



State of Rhode Island

Department of Labor and Training

Donald L. Carcieri,
Governor
Adelita S. Orefice,
Director

Workforce Investment Act



Annual Report
Program Year 2004

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Message from the Director



Adelita S. Orefice
Director

Rhode Island has just completed its fifth year of Workforce Investment Act implementation. This year our state has committed significant resources to training initiatives which include both occupational skills and literacy training. Not only have these programs helped Rhode Island to grow economically, they have responded to the needs of our state's workforce and our businesses.

Our focus remains one of strengthening partnerships among the business community and the state/local workforce development systems, education, economic development and community-based organizations. Through this collaboration we continue to work towards our goal of quality service delivery and achieving high-level outcomes.

The State and local Workforce Boards are committed to helping employers and workers meet the competitive skill demands of today's workplace. The board members continue their diligent efforts to build a cohesive and comprehensive system focused on the Rhode Island's critical employment and training needs.

I am pleased to report that for this past year Rhode Island achieved six (6) and exceeded eleven (11) of the seventeen (17) negotiated WIA performance standards.

The following pages highlight some of the state's achievements of which we are most proud. I am pleased to present the Rhode Island Workforce Investment Act Annual Report for Program Year 2004.

The Workforce Investment Act Year Five



With the completion of year five of the Workforce Investment Act programs in Rhode Island, the state's goal was to continue to prioritize strengthening the delivery system and striving to meet performance outcomes. The workforce development system has responded to the challenge of preparing workers to meet the changing demands of employers. Rhode Island's unemployment rate averaged 4.8% in

PY 04, one-half percentage point below the national average.

The Workforce Partnership of Greater Rhode Island administers WIA services to 37 of the 39 cities and towns, with Workforce Solutions of Providence/Cranston responsible for the remaining two cities. Both workforce boards were led by Rhode Island's State Workforce Investment Board. Within each of these two primary service delivery areas, *netWORKri* was the One-Stop delivery system with six centers.

Program Year 2004 continued to mark the strengthening of partnerships within the workforce development system. In particular, the strong support of the Business Community on the state boards has had a positive impact on the system. It is through this group's committed participation that there continues to be an on-going review and evaluation of current practices in an effort to develop "best practices".

The Human Resource Investment Council



During PY 04, it was recognized that the workforce development system needed coordination at the top that would focus all of the State's workforce investment resources (federal, state and private sector) on strategic priorities critical to Rhode Island's economy; therefore, through legislation approved by the Rhode Island General Assembly and executed by the Governor, the Human Resource Investment Council was re-organized.

The Governor also requested and received approval of a waiver of the board membership provisions of the Workforce Investment Act of 1998 from United States Department of Labor.

The approval of this waiver allowed for the creation of a State Workforce Board encompassing the members and mission of the HRIC in PY 2005. This will ensure that all workforce investment resources are focused on

the strategic priorities outlined in State Plan.

The Human Resource Investment Council continued to foster collaboration among the partners in the workforce development system during PY 04.

Through the Job Development Fund, the Council administers two major initiatives to help Rhode Island employers produce a higher skilled workforce. The Excellence Through Training Grant (ETTG) program and the Employee Investment Grant (EIG) program make funds available to RI businesses to upgrade the skills of their existing workforce. While not earmarked for a particular training, successful programs have included new technology training, ISO, and lean manufacturing.

A Request for Proposals (RFP) is issued annually for the ETTG program. In PY2004, 184 companies responded to the RFP. One million, two hundred eighty-three thousand (\$1,283,000) was awarded in this statewide effort and resulted in services to:

- ✓ 62 Employers (both for-profit and not for profit)
- ✓ 3,633 Workers
- ✓ 82% targeted to organizations representative of the sectors identified in the President's High Growth Job Training Initiative
- ✓ 64% to small employers (less than 100 employees)

Another incumbent worker program is the Employee Investment Grant program (EIG). These funds are administered by the local workforce investment boards and are targeted to small employers. Grants of up to \$10,000 are available to assist businesses with their ever-increasing skill needs. In PY04, \$412,200 was made available to the local boards for the EIG program. With those funds, 992 workers at 82 companies were trained, producing higher skilled and more productive employees.

The Council recognized that Rhode Island was facing an economic challenge due to the high percentage of the adult labor force that lacked adequate literacy skills. As employers move their businesses into high performance workplaces, the problem is compounded by the fact that a low-skilled workforce limits industry's capacity to implement new technology. As a result, the HRIC, solicited proposals for adult workplace literacy programs that were designed to provide contextual learning, teach high performance skills, improve curriculum, establish partnerships and address labor market skill needs. Eight organizations received funding totaling \$1,580,000 and formed the RI Workforce Literacy Collaborative. The Collaborative meets frequently to insure the needs of both the client and the business community are addressed.

