehicles (DMV) to make eligible transitioning service members, National Guard members, and recently separated veterans aware of the opportunity to obtain a Commercial Driver License without having to take the road test. This program removes a significant barrier to licensure for individuals with the requisite military training and experience. As of June 30, 2016, DMV granted 1,080 of these waivers.

Businesses Engagement

Business Services

Through improved communications with businesses on their specific needs, New York's Career Center system continues to build on its successful outreach efforts with the business community. Business Service staff are connecting with new and repeat business customers to offer targeted programs and services. By doing so, they have been able to increase the usage of OJT programs and other hiring incentives such as the Work Opportunity Tax Credit, NYS Workers with Disabilities Employment Tax Credit, and the NYS Urban Youth Jobs Program Tax Credit.

Regional Business Services Teams

Regional Business Services Teams are established throughout the State to support alignment of Career Center services to sector initiatives/strategies in the region. This structure brings Wagner-Peyser and business service staff together to discuss common problems and share promising practices. It also allows them to share workforce intelligence and strategies for marketing services, as well as hiring and training incentives for business customers.

On-the-Job Training Programs

In PY 2015 New York State operated several OJT programs to provide businesses with incentives to hire target populations such as the long-term unemployed. Not only have these programs enabled New Yorkers to get back to work, they provided businesses with the opportunity to invest in their workforce and remain competitive. These OJT programs are proving to be successful vehicles for workforce development and the response from the business community continues to be very positive.

Jobs Express

Jobs Express is an online database for businesses to post available jobs. Local workforce areas use the Jobs Express system as a lead generation source to grow the state's database of business customers. For PY 2015, staff contacted more than 30,528 businesses and, since the effort began in December 2012, reached out to 97,124 businesses.

Customized Recruitments

Customized Recruitments are no-cost, targeted events built around the specific needs of each business. Career Center staff search the Talent Bank for candidates that best meet the needs of the business and then set up a meeting where the business can interview these candidates. In PY 2015, 1,628 customized recruitments and 134 career fairs were conducted statewide.

Rapid Response

NYS experienced a decrease in the number of affected workers impacted by Workers' Adjustment and Retraining Notifications (WARN) as filed in PY 2015. During PY 2015, NYSDOL received 272 WARN notices impacting 24,210 affected workers. In comparison, during PY 2014, NYSDOL received 361 WARN notices impacting 37,324 affected workers. Additionally, during PY 2015, NYSDOL conducted workforce intelligence and provided Expeditious Response for 228 (non-WARN) layoff events which impacted 11,959 affected workers. This is an increase in comparison with PY 2014, when NYSDOL provided Expeditious Response for 265 (non-WARN) layoff events which impacted 8,291 affected workers.

Shared Work

New York's unemployment rate (seasonally adjusted) decreased to 4.7% by June 2016, compared to 5.2% in June 2015. During PY 2015, 552 Shared Work plans were approved to begin and 7,652 participants were registered. This represents an increase of 4% and 7% respectively, when compared on a statewide basis with PY 2014. This experience is illustrated in the Table 1.

Region	Plans Approved to Begin		Projected Number of Workers		Number of Participants	
	PY 2015	PY 2014	PY 2015	PY 2014	PY 2015	PY 2014
Statewide	552 4%	529	17,782 18%	15,110	7,652 37%	5,567
Capital Region	56	47	1,128	842	271	308
Central	50	40	1,582	1,094	557	540
Finger Lakes	87	83	2,876	2,464	1,089	1,004
Mid-Hudson	45	48	630	542	173	210
Long Island	68	71	1,045	1,478	345	360
Mohawk Valley	36	41	2,010	1,914	745	625
New York City	43	44	956	906	391	450
North Country	20	17	731	472	443	300
Southern	43	42	2,967	2,528	1,063	781
Western	99	84	3,765	2,325	2,194	853
Address Unknown	5	12	92	545	381	136

Note: The numbers for PY 2014 are revised to capture the online plans not originally captured in the database.

In addition, USDOL awarded NYSDOL a \$4 million Short Time Compensation Program and Promotion Grant in 2014 to: promote enrollment activities; implement and/or improve administration; and create awareness regarding Shared Work.



STATE WORKFORCE INVESTMENT BOARD

The State Workforce Investment Board (SWIB) has been fully appointed by the Governor, a chairperson is actively engaged and meetings are convened regularly. The Board has been primarily tasked with supporting efforts of the State's REDC Strategic Planning Initiative, and guiding WIOA implementation. The SWIB is organized into six committees chaired by business membership, as follows.

