

**NEW YORK STATE
WORKFORCE
DEVELOPMENT
SYSTEM**

2008 ANNUAL REPORT



**NYS
DEPARTMENT
OF LABOR**

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On behalf of the State Workforce Investment Board and the New York State Department of Labor, we are proud to present the Program Year 2008 WIA Title I-B Annual Report.

This was a difficult Program Year -- marked by the meltdown in the financial sector, a deep recession and unemployment rates at their highest point in the last thirty years. Yet, New York State's workforce development system rose to meet these challenges while continuing to creatively address the challenges of developing and retaining a skilled workforce. Among the many accomplishments and initiatives are:

- A 4% decrease in Adult participant levels during PY08, but a 74% increase in Dislocated Workers participant levels when compared with PY 07, reflecting the downturn in the economy;
- Training for over 121,000 incumbent workers, to date, under innovative grants open to New York's businesses;
- Release and award of the Career Pathways RFP, a joint venture with the NYS Office of Temporary and Disability Assistance. It provides \$16.3 million to link basic education to occupational training, and integrate support services. This will enable public assistance recipients, low-wage workers and certain households receiving unemployment insurance to advance over time to higher-wage jobs in targeted industry sectors.
- Funding of \$400,000 to provide gas cards and transportation assistance to needy participants throughout New York State;
- Hiring a consultant through the Employee Stock Ownership Plan RFP to build this capacity within the department's business services and Rapid Response staff;
- Awarding over \$1.1 million to train 1,786 workers in transferable occupational skills that will lead to career growth and higher wages under the Skills Training and Education Program (STEP) and ADVANCE-NY incumbent worker training grants;

Also, through its Regional Economic Transformation Strategies contracts, the State continued to fund its initiative to sharpen New York's competitive advantage in each region. We are improving the supply and quality of the region's talent in the pipeline through transformation strategies built around either a sector-based or a cluster-based approach. The contracts focus on talent attraction, talent development or talent retention. All eight of the implementation grant contracts have been renewed.

We are excited to be moving New York State's workforce system forward, in collaboration with our local workforce boards, One-Stop staff and high-level partners, including higher education, economic development and business and industry.

Sincerely,

Richard Calo, Chair
NYS Workforce Investment Board

M. Patricia Smith, Commissioner
NYS Department of Labor

New York State Workforce Development System Program Year 2008 Annual Report

During Program Year 2008 there was progress, change and new leadership for New York's workforce system.

Summary

The State continued its efforts in the 2008 Program Year to make progress on a number of broad initiatives:

- (1) emphasizing **regional partnerships and sector strategies**;
- (2) streamlining functions for better efficiency through the **integration of workforce services and resources**;
- (3) making state-level WIA funds available for **training incumbent workers** and
- (4) developing initiatives to ease the impact of the economy on the state's workforce.

Despite a nearly 16% decrease in WIA funding over the last program year, our local areas provided staff-assisted services to 38% more Adults and Dislocated Workers in PY08 than in PY07. The decrease in funding was offset in part by the passage of the American Recovery and Reinvestment Act of 2009 in February.

The State also passed all nine of its performance measures, again this program year. We are proud of the efforts of local workforce staff to increase service levels. We are also encouraged by the efforts of local boards and leaders working with regional partners to create a pipeline for skilled and talented workers. This steady flow of trained employees will retain and attract businesses to their areas.

PY 08 Highlights

State Level WIA Activities

New York has several new projects that follow the direction of the Administration as well as national themes of sector strategies, regional initiatives and new ways to address the needs of special populations.

Career Pathways: Working with the Office of Temporary and Disability Assistance (OTDA), the Department helped support the development of a Career Pathways Initiative. This program expands access to education and occupational training services to provide Family Assistance and other low income individuals age 16 and over. It will give them the skills they need to get jobs in high-growth or high-demand industries that are key to regional economic growth across New York State. This initiative focuses on developing skills through targeted training and earning industry-recognized credentials, diplomas or certificates that lead to better jobs and earnings. We use a combination of TANF (\$12.5M) and WIA (\$5.0M) funds to support contracts with not-for-profit, community-based organizations. They provide a range of program activities and services to TANF and non-TANF eligible individuals to support training for and entry into various career pathways. The sectors include: health care, renewable energy, building trades, construction, retail, information technology, maintenance, transportation, administrative support, security, and food service. In PY08 we awarded \$16,360,321 in Career Pathways grants to 17 organizations, including 10 in New York City.