An additional investment of Job Development Funds was made available to the Department of Education to augment the state's efforts in family literacy, adult basic education and the General Equivalency Diploma programs. Eighteen organizations received funding totaling \$1,288,000 through a competitive Request for Proposals process.

Also, Job Development Funds were used to spearhead an aggressive process to develop an integrated, high-quality adult literacy system in Rhode Island. Professional development was conducted, best practices studied and focus groups of adult educators as well as adult learners were convened.

Therefore, a total Job Development Fund allocation of \$3.4 million was made in PY 2004 to the Adult Basic Education system, a major priority of the Governor's State Plan.

Another critical state initiative is Governor Carcieri's 2005 Jobs Partnership. To support this effort to grow employment and increase the number of high wage jobs in the state, the HRIC utilized the Job Creation Grant Program. Five companies were awarded grants totaling \$578,760 resulting in approximately 260 Rhode Islanders being trained and hired in high wage jobs. Again, the industries represented in the President's High

Growth Job Training Initiative were targeted as grant recipients.

The Local Workforce Investment Boards

Rhode Island's two Workforce Investment Boards are comprised of locally appointed members of the community with a private sector business majority. These Boards have continued to evolve throughout PY 04 and strive to become dynamic organizations which guide the workforce development system in their workforce areas. The active participation of the members and the dedication of both private and public sector representatives demonstrate their commitment to establish a workforce development system that is responsive to the needs of the employer and the job seeker.

With funding from state and federal sources, each Board is better able to leverage the most appropriate resources to meet the employment and training demands of their respective regions.

Highlights of each Board's year-long accomplishments are outlined on the following pages.



BUILDING TOMORROW'S WORKFORCE TODAY

The Workforce Partnership of Greater Rhode Island

The Mission...

"The mission of the Workforce Partnership of Greater Rhode Island is to provide strategic leadership to meet the current and future human resource needs of Rhode Island's employers and to ensure a well-trained, self-sufficient and adaptable workforce."

The Vision...

"The Workforce Partnership of Greater Rhode Island will collaborate with business, labor, education leaders and community-based organizations to establish a dynamic, outcome driven, visible resource providing measurable and comprehensive market-based employment and training services."

These services will include the provision of information, technical assistance and life-long training opportunities to customers. Employers will have access to a well-trained, dependable workforce."

The Workforce Partnership of Greater Rhode Island (WPGRI) serves as the local Workforce Investment Board to the largest geographic area of Rhode Island that includes 37 of the state's 39 cities and towns. Its Program Year 2004 Workforce Investment Act allocation totaled \$4,218,099 which provided programs and services to 887 individuals.

The RI Human Resource Investment Council (HRIC) provided the WPGRI with \$433,255 in funding to deliver training to incumbent workers through the Employee Investment Grant program primarily for small companies with less than 100 employees. These funds allowed the WPGRI to develop contracts with 85 companies to provide training to 855 workers.

The WPGRI Board of Directors has consistently maintained a strong, business-led majority membership that has willingly committed both time and expertise to the mission and vision of the organization. Utilizing an active and focused committee structure, the Board has successfully directed its members' commitment and energy to ensuring the success of both its federal and state-funded programs.

The Executive Committee remains the driving force of the WPGRI. Composed of elected officers and all committee chairs, the Committee ensures that the Board remains focused on the mission at hand, yet always anticipating the future. This proactive approach has

ensured the organization's readiness and response to meet our state's diverse workforce needs.

The Board Development Committee oversees the recruitment and retention of the membership and ensures that all new and long-term members contribute to the broad agenda that drives the work of the organization. Knowledge and awareness of the issues is key to this process and the Committee provides members with on-going information and education related to workforce development issues.

Much of the public's awareness of the WPGRI is attributable to the Marketing Committee's creativity and energy in directing activities that market and promote the array of programs and services to its varied constituencies. Strategies included press releases of success stories, recruitment ads, and the development and issuance of a comprehensive collateral brochure highlighting the work of the organization.

The WPGRI website continues to attract new and repeat visitors to access general and specific information about the organization, its RFP processes for both state and federal programs, staff contacts and other customer services and information, all presented in a clear, concise and user-friendly manner.

The cornerstone of the WPGRI's federal WIA service delivery is netWORKri, the state's One-Stop Career Center System. The One-Stop Quality

Assurance Committee with oversight, collaboration and consistent support of the five centers in the WPGRI region, ensures that the system strives for excellence in both service delivery and overall customer satisfaction. The Committee recognizes and celebrates the dedication and work of the frontline staff and managers of the centers through awards and commendations each year at the Board's Annual Meeting.

