

STATE OF  
**IDAHO**

**WORKFORCE INVESTMENT ACT**

**ANNUAL REPORT FOR PY 2004**



SEPTEMBER 2005

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# WIA Title I Report for the State of Idaho

## Part A. Return on Investment

Idaho's "Return on Investment" provides the required analysis of our workforce investment activities relative to the effect of the activities on the performance of the participants. Reviewing the level of investment (taxpayers' dollars) vs. the return on that investment (participant gains in wages, taxes, reduced public assistance) provides another look at the success of the programs beyond the required performance standards.

Each program demonstrates a positive impact on the community resulting from participation in the program. For individuals enrolled in the Adult program, \$2.41 is returned to the community for each dollar spent and the investment is returned by the participant within thirteen months. For dislocated workers, the investment is returned in nine months with those leaving the program returning \$4.03 to the community for each dollar invested.

Youth, particularly younger youth, are less likely to be directed toward immediate employment upon completion. A primary goal for these at-risk youth is to encourage them to return to school or to assist them in continuing their education. In recognition of these goals, the analysis considers future impact resulting from continued participation in education through high school and beyond for younger youth. Impact for older youth who are employment directed is computed in the same manner as adults and dislocated workers. The results of our analysis demonstrate that investments in youth are repaid within 19 months and youth are expected to return \$1.84 to the community for each dollar invested in their training.

## IDAHO

### Adult ~ Program Year 2004 Summary at a Glance

Increased Income Tax Contributions (State & Federal)	\$986,013
Increased FICA payments	\$813,593
Reduced Public Assistance Dependency	\$681,480
<b>TOTAL ANNUAL TAXPAYER BENEFIT</b>	<b>\$2,481,086</b>
Monthly Taxpayer Benefit	\$206,757
<b>ADULT PROGRAM COST (Expenditures, PY 2004)</b>	<b>\$2,658,490</b>
Number of months to pay back Taxpayer Investment	12.9

### IMPACT OF WIA INVESTMENT

#### Adult ~ Program Year 2004 Summary at a Glance

Annual Increased Net Earnings of Participants	\$3,924,793
Annual Increase in FICA Contributions	\$813,593
Annual Increase in Federal Income Tax Payments	\$677,600
Annual Increase in State Income Tax Payments	\$308,413
Annual Decrease in Public Assistance	\$681,480
<b>TOTAL ANNUAL IMPACT</b>	<b>\$6,405,880</b>
<b>ADULT PROGRAM COST (Expenditures, PY 2004)</b>	<b>\$2,658,490</b>

#### Overall Impact of Investment (Impact divided by Program Cost)

Investment	Impact
\$1.00	\$2.41

## IDAHO

### Dislocated Worker ~ Program Year 2004 Summary at a Glance

Increased Income Tax Contributions (State & Federal)	\$2,459,390
Increased FICA payments	\$1,999,716
Reduced Public Assistance Dependency	\$248,940
<b>TOTAL ANNUAL TAXPAYER BENEFIT</b>	<b>\$4,708,046</b>
Monthly Taxpayer Benefit	\$392,337
D.W. PROGRAM COST (DW, Rapid Response, State 15% Expenditures, PY 2004)	\$3,550,304
Number of months to pay back Taxpayer Investment	9

### IMPACT OF WIA INVESTMENT Dislocated Worker ~ Program Year 2004 Summary at a Glance

Annual Increased Net Earnings of Participants	\$9,610,793
Annual Increase in FICA Contributions	\$1,999,716
Annual Increase in Federal Income Tax Payments	\$1,694,840
Annual Increase in State Income Tax Payments	\$764,550
Annual Decrease in Public Assistance	\$248,940
<b>TOTAL ANNUAL IMPACT</b>	<b>\$14,318,839</b>
D.W. PROGRAM COST (DW, Rapid Response, State 15% Expenditures, PY 2004)	\$3,550,304