Gas Cards: On January 26, 2009, the Department issued Technical Advisory 09-03, making funds available to LWIAs to buy gas cards. Section 663.800 of the WIA Rules and Regulations allows for the Local Workforce Investment Areas (LWIAs) to pay transportation costs for eligible participants while they are receiving core, intensive or training services. Due to the poor economy, the Department, the Governor and the State Workforce Investment Boards offered \$250,000 in state-level WIA funds to LWIAs to give gas cards to needy participants, particularly for those LWIAs especially in areas with no mass transit and/or significant rural-based populations. The LWIAs eligible for these funds were counties with rural populations of 33.3% or more (40 of the state's 62 counties). The program was so successful that on April 8, 2009, the Department provided \$6,250 for transportation costs to the 22 counties that did not qualify under the original program.

Employee Stock Ownership Plan (ESOP) RFP: The bad economy has increased the number of businesses that may close. Also, there are businesses that may shut down because there is no succession plan for an owner who approaches retirement. Section 665.320 of the WIA Final Rule states that for effective Rapid Response, a State can cooperate with other appropriate entities and officials to identify ways to avert layoffs. These strategies can include studying the feasibility of averting a plant closure by having a company or group (including the workers) purchase the plant or company and continue its operation. Thus, on March 17, 2009, the Department issued the ESOP RFP to increase the number of businesses purchased by their employees. An ESOP can enable all of the interested parties to achieve their goals:

- the owner is able to sell his/her business,
- the workers keep their jobs and may earn a profit over their normal wages, and
- the State maintains base employment, tax revenue and overall economic health in the business sector.

We chose a consultant from this solicitation who will:

- (1) use its expertise to provide information and other services for ESOPs and state-level Employee Ownership programs;
- (2) train the Department's business services and rapid response staff to understand ESOPs and identify potential candidates;
- (3) conduct an analysis to see if the Department can institute an employee ownership program as part of its Business Services/Rapid Response Programs. This will include research into the structure of the State's prior employee ownership program (operated by Empire State Development); and
- (4) report on activities under this RFP, capacity building activities with Business Services/Rapid Response staff, and recommendations about establishing an employee ownership program in New York State.

Skills Training and Education Program (STEP): Building on the success of the BUSINYS and ADVANCE-NY incumbent worker training grants, New York State launched the STEP Request for Applications on December 31, 2008. This open-ended grant program provided funds for employers to train workers in skills needed by the business or industry that lead to advances up a defined career ladder and to increased wages. STEP targeted incumbent workers of private sector for-profit and not-for-profit organizations. It focused on providing occupational skills and required that the trainees receive a 3% raise in pay within 6 months of the end of the contract with the Department. This program does not cover general or entry-level skills training such as customer service, word processing, management and communication. Large companies (100 or more workers) had to pay 25% of the training costs. We capped training for an individual employee at \$2,000 per application. There was an overall limit of \$100,000 per organization over the lifetime of the grant. We stopped taking applications on June 8, 2009 with the release of the revised Building Skills in New York State (BUSINYS) grant. We received 45 applications and awarded 30 applications (totaling \$811,160) to train 787 workers. We made the final 11 awards under the ADVANCE-NY grant during PY 08. The total program award was \$339,393 to train 999 workers, bringing the sum of all these programs to 41 awards totaling \$1,150,556 to train 1,786 workers.