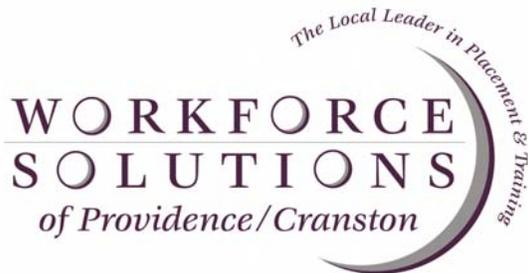
The Program Development & Evaluation Committee monitors the performance of the numerous and various programs and services provided by the WPGRI. In concert with the organization's proactive approach, the Committee researches and recommends new program strategies and partnerships that enhance and strengthen the mission and work of the organization. In Program Year 2004, the Committee reviewed the progress of programs such as WPGRI's three million dollar federal H-1B Biotech Industry Training Initiative grant designed to develop the workforce skills of the area's biotech industry sector. The Committee also supported grant development activities targeted to the Faith Based / Community Based Organizations and demand driven industry workforce initiatives, such as those of the state's boat building industry.

Utilizing a core group of active members with varied expertise, the WPGRI's WIA mandated Youth Council continues to

invest much effort in the RFP process and the performance review of all youth contractors. The education and technical assistance provided to service deliverers in the program have begun to result in the attainment of goals set by the Council. Achievement of the mandated performance objectives remains a key focus of the WPGRI. On-going review and evaluation of services at all levels will contribute to ensuring attainment of this goal.

As the WPGRI continues to build on its established foundation of success, the overall vision of the Board and organization has become increasingly diverse, both in direction and resource utilization. The need and ability to quickly respond to existing and emerging industries, economic conditions, literacy issues, labor shortages, population shifts and overall workforce trends continues to present challenges to the WPGRI. However, these challenges create unique opportunities for diversification, growth and improvement.

Workforce Solutions of Providence and Cranston



Workforce Solutions of Providence/Cranston, working in close partnership with government, business, labor, education and community-based organizations, oversees workforce development services for incumbent workers, the unemployed job seeker and the emerging workers of the cities of Providence and Cranston. From the Providence Office of the netWORKri One-Stop Career Center, Workforce Solutions of Providence/Cranston is the source for labor market information, hiring incentives and training resources designed to help employers address their workforce needs and to connect dislocated and unemployed individuals to the work force.

To accomplish these goals, Workforce Solutions of Providence/Cranston received more than \$2.5 million of federal and \$265,000 of state funds.

Three hundred and seventy-two (372) adults and dislocated workers, 213 youth ages 14-21 and 513 incumbent workers received services with these funds in PY 2004.

Under the leadership of the Workforce Investment Board, Workforce Solutions of Providence/Cranston continues to expand the marketing effort which had been initiated in 2002 that has successfully raised the awareness of the employer community to the services of the board. Through this marketing effort, the Workforce Board has been able to attract members from industry sectors that represent employment opportunities in the local labor market and is consistent with available labor market data. In addition, the Workforce Investment Board continues its policy to reach out to state and local elected officials on the work of the Workforce Investment Board and its role in economic development.

Workforce Solutions of Providence/Cranston, in the spirit of “one stop” philosophy, actively participates in recruiting customers to participate in occupational training programs and GED/ESL classes offered by the Adult Education partners within the one stop center. Successful candidates may ultimately access available WIA services. WIA services are also provided to job seekers who take advantage of the resources available at netWORKri (resource room, Microsoft Office

workshops, resume preparation, individual employment counseling, and all other partner provided core services).

With the operation of a pre-GED program for out-of-school youth at Providence netWORKri, Workforce Solutions of Providence/Cranston continues to address the academic deficiencies of youth. In partnership with the RI Department of Education, these classes provide youth with remedial academics, which enable them to transition to youth programs and ultimately to employment or post-secondary education.

Workforce Solutions of Providence/Cranston, with funds provided by the Greater Providence Chamber of Commerce, the Rhode Island Commodores, headed by Governor Carcieri, Junior Achievement of Rhode Island, the Rhode Island Foundation, and donations from local employers, conducted a pilot summer jobs program for juniors at Hope High School in Providence. Twenty-six (26) students received summer employment after completing a work readiness curriculum conducted by business volunteers. This public/private partnership based on a successful model conducted by the Boston Private Industry Council brought the business community into the planning process. The Greater Providence Chamber of Commerce and the Rhode Island Commodores recruited businesses to serve as work

sites and solicited donations for job sponsorship at non-profit agencies. A steering committee of business, government and education came together to identify and address the issues considered most important to all partners.

A unique and dynamic workforce development initiative, which will establish a full-service customer service skills center in downtown Providence, is expected to begin operation in November of 2005. Workforce Solutions of Providence/Cranston, Providence Place Mall, the Providence School Department, the Rhode Island Economic Development Corporation (RIEDC), and the National Retail Foundation (NRF) are partnering to bring public and private resources to meet the needs of job seekers, business and the community.