- Executive Committee – To oversee the other five subcommittees and ensure that the SWIB as a whole is addressing the various requirements of WIOA.
- Aligning Workforce Programs – Comprised of Executive staff from partner agencies (ESD, OTDA, SED, DOL, OCFS, and SUNY) to focus on interagency coordination of services and ensure all agencies meet requirements under WIOA.
- Communications and Improving Regional Planning – To improve communication between the LWDBs, REDCs, and the SWIB, and ensure optimal workforce planning and coordination.
- Education and Credentials – To help ensure education and credentials are demand-driven and industry-recognized. They also focus on the development of career pathways.
- Significant Industries – To evaluate the needs of significant industries across the State and helping to foster connections with business intermediaries and support sector strategies.
- Outcomes and Metrics – To help ensure the State meets reporting requirements under WIOA and to evaluate performance results to identify best practices or areas for improvement.

NEW YORK STATE COMBINED STATE PLAN

New York State prepared a Combined State Plan which included the WIOA core programs and the TAA program. The Plan was prepared by the state agencies that administer these programs (NYS DOL, NYS Education Department, and Office of Child and Family Services, Commission for the Blind) under guidance of the SWIB, Aligning Workforce Programs Committee. It serves as the State's vehicle to outline its vision of the workforce development system and how it will align and integrate the workforce development system to achieve four goals:

- Align and integrate federal education, employment, and training programs;
- Guide investments to ensure services meet the needs of businesses and job seekers;
- Apply consistent, job-driven strategies across all relevant federal programs; and
- Engage economic, education and workforce partners.

The draft NYS Combined Plan was submitted to the federal government on April 1, 2016. The Plan was approved, contingent upon minor modifications. The Final Combined State Plan was submitted to the federal government on August 31, 2016, and will be amended within two years.

BUILDING SYSTEM CAPACITY

The Department continues to provide training and capacity-building activities to the State's workforce system. Training opportunities are provided to all levels of workforce professionals, from state and local board members to front-line direct service delivery staff in the Career Centers, program providers and stakeholders. Capacity-building activities are delivered through a variety of methods including videoconferencing, conference calls, webinars, online training modules and classroom training.

New York State Workforce Investment Act Annual Report for Program Year 2015



Adult Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	59	64.2	88,069
			137,201
Employment Retention Rate	81	82.1	106,016
			129,126
Average Earnings	\$13,401	\$13,604	\$1,441,657,599
			105,973

Outcomes for Adult Special Populations

Reported Information	Public Assistance Recipients Receiving Intensive or Training Services		Veterans		Individuals With Disabilities		Older Individuals	
Entered Employment Rate	57.6	5,896	62.4	5,810	43.8	3,935	53.9	11,198
		10,239		9,310		8,989		20,782
Employment Retention Rate	78.1	4,838	81.2	6,492	76.7	4,187	80.2	12,034
		6,192		7,991		5,456		15,012
Average Earnings	\$9,629	\$46,509,846	\$15,508	\$100,567,798	\$10,979	\$45,935,811	\$15,131	\$181,982,950
		4,830		6,485		4,184		12,027

Outcome Information by Service Level for the Adult Program

Reported Information	Individuals Who Only Received Core Services		Individuals Who Only Received Core and Intensive Services		Individuals Who Received Training Services	
Entered Employment Rate	63.2	45,299	64.3	38,012	74.6	4,758
		71,688		59,133		6,380
Employment Retention Rate	80.9	65,208	83.4	34,372	88.4	6,436
		80,607		41,235		7,284
Average Earnings	\$12,840	\$837,206,214	\$14,809	\$508,788,049	\$14,917	\$95,663,336
		65,203		34,357		6,413

Dislocated Worker Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	53.4	62.7	94,064
			150,132
Employment Retention Rate	82.0	84.1	96,935
			115,234
Average Earnings	\$19,587	\$19,151	\$1,855,477,191
			96,887

Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	57.4	4,966	51.2	2,868	50.4	15,189	65.6	1,148
		8,646		5,605		30,140		1,751
Employment Retention Rate	81.4	4,886	78.3	2,868	79.2	14,972	76.4	1,067
		6,005		3,663		18,913		1,396
Average Earnings	\$18,104	\$88,383,021	\$14,262	\$40,874,688	\$19,294	\$288,645,185	\$8,140	\$8,685,380
		4,882		2,866		14,960		1,067

Outcome Information by Service Level for the Dislocated Worker Program

Reported Information	Individuals Who Only Received Core Services		Individuals Who Received Only Core and Intensive Services		Individuals Who Received Training Services	
Entered Employment Rate	60.1	42,071	64.3	48,391	74.0	3,602
		69,986		75,276		4,870
Employment Retention Rate	83.0	56,810	85.5	35,789	88.4	4,336
		68,449		41,879		4,906
Average Earnings	\$19,242	\$1,093,102,144	\$19,420	\$694,449,317	\$15,724	\$67,925,730
		56,808		35,759		4,320

Youth (14-21) Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Placement in Employment or Education	70.5	74.0	3,211
			4,338
Attainment of Degree or Certificate	65.9	71.1	2,781
			3,913
Literacy and Numeracy Gains	56.7	54.6	1,164
			2,132

