

# WORKFORCE SYSTEM RESULTS



July 1-September 30, 2007  
First Quarter, Program Year 2007  
Fourth Quarter, Fiscal Year 2007

# WORKFORCE SYSTEM RESULTS

The **Employment and Training Administration (ETA)** provides this overview of performance results for the period ending September 30, 2007. The programs highlighted within reinforce ETA's commitment to building the talent necessary for individuals, companies and regions to succeed in the 21st Century economy.

Many programs' common performance measures focused on gaining employment, employment retention, earnings and other necessary elements to ensure that the nation's youth, adult and unemployed workers have the skills to thrive in a global environment.

ETA is focused on building the competency of the nation's neediest youth including out-of-school youth, at-risk youth and others through programs such as Youth Offender Grants and other programs as part of the Shared Youth Vision.

Additionally, ETA provides workforce education and training to the adult population through programs for dislocated workers aimed at upgrading their skills to be competitive as well as programs for older workers who continue to serve as a vital part of the nation's workforce.

This report highlights the progress made within the adult, youth and dislocated worker populations. Going forward, ETA will continue to align programs to promote talent development and address economic needs faced by communities, regions, states and the nation as a whole.

For further information about the review, contact the Office of Performance and Technology, (202) 693-3031. An electronic version can be found at [www.doleta.gov/performance](http://www.doleta.gov/performance).

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# Table of Contents

**People Served by Program.....2**

**Appropriations.....3**

**Government Performance and Results Act Goals.....4**

**Adult Program Results.....6**

- Workforce Investment Act Adult Program
- Workforce Investment Act Dislocated Worker Program
- Wagner-Peyser Employment Service
- Senior Community Service Employment Program
- National Farmworker Jobs Program
- Disability Program Navigators
- National Emergency Grants
- Trade Adjustment Assistance
- Foreign Labor Certification
- Prisoner Reentry Initiative
- Registered Apprenticeship
- Unemployment Insurance

**Youth Program Results.....25**

- Workforce Investment Act Youth Program
- Responsible Reintegration of Youthful Offenders Initiative
- Indian and Native American Youth Program

**ETA Initiatives.....28**

- President's High Growth Job Training Initiative
- Community-Based Job Training Grants

**ETA Internet-Based Assistance.....30**

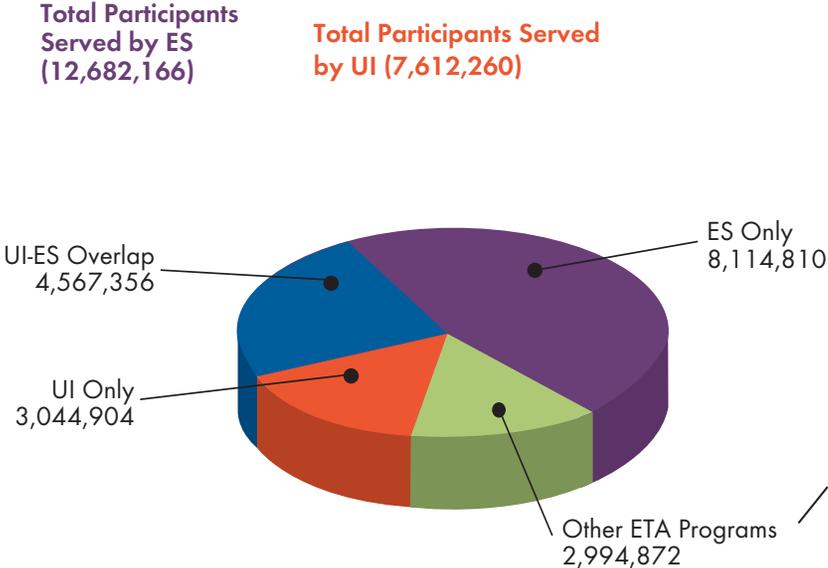
- America's Career InfoNet
- America's Service Locator
- Career Voyages
- O\*Net OnLine

**Glossary of Performance Measures.....34**

# People Served by Program

In the 12 month period ending September 30, 2007, ETA programs served over 18.7 million people. The Wagner-Peyser Employment Service (ES) and Unemployment Insurance (UI) served 83 percent of this total, and 60 percent of those receiving Unemployment Insurance also received Wagner-Peyser funded Employment Services. ETA's targeted programs provided more comprehensive services to over 2.9 million people.

## All ETA Programs



# Appropriations

Although this report generally presents quarterly results, the figures below represent annual appropriations. This report for the quarter ending September 30, 2007 covers programs operating in Program Year (PY) 2007 (July 1, 2007, through June 30, 2008) and programs operating in Fiscal Year (FY) 2007 (October 1, 2006, through September 30, 2007). This quarter's funding displayed is from the FY 2007 appropriation. Registered Apprenticeship, TAA, and UI run on a fiscal year and September 30, 2007 is the fourth quarter of FY 2007. All other programs run on the program year (PY), from July 1 to June 30, and September 30, 2007 is the first quarter of PY 2007.

<b>FY 2007 Appropriated Resources</b>	
<b>Apprenticeship<sup>1</sup></b>	\$21,542,000
<b>Dislocated Worker National Reserve<sup>2</sup></b>	\$278,388,360
<b>Indian and Native American Adult Program<sup>3</sup></b>	\$44,640,886
<b>National Farmworker Jobs Program<sup>4</sup></b>	\$74,302,000
<b>Responsible Reintegration for Young Offenders</b>	\$49,104,000
<b>Prisoner Reentry</b>	\$19,642,000
<b>Senior Community Service Employment Program</b>	\$483,611,000
<b>Trade Adjustment Assistance Training<sup>5</sup></b>	\$259,600,000
<b>Unemployment Insurance Administration</b>	\$2,497,770,000
<b>Wagner-Peyser Act/Employment Service</b>	\$715,883,000
<b>WIA Adult</b>	\$851,760,360
<b>WIA Dislocated Workers Formula Grant</b>	\$1,174,996,440
<b>Women in Apprenticeship</b>	\$1,000,000
<b>Youth Activities<sup>6</sup></b>	\$936,915,293
Indian and Native American Youth Program <sup>6</sup>	\$10,522,793
WIA Youth (Older and Younger)	\$926,392,500
<b>Youthbuild</b>	\$49,500,000
<b>TOTAL</b>	<b>\$7,458,655,339</b>

<sup>1</sup> Registered Apprenticeship programs are funded by employers and do not receive specific program appropriations. The resources listed above support Federal staff who provide technical assistance for Registered Apprenticeship programs.

<sup>2</sup> The Dislocated Worker National Reserve contains funds for national emergency grants, demonstrations, technical assistance and training, outlying areas Dislocated Worker programs, community-based job training grants and special assistance for Adults/Dislocated Worker programs.

<sup>3</sup> The total appropriation is \$53,696,000; \$9,055,114 was transferred to the Department of Interior/Bureau of Indian Affairs for those Indian and Native American grantees per P.L. 102-477.

<sup>4</sup> The total appropriation is \$79,752,000; \$4,950,000 is set aside for migrant and seasonal housing and \$500,000 is set aside for technical assistance and training.

<sup>5</sup> The total appropriation for Trade is \$837,600,000 and includes \$558,000,000 for TAA benefits and \$20,000,000 for Wage Insurance.

<sup>6</sup> The total Youth Activities appropriation is \$940,500,000; the total Indian and Native American Youth Program appropriation is \$14,107,500, of which \$3,584,707 was transferred to the Department of Interior/Bureau of Indian Affairs per P.L. 102-477.

# Government Performance and Results Act Goals

The Government Performance and Results Act of 1993 (GPRA) was designed to improve the American people's confidence in the capability of the Federal Government by holding Federal agencies accountable for achieving program results. Federal managers ensure that program performance indicators and objectives are met and information about program results and service quality is made available to the public. These pages contain performance indicators, arrayed by program, which display the key results ETA programs work to achieve. Performance goals for the employment and training programs listed are established in the budget process and consistent with GPRA. The goals are set to be "ambitious" within the context of prior performance, that is, in excess of previous results. Since the program performance targets are nationwide, they may not apply in every instance to individual states or grantees where different economic or other circumstances may demand an adjustment in performance expectations.

The goals reflect Program Year 2007 goals for most programs and Fiscal Year 2008 goals for the Unemployment Insurance, Trade Adjustment Assistance, and Apprenticeship programs. Cost per Participant is not displayed because it is an annual measure.