Rhode Island's One-Stop System Highlights



netWORKri is at the center of Rhode Island's workforce development system.

netWORKri is Rhode Island's One-Stop Career Center System, a partnership of professional labor, training, and education organizations. There are six netWORKri Centers conveniently located throughout the state where jobseekers and employers are matched through quality employment programs and services. The Department of Labor and Training (DLT) is the Operator of the One-Stop System, and there are two comprehensive Centers, one in each workforce development area. Each Center provides access to state of the art technology, resources, programs and professional employment and training counselors to help customers make the best possible employment and training choices. Customers with disabilities will find netWORKri welcoming and accessible. Each netWORKri Center has staff from DLT that specialize in employer services.

They offer a rich array of services to meet the workforce development needs of Rhode Island employers. Both jobseekers and employers can access information and services through a toll-free line, 1-888-616-JOBS or through the netWORKri web site, www.networkri.org.

PY 2004 was an exciting and productive year for netWORKri! Seventeen thousand ninety-five (17,095) new customers utilized netWORKri for a variety of employment and training services. There were 245 job fairs, employer recruitments and Expos throughout the state. The implementation of the America's One-Stop Operating System (AOSOS), a case management and reporting system for both jobseekers and employers, was a major accomplishment in January, 2004. Training in the utilization and functionality of the various AOSOS modules continued through the program year. The Youth Center in the Providence netWORKri Center served 500 youth with the goal of reconnecting them to educational institutions and/or employment. The Employer Service Unit played an integral role in the Rhode Island State Police (RISP) recruitment, processing over 3,000 applicants through an intensive process to enhance diversity within the RISP. Membership in the netWORKri Employer Service Network (ESN), which is comprised primarily of job developers from community-based organizations and rehabilitation

programs, grew to 65 organizations who regularly meet at their local netWORKri Center. The ESN has developed into an effective and powerful example of how One-Stops can connect to the local community at the grass-roots level.

As an attestation to the centers' responsiveness, the annual customer service follow-up survey indicated that the majority of the customers viewed the *netWORKri* centers as effective and respondents said they would use the services again.

System Review and Evaluation

In an effort to improve WIA youth performance, a consulting group collaborated with local and state staff during PY 2004. The organization, Charter Oak Group, evaluated both the RFP package and contract document and offered specific recommendations for improvements. Ultimately, these changes are intended to strengthen program design elements and result in stronger performance outcomes. The recommendations were as follows:

- Strengthening the RFP's Scope of Work by integrating the 10 required youth program elements under the WIA statute.

- Requiring the identification of "new" recruitment strategies beyond the traditional methods
- Emphasizing the significance of employer commitment and requiring a more detailed explanation of the upfront and on-going strategies to identify an employer pool that is willing to hire this population
- Incorporating occupational skills training as a program design element
- Including a narrative requirement which addresses timeframes for submitting more specific performance reports and other interim measures necessary to properly manage and evaluate program effectiveness.

With the implementation of these specific suggestions during PY 2004, it is expected that these changes will result in a more comprehensive program delivery system leading to the continuous achievement of performance outcomes.

In addition to the program specific review identified above, State staff conducted on-site administrative and programmatic reviews of the local WIBs and their service providers.

Also, Local WIBs continued to conduct on-site evaluations of the *netWORKri*

One-Stop Centers. These site visits led to compliance reviews and periodic meetings with One-Stop administrative staff for the purpose of sharing their findings and discussing “best practices”. Written reports were prepared by Board staff and submitted to the One-Stop operator. For the most part, these evaluations have been positive and Rhode Island’s One-Stop system continues to be a model for state government.

Analyzing customer service feedback has been a key component of Rhode Island’s contract with RKM Research and Communications, Inc. The New Hampshire firm conducts customer service follow-up for both WIA and Wagner Peyser clients--- employers and participants. This information is shared with appropriate administrative and line staff and used to improve the WIA service delivery and *netWORKri* systems. The RKM evaluation continues to be an important tool in insuring center services meet the needs of customers.

As part of the on-going performance review, State staff continues to work with the WIBs to design programs and develop evaluation procedures to insure the achievement of negotiated levels.

State staff has met with the executive directors and Board Chairs as part of its on-going review and evaluation of the performance standards.

Corrective action plans were implemented to insure compliance.

Cost Benefit Analysis

As Rhode Island completes its fifth year of WIA services, the state is in a better position to analyze and compare data from previous years and use this data to develop more effective and efficient program elements and service delivery systems.

Rhode Island served 1,408 participants under the WIA Program of which 494 were adults, 637 were dislocated workers and 277 were considered youth.

Rhode Island’s two Local Workforce Investment Boards receive 85% of the State allotment for adult, youth and dislocated worker programs. In PY 2004 a total of 494 adults and of those approximately 68%, or 336 individuals, participated in occupational skills training either through the ITA process or on-the-job training. In reviewing wage gain data for those who exited training, adults realized a 36% higher wage gain as compared with those who received core and intensive services only. As previously mentioned, both adult and dislocated worker performance standards were achieved.