Outcomes for Youth Special Populations

Reported Information	Public Assistance Recipients	Veterans		Individuals With Disabilities		Out-of-School Youth		
Placement in Employment or Education	71.2	664	100.0	2	68.5	393	69.9	1,742
		932		2		574		2,491
Attainment of Degree or Certificate	63.6	490	0.0	0	63.1	284	68.2	1,365
		770		0		450		2,002
Literacy and Numeracy Gains	55.2	315	0.0	0	59.4	190	54.6	1,164
		571		0		320		2,132

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	83.4	117,276 140,604	\$1,724	\$242,018,933 140,374	0.0	2 88,069	\$5,780	\$508,546,153 87,986	4.5
Dislocated Workers	85.2	107,779 126,561	87.0	\$2,084,543,460 \$2,396,125,016	0.0	2 94,064	\$8,277	\$777,721,218 93,961	4.8	174 3,602
Older Youth	76.0	911 1,199	\$4,089	\$4,436,255 1,085	0.2	2 1,152	\$2,538	\$2,702,437 1,065		

Participation Levels

Reported Information	Total Participants Served	Total Exitters
Total Adult Customers	502,629	413,768
Total Adults (self-service only)	139,134	107,019
WIA Adults	337,490	272,956
WIA Dislocated Workers	179,266	146,949
Total Youth (14-21)	8,978	4,535
Younger Youth (14-18)	5,743	2,650
Older Youth (19-21)	3,235	1,885
Out-of-School Youth	4,734	2,715
In-School Youth	4,244	1,820

Cost of Program Activities

Program Activity		Total Federal Spending
Local Adults		\$39,031,039
Local Dislocated Workers		\$38,695,263
Local Youth		\$40,103,929
Rapid Response (up to 25%) WIA Section 134(a)(2)(B)		\$15,245,063
Statewide Required Activities (up to 15%) WIA Section 134(a)(2)(B)		\$7,484,224
Statewide Allowable Activities WIA Section 134(a)(3)	Program Activity Description	
	Miscellaneous	\$1,827,852
	Indirect Admin	\$3,114,699
	WIOA Implementation	\$80,871
Total of All Federal Spending Listed Above		\$145,582,940

Veteran Priority of Service

	Total	Percent Served
Covered Entrants Who Reached the End of the Entry Period	24,250	
Covered Entrants Who Received a Service During the Entry Period	24,250	100.0%
Covered Entrants Who Received a Staff-Assisted Service During the Entry Period	18,074	74.5%

Veteran's Outcomes by Special Populations

Reported Information	Post 9/11 Era Veterans		Post 9/11 Era Veterans who Received at least Intensive Services		TAP Workshop Veterans	
Entered Employment Rate	62.7	4,320	60.3	2,665	63.6	28
		6,895		4,418		44
Employment Retention Rate	81.9	4,402	82.1	2,705	83.3	50
		5,373		3,296		60
Average Earnings	\$16,092	\$70,758,626	\$16,294	\$44,009,411	\$15,667	\$783,365
		4,397		2,701		50

Local Performance

Albany/Rensselaer/Schenectady Counties	Total Participants Served	Adults	9,359
		Dislocated Workers	3,494
		Youth (14-21)	218
36005	Total Exiters	Adults	7,921
		Dislocated Workers	2,801
		Youth (14-21)	13
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	59	68.2
	Dislocated Workers	53.4	68.3
Retention Rates	Adults	81	83.7
	Dislocated Workers	82.0	85.8
Average Earnings	Adults	\$13,401	\$13,219
	Dislocated Workers	\$19,587	\$17,571
Placement in Employment and Education	Youth (14 - 21)	65.0	72.0
Attainment of Degree or Certificate	Youth (14 - 21)	63.0	72.7
Literacy or Numeracy Gains	Youth (14 - 21)	53.0	10.0
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
	1	2	6

Local Performance

New York City	Total Participants Served	Adults	
			114,622
		Dislocated Workers	93,529
		Youth (14-21)	4,353
36015	Total Exiters	Adults	
			96,984
		Dislocated Workers	77,215
		Youth (14-21)	1,985
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	59	63.0
	Dislocated Workers	53.4	60.4
Retention Rates	Adults	81	81.3
	Dislocated Workers	82.0	83.4
Average Earnings	Adults	\$13,401	\$13,282
	Dislocated Workers	\$19,587	\$19,914
Placement in Employment and Education	Youth (14 - 21)	70.5	75.7
Attainment of Degree or Certificate	Youth (14 - 21)	65.9	76.1
Literacy or Numeracy Gains	Youth (14 - 21)	56.7	54.5
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
	0	2	7

Local Performance

City of Yonkers	Total Participants Served	Adults	1,174
		Dislocated Workers	1,999
		Youth (14-21)	88
36030	Total Exiters	Adults	817
		Dislocated Workers	1,576
		Youth (14-21)	87
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	59	63.9
	Dislocated Workers	53.4	62.9
Retention Rates	Adults	81	81.8
	Dislocated Workers	82.0	83.3
Average Earnings	Adults	\$13,401	\$16,524
	Dislocated Workers	\$19,587	\$18,894
Placement in Employment and Education	Youth (14 - 21)	69.0	65.0
Attainment of Degree or Certificate	Youth (14 - 21)	65.9	90.0
Literacy or Numeracy Gains	Youth (14 - 21)	56.7	44.7
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).			
		Not Met	Met
Overall Status of Local Performance		1	2
		Exceeded	6