Government Performance and Results Act Goals		
	Goal	Results as of 9/30/07
<b>Foreign Labor Certification</b>		
Percent of H-1B applications process within seven days of the filing date for which no prevailing wage issues are identified	100%	98%
Percent of the H-2B applications processed within 60 days of receipt	56%	56%
Percentage of employer applications for permanent labor certification under the streamlined system that are resolved within 6 months of filing	65%	78% <sup>1</sup>
Percent of H-2A applications with no pending state actions processed within 15 days of receipt and 30 days from the date of need	57%	57% <sup>1</sup>
<b>Indian and Native American Adult Program</b>		
Entered Employment Rate	61%	53%
Employment Retention Rate	72%	N/A
Average Earnings	Baseline	N/A
<b>Indian and Native American Youth Program</b>		
Percent entering unsubsidized employment	N/A	4%
Attainment of a High School Diploma, GED, or improvement of basic skills by at least two grade levels, or completed Occupational Skills training	N/A	84%
Participants who Attained Two or more Goals	N/A	79%
<b>National Electronic Tools</b>		
Number of page views on America's Career InfoNe	Baseline	26,903,716
Number of O'NET data measured by site visits	12,000,000	2,470,171
Number of page views on Career Voyages	12,500,000	2,488,893
<b>National Farmworker Jobs Program (Adults)</b>		
Entered Employment Rate	77%	76%
Employment Retention Rate	75%	74%
Average Earnings	\$7,500	\$9,372
<b>Registered Apprenticeship</b>		
Employment Retention Rate	79%	83%
Average Wage Gain	\$1.33	\$1.50

<sup>1</sup> Data not final

## Government Performance and Results Act Goals

<b>Government Performance and Results Act Goals Continued</b>		
	<b>Goal</b>	<b>Results as of 9/30/07</b>
<b>Senior Community Service Employment Program (SCSEP)</b>		
Entered Employment Rate	33%	38%
Employment Retention Rate	67%	64%
Average Earnings	\$6,775	\$7,808
<b>Trade Adjustment Assistance (TAA)</b>		
Entered Employment Rate	70%	70%
Employment Retention Rate	85%	88%
Average Earnings	\$12,000	\$13,914
<b>Unemployment Insurance</b>		
Percent of intrastate payments made timely	90.0%	88.2%
Detection of recoverable overpayments	60.0%	54.6%
Entered Employment Rate for UI claimants	65%	65.1%
Percent of employer tax liability determinations made timely	82.8%	84.7%
<b>Wagner-Peyser Employment Service</b>		
Entered Employment Rate	61%	60%
Employment Retention Rate	78%	77%
Average Earnings	\$11,870	\$11,994
<b>Workforce Investment Act Adult Program</b>		
Entered Employment Rate	71%	67%
Employment Retention Rate	83%	83%
Average Earnings	\$12,045	\$12,408
<b>Workforce Investment Act Dislocated Worker Program</b>		
Entered Employment Rate	79%	75%
Employment Retention Rate	89%	88%
Average Earnings	\$14,410	\$14,236
<b>Workforce Investment Act Youth Program</b>		
Placement in Employment or Education rate	61%	66%
Attainment of Degree or Certificate rate	45%	49%
Literacy and Numeracy Gains	Baseline	N/A

There are 40 goals displayed in these tables, and goals and results were available for 33 of them. (The National Electronic Tools goals are cumulative over the course of the program year, and it cannot be determined whether they will meet these goals at this point.) Of the 31 outcomes that can be evaluated, the goal was met for five and exceeded for 13, therefore over half of the targets were met or exceeded. Of the percentage measures, most of the results were within ten percentage points of the targets. Of the seven income measures that can be evaluated, six were exceeded.

# Adult Program Results

WIA Adult Program, WIA Dislocated Worker Program, Wagner-Peyser Employment Service, Senior Community Service Employment Program, National Farmworker Jobs Program, Disability Program Navigator Initiative

## Program Description

Adult Services encompass workforce investment programs and initiatives that help millions of adult workers receive workforce preparation assistance and help employers find the workers they need. The programs promote and facilitate an integrated public workforce system, offering a full array of workforce education, training and information services. ETA is utilizing a regional approach through WIRED (Workforce Innovation in Regional Economic Development) to align its investments in workforce preparation with postsecondary education and with industry-recognized credentials in high-growth industries. WIRED focuses on the role of talent development for high-skill, high-wage opportunities for American workers.

The goal of the programs serving adults is to utilize a demand-driven One-Stop workforce system approach. Participants are helped to access postsecondary education and training to improve employment and earnings prospects. The program activities not only aim to help all adults be productive members of the workforce, but to improve the quality of the workforce, reduce welfare dependency, and enhance the productivity and competitiveness of the nation in the global economy.

Adult programs serve the broadest range of individuals, including unemployment insurance claimants, veterans, people with disabilities, dislocated workers, migrant and seasonal farm workers, Indian and Native Americans, workers age 55 or older and incumbent workers.

Adults seeking assistance from a One-Stop Career Center are offered a combination of workforce preparation and education activities that should ultimately lead to an increase in their employment, retention, earnings, and occupational skills.

# Adult Program Results

WIA Adult Program, WIA Dislocated Worker Program, Wagner-Peyser Employment Service, Senior Community Service Employment Program, National Farmworker Jobs Program, Disability Program Navigator Initiative

The **Indian and Native American (INA) Program** grantees promote the employability of unemployed, underemployed, or low income Native Americans by developing the occupational and literacy skills of participants and providing job search and placement assistance. Adopting the principles of the Workforce Innovation in Regional Economic Development (WIRED) initiative, grantees also work to promote the economic and social development of Indian, Alaska Native, and Native Hawaiian communities and broader regional economies by focusing on demand-driven training, promoting lifelong learning, and working closely with their partners in the workforce system to leverage program resources and strengthen regional talent development investment. Although program participants typically have substantial barriers to success at intake, grantees have recorded steadily rising job placement rates over the past six years.

Authorized by the Older Americans Act of 1965, the **Senior Community Service Employment Program (SCSEP)** is designed to foster individual economic

self-sufficiency and promote useful opportunities in community service employment for unemployed low-income persons (particularly persons who have poor employment prospects) who are age 55 or older, and to increase the number of persons who may enjoy the benefits of unsubsidized employment in both the public and private sectors. (SCSEP home page: <http://www.doleta.gov/seniors/>)

The **National Farmworker Jobs Program (NFJP)**, under section 167 of the Workforce Investment Act, assists migrant and other seasonally-employed farmworkers and their families achieve economic self sufficiency through job training and other services that address their employment-related needs.

NFJP serves those economically disadvantaged farmworkers who are primarily employed in agricultural labor that is characterized by chronic unemployment and underemployment. Assistance from the NFJP is accessed through the NFJP grantee partners and local One-Stop Centers.

In 2002, the Department of Labor (DOL) and the Social Security Administration

(SSA) jointly funded the **Disability Program Navigator (DPN) Initiative**.

This Initiative established a new position, the Disability Program Navigator, located within DOL's One-Stop Career Center system to create systemic change and provide enhanced services to people with disabilities by:

- **Promoting effective physical, programmatic, and communication access;**
- **Conducting outreach to the disability community;**
- **Facilitating the development of "Integrated Resource Teams" to blend and braid services around an individual customer's needs by using coordinated approaches across workforce and disability systems;**
- **Establishing linkages with the business community to develop a pool of trained people to meet the demands of the 21st century workforce;**
- **Developing strategic partnerships to leverage resources; and**
- **Establishing comprehensive, seamless, and integrated services to job seekers with disabilities.**

# Adult Program Results

WIA Adult Program, WIA Dislocated Worker Program, Wagner-Peyser Employment Service, Senior Community Service Employment Program, National Farmworker Jobs Program, Disability Program Navigator Initiative

The **Employment Service** is an integral part of the One-Stop delivery system that provides universal access to an integrated array of services so that workers, job seekers and businesses can find the services they need under one roof in easy-to-find locations. The program focuses on providing a variety of employment-related services including, but not limited to, job search assistance, job referral, and placement assistance for job seekers, re-employment services to unemployment insurance claimants, and recruitment services to employers with job openings. Services are delivered in one of three modes including self-service, facilitated self-help services and staff-assisted service delivery approaches. Depending on the needs of the job seeker, referral to training may be available.

## Program Highlights

The INA program has launched several recent initiatives designed to improve the efficiency of program operations and the quality of services to participants. For example, the program has introduced new reporting software designed to enhance data integrity for reporting on the common measures and will improve access to data that program administrators can use for program management purposes. The program

also started an initiative to introduce new training materials for program administrators and field staff, focused on strategies for embedding WIRED concepts in program design decisions.

## Summary of Performance Data

Performance Results for Quarter Ending 9/30/2007						
	WIA Adult Program	WIA Dislocated Worker Program	National Farmworker Jobs Program	Indian and Native American <sup>1</sup>	Older Worker (SCSEP)	Wagner-Peyser Employment Service
Entered Employment Rate	67%	75%	76%	53%	38%	60%
Employment Retention Rate	83%	88%	74%	N/A	64%	77%
Average Earnings	\$12,408	\$14,236	\$9,372	N/A	\$7,808	\$11,994

Performance Results for Quarter Ending 9/30/2006						
	WIA Adult Program	WIA Dislocated Worker Program	National Farmworker Jobs Program	Indian and Native American <sup>1</sup>	Older Worker (SCSEP)	Wagner-Peyser Employment Service
Entered Employment Rate	76%	82%	64%	57%	37%	63%
Employment Retention Rate	82%	88%	80%	N/A	54%	79%
Earnings Change	\$9,858	\$12,690	\$7,871	N/A	\$4,885	\$10,270

<sup>1</sup> INA grantees began reporting on the common measures on participants who enrolled in the program on or after July 1, 2006. Thus, performance outcomes for the most recent period are currently available for a small group of exiters as shown for the entered employment rate. There are no common measures' results for last year. New cohorts are being tracked and will be reported in subsequent quarters. Additionally, it should be noted that future access to Unemployment Insurance Wage Record matching is expected to strengthen data accuracy and reporting by allowing the program to capture, more completely, the outcomes of all participants.

# Adult Program Results

WIA Adult Program, WIA Dislocated Worker Program, Wagner-Peyser Employment Service, Senior Community Service Employment Program, National Farmworker Jobs Program, Disability Program Navigator Initiative

## WIA Adult Program

- The WIA Adult program saw a decline of 11.8 percent in the Entered Employment Rate between the quarter ending September 30, 2006, and the quarter ending September 30, 2007. The Employment Retention Rate increased by 0.1 percent in the same interval.