Youth participation levels for this same time period were 38 older youth and 239 younger youth. Through improved management practices, strong partnerships with community organizations and leveraging resources beyond WIA funds, the state was able to achieve and, in most instances surpass, the negotiated youth performance standards for Program Year 2004.

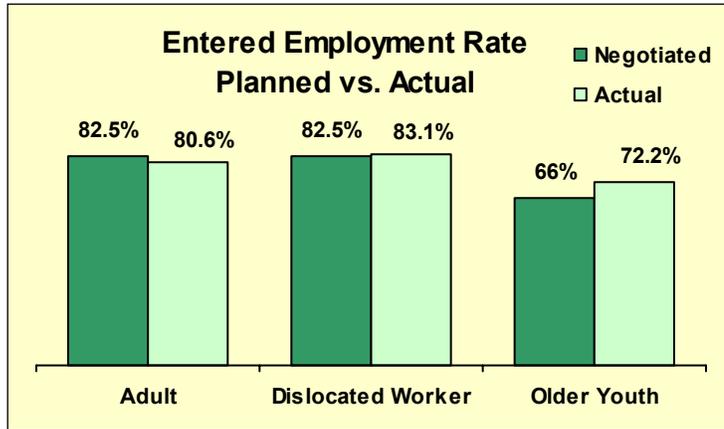
For PY 04 the average cost per participant by funding stream is as follows:

Adults:	\$ 3,612
Dislocated Workers	\$ 2,481
Youth	\$ 8,367

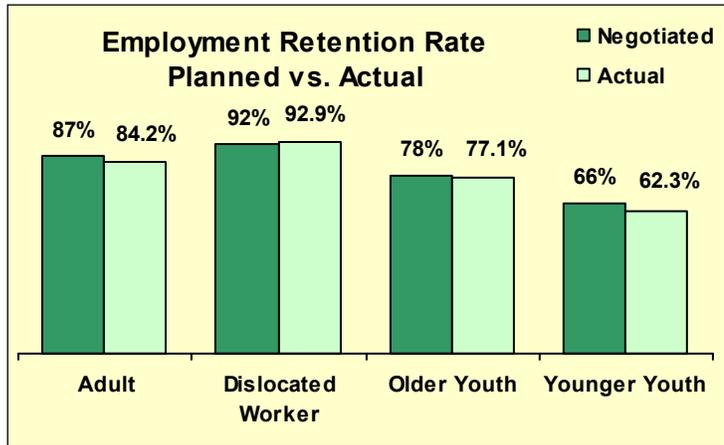
WIA Financial Statement for PY 2004

Total Funds All Sources	Available	Expended	%Expended	Balance Remaining
Total Funds All Sources	\$9,603,476	\$8,171,782	85%	\$1,431,694
Adult Program Funds PY04/FY05	\$1,906,970	\$1,511,115	79%	\$ 395,855
<i>Carry-in Monies</i>	\$272,984	\$272,984	100%	- 0 -
Dislocated Worker Program Funds PY04/FY05	\$1,851,635	\$1,456,080	79%	\$ 395,555
<i>Carry-in Monies</i>	\$124,243	\$124,243	100%	- 0 -
Youth Program Funds PY04	\$2,406,873	\$2,209,726	92%	\$197,147
<i>Carry-in Monies</i>	\$107,824	\$107,824	100%	- 0 -
Local Administration Funds PY04/FY05	\$685,053	\$639,215	93%	\$45,838
<i>Carry-in Monies</i>	\$30,459	\$30,459	100%	- 0 -
Rapid Response Funds PY04/FY05	\$857,240	\$704,160	82%	\$153,080
<i>Carry-in Monies</i>	- 0 -	- 0 -	-0-	- 0 -
Statewide Activity Funds PY04/FY05	\$1,360,195	\$1,115,976	82%	\$244,219
<i>Carry-in Monies</i>	- 0 -	- 0 -	-0-	- 0 -
Cost-Effectiveness				
Total			\$4,035	
Adult Programs			\$3,612	
Dislocated Worker Programs			\$2,481	
Youth Programs			\$8,367	

Performance At-a-Glance

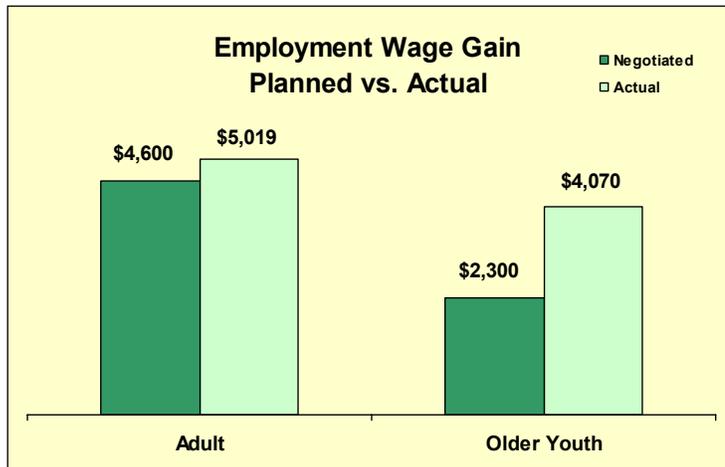


The Entered Employment Rate is the number of individuals by category (adult, dislocated worker, older youth) who entered employment by the first quarter after exit divided by the number of individuals within that category who exited.