#### Overall Impact of Investment (Impact divided by Program Cost)

Investment	Impact
\$1.00	\$4.03

**IDAHO**  
Youth ~ Program Year 2004  
Summary at a Glance

Increased Income Tax Contributions (State & Federal)	\$1,095,341
Increased FICA payments	\$836,828
Reduced Public Assistance Dependency	\$140,700
<b>TOTAL ANNUAL TAXPAYER BENEFIT</b>	<b>\$2,072,869</b>
Monthly Taxpayer Benefit	\$172,739
<b>YOUTH PROGRAM COST (Program Expenditures, PY 2004)</b>	<b>\$3,272,044</b>
Number of months to pay back Taxpayer Investment	18.9

**IMPACT OF WIA INVESTMENT**  
Youth ~ Program Year 2004  
Summary at a Glance

Annual Increased Net Earnings of Participants	\$3,955,706
Annual Increase in FICA Contributions	\$836,828
Annual Increase in Federal Income Tax Payments	\$732,479
Annual Increase in State Income Tax Payments	\$362,862
Annual Decrease in Public Assistance	\$140,700
<b>TOTAL ANNUAL IMPACT</b>	<b>\$6,028,575</b>
<b>YOUTH PROGRAM COST (Program Expenditures, PY 2004)</b>	<b>\$3,272,044</b>

Overall Impact of Investment (Impact divided by Program Cost)

Investment	Impact
\$1.00	\$1.84

# Return on Investment

## BACKGROUND

Each person who applies for WIA services completes an application that supplies information on employment status, cash welfare and/or food stamps recipient status, number in the family and number of dependents. Unemployment insurance records are also accessed for pre-program wage information. This information constitutes the raw data used as pre-program information.

Upon completion of the training, information is recorded on each individual regarding his or her employment status and earnings. This information constitutes post-program data.

For younger youth whose goal is not immediate employment, pre-program information is based on the mean income of those with less than a high school education as reported in the most current CPS survey. Post-program information is the mean income for high school graduates from the same survey. While this does not report actual income, it is used as an indicator of future program impact.

The raw data collected at these points is used to project and compute employment rate, net (take home) pay of the employed, FICA and federal and state income tax contributions and public assistance costs. By comparing pre-program and post-program data, we can reasonably determine the benefit of the program compared to the cost of the program.

## METHODOLOGY

Federal and state income taxes paid are calculated by using federal and state tax tables, based on average income, average family size, and the most frequently occurring filing status of participants. Increased tax contributions are derived from subtracting pre-program contributions from post-program contributions.

Annual public assistance costs are calculated by multiplying the number of cash welfare recipients by the maximum monthly welfare grant times twelve; Food Stamp costs are calculated by multiplying the number of food stamp recipients by the average monthly food stamp amount times twelve. Decreased public assistance costs were derived by determining whether an individual who was on assistance at intake was working more than 25 hours a week at \$6 per hour. If so, s/he would not have qualified for cash assistance, so the maximum monthly benefit as of July 1, 2004, for both cash assistance and food stamp assistance was counted as savings.

FICA contributions are calculated to be 15.3 percent of gross earnings.

Net (take home) earnings of the employed are calculated by computing the annual gross income and subtracting employee FICA and income taxes. Pre-program earnings are based on earnings reported in unemployment insurance records; post-program earnings are based on employment data collected at program exit.

### **Taxpayer Return on Investment**

The Taxpayer Return on Investment represents the rate of return of taxpayer dollars, through increased tax contributions and decreased welfare costs.

To calculate the Taxpayer Return on Investment, the Total Annual Benefit is divided by twelve to produce a Monthly Taxpayer Benefit. The Program Cost is then divided by the Monthly Taxpayer Benefit to calculate the number of months it takes to pay back the taxpayer investment in WIA for the year in question.

## **IMPACT OF INVESTMENT**

This is a measure of the program's overall benefit to the community.

When calculating the Impact of Investment, net earnings of the participants are included, as well as the increased tax contributions and decreased welfare costs. Even though these earnings are not directly returned to the taxpayer, they represent a measure of increased productivity.