## WIA Dislocated Worker Program

- The WIA Dislocated Worker program saw a decline of 5.9 percent in the Entered Employment Rate between the quarter ending June 30, 2006, and the quarter ending June 30, 2007. During the same period the Employment Retention Rate declined by 0.2 percent.

## Wagner-Peyser Employment Service

- The 12-month Entered Employment Rate for the Wagner-Peyser funded program was 60 percent, slightly lower than the mark achieved during the previous year.
- One indicator of employment stability is the Employment Retention Rate which reached 77 percent.
- The Average Earnings measure was reported at \$11,194, an increase of \$924 from the previous year's result. The last several quarters

have shown a trend towards gradual improvement.

- Over 12.6 million individuals received services.

## Indian and Native American Program

- Based solely on supplemental data provided by grantees, the INA program has recorded a 53 percent Entered Employment Rate for the most recent four quarters.
- The program is working on an initiative to allow participant records to be matched with Unemployment Insurance Wage Records, a rich data source that will provide additional evidence of employment and earnings for those participants who exit program services.
- To align accountability standards with other Federal employment and training programs, the INA program began collecting data on the common performance measures on July 1, 2006. Due to a substantial transition to new performance procedures and reporting requirements for grantees coupled with normal data lags, results are not currently available for the Retention Rate and Earnings' measures. In the long-term this change offers a stronger system

for promoting accountability and demonstrating results.

## Senior Community Service Employment Program

- Over 86,000 individuals participated in SCSEP in PY 2006, receiving training at community service assignments while providing almost 41 million hours of community service, including service to the general community as well as service to the elderly community.
- Twenty-nine percent of participants did not have a high school diploma.
- Only one-third had any education beyond high school.
- Sixty-six percent of the participants were at least sixty years old.
- Eighty-five percent of participants lived at or below the federal poverty level at the time of enrollment.
- Seventy percent of participants were women.
- Twelve percent were Hispanic.
- Thirty-eight percent were non-white.

# Adult Program Results

WIA Adult Program, WIA Dislocated Worker Program, Wagner-Peyser Employment Service, Senior Community Service Employment Program, National Farmworker Jobs Program, Disability Program Navigator Initiative

- Individuals with disabilities made up nineteen percent of the participants.
- Fourteen percent of the participants were veterans or spouses of veterans.
- SCSEP participants worked 10,700,396 hours in community service.

## National Farmworker Jobs Program (NFJP)

- The Entered Employment Rate of 76 percent remains steady from the previous quarter. This measure indicates individuals are finding jobs after program intervention at fairly high rates.
- The Employment Retention Rate of 74 percent declined by two percentage points from a year ago.
- Initial outcomes for the Average Earnings measure continue to look promising as the program reported a result of \$9,372 during the fourth quarter.

- The program served over 7,759 individuals during the quarter ending September 30, 2007 and 16,742 during the four most recent quarters (October 1, 2006 – September 30, 2007).

Based on the rolling four quarters, other key data include:

- Total participants served: 16,742
- Total exiters: 13,055
- Of the total exiters, 3,159 were Hispanic.
- The number of individuals with disabilities served was 3,746.

The National Farmworker Jobs Program (NFJP) held its biennial grants competition in May/June 2007 for both job training and housing assistance grants. As a result of the competition, housing assistance for farmworkers has increased with the addition of four new grantees in Florida and California. In addition, three NFJP

grantee organizations are partners in their respective Workforce Innovation in Regional Economic Development (WIRED) regions: Montana; Finger Lakes, New York; and the Western Alabama/Eastern Mississippi Initiative. These WIRED partners provided training and technical assistance during the Association of Farmwork Opportunity Program's Annual Conference to assist other NFJP grantees find creative ways to partner with their WIRED regions.

# Adult Program Results

WIA Adult Program, WIA Dislocated Worker Program, Wagner-Peyser Employment Service, Senior Community Service Employment Program, National Farmworker Jobs Program, Disability Program Navigator Initiative

## Disability Program Navigator

*Due to the lag time associated with extracting Disability Program Navigator (DPN) data, the most recent performance information available is for PY 2005. This analysis compares Workforce Investment Boards (WIBs) with DPNs versus WIBs without DPNs.*

- **WIBs with DPNs had a significantly higher percentage of exiters with disabilities than those WIBs without DPNs: 6.8 percent compared to 4.2 percent. This suggests that outreach efforts have been more effective than training of One-Stop staff to more effectively serve job seekers with disabilities.**
- **Employment results for persons with disabilities were slightly more positive in areas with a DPN with an entered employment rate of 69.9 percent compared to 69.3 percent without a DPN.**
- **The employment retention rate for exiters with disabilities was comparable in WIBs with and without DPNs at 77.8 percent compared to 78.2 percent.**

During July-September, individual technical assistance conference calls were held with 45 states to discuss

topics ranging from replicating effective Disability Program Navigator (DPN) strategies to performance measures to developing viable sustainability options for the program.

- **The partnership with the Social Security Administration (SSA) to promote participation of the One-Stop Career Center system in SSA's Ticket to Work Program continues. This program provides incentives for beneficiaries to obtain, regain, or maintain employment and to reduce their dependency on cash assistance.**
- **During the quarter, the program developed a template for integrating the "disability perspective" into the Workforce Innovation in Regional Economic Development (WIRED) conceptual framework and implementation activities. Currently, the DPN Initiative has funded two WIRED Disability pilot projects: the Metro Denver Region and the Southwest Connecticut Region.**

### Program Description

National Emergency Grants (NEGs), as authorized under the Workforce Investment Act, are discretionary awards approved by the Secretary of Labor that are intended to temporarily expand service capacity at the state and local levels by providing time-limited funding assistance in response to significant economic events. Significant events are those that create a sudden need for assistance that cannot reasonably be expected to be accommodated within the on-going operations of the WIA formula-funded Dislocated Worker program, including the discretionary resources reserved at the state level. Significant dislocation events include business closures, mass layoffs, realignment and closure of military installations as a result of the Base Realignment and Closure (BRAC) initiative of 2005, as well as disasters declared by the Federal Emergency Management Agency (FEMA) as eligible for public assistance. NEGs may be used to provide the full array of employment-related assistance, including training or retraining, in order to return the affected individuals to the workforce

as quickly as possible. Grants are awarded in the following broad categories:

- **Regular National Emergency Grants:** A plant closure or single company layoff of 50 or more workers, multiple company or industry-wide layoffs that occur at approximately the same time and where the dislocations from each company impact 50 or more workers. Community impact projects to assist workers in a local workforce investment area where multiple small dislocations over a six month-period have a significant impact on the unemployment rate of the area, as determined by the state. BRAC related projects assist individuals directly or indirectly impacted as a result of closures and realignments of military installations that also result in the dislocation of individuals in the affected communities as a result of BRAC.
- **Disaster Grants:** These grants provide funds to states in which FEMA has declared a disaster that is eligible for public assistance. The key purpose of a disaster project is to create temporary disaster relief employment to work on projects that (1) provide food, clothing, shelter and other humanitarian assistance for disaster victims; and (2) help with the demolition, cleaning, repair, renovation and reconstruction of damaged and destroyed public structures, facilities and lands located within the declared disaster area. Generally, this temporary employment will be completed in six months, although the type and nature of the disaster will determine the time needed to complete the work. Assistance to enable individuals to return to the workforce may also be provided.
- **Trade-WIA Dual Enrollment NEGs:** NEG Dual-Enrollment projects are funded as part of the Trade Adjustment Assistance (TAA)-NEG integration of resources for trade-impacted dislocated workers to ensure they have access to the full array of training and income support benefits available through the TAA program. The primary purpose of dual-enrollment projects is to provide trade-eligible dislocated workers with “wrap-around” services that are not available through the trade program, and where state formula dislocated worker program funds are not sufficient to provide such services as comprehensive assessment and development of individual re-employment plans, case management, and supportive services.

# Adult Program Results

## National Emergency Grants

- **Health Coverage Tax Credit (HCTC) Projects:** The Trade Act of 2002 amended WIA by adding Sections 173(f) and (g) and funds were appropriated by Congress to permit the use of NEG's to support HCTC administered by the Internal Revenue Service (IRS). NEG funds may be used to develop and implement the infrastructure necessary to maintain HCTC reporting and eligibility systems and provide states with resources (known as bridge or gap) to pay 65 percent of the premium for qualified health coverage for certain Trade Adjustment Assistance (TAA), Alternative Trade Adjustment Assistance (ATAA) and Pension Benefits Guarantee Corporation (PBGC) individuals until the IRS advance payment system for such individuals is in place.

### Program Highlights

- **Regional Innovation Grants (RIGs):** On April 27, 2007, the Employment and Training Administration announced the availability of Regional Innovation Grants. Regional Innovation Grants (RIGs) are limited National Emergency Grant (NEG) resources to assist state workforce agencies and local Workforce Investment Boards

(WIBs) in the development of a comprehensive, integrated, strategic regional plan, reflective of Workforce Innovation in Regional Economic Development (WIRED) principles. The activities from a RIG will result in a strategic and transformative regional plan that, when implemented, will counteract the effects of events resulting from an economic shock in a region and will prepare workers and businesses to compete and succeed in a global economy. ETA has awarded the following RIGs to-date:

- The Ohio Richland County Job and Family Services - \$250,000
- The Southern Illinois Workforce Investment Board - \$250,000
- **National Emergency Grant:** ETA awarded \$10 million, with an initial release of \$5 million in NEG funding to the Kansas Department of Commerce. On July 2, 2007, the Federal Emergency Management Agency (FEMA) declared seventeen counties in Kansas eligible for FEMA's Public Assistance program as a result of flooding that affected southeastern areas of the state. The NEG will create approximately 1,000 temporary jobs to assist in

cleanup and recovery efforts. Funds may also be used to provide core, intensive, and retraining services to participants upon completion of the temporary jobs component of the project.