Local Performance

Chemung/Schuylers/Steuben Counties	Total Participants Served	Adults	
		5,554	2,077
		Youth (14-21) 129	
36045	Total Exiters	Adults	
		4,308	1,423
		Youth (14-21) 58	
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	59	66.2
	Dislocated Workers	53.4	69.0
Retention Rates	Adults	81	84.3
	Dislocated Workers	82.0	85.9
Average Earnings	Adults	\$13,401	\$13,694
	Dislocated Workers	\$18,134	\$14,708
Placement in Employment and Education	Youth (14 - 21)	70.5	75.0
Attainment of Degree or Certificate	Youth (14 - 21)	65.9	70.4
Literacy or Numeracy Gains	Youth (14 - 21)	56.7	51.4
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
	0	2	7

Local Performance

Hempstead/Long Beach	Total Participants Served	Adults	
			3,202
36060	Total Exitters	Dislocated Workers	5,090
		Youth (14-21)	126
		Adults	2,724
Reported Information		Dislocated Workers	4,363
		Youth (14-21)	56
Entered Employment Rate	Adults	Negotiated Performance Level	59
		Actual Performance Level	63.9
Retention Rates	Dislocated Workers	Negotiated Performance Level	53.4
		Actual Performance Level	62.5
Average Earnings	Adults	Negotiated Performance Level	81
		Actual Performance Level	81.8
Placement in Employment and Education	Dislocated Workers	Negotiated Performance Level	82.0
		Actual Performance Level	85.0
Attainment of Degree or Certificate	Adults	Negotiated Performance Level	\$13,401
		Actual Performance Level	\$17,007
Literacy or Numeracy Gains	Dislocated Workers	Negotiated Performance Level	\$19,587
		Actual Performance Level	\$21,555
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
		1	0

Local Performance

Jefferson/Lewis Counties	Total Participants Served	Adults	
			2,041
		Dislocated Workers	905
		Youth (14-21)	52
36065	Total Exiters	Adults	
			1,787
		Dislocated Workers	689
		Youth (14-21)	29
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	59	66.6
	Dislocated Workers	53.4	63.2
Retention Rates	Adults	81	81.3
	Dislocated Workers	82.0	78.2
Average Earnings	Adults	\$13,401	\$12,430
	Dislocated Workers	\$15,575	\$13,742
Placement in Employment and Education	Youth (14 - 21)	70.5	75.0
Attainment of Degree or Certificate	Youth (14 - 21)	65.9	72.0
Literacy or Numeracy Gains	Youth (14 - 21)	56.7	33.3
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
	1	3	5

Local Performance

Oyster Bay/North Hempstead/Glen Cove	Total Participants Served	Adults	1,584	
		Dislocated Workers	6,233	
		Youth (14-21)	90	
36075	Total Exiters	Adults	1,413	
		Dislocated Workers	5,137	
		Youth (14-21)	81	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	59	62.5	
	Dislocated Workers	53.4	62.5	
Retention Rates	Adults	81	82.4	
	Dislocated Workers	82.0	83.4	
Average Earnings	Adults	\$13,401	\$19,117	
	Dislocated Workers	\$19,587	\$28,838	
Placement in Employment and Education	Youth (14 - 21)	70.5	86.7	
Attainment of Degree or Certificate	Youth (14 - 21)	65.9	97.6	
Literacy or Numeracy Gains	Youth (14 - 21)	56.7	82.4	
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	0	Met	0
			Exceeded	9

Local Performance

Niagara County	Total Participants Served	Adults	
			5,635
		Dislocated Workers	1,050
		Youth (14-21)	
			135
36080	Total Exiters	Adults	
			4,911
		Dislocated Workers	918
		Youth (14-21)	
			135
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	59	65.4
	Dislocated Workers	53.4	67.5
Retention Rates	Adults	81	83.0
	Dislocated Workers	82.0	84.8
Average Earnings	Adults	\$13,401	\$12,443
	Dislocated Workers	\$17,365	\$14,556
Placement in Employment and Education	Youth (14 - 21)	70.5	82.8
Attainment of Degree or Certificate	Youth (14 - 21)	62.0	64.8
Literacy or Numeracy Gains	Youth (14 - 21)	56.7	60.7
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
	0	2	7