## **ASSUMPTIONS**

The ideal calculation of the return on WIA investments would contain raw data on individual participants for an entire year prior and subsequent to participation in WIA. The cost of collecting such data, however, would far outweigh the benefit of doing so. As such, these calculations rely on a number of assumptions about the data and about pre- and post-program conditions of participants. These are identified below:

In general, it is assumed that the following data, collected during program intake and exit as well as from unemployment wage records, remained constant for the entire year prior and subsequent to program participation, respectively:

- Earnings
- Employed/Unemployed Status
- Public Assistance Grant Amounts
- Family Size

### **Other Assumptions:**

Using the average income, average family size, and most frequently occurring filing status to calculate tax contributions will yield a representative, yet conservative, estimate for the individuals being counted.

Individuals are receiving all public assistance benefits for which they are eligible both prior and subsequent to program participation.

## **OTHER TAXPAYER BENEFITS**

The benefits reflected in these calculations include only a portion of those actually accruing to the taxpayer for these programs. Other welfare costs associated with Medicaid, subsidized housing, and Supplemental Security Income, for example, will generate significant savings if no longer received by program completers. Reduced Unemployment Insurance costs may generate additional savings. These measures also reflect increased tax contributions only for state and federal income taxes, without the inclusion of local and sales taxes. Information needed to calculate these related savings, however, is either not available or cost-prohibitive to produce.

# Part B. Evaluation of Activities

## IDAHO'S FOCUS FOR WIA

The Governor's Workforce Development Council and local *IdahoWorks* Boards have provided the necessary direction to successfully implement WIA programs throughout the state. Idaho met all federally established statewide performance goals for WIA for PY 2004, primarily due to the efforts and leadership of the Council and *IdahoWorks* Boards.

## CHALLENGE

Features that make Idaho unique also bring challenges, and for WIA there is no exception. Idaho is predominantly rural, with a large geographical area and a population of 1.39 million. By its very nature, stretching programs with limited and reduced funding is difficult.

## EVALUATIONS

The Workforce Investment Act permits the use of the Governor's 15% Discretionary Funds to support customized/incumbent worker training within the state. The Workforce Development Council has designated a portion of these funds for the High Growth Business Project in order to foster stronger partnerships between education, industry, and the workforce system and to respond to high growth business needs. Use of these funds allows for the investment in workforce solutions to meet high growth business demand for skilled workers by targeting worker training and career development resources toward helping workers gain the skills they need to build successful careers in these and other growing industries.

Much like the U.S. Department of Labor's model for the President's High Growth Job Training Initiative, Idaho's High Growth Business Project targeted those industry sectors identified as "high growth" industries for assistance and support. The Project seeks to prepare workers to take advantage of new and increasing job opportunities in high growth, high demand and economically vital sectors of the state's economy. The High Growth Business Project is designed to move new entrants, lower-skilled, lower-wage employed individuals, or dislocated workers whose previous occupations are no longer in demand, into high growth occupations

In Program Year 2004, as part of this Project, the Workforce Development Council made funds available to the local workforce investment areas to help meet and improve business training needs. The Workforce Development Council received five proposals from the six areas of the state and funded four of the submissions.

**Region III-** Several groups worked to establish a partnership to address the shortage of construction workers in the region and support plans to provide equipment operator training to 17 individuals and skilled laborer training to 32 individuals. Additionally, local contractors committed to contribute \$44,439 in match funds in addition to the \$39,384 made available from WIA funds and also committed to hire the equipment operator and skilled laborer apprentices when training is completed.



**Region IV-** The regional partnership of the Magic Valley addresses the shortage of nurses in the area with its funding. The College of Southern Idaho will provide both Practical and Registered Nursing training to 35 individuals. Additionally, partners Magic Valley Regional Medical Center (MVRMC) and North West Bec Corp committed to match the \$50,000 made available from WIA funds and to offers of employment to CSI nursing graduates as well.

**Region V-** This regional partnership also addresses the nursing shortage through training, as Idaho State University will provide Licensed Practical Nurse training to project participants, while Bear Lake Memorial Hospital has committed to match the WIA funds made available to the program and to offer employment to the project participants upon graduation and licensure.

**Region VI-** This region, like Regions IV & V, also established a partnership to address the shortage of nurses. Eastern Idaho Technical College will provide occupation skills training in nursing for 30 individuals from the Ashton and Teton Valley areas. Teton Valley hospital and Ashton Living Center will be partnering agencies sponsoring and coordinating activities with Eastern Idaho Technical College. The partnering agencies have committed to match the WIA funds provide to hire, promote or assist those persons who complete the class find employment.