- **National Emergency Grant:** ETA awarded \$3 million to Minnesota, with an initial release of \$1 million, to create approximately 300 temporary jobs to assist in the cleanup and recovery efforts taking place as a result of flash flooding. On August 23, the Federal Emergency Management Agency (FEMA) declared six counties eligible for FEMA's Public Assistance program due to heavy rains that caused flash floods in those areas. The grant, awarded to the Minnesota Department of Employment and Economic Development, will be used to create temporary jobs to assist in projects related to cleanup, demolition, repair, renovation and reconstruction of structures and areas affected by flooding. Following the completion of temporary employment projects, funds may also be used to provide retraining services to workers who are unable to return to work as a result of the damage caused by the flooding.

### Summary of Performance Data

Performance Results		
	Quarter ending 9/30/07	Four Quarters ending 9/30/07
<b>Total Participants</b>	25,998	65,149
<b>Total Exiters</b>	5,991	26,147
<b>Entered Placement Rate</b>	68.3%	64.5%
<b>Employment Retention Rate</b>	80.5%	80.8%
<b>Average Earnings</b>	\$11,680	\$12,595

### Current Quarter Grant Awards (PY2007 First Quarter)

State	Name of Project	Category of NEG	Funding Amount (Up-to)
Illinois	Southern IL RIG	Regular/RIG	\$250,000
Idaho	Micron Technology	Regular	\$2,010,277
Kansas	SE KS Flooding	Disaster	\$10,000,000
Massachusetts	Quaker Fabrics	Regular	\$617,515
Minnesota	SE MN Flash Floods	Disaster	\$3,000,000
Missouri	Briggs & Stratton	Dual Enrollment (Trade)	\$1,322,944
Ohio	Richland County RIG	Regular/RIG	\$250,000
Rhode Island	Rite Aid	Regular	\$1,224,099
		<b>Total</b>	\$19,773,285

# Adult Program Results

## Trade Adjustment Assistance

### Program Description

The TAA program is an integral part of the comprehensive workforce development system. The program is essential to helping workers dislocated because of foreign trade adjust to changing market conditions and shifting skill requirements. Addressing the needs of trade-affected workers involved in this transformation is a unique challenge because, in general, these workers are being dislocated from outdated-skill, high-wage employment. In many cases, this is complicated by mass layoffs or plant closures that occur in single industry towns, which makes finding comparable employment in the same geographic area difficult. Furthermore, many of these jobs are lost permanently from the domestic economy, requiring the skills of affected workers to be completely retooled.

In order to fuel innovative regional economic development, ETA is funding a total of 39 initiatives throughout the United States using the WIRED framework, which will include harnessing the experienced

manufacturing background of many TAA certified workers to feed current employment demands. Using targeted training to develop skills in high demand advanced manufacturing industries, TAA participants will have the opportunity to participate in the transformation of their local economies.

### Program Highlights

- **Participants in the TAA program tend to be older, more experienced workers, with no education beyond high school.**
- **More than half of all participants are over the age of 45, and a full 21 percent are over the age of 55.**
- **On average, a TAA participant has 10 years of tenure with the layoff employer.**
- **Most TAA participants, 76 percent, have a high school degree or less, and only eight percent have a college degree.**

### Summary of Performance Data

Performance Results		
	Quarter ending 9/30/07	Quarter ending 9/30/06
Entered Employment Rate	70%	72%
Employment Retention Rate	88%	90%
Average Earnings	\$13,914	N/A
Operational Results, FY 2007		
Total Petition Decisions Issued		2,211
Total Certifications Issued		1,434
Estimated Number of Workers Covered by Certifications		146,619
Average Petition Processing Time in days		32.8
New Trade Readjustment Allowance Recipients		47,047
Total Training Participants		93,622
Continuing		44,361
New Enrollments		49,261
Average Weeks of Training Received		62
Entered Employment Rate		70%
Employment Retention Rate		88%
Average Earnings		\$13,914

The TAA program continued to achieve improved participant outcomes during FY 2007 and successfully achieved national performance goals for all of the outcomes measures.

- In FY 2007, three out of the three performance goals were met :
- 70 percent of participants were employed in the first quarter after program exit.
- The average worker exceeded the goal for average earnings in the six months following program exit by 16 percent.

# Adult Program Results

## Foreign Labor Certification

### Program Description

The Office of Foreign Labor Certification operates a number of programs that permit employers under specific conditions to hire foreign workers on either a permanent or temporary basis. Each program has its own particular focus and purpose.

Permanent Foreign Labor Certification (PERM) allows employers to hire permanently foreign workers when there are not sufficient numbers of U.S. workers who are able, willing, qualified and available to perform the job. In addition, the program ensures that the employment of the foreign worker does not adversely affect the wages and working conditions of American workers who are similarly employed.

H-1B certification permits employers to hire, on a temporary basis, foreign workers who possess qualifying professional or specialty skills that are not available in sufficient supply in the U.S. workforce.

H-2A certification permits employers to hire foreign workers on a temporary basis for the agricultural sector of the economy.

H-2B certification permits employers to hire foreign workers to come to the U.S. and perform temporary non-agricultural work, which must be one-time, seasonal, peak load, or intermittent in nature.

### Program Highlights

- **Consistent with ETA's commitment, the backlog for the Permanent program was virtually eliminated by September 30, 2007.**
- **PERM performance declined somewhat from the prior year but remains above targets.**
- **H-2A and H-2B results reflect 14 percent and 30 percent respective increases in applications.**
- **PERM performance was affected by the reallocation of resources to eliminate an applications backlog in the H-2B Temporary Non-agricultural Program. (Resources are being reallocated from the Backlog Elimination Centers as they are closed.)**

- **Results for the H-2A Temporary Agricultural Program were far below the target. OFLC is meeting the statutory processing timeframe to accept or request a modification of applications within seven days of receipt, but is experiencing delays in obtaining recruitment reports and housing inspections from employers and State Workforce Agencies (SWA). The number of H-2A applications increased by 14 percent during this period.**
- **H-2B Temporary Non-agricultural Program results were also far below the target. Employer demand for H-2B workers increased by over 20 percent; this total reflected a disproportionate increase in applications at one National Processing Center.**

### Summary of Performance Data

The Department virtually eliminated the backlog in the permanent program that started at more than 362,000 cases in March 2005, when the new PERM program regulation became effective. Seventy-eight percent of new PERM applications were processed within six months, exceeding the

target of 65 percent, though performance declined from the prior year.

The White House directed DOL to review regulations implementing the H-2A program and institute changes providing farmers with an orderly and timely flow of foreign legal workers, while protecting the rights of American laborers.

The Department intends to issue regulations streamlining the process for non-agricultural seasonal workers in accordance with White House guidance. DOL's proposed rule will speed processing by moving from a government-certified system to an employer-attestation system similar to the PERM process that has reduced backlogs in that program.

Performance Results		
	Quarter ending 9/30/07	Quarter ending 9/30/06
<b>Percent of employer applications for permanent labor certification resolved within six months of filing</b>	78.3% <sup>1</sup>	86%
<b>Process employer labor condition applications for H-1B professional/specialty temporary program within seven days</b>	98.4% <sup>1</sup>	100%
<b>Percent of accepted H-2A applications for temporary employment in agricultural work processed within 15 business days</b>	57.4% <sup>1</sup>	96.7% <sup>2</sup>
<b>Percent of H-2B applications for temporary employment in non-skilled work processed within 60 days of receipt</b>	56.2% <sup>1</sup>	82%

<sup>1</sup> Data not final.

<sup>2</sup> Data for 2006 produced an artificially high result.

# Adult Program Results

## Prisoner Reentry Initiative

### Program Description

The President's Prisoner Reentry Initiative (PRI) seeks to strengthen urban communities characterized by large numbers of returning prisoners through an employment-centered program that incorporates mentoring, job training, and other comprehensive transitional services. This program is designed to reduce recidivism by helping inmates find work when they return to their communities, as part of an effort to help them build a life in the community. DOL has awarded competitive grants to faith-based and community organizations (FBCOs) to carry out this demonstration. The Department of Justice (DOJ) awarded competitive grants to state agencies to provide pre-release services to prisoners who will be returning to the communities served by the DOL grants. DOL received over 500 applications in its PRI grant competition, and awarded grants to faith and community-based organizations in 30 communities in 20 states in November 2005.

DOL grant funds can be used to provide a variety of services to returning prisoners, including workforce development services, job training, on-the-job training, work experience, basic skills remediation, counseling and case management,

mentoring, and other reentry services. The DOJ grants to state agencies provide for pre-release services.

### Program Highlights

At the end of six full quarters of activity, the program has enrolled over 9,700 participants and 59.3 percent have been placed into an unsubsidized job. The grantees have begun receiving referrals from their state department of corrections counterparts, providing a seamless transition from pre-release services to post-release support, training and job placements for those referred participants.