Local Performance

Oneida/Herkimer/Madison Counties	Total Participants Served	Adults	
		5,720	
		Dislocated Workers 4,520	
		Youth (14-21) 148	
36090	Total Exiters	Adults 5,433	
		Dislocated Workers 4,206	
		Youth (14-21) 70	
Reported Information		Negotiated Performance Level	Actual Performance Level
	Entered Employment Rate	Adults 59	63.8
		Dislocated Workers 53.4	68.7
Retention Rates		Adults 81	83.2
		Dislocated Workers 82.0	85.3
Average Earnings		Adults \$13,401	\$12,208
		Dislocated Workers \$17,350	\$14,591
Placement in Employment and Education	Youth (14 - 21)	70.5	60.7
Attainment of Degree or Certificate	Youth (14 - 21)	65.9	66.7
Literacy or Numeracy Gains	Youth (14 - 21)	56.7	60.0
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
		0	3
		Exceeded	6

Local Performance

Orange County	Total Participants Served	Adults	3,162
		Dislocated Workers	2,367
		Youth (14-21)	279
36095	Total Exiters	Adults	2,371
		Dislocated Workers	1,918
		Youth (14-21)	36
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	59	68.5
	Dislocated Workers	53.4	63.9
Retention Rates	Adults	81	85.2
	Dislocated Workers	82.0	84.9
Average Earnings	Adults	\$13,401	\$16,065
	Dislocated Workers	\$19,587	\$17,560
Placement in Employment and Education	Youth (14 - 21)	70.5	77.8
Attainment of Degree or Certificate	Youth (14 - 21)	65.9	82.6
Literacy or Numeracy Gains	Youth (14 - 21)	56.7	56.8
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
	0	1	8

Local Performance

Oswego County	Total Participants Served	Adults	
		2,446	
		Dislocated Workers	
		957	
		Youth (14-21)	
		92	
36100	Total Exiters	Adults	
		2,227	
		Dislocated Workers	
		738	
		Youth (14-21)	
		67	
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	59	66.2
	Dislocated Workers	53.4	62.6
Retention Rates	Adults	81	83.8
	Dislocated Workers	82.0	86.1
Average Earnings	Adults	\$13,401	\$13,770
	Dislocated Workers	\$16,950	\$15,711
Placement in Employment and Education	Youth (14 - 21)	70.5	77.3
Attainment of Degree or Certificate	Youth (14 - 21)	65.9	69.4
Literacy or Numeracy Gains	Youth (14 - 21)	56.7	61.9
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
	0	1	8

Local Performance

Rockland County	Total Participants Served	Adults		
		Dislocated Workers	1,506	
		Youth (14-21)	2,017	
36105	Total Exitters	Adults		
		Dislocated Workers	1,262	
		Youth (14-21)	1,539	
Reported Information		Negotiated Performance Level	Actual Performance Level	
	Entered Employment Rate	Adults	59	60.4
		Dislocated Workers	53.4	57.4
Retention Rates		Adults	81	83.3
		Dislocated Workers	82.0	83.3
Average Earnings		Adults	\$13,401	\$18,704
		Dislocated Workers	\$19,587	\$31,017
Placement in Employment and Education	Youth (14 - 21)	70.5	74.3	
Attainment of Degree or Certificate	Youth (14 - 21)	65.9	90.7	
Literacy or Numeracy Gains	Youth (14 - 21)	56.7	60.0	
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
		0	0	9

Local Performance

St. Lawrence County	Total Participants Served	Adults		
			2,069	
36110	Total Exitters	Dislocated Workers		664
		Youth (14-21)		37
		Adults		2,049
Reported Information		Dislocated Workers		609
		Youth (14-21)		33
		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	59	66.2	
	Dislocated Workers	53.4	65.5	
Retention Rates	Adults	81	76.0	
	Dislocated Workers	82.0	76.6	
Average Earnings	Adults	\$13,401	\$12,125	
	Dislocated Workers	\$15,575	\$12,993	
Placement in Employment and Education	Youth (14 - 21)	70.5	73.7	
Attainment of Degree or Certificate	Youth (14 - 21)	65.9	67.7	
Literacy or Numeracy Gains	Youth (14 - 21)	56.7	50.0	
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	
	0	5	4	

Local Performance

Saratoga/Warren/Washington Counties	Total Participants Served	Adults	
			3,513
		Dislocated Workers	
			1,429
		Youth (14-21)	
			91
36115	Total Exiters	Adults	
			2,944
		Dislocated Workers	
			1,075
		Youth (14-21)	
			17
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	59	71.0
	Dislocated Workers	53.4	68.4
Retention Rates	Adults	81	84.6
	Dislocated Workers	82.0	83.0
Average Earnings	Adults	\$13,401	\$14,478
	Dislocated Workers	\$18,000	\$17,230
Placement in Employment and Education	Youth (14 - 21)	70.5	66.7
Attainment of Degree or Certificate	Youth (14 - 21)	65.9	68.6
Literacy or Numeracy Gains	Youth (14 - 21)	56.7	47.8
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
	0	3	6