Displaced Health Care Facility Workers: The grant for *Strategies to Assist Workers Impacted by Berger Commission Report* addressed the reemployment needs of certain health care workers. These are people displaced due to the recommendations contained in the Final Report of the Commission on Health Facilities in the 21st Century, also known as the “Berger Commission Report,” which has is now law. The grant sought proposals from organizations that could coordinate and provide placement services and short-term training on a regional basis for workers with lower skill levels. These are workers in the service, clerical, maintenance, security and other non-shortage areas. The grant also required awardees to coordinate their services with grantees selected by the NYS Department of Health’s program to provide reemployment assistance to health care workers. Proposals were due in September, 2007. We awarded \$8.8 million to four organizations to serve 3,087 of these affected workers. These 18-month contracts ended on June 30, 2009 and we are collecting results.

Regional Sector Strategies: On July 3, 2007, the Department released its “Regional Economic Transformation Strategies Through a Sector or Cluster-Based Approach” RFP No. 13-N. The RFP solicited regional initiatives to improve a region’s competitive advantage by improving the supply and quality of the region’s talent pipeline. They would accomplish this through transformation strategies built around either a sector based or a cluster-based approach to talent attraction, development or retention. We awarded a total of \$4.25 million in WIA state level funds for two tiers of grants. There were five Tier I grants (to develop a region’s transformation plan) and eight Tier II grants (for regions which had already developed and adopted an operational plan that would guide the transformation strategy). Among other things, these grants focus on: Advanced Manufacturing, Health Care and Green Technologies/ Renewable Energy/Biotechnology. The five Tier I planning grant contracts are complete, and we renewed all eight of the Tier II implementation grant contracts for a second year.

Workers with Limited English Proficiency: New York’s immigrant population has grown substantially over the last decade. According to the most recent Census data, over 2.3 million individuals in New York State speak English less than “very well.” Because workers with limited English proficiency face barriers to employment, the Governor and the Board made available WIA statewide funds for projects that show how Vocational English as a Second Language (VESL) programs can help them succeed in the workplace. From this *Limited English Proficiency and Contextualized Learning in the Workplace* grant, we expect the projects to show results and document achievements in English literacy gains, employment retention, average earnings and wage progression. We will share curriculum and training models that prove successful with other LWIBs and businesses throughout the State. We made four awards totaling \$1.96 million to serve 772 individuals. These grants will remove a potential barrier to occupational skills training needed to fill positions in high growth industries in New York State. These two-year contracts ran through all of PY 08 and will end during PY 09.

Employment for Ex-Offenders: Governor Paterson and the State Board have made it a priority to maximize our ability to develop and retain talent in New York State. Those talent resources often reside in the difficult-to-serve and special populations. The Bureau of Justice Statistics reported 172,558 individuals in New York State were on parole or probation at the end of 2005. The parolee population is largely minority, poorly educated, underemployed and concentrated in urban areas of the State. In addition, over half of these parolees have service needs related to addictive behaviors such as drug and alcohol abuse. Through the *Adult Ex-Offender Reemployment Initiative* grant, we funded community-based efforts to integrate ex-offenders back into their communities. These grants use strategies and services that include mentoring, training and other supports to help participants get and keep a job. We made five grants totaling \$1.4 million to serve 575 adult ex-offenders. Grantees must coordinate their program with other agencies that serve this population including: parole, probation and the corrections system. These 18-month contracts ran throughout PY 08 and will end in PY 09.

Developing and Brokering Student Internship Opportunities: The Department developed a Student Internship Initiative that provided grants to organizations that can develop, broker, and manage opportunities for high school students to serve paid internships at private for-profit businesses within New York State. We made 19 awards totaling \$2 million covering all regions of the state. These new internships will allow more young people to have a substantive experience that engages them and provides real work experience, as well as benefits the businesses. Some 1,800 young people will get internships fostered through this program. During PY 08, we renewed five of the contracts for a second year.

New Initiatives: In PY 08, we released two major initiatives that will be awarded in and impact PY 09. The **Emerging and Transitional Worker Training** RFP, released on June 8, 2009, provided \$15 million to for-profit and not-for-profit organizations to provide emerging and transitional workers with skills and competencies to successfully obtain employment and advance their careers. The project includes such career planning, work readiness training, High School Diploma or Equivalent preparation, basic occupational skills training, among others. The **Building Skills in New York State (BUSINYS)** RFP, also released on June 8, 2009, provided \$5 million to New York State for-profit and not-for-profit businesses with four or more employees to train current workers in specific occupational skills needed by that business or industry that lead to a better job and higher pay.