### Summary of Performance Data

- **71 percent of the enrolled participants have exited so far and initial information is now available on long-term outcomes.**
- **The recidivism rate from program inception to date is 20 percent, below the preliminary national goal of 22 percent or less.**
- **Employment retention nationally is at 59 percent and average six-month post-program earnings are \$10,211 for the program to date, though this is based only on the limited number of exiters that have reached the six-month post-program date.**

- **Other program data to date:**
  - **The initial job placements are slowing down, with 134 fewer placements in the current quarter (1,007 this quarter versus 1,141 in the previous quarter), due to the fact that the majority of participants are already placed in jobs. Similarly, attainment of 544 job re-placements in the quarter ending 9/30/2007 represents a decrease of 33 from the previous quarter and is also reflected in the increasing employment retention rate, currently at 59 percent.**
  - **The average wage at placement was \$9.40 in the quarter and \$9.28 from program inception.**

Performance Results		
	Quarter ending 9/30/07	Program to Date
Entered Employment Rate	64%	59%
Employment Retention Rate	58%	59%
Average Earnings	\$10,984	\$10,211
Recidivism Rate	26%	20%

### Program Description

The Registered Apprenticeship System is a Federal-State partnership. Registered apprenticeship combines on-the-job learning with theoretical related instruction provided by various educational institutions and sponsors. The Office of Apprenticeship (OA) is seeking opportunities to link the apprenticeship system with WIRED and is focusing on three strategic areas established for all ETA programs in FY 2007:

1. **Working in a regional economic context**
2. **Providing greater access to postsecondary education and alternative pathways for at risk youth, and**
3. **Increasing technology-based learning.**

Further, OA will develop and implement a strategy to clarify apprenticeable administrative, professional and technical occupations, integrate apprenticeship with the Workforce Investment and Wagner-Peyser Acts, and revise the regulations for Registered

Apprenticeship. Finally, OA will continue to expand apprenticeship in high-growth industries and occupations. All efforts toward the FY 2007 goals aligned with ETA's goals to increase employment, earnings and retention within the nation's workforce.

### Program Highlights

The OA continues discussions with workforce partners in support of regional economies. Staff contribute valuable regional economy-based solutions via apprenticeship when participating in meetings with their local Workforce Investment Boards, State Apprenticeship Agency Representatives, and One-Stop Centers. The issuance of Training and Employment Guidance Letter (TEGL) No. 2-07, Leveraging Registered Apprenticeship as a Workforce Development Strategy for the Workforce Investment System, to the regions reinforces OA's strategies and provides information, examples, and policy guidance to support the full integration of Registered Apprenticeship into workforce system activities. Mutually supportive collaboration between the public investment system

and Registered Apprenticeship leverages each system's strengths to maximize the benefits in the context of regional talent development strategies.

Apprenticeship continues to be a valuable training model and an essential solution within the regional economy framework, especially as evident among the following employers:

- **As a result of the Southeast Wyoming Workforce Solutions Regional Summit Meeting held at Laramie County Community College (LCCC), the State of Wyoming earmarked \$125,000 for projects that will monitor the progress of funded activities. (There were approximately 100 representatives from 25 regional businesses, LCCC, and the Department of Workforce Services in attendance at the summit).**
- **The University of Alaska, Center for Human Development was awarded \$500,000 for the Long Term Care Sector of the Health Care Industry. Registered Apprenticeship occupations that were registered include Certified Nursing Assistant (CNA) and Direct Support Specialist.**

# Adult Program Results

## Registered Apprenticeship

- **The State of Washington shared the TEGL 02-07, “Leveraging Registered Apprenticeship as a Workforce Development Strategy for the Workforce Development System” at the Washington State Apprenticeship Coordinators Association meeting. Approximately 200 state staff, Training Directors, Community and Technical College representatives, and workforce development council staff and members, as well as the Chair of the Higher Education Committee for the Washington State House of Representatives were in attendance. The conference focused on ways to integrate apprentices as a workforce system solution.**

### Summary of Performance Data

The Office of Apprenticeship (OA) achieved its FY 2007 Government Performance and Results Act (GPRA) Performance Goal, “Improve the registered apprenticeship system to meet the training needs of business and workers in the 21st century.” The targets for the common measure performance indicators of Employment Retention and Wage Gain were exceeded in the third

quarter and increased even more in the fourth quarter.

- **The retention rate for first quarter registrants (nearly 21,000), nine months after registration, increased to 83 percent, compared to the FY 2005 retention rate of 78 percent.**
- **The hourly wage gain of \$1.50 (from \$12.82 to \$14.32) is 16 percent greater than the FY 2005 wage gain of \$1.26 (from \$11.92 to \$13.18). This OA performance goal was exceeded and gives evidence of providing substantial support to the Department’s outcome goal to “Increase opportunities for new and re-emerging entrants to the workforce,” which focuses on developing a pipeline of workers with the skills and credentials necessary to fill the jobs of the 21st century.**

### Summary of National Registered Apprenticeship System

The National Registered Apprenticeship System continues to be a valuable contributor to our nation’s workforce system offering both employment and career training. The combined efforts of

the Office of Apprenticeship and State Apprenticeship Agency (SAA) partners produced the following results:

GPRA Accomplishments for FYs 2005-2007						
	FY 2005		FY 2006		FY 2007	
	Target	Result	Target	Result	Target	Result
<b>Employment Retention Rate</b>	Baseline	78%	78%	82%	79%	83%
<b>Hourly Wage Gain</b>	Baseline	\$1.26	\$1.26	\$1.32	\$1.33	\$1.50

Performance Results		
	Quarter ending 9/30/07	Quarter ending 9/30/06
<b>Total Apprentices</b>	465,262	449,897
<b>New</b>	55,462	67,182
<b>Programs Maintained Total</b>	27,976	29,273
<b>New</b>	964	812
	Quarter ending 9/30/07	Cumulative Quarters 10/1/06-9/30/07
<b>Performance Results, Federal Apprenticeship Activities Only</b>		
<b>New Apprentices</b>	37,000	148,000
<b>Completers (Graduates)</b>	10,000	34,000
<b>Total Apprentices<sup>1</sup></b>	311,000	313,000
<b>New Programs</b>	360	1,570
<b>Total Programs<sup>1</sup></b>	14,000	14,000

<sup>1</sup> Apprenticeship numbers fluctuate due to large cohorts entering and leaving programs from year to year.

Source: Registered Apprenticeship Information System

# Adult Program Results

## Unemployment Insurance

### Program Description

The Federal-State Unemployment Insurance (UI) system has been the nation's first line of defense against unemployment for 70 years. UI temporarily replaces part of lost wages, and it reduces the personal financial hardship due to unemployment and stabilizes the economy during economic downturns. The UI system's benefit structure is premised on reemployment: benefits are temporary; initial and continuing benefit eligibility requires that a claimant's unemployment be involuntary; and claimants must be able to work, available for work, and, typically, actively seeking work. The concrete application of these requirements varies considerably among the 53 state UI programs (which include the District of Columbia, Puerto Rico, and the Virgin Islands).

### Program Highlights

The UI system continued to stress payment integrity during the past year. With ETA encouragement and funding, 35 states have begun crossmatching UI

payments against the National Directory of New Hires (NDNH). The NDNH provides the most cost-effective means of controlling the biggest cause of UI overpayments -- persons who continue to claim UI benefits after returning to work -- by detecting new employment sooner. Because of this early detection, agencies are able to prevent some overpayments by stopping payments before the claimant's entitlement is exhausted. The earlier detection also makes recovery of overpayments easier. ETA has required all states to begin using NDNH as part of the Benefit Accuracy Measurement (BAM) claims audit by January 1, 2008.

To address the second-leading cause of overpayments, errors relating to claimants' job separations, ETA began a two year program to train over 400 staff in the adjudication of separation and other non-monetary issues, and has developed the Separation Information Data Exchange System (SIDES) to ensure that accurate employer information on the circumstances of job separations reaches adjudicators in time to result in accurate decisions. ETA also has provided funds to

prevent overpayments and ensure quick reemployment through the Reemployment and Eligibility Assessment (REA) program.

Nineteen states received REA grants in 2007. The Department has sought budget authority to raise the number to about 40, and has solicited grant applications.

UI workload levels increased slightly from the previous period. The number of first payments for the year ending September 30, 2007, increased by one percent from the 12 months ending September 30, 2006. The age, sex, and racial distributions remained virtually unchanged.

### Summary of Performance Data

- During the year ending 9/30/2007, the UI system met two of its four GPRA performance goals: timely new status determinations and reemployment of UI claimants.
- The percentage of timely first payments, at 88.2 percent, improved from the previous year, but fell just short of the 90 percent target. The increased timeliness reflected improved performance in the states that had been impacted by the hurricanes in the previous year.
- The detection of overpayments measure fell by 7.3 percentage points from a year earlier, due to an increase in the estimated rate of fraud and non-fraud recoverable overpayments, from 5.3 percent of UI benefits paid to six percent. A significant portion of the rise was attributable to the increased matching of UI claimants with new hire data as part of the Benefit Accuracy Measurement (BAM) audit. We anticipate that overpayment detection will improve in subsequent quarters as state integrity operations detect an increasing number of UI overpayments earlier in the claimant's benefit year.
- The reemployment rate is computed as the percentage of individuals

who received a UI first payment in a calendar quarter to whom employers paid wages in the following quarter. Because of the lag in the reporting of wage data to the state workforce agencies, the reporting period for this measure lags other UI measures. The latest data available include individuals who received their first UI payments between April 2006 and March 2007, and who were reemployed between July 2006 and June 2007.