Local Performance

Suffolk County	Total Participants Served	Adults	6,766
		Dislocated Workers	9,473
		Youth (14-21)	303
36120	Total Exitters	Adults	5,650
		Dislocated Workers	7,934
		Youth (14-21)	253
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	59	61.0
	Dislocated Workers	53.4	59.4
Retention Rates	Adults	81	84.0
	Dislocated Workers	82.0	86.0
Average Earnings	Adults	\$13,401	\$16,685
	Dislocated Workers	\$19,587	\$19,854
Placement in Employment and Education	Youth (14 - 21)	70.5	69.4
Attainment of Degree or Certificate	Youth (14 - 21)	65.9	73.4
Literacy or Numeracy Gains	Youth (14 - 21)	56.7	84.7
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
	0	1	8

Local Performance

Ulster County	Total Participants Served	Adults	
			1,640
		Dislocated Workers	502
	Youth (14-21)	59	
36125	Total Exiters	Adults	
			1,569
		Dislocated Workers	458
	Youth (14-21)	43	
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	59	56.5
	Dislocated Workers	53.4	53.6
Retention Rates	Adults	81	82.9
	Dislocated Workers	82.0	82.9
Average Earnings	Adults	\$13,401	\$13,229
	Dislocated Workers	\$15,587	\$15,090
Placement in Employment and Education	Youth (14 - 21)	70.5	90.6
Attainment of Degree or Certificate	Youth (14 - 21)	65.9	88.9
Literacy or Numeracy Gains	Youth (14 - 21)	56.7	100.0
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
	0	3	6

Local Performance

Columbia/Greene Counties	Total Participants Served	Adults	
		800	
		Dislocated Workers	
		391	
		Youth (14-21)	
		62	
36135	Total Exiters	Adults	
		670	
		Dislocated Workers	
		302	
		Youth (14-21)	
		36	
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	59	67.5
	Dislocated Workers	53.4	67.4
Retention Rates	Adults	81	84.0
	Dislocated Workers	82.0	80.3
Average Earnings	Adults	\$13,401	\$14,502
	Dislocated Workers	\$17,125	\$16,082
Placement in Employment and Education	Youth (14 - 21)	70.5	63.8
Attainment of Degree or Certificate	Youth (14 - 21)	65.9	62.2
Literacy or Numeracy Gains	Youth (14 - 21)	56.7	70.0
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
	0	4	5

Local Performance

Sullivan County	Total Participants Served	Adults	
		777	
		Dislocated Workers	
		364	
		Youth (14-21)	
		24	
36140	Total Exiters	Adults	
		602	
		Dislocated Workers	
		320	
		Youth (14-21)	
		20	
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	59	63.0
	Dislocated Workers	53.4	59.6
Retention Rates	Adults	81	82.9
	Dislocated Workers	82.0	87.6
Average Earnings	Adults	\$13,401	\$12,598
	Dislocated Workers	\$17,860	\$14,592
Placement in Employment and Education	Youth (14 - 21)	70.5	33.3
Attainment of Degree or Certificate	Youth (14 - 21)	65.9	12.5
Literacy or Numeracy Gains	Youth (14 - 21)	56.7	41.2
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
	3	2	4

Local Performance

Fulton/Montgomery/Schoharie Counties	Total Participants Served	Adults	
			2,091
		Dislocated Workers 1,648	
		Youth (14-21) 112	
36145	Total Exitters	Adults 1,978	
		Dislocated Workers 1,470	
		Youth (14-21) 34	
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	59	61.8
	Dislocated Workers	53.4	70.1
Retention Rates	Adults	81	82.5
	Dislocated Workers	82.0	80.7
Average Earnings	Adults	\$13,401	\$13,492
	Dislocated Workers	\$15,500	\$13,990
Placement in Employment and Education	Youth (14 - 21)	70.5	70.6
Attainment of Degree or Certificate	Youth (14 - 21)	65.9	65.0
Literacy or Numeracy Gains	Youth (14 - 21)	56.7	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
	0	3	6

Local Performance

North Country	Total Participants Served	Adults	
			6,182
		Dislocated Workers	1,119
		Youth (14-21)	
			115
36150	Total Exiters	Adults	
			5,537
		Dislocated Workers	1,064
		Youth (14-21)	
			41
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	59	68.4
	Dislocated Workers	53.4	73.2
Retention Rates	Adults	81	80.3
	Dislocated Workers	82.0	77.6
Average Earnings	Adults	\$13,250	\$11,733
	Dislocated Workers	\$16,400	\$14,111
Placement in Employment and Education	Youth (14 - 21)	70.5	100.0
Attainment of Degree or Certificate	Youth (14 - 21)	65.9	80.8
Literacy or Numeracy Gains	Youth (14 - 21)	56.7	55.6
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
	0	5	4

Local Performance

Chenango/Delaware/Otsego Counties	Total Participants Served	Adults	1,607
		Dislocated Workers	1,446
		Youth (14-21)	154
36155	Total Exiters	Adults	1,388
		Dislocated Workers	1,280
		Youth (14-21)	75
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	59	61.9
	Dislocated Workers	53.4	71.8
Retention Rates	Adults	81	77.3
	Dislocated Workers	82.0	84.2
Average Earnings	Adults	\$13,401	\$11,974
	Dislocated Workers	\$16,780	\$13,747
Placement in Employment and Education	Youth (14 - 21)	70.5	75.4
Attainment of Degree or Certificate	Youth (14 - 21)	65.9	64.7
Literacy or Numeracy Gains	Youth (14 - 21)	56.7	65.8
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
	0	4	5