## Table Section

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

Customer Satisfaction	Negotiated Performance Level	Actual Performance Level – American Customer Satisfaction Index	Number of Customers Surveyed	Number of Customers Eligible for the Survey
Program Participants	80%	85.6	1,360	1,788
Employers	78%	83.9	24	27

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

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	76.00%	87.17%	265
			304
Employment Retention Rate	84.00%	88.81%	397
			447
Earnings Replacement in Six Months	\$3,475.00	\$4,817.48	\$1,926,993
			400
Employment And Credential Rate	55.00%	72.35%	259
			358

**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	84.21%	$\frac{16}{19}$	76.47%	$\frac{26}{34}$	77.42%	$\frac{24}{31}$	79.31%	$\frac{23}{29}$
Employment Retention Rate	86.36%	$\frac{19}{22}$	84.85%	$\frac{28}{33}$	87.18%	$\frac{34}{39}$	83.33%	$\frac{30}{36}$
Earnings Change in Six Months	\$4,054.89	$\frac{\$77,043}{19}$	\$5,357.56	$\frac{\$155,369}{29}$	\$5,202.07	$\frac{\$171,668}{33}$	\$4,923.85	$\frac{\$147,715}{30}$
Employment And Credential Rate	71.43%	$\frac{10}{14}$	61.29%	$\frac{19}{31}$	52.78%	$\frac{19}{36}$	63.16%	$\frac{12}{19}$

**Table D – Other Outcome Information for the Adult Program**

Reported Information	Individuals Who Received Training Services		Individuals Who Received Only Core and Intensive Services	
Entered Employment Rate	84.95%	$\frac{175}{206}$	91.84%	$\frac{90}{98}$
Employment Retention Rate	89.94%	$\frac{313}{348}$	84.85%	$\frac{84}{99}$
Earnings Change in Six Months	\$5,110.31	$\frac{\$1,568,866}{307}$	\$3,850.83	$\frac{\$358,127}{93}$

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

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	85.00%	92.54%	719 777
Employment Retention Rate	90.00%	95.37%	782 820
Earnings Replacement in Six Months	88.00	84.26%	\$9,181,789 \$10,896,623
Employment And Credential Rate	55.00%	70.96%	457 644

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

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	85.57%	83 97	79.41%	27 34	87.50%	70 80	85.71%	42 49
Employment Retention Rate	95.45	105 110	100.00%	42 42	86.05%	74 86	92.50%	37 40
Earnings Replacement Rate	82.04%	\$1,229,587 \$1,498,730	93.02%	\$463,060 \$497,794	58.09%	\$758,410 \$1,305,498	506.56%	\$286,080 \$56,475
Employment And Credential Rate	66.67%	48 72	62.96%	17 27	65.52%	38 58	63.83%	30 47

**Table G – Other Outcome Information for the Dislocated Worker Program**

Reported Information	Individuals Who Received Training Services		Individuals Who Received Only Core and Intensive Services	
Entered Employment Rate	92.24%	594 644	93.98%	125 133
Employment Retention Rate	96.07%	611 636	92.93%	171 184
Earnings Replacement Rate	83.77%	\$7,009,302 \$8,367,392	85.90%	\$2,172,487 \$2,529,231

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

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	68.00%	94.44%	102
			108
Employment Retention Rate	80.00%	90.00%	108
			120
Earnings Change in Six Months	\$3,000.00	\$3,881.42	\$376,498
			97
Employment & Credential Rate	43.00%	54.09%	86
			159

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

Reported Information	Public Assistance Recipients		Veterans		Individuals With Disabilities		Out-of-School Youth	
	Entered Employment Rate	100.00%	8 8	100%	1 1	94.44%	17 18	94.51%
Employment Retention Rate	100.00%	2 2	100%	1 1	91.30%	21 23	88.89%	88 99
Earnings Change in Six Months	\$0.00	0 0	\$1,664.84	\$1665 1	\$4,168.97	\$70,873 17	\$3,773.24	\$313,179 83
Credential Rate	33.33%	3 9	0.00%	0 1	40.00%	10 25	52.31%	68 130