Performance Results		
	Year ending 9/30/07	Year ending 9/30/06
Percent of intrastate payments made timely	88.2%	87.5%
Detection of recoverable overpayments	54.6%	61.9%
Entered employment rate for UI claimants	65.1% <sup>1</sup>	64.5%
Percent of employer tax liability determinations made timely	84.7%	83.6%

<sup>1</sup> Reflects reemployment from 7/1/06-6/30/07

Operational Data		
	Year ending 9/30/07	Year ending 9/30/06
Reciency Rate	37.0%	35.9%
Exhaustion Rate	35.2%	35.3%
Percent of recipients of prime working age	73.1%	73.7%
Percent of recipients who are female	42.9%	44.6%
New initial UI claims	11,322,180	11,301,864
Number of first UI payments	7,612,260	7,539,883
Average duration of UI (weeks)	15.3	15.5

# Youth Program Results

WIA Youth Program

## Program Description

WIA Youth programs serve eligible low-income youth ages 14-21 who face barriers to employment. These include youth who have deficiencies in basic skills or meet one or more qualifying criteria: homeless, runaway, pregnant, parenting, an offender, school dropout or a foster child. The programs also serve youth with disabilities and others who may require additional assistance to complete an educational program or to secure employment.

## Program Highlights

At the Workforce Innovations conference in Kansas City, Missouri in July, 2007, the 16 Shared Youth Vision pilot state teams came together to discuss the progress of their projects that are providing models for the integration of services to the neediest youth. States participating in the \$1.6 million pilot project are: Alabama, Arizona, Arkansas, Delaware, Florida, Iowa, Kansas, Massachusetts, Michigan, Minnesota, Mississippi, New Hampshire, Ohio, Oklahoma, Rhode Island and Utah. At the meeting, the pilot states explored opportunities to partner with national youth-serving organizations, learned

about strategies to encourage employer involvement in their projects, and shared information and resources that could assist in project implementation.

The Shared Youth Vision Federal Partnership also held its quarterly meeting at Workforce Innovations. The partners discussed continuing technical assistance support for the pilot states, including strategies to more closely connect the Federal partners with the state teams. Additionally, the partners addressed the continued marketing and communication of the vision and the expansion of the solutions desk to non-pilot states.

## Summary of Performance Data

- **The placement in employment or education rate for the first quarter of PY 2007 was 65.9 percent. This substantially exceeds the target of 61 percent for PY 2007 and the rolling four quarter average of 59.7 percent.**
- **At 49.2 percent, the rate of attainment of a degree or certificate exceeded the PY 2007 target of 41 percent and the rolling four quarter average of 45.5 percent.**
- **Reporting on the literacy/numeracy measure was optional**

**in PY 2005. Since results for the literacy /numeracy measure are not reported until a youth participant has completed a full year in the program, full data will not be available until the end of PY 2007.**

Performance Results		
	Quarter ending 9/30/07	Cumulative Four Quarters ending 9/30/07
Placement in Employment or Education Rate	65.9%	59.7%
Attainment of Degree or Certificate Rate	49.2%	45.5%
Literacy and Numeracy Gains	N/A	N/A

### Program Description

The Department of Labor has received funding beginning in 1998 to conduct demonstration projects serving youthful offenders. Appropriations for these activities totaled \$12.5 million in FY 1998, \$13.9 million in FY 2000, and roughly \$50 million each year since. The Department has used these funds to support projects aimed at both young offenders and at-risk youth mainly ages 14 to 24. We have supported projects aimed at both youth in the juvenile justice system and young adults in the adult criminal justice system. Through these funds we have supported five main categories of projects:

- **Local youth offender projects in high-crime communities aimed both at providing re-entry services to youthful offenders returning home from confinement and preventative efforts for at-risk youth**
- **Grants to state juvenile justice agencies directed at improving academic and workforce preparation components in one of the their youth correctional facilities**
- **Inter-agency transfers of funds to the Department of Justice to help support the Serious and Violent Offender Reentry Initiative**

- **Non-competitive grants to national community-based organizations for multi-site projects serving particular target groups of youth offenders and at-risk youth**
- **Grants to encourage local coordination of the workforce, juvenile justice, and education systems to assist youth offenders enter high-demand occupations**

### Program Highlights

The youth offender portfolio, which contains a number of youth offender demonstration grants funded through the Responsible Reintegration of Youthful Offenders, continues to build on strategies that have been the focus of previous pilot and demonstration projects. These include using national community based organizations such as YouthBuild, the National Urban League, the Latino Coalition, Nueva Esperanza, and the National Association of Service and Conservation Corps to place young adult offenders in jobs, using local community based organizations to provide educational and employment services to juvenile and young adult offenders, and attempting to increase coordination between the juvenile justice system and the workforce system in serving young offenders

### Summary of Performance Data

Performance Results		
	Quarter ending 9/30/07	Cumulative Four Quarters ending 9/30/07 <sup>1</sup>
Percent of youth ages 18 and above placed in jobs, education, or training	55.4%	55.4%
Percent of youth offenders ages 14 to 17 recidivating	9.9%	9.9%
Percent of youth offenders ages 18 and above recidivating	8.7%	8.7%

<sup>1</sup> The placement and recidivism rates presented here are cumulative for active projects from the beginning of each grantee's project because the data we collect cannot distinguish placements and recidivism by the quarter or year a youth was enrolled in the project.

- **The recidivism rate for offender youth ages 14 to 17 served by the program is 9.9 percent.**
- **The recidivism rate for offender youth age 18 and above served by the program is 8.7 percent.**

# Youth Program Results

## Indian and Native American Youth Program

### Program Description

The Indian and Native American Supplemental Youth Services Program provides employment and training activities for American Indian, Alaska Native, and Native Hawaiian individuals between the ages of 14 and 21. Program resources are targeted to at-risk youth who face substantial barriers to educational and employment success, such as high school dropouts, runaways, homeless, or those who are basic skills deficient.

### Program Highlights

Beginning in Program Year (PY) 2008, the Indian and Native American Supplemental Youth Services Program will be adopting the youth common measures, in place of the performance measures that have been in effect since PY 2000. In preparation for these new performance and reporting requirements, grantee representatives authorized the development of new case management software designed to ensure data integrity. Grantees are also planning for program design changes that will focus more directly on educational placements and degree attainments for their participants.

### Summary of Performance Data

The program has experienced a noticeable increase in performance on two of its three measures this year as compared with last year.

- **The percentage of those who exited the program after having attained a diploma or GED, advancing at least two grade levels in basic skills, or completing occupational skills training increased seven percentage points over last year, to 84 percent.**
- **Seventy-nine percent of youth attained at least two or more of their educational or employment-related goals, far exceeding the target of 60 percent and improving by three percentage points over the previous year.**
- **The program's entered employment rate remains low at just 4 percent. This low number reflects the fact that many participants are in-school-youth and that grantees consequently focus heavily on advancing educational prospects which in the long-term will lead to higher skilled, higher wage jobs.**

Performance Results		
	Quarter ending 9/30/07	Cumulative Four Quarters ending 9/30/07
Percentage entering unsubsidized employment	4%	5%
Attainment of a High School Diploma, GED, or improvement of basic skills by at least two grade levels, or completed Occupational Skills training	84%	77%
Participants who Attained Two or more Goals	79%	76%

## President's High Growth Job Training Initiative

### Program Description

The High Growth Job Training Initiative targets education and skills development resources toward helping workers gain the skills they need to build successful careers. The initiative engages business, education and the workforce investment system to work together to develop solutions to the workforce challenges facing high growth industries.

This initiative is investing in national models and demonstrations of solutions in each of 14 targeted high growth industries.

- **Over 130,000 workers are expected to be served under this initiative.**
- **Over 92,000 workers have already completed their training.**
- **Over 50,000 workers are enrolled in training.**

## Program Highlights

### Building a World-Class Biotechnology and Healthcare Workforce

In response to the workforce crisis in the biotechnology and healthcare industries, the Indianapolis Private Industry Council (IPIC) has created and launched [www.BioWorksU.com](http://www.BioWorksU.com), an interactive website that features games, experiments, and other experiences to introduce youth to exciting careers in the high-demand life sciences industry. This virtual university takes students through a series of buildings, laboratories, and other resources to learn about life science careers and the skills and education needed to achieve them.

Through the High Growth Job Training Initiative grant awarded to IPIC, teachers and students nation-wide have access to resources and training materials on the BioWorksU website. Also, following the success of the launch, IPIC plans to

introduce a Spanish-language version, as well as similar youth-focused career exploration sites for construction and advanced manufacturing in 2008.

## Community-Based Job Training Grants

### Program Description

Community-Based Job Training Grants seeks to strengthen the role of community colleges in promoting the U.S. workforce's competitiveness by building the capacity of community colleges to train workers in the skills required to succeed in regionally based high-growth, high-demand industries and occupations. Grant activities include, but are not limited to, training in the healthcare, biotech, advanced manufacturing, energy, automotive, transportation, construction, insurance, forestry, and aerospace industries. Among the goals of the program is that each enrollee in the training earn a certificate.