Local Performance

Finger Lakes	Total Participants Served	Adults	2,545
		Dislocated Workers	1,366
36165	Total Exiters	Youth (14-21)	122
		Adults	2,296
		Dislocated Workers	1,154
Reported Information		Negotiated Performance Level	Actual Performance Level
		Entered Employment Rate	Adults
	Dislocated Workers	53.4	69.9
Retention Rates	Adults	81	82.4
	Dislocated Workers	82.0	82.8
Average Earnings	Adults	\$13,401	\$13,800
	Dislocated Workers	\$17,925	\$15,355
Placement in Employment and Education	Youth (14 - 21)	70.5	75.0
Attainment of Degree or Certificate	Youth (14 - 21)	65.9	62.0
Literacy or Numeracy Gains	Youth (14 - 21)	56.7	22.2
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
	1	2	6

Local Performance

GLOW	Total Participants Served	Adults	
		2,930	
36170	Total Exitters	Dislocated Workers	
		1,350	
		Youth (14-21)	
Reported Information		Adults	
		2,526	
		Dislocated Workers	
Entered Employment Rate	Adults	Negotiated Performance Level	
		Actual Performance Level	
		59	73.1
Retention Rates	Dislocated Workers	53.4	71.5
		81	81.9
Average Earnings	Dislocated Workers	82.0	84.8
		\$13,401	\$13,185
Placement in Employment and Education	Youth (14 - 21)	70.5	76.5
Attainment of Degree or Certificate	Youth (14 - 21)	65.9	81.5
Literacy or Numeracy Gains	Youth (14 - 21)	56.7	52.6
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
	0	3	6

Local Performance

Erie County	Total Participants Served	Adults	10,655
		Dislocated Workers	7,695
		Youth (14-21)	387
36175	Total Exiters	Adults	7,988
		Dislocated Workers	6,871
		Youth (14-21)	350
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	59	65.5
	Dislocated Workers	53.4	69.9
Retention Rates	Adults	81	84.0
	Dislocated Workers	82.0	85.6
Average Earnings	Adults	\$13,401	\$13,402
	Dislocated Workers	\$19,587	\$15,670
Placement in Employment and Education	Youth (14 - 21)	70.5	56.8
Attainment of Degree or Certificate	Youth (14 - 21)	65.9	35.5
Literacy or Numeracy Gains	Youth (14 - 21)	56.7	52.0
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
	1	3	5

Local Performance

Onondaga County	Total Participants Served	Performance Level	
		Negotiated Performance Level	Actual Performance Level
		Adults	4,560
		Dislocated Workers	6,264
		Youth (14-21)	245
36185	Total Exiters	Adults	3,482
		Dislocated Workers	4,824
		Youth (14-21)	160
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	59	64.2
	Dislocated Workers	53.4	69.8
Retention Rates	Adults	81	83.2
	Dislocated Workers	82.0	86.6
Average Earnings	Adults	\$13,401	\$14,151
	Dislocated Workers	\$16,832	\$15,335
Placement in Employment and Education	Youth (14 - 21)	70.5	75.0
Attainment of Degree or Certificate	Youth (14 - 21)	65.9	67.3
Literacy or Numeracy Gains	Youth (14 - 21)	56.7	54.3
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
	0	2	7

Local Performance

Cayuga/Cortland Counties	Total Participants Served	Adults	
			2,670
		Dislocated Workers	949
		Youth (14-21)	42
36195	Total Exitters	Adults	
			2,202
		Dislocated Workers	675
		Youth (14-21)	15
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	59	69.7
	Dislocated Workers	53.4	69.4
Retention Rates	Adults	81	81.8
	Dislocated Workers	82.0	85.5
Average Earnings	Adults	\$13,401	\$12,563
	Dislocated Workers	\$17,821	\$15,874
Placement in Employment and Education	Youth (14 - 21)	70.5	82.4
Attainment of Degree or Certificate	Youth (14 - 21)	65.9	82.4
Literacy or Numeracy Gains	Youth (14 - 21)	56.7	40.0
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
	1	2	6

Local Performance

Allegany/Cattaraugus Counties	Total Participants Served	Adults	
		2,524	
		Dislocated Workers 569	
		Youth (14-21) 73	
36210	Total Exiters	Adults	
		2,224	
		Dislocated Workers 429	
		Youth (14-21) 41	
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	59	63.0
	Dislocated Workers	53.4	64.5
Retention Rates	Adults	81	80.5
	Dislocated Workers	82.0	83.6
Average Earnings	Adults	\$13,100	\$11,006
	Dislocated Workers	\$14,920	\$11,935
Placement in Employment and Education	Youth (14 - 21)	70.5	71.9
Attainment of Degree or Certificate	Youth (14 - 21)	65.9	68.0
Literacy or Numeracy Gains	Youth (14 - 21)	56.7	50.0
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
	0	4	Exceeded 5