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

	Negotiated Performance Level	Actual Performance Level	
Skill Attainment Rate	82.00%	90.70%	829 914
Diploma or Equivalent Attainment Rate	60.00%	73.93%	190 257
Retention Rate	60.00%	78.88%	239 303

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

Reported Information	Public Assistance Recipients		Individuals With Disabilities		Out-of-School Youth	
Skill Attainment Rate	89.58%	43 48	92.35%	326 353	84.02%	184 219
Diploma or Equivalent Attainment Rate	70.59%	12 17	89.41%	76 85	43.24	32 74
Retention Rate	78.95%	15 19	84.85%	84 99	73.87%	82 111

**Table L – Other Reported Information**

	12-Month Retention Rate		12-Month Earnings		Nontraditional Employment		Wages at Entry		Training Related Employment	
Adults	86.95%	413 475	\$4,979.95	\$2,071,658 416	23.26%	60 258	\$4,048.45	\$979,725 242	82.67%	124 150
Dislocated Workers	92.84%	752 810	86.43%	\$9,019,122 \$10,435,433	17.31%	117 676	\$5,714.26	\$3,639,983 637	75.71%	402 531
Older Youth	85.59%	101 118	\$3,284.40	\$318,587 97	8.82%	9 102	\$2,585.07	\$211,976 82		

**Table M – Participation Levels**

	Total Participants Served	Total Exiters
Adults	802	490
Dislocated Workers	1,296	732
Older Youth	279	170
Younger Youth	793	418

**Table N – Cost of Program Activities**

Program Activity		Total Federal Spending
<b>Local Adults</b>		\$2,658,490
<b>Local Dislocated Workers</b>		\$2,567,083
<b>Local Youth</b>		\$3,272,044
<b>Rapid Response</b> (up to 25%) §134(a)(2)(A)		\$ 983,221
<b>Statewide Required Activities</b> (Up to 15%) §134(a)(2)(B)		\$1,661,832
<b>Statewide Allowable Activities</b> §134(a)(3)	<b>Statewide Miscellaneous Activities (older worker pilot, LMI, marketing)</b>	\$ 274,367
<b>Total of All Federal Spending Listed Above</b>		\$11,417,037

**Table O: Local Performance**

<b>Local Area Name</b>  ONE	<b>Total Participants Served</b>	<b>Adults</b>	267
		<b>Dislocated Workers</b>	250
		<b>Older Youth</b>	118
		<b>Younger Youth</b>	269
<b>ETA Assigned #</b>  16040	<b>Total Exiters</b>	<b>Adults</b>	160
		<b>Dislocated Workers</b>	140
		<b>Older Youth</b>	70
		<b>Younger Youth</b>	142

		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>
<b>Customer Satisfaction</b>	<b>Program Participants</b>	80	85
	<b>Employers</b>	78	90
<b>Entered Employment Rate</b>	<b>Adults</b>	76%	81%
	<b>Dislocated Workers</b>	85%	92%
	<b>Older Youth</b>	68%	90%
<b>Retention Rate</b>	<b>Adults</b>	84%	88%
	<b>Dislocated Workers</b>	90%	93%
	<b>Older Youth</b>	80%	94%
	<b>Younger Youth</b>	60%	72%
<b>Earnings Change/Earnings Replacement in Six Months</b>	<b>Adults</b>	\$3,475	\$4,250
	<b>Dislocated Workers</b>	88%	97%
	<b>Older Youth</b>	\$3,000	\$3,494
<b>Credential/ Diploma Rate</b>	<b>Adults</b>	55%	68%
	<b>Dislocated Workers</b>	55%	74%
	<b>Older Youth</b>	43%	35%
	<b>Younger Youth</b>	60%	66%
<b>Skill Attainment Rate</b>	<b>Younger Youth</b>	82%	91%
<b>Skill Description of Other State Indicators of Performance</b>			
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>
			x