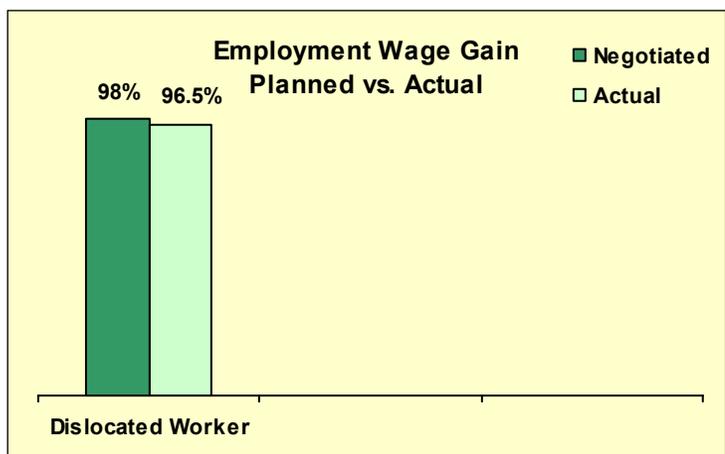


The Employment Retention Rate for adults, dislocated workers and older youth is the number of individuals who were employed in the first quarter after exit and remained employed by the third quarter after exit divided by the number of individuals who exited. For younger youth, retention includes those employed, enrolled in post secondary education, advanced training, military service and qualified apprenticeships.

Performance At-a-Glance

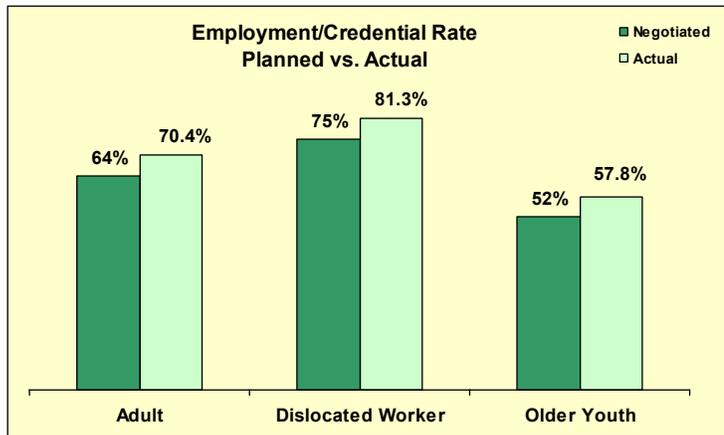


The Earnings Change for adults and older youth is intended to show an increase in wages when comparing the earnings in the 2nd and 3rd quarters prior to registration with the earnings the 2nd and 3rd quarters after exit.

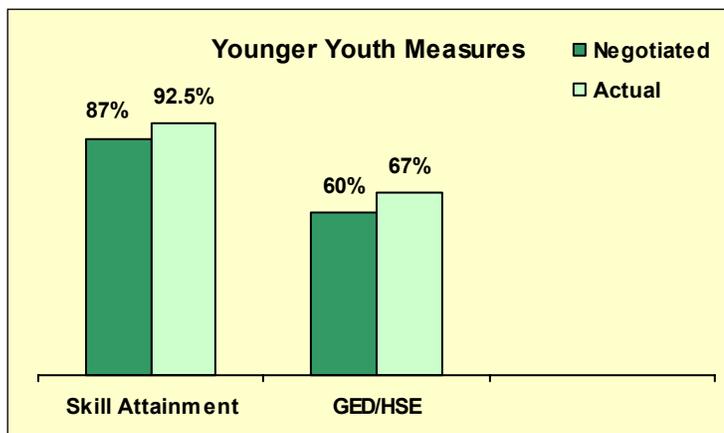


The Earnings Change for dislocated workers reflects a percent increase in wages when comparing the earnings in the 2nd and 3rd quarters prior to registration with the earnings the 2nd and 3rd quarters after exit.