## Performance Summary

Since 2005:

- **50,180 individuals have enrolled in training;**
- **14,011 individuals have completed training;**
- **10,468 individuals have earned certifications.**

practical nurse, radiological technician, dental hygienist, manufacturing technician, biotechnology technician, auto mechanic, diesel mechanic, and truck driver.

## Performance Issues

ETA has proposed a reporting format for grantees that was published in the Federal Register in May 2007 and is currently being finalized for approval. The new reporting format will facilitate the collection of common performance measures data, including entered employment, retention, and average earnings.

## Program Highlights

To date, over 50,000 individuals have been enrolled in training programs under 142 grants. The grants are comprised of capacity building and training components and vary in the industries served and programs offered. Specific types of training include but are not limited to: registered nurse, licensed

# ETA Internet-Based Assistance

## Program Descriptions and Highlights

### America's Career InfoNet

[www.CareerInfoNet.org](http://www.CareerInfoNet.org), helps individuals explore career opportunities to make informed employment and education choices. The Web site features user-friendly occupation and industry information, salary data, career videos, education resources, self-assessment tools, employability check-up assistance, and other Web-based resources that support talent development in today's fast paced global marketplace.

### Highlights for the Quarter:

- America's Career InfoNet received 2.2 million visits during the July-September 2007 quarter and delivered 26.9 million page views to its customers, a 64 percent increase in page views compared to the same three-month period from last year.
- Core Web site data sets were updated, including national, state, metropolitan area occupation and wage information, local unemployment statistics, employer information, licensed occupation, and certification information.
- Developed and implemented a new occupational salary charting tool that enables users to quickly and easily identify wages by occupation and state, and view state and national wage comparisons at [http://www.careeronestop.org/SalariesBenefits/Sal\\_default.aspx](http://www.careeronestop.org/SalariesBenefits/Sal_default.aspx).

### America's Service Locator

[www.servicelocator.org](http://www.servicelocator.org), connects individuals to employment and training opportunities available at local One-Stop Career Centers. The Web site provides contact information for a range of local work-related services, including unemployment benefits, career development, and educational opportunities.

## ETA Internet-Based Assistance

### Highlights for the Quarter:

- America's Service Locator (ASL) received 699,773 visits during the July-September 2007 quarter and delivered over seven million page views to its customers during this period. This represents an increase of 62 percent in visits from the same period in 2006.
- ASL Web site now includes updated information for Older Worker Program (SCSEP) offices.
- ETA sent over 47,000 e-mails on approximately six different topics to key stakeholders in the workforce development system via the communication database (e-mail push tool) during the July-September quarter. E-mail messages included information on the Community-Based Job Training SGA, Workforce Innovations 2007 and the BRAC Conference. ETA offices use the database to communicate directly with the workforce development system nationwide.
- The ETA Toll Free Help Line (1-877-USA-JOBS), a public information companion to America's Service Locator, received 57,839 calls on workforce issues. This is a nine percent increase over last quarter.

Customer Service representatives also handled 34,703 questions concerning unemployment issues during the July through September 2007 quarter. A recently completed Customer Satisfaction Survey showed that 98 percent of callers were satisfied with information and service they received, and 89 percent were very pleased and got the information they needed.

### Career Voyages

[www.careervoyages.gov](http://www.careervoyages.gov), informs young adults about occupations that are in demand in high growth industries. This interactive Web site provides information regarding the skills and education required for these occupations, and users find industry sponsored information and other opportunities to advance in a career path toward a brighter future. The Web site is co-sponsored by the U.S. Department of Education.

### Highlights for the Quarter:

- Career Voyages received 535,694 visits during the July-September 2007 quarter and delivered over 2.48 million page views to its customers during this period, a 32 percent increase in visits over the same period in 2006.

- Developed and implemented a site-wide redesign. More importantly, the left menu now features drop-down menus that increase navigability.
- The Web site has been updated with the latest available occupational wage data.
- All of the industry pages have newly been translated into Spanish.
- New sector partner links/pop-up pages are available on the Aerospace, Energy, and Health Care industry sector pages.

### O\*NET OnLine

<http://online.onetcenter.org>, serves as the nation's primary source of occupational skills and competency information, providing comprehensive information on key attributes and characteristics of workers and occupations. The Web site contains a common occupational language to facilitate effective communication about workforce needs between the workforce investment community and its partners in education, business, and economic development.

### Highlights for the Quarter:

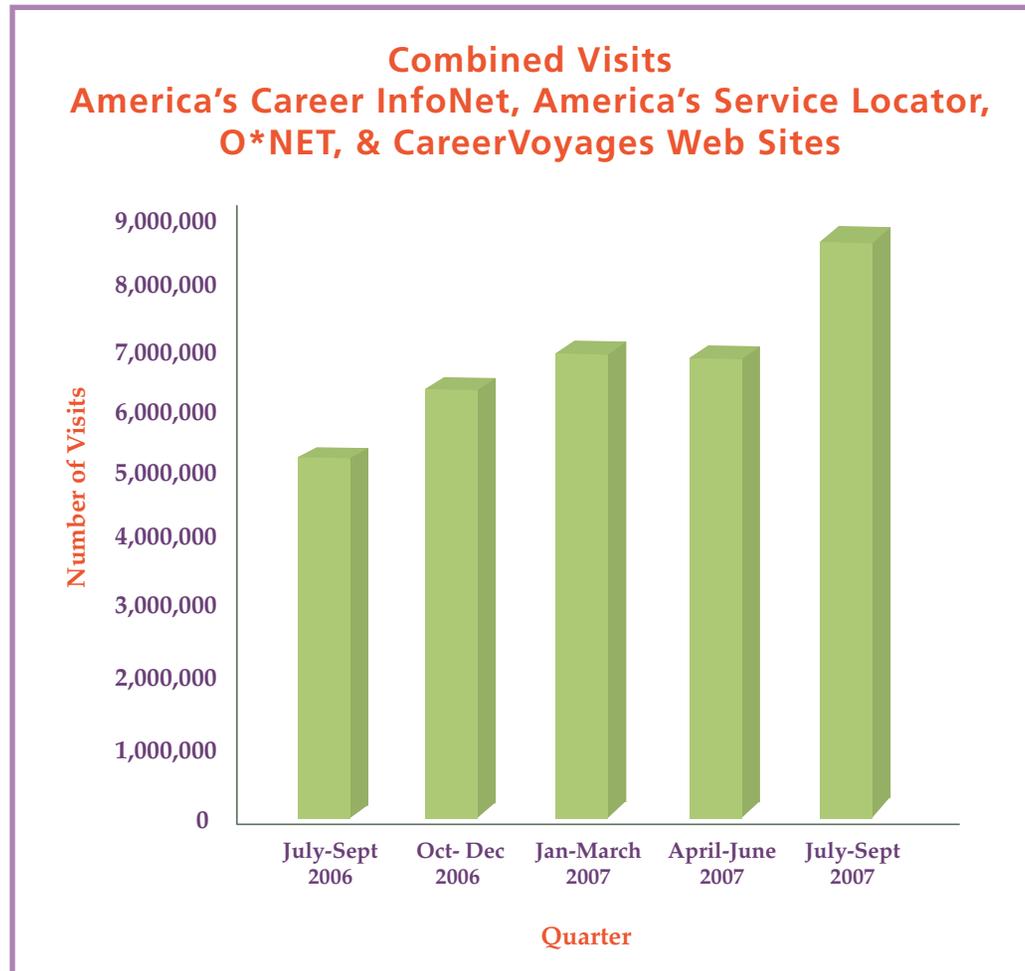
- The O\*NET Web sites received 2.4 million visits during the July-September 2007 quarter, an increase

of 12 percent over the same quarter the previous year, and delivered 11.4 million page views to its customers during the period, an increase of seven percent over the same quarter the previous year.

- Downloads of O\*NET products provide another means of making O\*NET information available. Both public and private vendors develop products using O\*NET information that reach millions of customers. There were 23,042 downloads of the O\*NET database and O\*NET Career Exploration Tool files.

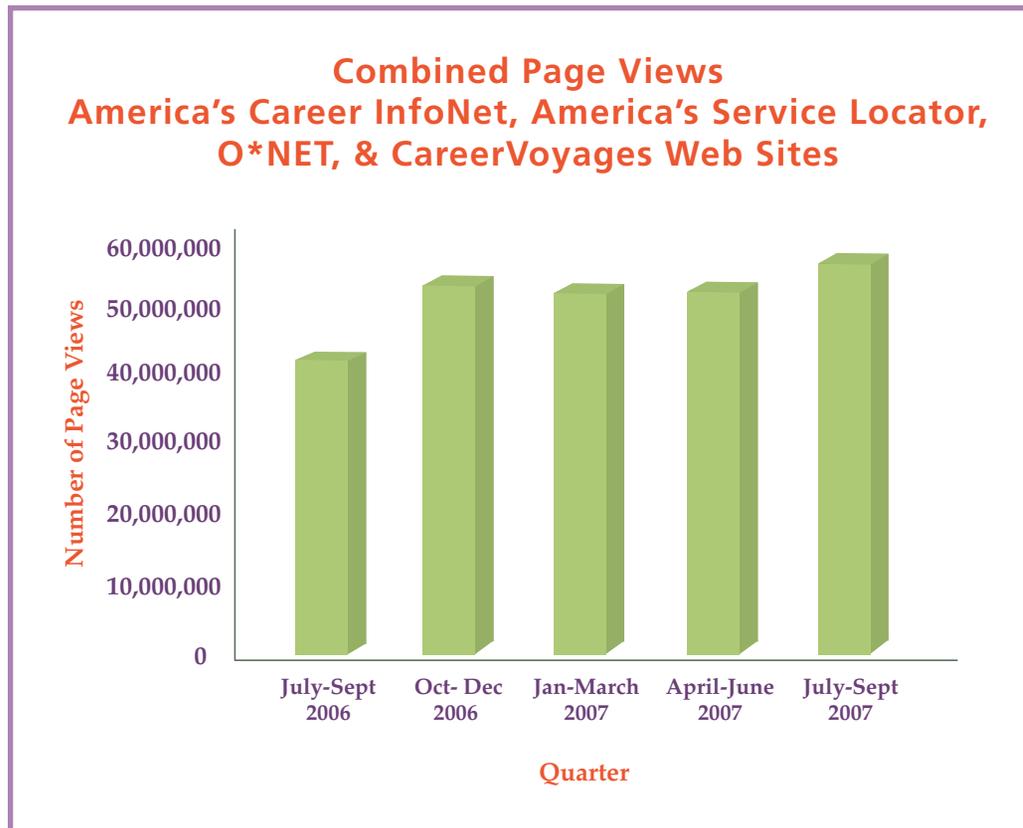
With its September 2007 update, O\*NET OnLine now displays information from the O\*NET 12.0 Database. This eighth major update from the O\*NET Data Collection Program brings the number of comprehensively updated occupations to 780 out of 812 O\*NET detailed occupations.