**Table O: Local Performance**

<b>Local Area Name</b>  TWO	<b>Total Participants Served</b>	<b>Adults</b>	75
		<b>Dislocated Workers</b>	72
		<b>Older Youth</b>	29
		<b>Younger Youth</b>	50
<b>ETA Assigned #</b>  16045	<b>Total Exiters</b>	<b>Adults</b>	51
		<b>Dislocated Workers</b>	42
		<b>Older Youth</b>	14
		<b>Younger Youth</b>	31

		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>
<b>Customer Satisfaction</b>	<b>Program Participants</b>	80	86
	<b>Employers</b>	78	78
<b>Entered Employment Rate</b>	<b>Adults</b>	76%	90%
	<b>Dislocated Workers</b>	85%	96%
	<b>Older Youth</b>	68%	93%
<b>Retention Rate</b>	<b>Adults</b>	84%	93%
	<b>Dislocated Workers</b>	90%	96%
	<b>Older Youth</b>	80%	92%
	<b>Younger Youth</b>	60%	79%
<b>Earnings Change/Earnings Replacement in Six Months</b>	<b>Adults</b>	\$3,475	\$4,073
	<b>Dislocated Workers</b>	88%	85%
	<b>Older Youth</b>	\$3,000	\$6,021
<b>Credential/ Diploma Rate</b>	<b>Adults</b>	55%	73%
	<b>Dislocated Workers</b>	55%	74%
	<b>Older Youth</b>	43%	26%
	<b>Younger Youth</b>	60%	82%
<b>Skill Attainment Rate</b>	<b>Younger Youth</b>	82%	89%
<b>Skill Description of Other State Indicators of Performance</b>			
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>
			x

**Table O: Local Performance**

<b>Local Area Name</b>  THREE	<b>Total Participants Served</b>	<b>Adults</b>	261
		<b>Dislocated Workers</b>	642
		<b>Older Youth</b>	53
		<b>Younger Youth</b>	220
<b>ETA Assigned #</b>  16015	<b>Total Exiters</b>	<b>Adults</b>	185
		<b>Dislocated Workers</b>	370
		<b>Older Youth</b>	51
		<b>Younger Youth</b>	141

		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>
<b>Customer Satisfaction</b>	<b>Program Participants</b>	80	83
	<b>Employers</b>	78	83
<b>Entered Employment Rate</b>	<b>Adults</b>	76%	95%
	<b>Dislocated Workers</b>	85%	92%
	<b>Older Youth</b>	68%	97%
<b>Retention Rate</b>	<b>Adults</b>	84%	87%
	<b>Dislocated Workers</b>	90%	95%
	<b>Older Youth</b>	80%	86%
	<b>Younger Youth</b>	60%	79%
<b>Earnings Change/Earnings Replacement in Six Months</b>	<b>Adults</b>	\$3,475	\$4,720
	<b>Dislocated Workers</b>	88%	79%
	<b>Older Youth</b>	\$3,000	\$3,483
<b>Credential/ Diploma Rate</b>	<b>Adults</b>	55%	80%
	<b>Dislocated Workers</b>	55%	68%
	<b>Older Youth</b>	43%	62%
	<b>Younger Youth</b>	60%	67%
<b>Skill Attainment Rate</b>	<b>Younger Youth</b>	82%	90%
<b>Skill Description of Other State Indicators of Performance</b>			
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>
			x

**Table O: Local Performance**

<b>Local Area Name</b>  FOUR	<b>Total Participants Served</b>	<b>Adults</b>	81
		<b>Dislocated Workers</b>	111
		<b>Older Youth</b>	31
		<b>Younger Youth</b>	121
<b>ETA Assigned #</b>  16050	<b>Total Exiters</b>	<b>Adults</b>	41
		<b>Dislocated Workers</b>	53
		<b>Older Youth</b>	14
		<b>Younger Youth</b>	45