Performance At-a-Glance

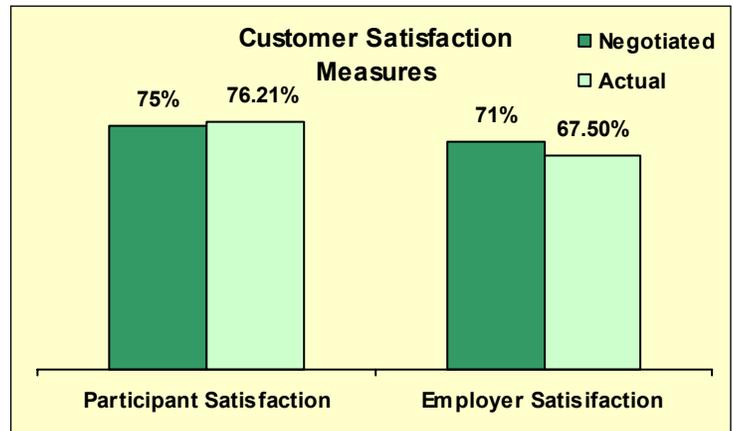


The Employment/Credential Rate for adults and dislocated workers enrolled in training is a measure of the number of individuals who were employed and also received a training credential. The criteria vary somewhat for older youth in that a credential does not have to be coupled with employment. It can be combined with employment, post-secondary education or entry into advanced training.



In addition to the Younger Youth employment retention rate identified above, performance is also calculated on Skill Attainment and High School Diploma/Equivalency. Skill attainment is an evaluation of basic skills, work readiness and occupational skill goals attained compared with the total goals met/not met.

Performance At-a-Glance



Utilizing the American Customer Satisfaction Index (ACSI), both participants and employers are surveyed regarding their satisfaction with services received. Responses are calculated and compared against negotiated levels.

Table A – Workforce Investment Act Customer Satisfaction Results

Customer Satisfaction	Negotiated Performance Levels	Actual Performance Level ACSI	Number of Customers Surveyed	Number of Customers Eligible for Survey	Number of Customers included in Sampling	Response Rate
Participants	75%	76.21%	461	706	658	70.1%
Employers	71%	67.50%	295	808	417	70.7%

Table B – Adult Program Results At-A-Glance

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	82.5%	80.6%	357
			443
Employment Retention Rate	87%	84.2%	368
			437
Earnings Change in Six Months	\$4,600	\$5,019	\$2,113,158
			421
Employment & Credential Rate	64%	70.4%	228
			324

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	73.7%	42	86.4%	19	59.1%	13	76%
		57		22		22		25
Employment Retention Rate	79.5%	35	88%	22	80%	24	89.5%	17
		44		25		30		19
Earnings Change in 6 Months	\$3,749	\$149,973	\$7,378	\$162,319	\$4,290	\$120,130	\$5,417	\$102,924
		40		22		28		19
Employment & Credential Rate	57.4%	27	83.3%	15	35.7%	5	75%	12
		47		18		14		16

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	78%	230	85.8%
295			148	
Employment Retention Rate	83.7%	226	85%	142
		270		167
Earnings Change in 6 Months	\$5,425	\$1,394,193	\$4,384	\$718,965
		257		164

Table E – Dislocated Worker Program Results At-a-Glance

	Negotiated Performance Level	Actual Performance Level	
		Entered Employment Rate	82.5%
462			
Employment Retention Rate	92%	92.9%	391
			421
Earnings Replacement in 6 Months	98%	96.5%	\$5,064,799
			\$5,250,553
Employment and Credential Rate	75%	81.3%	178
			219

Table F – Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals with Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	72.3%	34	75.9%	22	78.7%	48	0	0
		47		29		61		1
Employment Retention Rate	100%	39	95.5%	21	91.7%	44	0	0
		39		22		48		1
Earnings Change in 6 Months	95.3%	\$510,519	89.4%	\$275,489	78.7%	\$510,146	0	0
		\$535,557		\$308,084		\$648,581		1
Employment & Credential Rate	65.4%	17	72.2%	13	88.2%	15	0	0
		26		18		17		1

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	89.5%	196	77.4%
219			243	
Employment Retention Rate	92.8%	207	92.9%	184
		223		198
Earnings Change in 6 Months	97.5%	\$2,669,847	95.4%	\$2,394,952
		\$2,738,810		\$2,511,743

Table H – Older Youth Results At-a-Glance

	Negotiated Performance Level	Actual Performance Level	
		Entered Employment Rate	66%
	54		
Employment Retention Rate	78%	77.1%	27
			35
Earnings Replacement in 6 Months	\$2,300	\$4,070	\$109,897
			27
Credential Rate	52%	57.8%	37
			64

Table I – Outcomes for Older Youth Special Populations

Reported Information	Public Assistance Recipients		Veterans		Individuals with Disabilities		Out of School Youth	
	Entered Employment Rate	75%	12	0	0	75%	3	71.2%
16			1		4		52	
Employment Retention Rate	84.6%	11	0	0	66.7%	2	75.8%	25
		13		1		3		33
Earnings Change in 6 Months	\$2,791	\$27,906	0	0	\$1,252	\$2,503	\$4,118	\$107,059
		10		1		2		26
Credential Rate	50%	10	0	0	75%	3	58.1%	36
		20		1		4		62

Table J – Younger Youth Results At-a-Glance

	Negotiated Performance Level	Actual Performance Level	
Skill Attainment Rate	87%	92.5%	392
			424
Diploma/Equivalent Attainment Rate	60%	67.1%	102
			152
Retention Rate	66%	62.3%	71
			114