Local Performance

Chautauqua County	Total Participants Served	Adults	
			3,443
		Dislocated Workers	1,081
		Youth (14-21)	134
36215	Total Exiters	Adults	
			1,731
		Dislocated Workers	464
		Youth (14-21)	44
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	59	66.8
	Dislocated Workers	53.4	66.6
Retention Rates	Adults	81	81.3
	Dislocated Workers	82.0	83.7
Average Earnings	Adults	\$13,100	\$12,129
	Dislocated Workers	\$15,900	\$14,504
Placement in Employment and Education	Youth (14 - 21)	70.5	85.2
Attainment of Degree or Certificate	Youth (14 - 21)	65.9	61.1
Literacy or Numeracy Gains	Youth (14 - 21)	53.0	42.9
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
	0	4	5

Local Performance

Broome/Tioga Counties	Total Participants Served	Adults	3,332
		Dislocated Workers	1,925
		Youth (14-21)	83
36220	Total Exiters	Adults	2,646
		Dislocated Workers	1,576
		Youth (14-21)	58
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	59	64.4
	Dislocated Workers	53.4	68.1
Retention Rates	Adults	81	81.7
	Dislocated Workers	82.0	82.2
Average Earnings	Adults	\$13,401	\$11,477
	Dislocated Workers	\$16,090	\$13,432
Placement in Employment and Education	Youth (14 - 21)	70.5	92.5
Attainment of Degree or Certificate	Youth (14 - 21)	65.9	81.4
Literacy or Numeracy Gains	Youth (14 - 21)	56.7	95.8
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
	0	2	7

Local Performance

Tompkins County	Total Participants Served	Adults	
			1,098
		Dislocated Workers	436
		Youth (14-21)	80
36225	Total Exiters	Adults	
			848
		Dislocated Workers	280
		Youth (14-21)	20
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	59	67.3
	Dislocated Workers	53.4	63.3
Retention Rates	Adults	81	81.5
	Dislocated Workers	82.0	86.3
Average Earnings	Adults	\$13,401	\$13,209
	Dislocated Workers	\$19,587	\$16,390
Placement in Employment and Education	Youth (14 - 21)	70.5	75.0
Attainment of Degree or Certificate	Youth (14 - 21)	65.9	48.6
Literacy or Numeracy Gains	Youth (14 - 21)	56.7	26.9
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
	2	2	5

Local Performance

Dutchess County	Total Participants Served	Adults	
		2,940	
36230	Total Exitters	Dislocated Workers	
		1,267	
		Youth (14-21)	
Reported Information		Youth (14-21)	
		101	
		Adults	
Entered Employment Rate		2,433	
		Dislocated Workers	
		1,099	
Retention Rates		Youth (14-21)	
		40	
		Negotiated Performance Level	
Average Earnings		Actual Performance Level	
Placement in Employment and Education	Adults	59	64.5
		Dislocated Workers	53.4
Attainment of Degree or Certificate	Adults	81	85.4
		Dislocated Workers	82.0
Literacy or Numeracy Gains	Adults	\$13,401	\$16,562
		Dislocated Workers	\$19,587
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	
		0	0
			9

Local Performance

Putnam County/Balance of Westchester County	Total Participants Served	Adults	5,463
		Dislocated Workers	7,292
		Youth (14-21)	534
36235	Total Exiters	Adults	3,853
		Dislocated Workers	4,987
		Youth (14-21)	257
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	59	58.2
	Dislocated Workers	53.4	59.9
Retention Rates	Adults	81	82.8
	Dislocated Workers	82.0	85.7
Average Earnings	Adults	\$13,401	\$17,793
	Dislocated Workers	\$19,587	\$26,327
Placement in Employment and Education	Youth (14 - 21)	70.5	79.2
Attainment of Degree or Certificate	Youth (14 - 21)	65.9	67.5
Literacy or Numeracy Gains	Youth (14 - 21)	56.7	34.4
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
	1	1	7

Local Performance

Monroe County	Total Participants Served	Adults	
		7,212	
		Dislocated Workers 7,482	
		Youth (14-21) 424	
36240	Total Exitters	Adults	
		6,735	
		Dislocated Workers 6,319	
		Youth (14-21) 197	
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	59	62.8
	Dislocated Workers	53.4	65.6
Retention Rates	Adults	81	84.2
	Dislocated Workers	82.0	87.0
Average Earnings	Adults	\$13,401	\$13,503
	Dislocated Workers	\$18,385	\$15,968
Placement in Employment and Education	Youth (14 - 21)	70.5	63.5
Attainment of Degree or Certificate	Youth (14 - 21)	63.0	66.9
Literacy or Numeracy Gains	Youth (14 - 21)	53.0	47.6
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
	0	3	6



Department
of Labor