		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>
<b>Customer Satisfaction</b>	<b>Program Participants</b>	80	87
	<b>Employers</b>	78	NA
<b>Entered Employment Rate</b>	<b>Adults</b>	76%	85%
	<b>Dislocated Workers</b>	85%	96%
	<b>Older Youth</b>	68%	100%
<b>Retention Rate</b>	<b>Adults</b>	84%	94%
	<b>Dislocated Workers</b>	90%	98%
	<b>Older Youth</b>	80%	83%
	<b>Younger Youth</b>	60%	88%
<b>Earnings Change/Earnings Replacement in Six Months</b>	<b>Adults</b>	\$3,475	\$5,512
	<b>Dislocated Workers</b>	88%	103%
	<b>Older Youth</b>	\$3,000	\$1,172
<b>Credential/ Diploma Rate</b>	<b>Adults</b>	55%	68%
	<b>Dislocated Workers</b>	55%	61%
	<b>Older Youth</b>	43%	92%
	<b>Younger Youth</b>	60%	81%
<b>Skill Attainment Rate</b>	<b>Younger Youth</b>	82%	95%
<b>Skill Description of Other State Indicators of Performance</b>			
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>
			x

**Table O: Local Performance**

<b>Local Area Name</b>  FIVE	<b>Total Participants Served</b>	<b>Adults</b>	52
		<b>Dislocated Workers</b>	150
		<b>Older Youth</b>	26
		<b>Younger Youth</b>	70
<b>ETA Assigned #</b>  16055	<b>Total Exiters</b>	<b>Adults</b>	28
		<b>Dislocated Workers</b>	94
		<b>Older Youth</b>	13
		<b>Younger Youth</b>	27

		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>
<b>Customer Satisfaction</b>	<b>Program Participants</b>	80	84
	<b>Employers</b>	78	63
<b>Entered Employment Rate</b>	<b>Adults</b>	76%	75%
	<b>Dislocated Workers</b>	85%	92%
	<b>Older Youth</b>	68%	100%
<b>Retention Rate</b>	<b>Adults</b>	84%	92%
	<b>Dislocated Workers</b>	90%	99%
	<b>Older Youth</b>	80%	94%
	<b>Younger Youth</b>	60%	84%
<b>Earnings Change/Earnings Replacement in Six Months</b>	<b>Adults</b>	\$3,475	\$7,002
	<b>Dislocated Workers</b>	88%	76%
	<b>Older Youth</b>	\$3,000	\$5,078
<b>Credential/ Diploma Rate</b>	<b>Adults</b>	55%	65%
	<b>Dislocated Workers</b>	55%	80%
	<b>Older Youth</b>	43%	80%
	<b>Younger Youth</b>	60%	96%
<b>Skill Attainment Rate</b>	<b>Younger Youth</b>	82%	97%
<b>Skill Description of Other State Indicators of Performance</b>			
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>
			x

**Table O: Local Performance**

<b>Local Area Name</b>  SIX	<b>Total Participants Served</b>	<b>Adults</b>	66
		<b>Dislocated Workers</b>	71
		<b>Older Youth</b>	22
		<b>Younger Youth</b>	63
<b>ETA Assigned #</b>  16060	<b>Total Exiters</b>	<b>Adults</b>	25
		<b>Dislocated Workers</b>	33
		<b>Older Youth</b>	8
		<b>Younger Youth</b>	32

		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>
<b>Customer Satisfaction</b>	<b>Program Participants</b>	80	86
	<b>Employers</b>	78	NA
<b>Entered Employment Rate</b>	<b>Adults</b>	76%	89%
	<b>Dislocated Workers</b>	85%	97%
	<b>Older Youth</b>	68%	80%
<b>Retention Rate</b>	<b>Adults</b>	84%	88%
	<b>Dislocated Workers</b>	90%	97%
	<b>Older Youth</b>	80%	89%
	<b>Younger Youth</b>	60%	96%
<b>Earnings Change/Earnings Replacement in Six Months</b>	<b>Adults</b>	\$3,475	\$6,733
	<b>Dislocated Workers</b>	88%	113%
	<b>Older Youth</b>	\$3,000	\$4,883
<b>Credential/ Diploma Rate</b>	<b>Adults</b>	55%	83%
	<b>Dislocated Workers</b>	55%	77%
	<b>Older Youth</b>	43%	73%
	<b>Younger Youth</b>	60%	100%
<b>Skill Attainment Rate</b>	<b>Younger Youth</b>	82%	85%
<b>Skill Description of Other State Indicators of Performance</b>			
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>
			X

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