## Summary of Performance Data



Visits to the CareerOneStop, Career Voyages, and O\*NET Web sites trended upward in the July-September 2007 quarter by over three million visits compared to the same quarter in the previous year. Visits are an indicator of how much traffic the sites are getting and how many people received information services.

## ETA Internet-Based Assistance



Page views on CareerOneStop, Career Voyages, and O\*NET Web sites trended upward in the July-September 2007 quarter by over 14 million page views compared to the same quarter in the previous year. Page views serve as a proxy for the quantity of information provided to the Web sites' visitors.

# Glossary of Performance Measures

Q=Quarter

## COMMON PERFORMANCE MEASURES

*(Used by Workforce Investment Act, Wagner-Peyser, TAA, SCSEP, PRI, and NFJP)*

### Adult Measures

#### Entered Employment

Of those who are not employed at the date of participation:

The number of adult participants who are employed in the first quarter after the exit quarter divided by the number of adult participants who exit during the quarter.

#### Employment Retention

Of those who are employed in the first quarter after the exit quarter:

The number of adult participants who are employed in both the second and third quarters after the exit quarter divided by the number of adult participants who exit during the quarter.

#### Average Earnings

Of those adult participants who are employed in the first, second, and third quarters after the exit quarter:

Total earnings in the second quarter plus the total earnings in the third quarter after the exit quarter divided by the number of adult participants who exit during the quarter.

#### Average Earnings Change in Six Months<sup>1</sup>

Of those who are employed in Q1 after exit: the total post-program earnings (earnings in Q2 + Q3 after exit) minus pre-program earnings (earnings in Q2 + Q3 prior to registration) divided by the number of adults who exit during the quarter.

### Youth Measures

#### Attainment of a Degree or Certificate

Of those enrolled in education (at the date of participation or at any point during the program): the number of youth participants who attain a diploma, GED, or certificate by the end of the third quarter after the exit quarter divided by the number of youth participants who exit during the quarter.

#### Literacy and Numeracy Gains

Of those out-of-school youth who are basic skills deficient: the number of youth participants who increase one or more educational functioning levels divided by the number of youth participants who have completed a year in the program (i.e., one year from the date of first youth program service) plus the number of youth participants who exit before completing a year in the program.

#### Placement in Employment or Education

Of those who are not in postsecondary education or employment (including the military) at the date of participation: the

number of youth participants who are in employment (including the military) or enrolled in postsecondary education and/or advanced training/occupational skills training in the first quarter after the exit quarter divided by the number of youth participants who exit during the quarter.

## PROGRAM SPECIFIC PERFORMANCE MEASURES

### Foreign Labor Certification

#### Percent of H-1B Applications Processed Within Seven Days of the Filing Date for Which No Prevailing Wage Issues Are Identified

This estimate is based on the difference between the date an application is received and the date it is processed by ETA divided by the total number of applications received for a given reporting period for which no prevailing wage issues are identified. An application is considered processed if the last significant event is (1) certified (2) denied or (3) withdrawn.

#### Percent of Employer Applications for Labor Certification Under the Streamlined System that Are Resolved Within Six Months of Filing

<sup>1</sup> This definition was used for earnings in Program Year 2005.

# Glossary of Performance Measures

*Q=Quarter*

This estimate is based on the difference between the date an application is received by ETA and the date it is processed by ETA divided by the total number of applications received for a given reporting period. An application is considered processed if the last significant event is: (1) certified (2) denied or (3) withdrawn.

## **The Average Cost for Processing a New PERM Application**

This calculation is part of the Department's Cost Analysis Manager (CAM) initiative.

## **Percent of the H-2B Applications Processed Within 60 Days of Receipt**

This estimate is based on the difference between the date an application is received by a State Workforce Agency and the date it is processed by ETA divided by the total number of applications received for a given reporting period. An application is considered processed if the last significant event is: (1) certified, (2) denied, (3) withdrawn, (4) remand issued to the employer, or (5) remand issued to the State Workforce Agency.

## **Indian and Native American Adults**

### **Average Hourly Wage Gain**

Measures the INA program's ability to increase participant earnings by comparing "pre-program" wages with

"post-program" wages. As a dollar amount, the post-program wages minus pre-program wages for those participants that obtained employment after exiting the program. The outcome for this measure is an average of all "pre" and "post" program wages for all participants that obtained employment at exit.

## **Employability Enhancement Rate**

As a rate, the total number of trainees who obtained an employability enhancement (whether or not they entered employment), divided by the total number of trainees enrolled in the program year.

## **Entered Employment Rate**

The number of trainees who entered unsubsidized employment at termination divided by the total number of trainees.

## **Positive Termination Rate**

As a rate, those who either entered unsubsidized employment at termination or attained an employability enhancement, divided by all trainees enrolled in the program year.

## **Indian and Native American Youth**

### **Attainment of Two or More Goals**

The total number of youth participants enrolled in the Grantee's Supplemental Youth Services Program who attained at

least two of the thirteen goals listed in the legislation divided by the total number of Supplemental Youth Services participants enrolled during the report period.

## **Educational Attainment for Dropouts**

The number of dropouts who have obtained a high school diploma, GED, or increased their literacy and numeracy by two grade levels divided by the total number of dropouts.

## **Internet-Based Assistance**

### **The Number of Page Views on America's Career InfoNet**

### **The Dissemination of O\*NET Data Measured by Site Visits**

### **The Number of Page Views on Career Voyages**

### **Percent of New Requirements Ratings for O\*NET-SOC Occupations**

Number of occupations updated and released in database divided by the total number of O\*NET-SOC occupations during the fiscal year.

### **Percent of O\*NET-SOC Occupations for Which Updated Data Are Released**

Number of occupations for which incumbent survey activities have been

# Glossary of Performance Measures

*Q=Quarter*

completed and closed out divided by the total number of O\*NET-SOC occupations during the fiscal year.

## **Website Visits to O\*NET**

## **Prisoner Reentry Initiative (PRI)**

### **Recidivism Rate**

The percentage of participants who are re-arrested for a new crime or re-incarcerated for revocation of a parole or probation violation within one year from release from prison.

## **Registered Apprenticeship Employment Retention**

The number of apprentices employed nine months after registration divided by the number of apprentices registered in the first quarter of the fiscal year.

### **Earnings Gain**

The difference between the average of the current wage of the total number of entrants still employed nine months later and the average of the starting wage of the total number of entrants registered in the first quarter of the fiscal year.

### **Average Cost Per Registered Apprentice**

Program budget allocation divided by total active federal program participants (apprentices).

## **Senior Community Service Employment Program (SCSEP)**

### **Placement Rate**

The number of participants during the report period who were placed in unsubsidized employment divided by the number of authorized grantee community service positions. Placement in unsubsidized employment may be either part-time or full-time.

### **Service Level**

The count of participants during the report period divided by the total number of authorized grantee community service positions.

## **Trade Adjustment Assistance (TAA)**

### **Earnings Replacement Rate <sup>1</sup>**

Of those trade-affected workers who are employed in Q1 after exit: Total Post-Program Earnings (earnings in Q2 + Q3 after exit) divided by Pre-Dislocation Earnings (earnings in Q2 + Q3 prior to dislocation).

## **Unemployment Insurance (UI)**

### **Percent of Intrastate Payments Made Timely**

The percentage of intrastate UI benefit first payments for full weeks of unemployment issued within 14 days

following the first compensable week in states with a waiting week, and 21 days in non-waiting week states.

### **Detection of Recoverable Overpayments**

The amount of overpayments (dollars) established through state operations as a percent of the estimated amount states can detect and establish for recovery.

### **Entered Employment Rate**

The percent of persons receiving an intrastate first payment in a given quarter who had earnings in the next quarter.

### **Percent of Employer Tax Liability Determinations Made Timely**

The percent of new employer determinations made within 90 days of the end of the quarter in which employers became liable to pay unemployment taxes.

<sup>1</sup> This definition was used for earnings in Fiscal Year 2006.

# WORKFORCE SYSTEM RESULTS

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