Table K – Outcomes for Younger Youth Special Populations

Reported Information	Public Assistance Recipients		Individuals with Disabilities		Out of School Youth	
Skill Attainment Rate	85.5%	124	87.8%	43	85.5%	136
		145		49		159
Diploma/Equivalent Attainment Rate	59.7%	37	58.3%	7	53.9%	55
		62		12		102
Retention Rate	55.3%	21	75%	6	60.4%	55
		38		8		91

Table L – Other Reported Information

	12 Month Employment Retention Rate		12 Month Earnings Change (Adult/Older Youth) 12 Month Earnings Replacement (Dislocated Worker)		Placements for Participants in Non-traditional Employment		Wage at Entry into Employment for those who Entered Unsubsidized Employment		Entry into Unsubsidized Employment related to the Training Received of those who Completed Training	
Adults	86.1%	210	\$4,781	\$1,133,136	0.60%	2	\$4,058	\$1,391,772	78.4%	105
		244		237		357		343		134
Dislocated Workers	90.1%	192	109.2%	\$2,816,812	1.6%	6	\$6,181	\$2,317,956	78.4%	134
		213		\$2,579,489		380		375		171
Older Youth	62.5%	10	\$5,337	\$58,710	0	0	\$2,506	\$92,736		
		16		11		39		37		

Table M – Participation Levels

	Total Participants Served	Total Exiters
Adults	494	408
Dislocated Workers	637	385
Older Youth	38	59
Younger Youth	239	287

Table N – Cost of Program Activities

Program Activity		Federal Spending Total
Local Adults		\$ 1,784,099
Local Dislocated Workers		\$ 1,580,323
Local Youth		\$ 2,317,550
Rapid Response		\$ 704,160
Statewide Allowable Activities	Program Activity Description	\$ 1,115,976
	AFL-CIO	\$ 190,346 (non-add)
	Forward March	\$ 257,095 (non-add)
Total of All Federal Spending Listed Above		\$ 7,502,108

Table O – Local Performance

Local Area Name <i>Greater Rhode Island</i>	Total Participants Served	Adults	271
		Dislocated Workers	475
		Older Youth	22
		Younger Youth	124
ETA Assigned # <u>44015</u>	Total Exiters	Adults	157
		Dislocated Workers	218
		Older Youth	25
		Younger Youth	151
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	75%	76.1%
	Employers	71%	68.7%
Entered Employment Rate	Adults	82.5%	80.3%
	Dislocated Workers	82.5%	85.2%
	Older Youth	66%	70%
Retention Rate	Adults	87%	87.8%
	Dislocated Workers	92%	92.5%
	Older Youth	78%	85.7%
	Younger Youth	66%	69.2%
Earnings Change/Earnings Replacement in 6 Months	Adults	\$4,600	\$6,011
	Dislocated Workers	98%	93.9%
	Older Youth	\$2,300	\$4,462
Credential/Diploma Rate	Adults	64%	69.6%
	Dislocated Workers	75%	80.7%
	Older Youth	52%	56.5%
	Younger Youth	60%	52%
Skill Attainment Rate	Younger Youth	87%	88.8%
Description of other state indicators of performance WIA Sec. 136(d)(1) (insert additional rows if there are more than two other state indicators of performance)			
Overall Status of Local Performance Based on Achieving 80% of negotiated levels	Not Met	Met	Exceeded
	0	17	17

Table O – Local Performance

Local Area Name <i>Providence/Cranston</i>	Total Participants Served	Adults	223
		Dislocated Workers	119
		Older Youth	16
		Younger Youth	115
ETA Assigned # <u>44005</u>	Total Exiters	Adults	172
		Dislocated Workers	91
		Older Youth	34
		Younger Youth	136
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	75%	77.3%
	Employers	71%	61.7%
Entered Employment Rate	Adults	82.5%	91%
	Dislocated Workers	82.5%	97.8%
	Older Youth	66%	73.5%
Retention Rate	Adults	87%	85.5%
	Dislocated Workers	92%	93.8%
	Older Youth	78%	64.3%
	Younger Youth	66%	56.5%
Earnings Change/Earnings Replacement in 6 Months	Adults	\$4,600	\$6,119
	Dislocated Workers	98%	106%
	Older Youth	\$2,300	\$3,648
Credential/Diploma Rate	Adults	64%	77.2%
	Dislocated Workers	75%	83.7%
	Older Youth	52%	58.5%
	Younger Youth	60%	81.8%
Skill Attainment Rate	Younger Youth	87%	96.5%
Description of other state indicators of performance WIA Sec. 136(d)(1) (insert additional rows if there are more than two other state indicators of performance)			
Overall Status of Local Performance Based on Achieving 80% of negotiated levels		Not Met	Met
		0	17
			Exceeded
			17