We also released the **Disconnected Youth Training** RFP, which provided \$5 million to educational institutions, duly incorporated for-profit and not-for-profit organizations, and Local Workforce Investment Areas to serve two young populations. The first are disconnected youth. These are defined as youth aged 14 to 24 who are neither working nor in school. We also targeted youth at risk of disconnection – those in foster care, residing informally with kin, on probation, or in juvenile or criminal justice facilities, and those with incarcerated parents. We will help them by expanding career awareness,

providing dropout prevention services and developing foundation skills and competencies needed to motivate them to achieve and succeed in their adult and work life. Among the services we will offer are career planning, work readiness training, High School Diploma or Equivalent preparation, and basic occupational skills training.

Strategic projects that have continued during this program year include:

Reemployment Services for Veterans: The Reemployment Services for Veterans Program (RSVP) program gives opportunities to unemployed or underemployed, honorably discharged veterans in New York State, who served on active military duty on or after March 1, 2003. It offers access to career-ladder jobs through On-the-Job-Training (OJT) funding. The program also offers OJT support for private sector businesses in New York State who hire or promote these veterans into full-time OJT positions. We set aside \$2 million in PY 05 funds to support this program. The funding cap under RSVP is \$50,000 per organization for a contract of up to a year. Individual OJT recipients within a grant may receive up to 26 weeks of training. As of September 30, 2009, the Department has awarded 7 applicant organizations a total of \$151,502 to provide OJT to 90 recipients.

Workforce Intelligence: The Department continues to work with the New York State Association of Counties (NYSAC) and the Workforce Development Institute (WDI) (affiliated with the State's AFL-CIO). WDI's primary responsibilities to the Department are: (1) data gathering and outreach to understand changes in the labor market to avert layoffs and loss of business and; (2) developing more effective strategies to help the Department transition dislocated workers. WDI submits a monthly workforce intelligence report that we send to key state and local partner staff in the regions to help them plan business services and rapid response services. NYSAC promotes industry sector strategies by using their influence and leadership to help design and implement a strategic Workforce Intelligence system adaptable to any New York State region.

Mapping Career Ladders in Key Industry Sectors: We developed a Request for Qualifications (RFQ) to establish a list of qualified consultants who help the Department create local partnerships to explore and develop career ladders. Local Workforce Investment Boards now can submit an electronic application requesting assistance for a proposed industry specific project within their region. During the past year, we completed projects in the Advanced Manufacturing sector in the Onondaga and Cayuga/Cortland local areas and the Air Transportation, Truck Transportation, Support for Air Transportation, and Ground and Passenger Service sectors in NYC.

The national **Disability Program Navigator (DPN)** grant has been awarded to NYS each year since PY 2003, with total awards to date of \$9,410,596. In addition, NYS has supplemented the annual federal DPN awards with over

\$4 million in WIA Statewide Activity funds and \$600,000 in Vocational Rehabilitation funds from the Office of Vocational and Educational Services for Individuals with Disabilities (VESID). The program currently supports 52 full and part-time navigators in 32 of the 33 LWIAs. They develop strategies to increase the employment opportunities and self-sufficiency of persons with disabilities.

The **State Level ITA Pilot Project** was designed to support training for workers to meet the needs of significant industries in New York State. We made some \$2 million in WIA Statewide Activity funds available to cover the gap in tuition payments when local ITA financial caps will not cover the full cost of tuition for up to a two-year program. However, the amount was reduced to just over \$940,000 over the course of the project to date. At this time, four Local Workforce Investment Areas (LWIA's) use the project, with \$40,000 that helps 31 participants attend programs at the State University and City University of New York. With additional resources from the Recovery Act, many local areas increased their ITA caps, diminishing the need for this pilot program.

Additional Activities:

New York State submitted a proposal to the National Governor's Association Center for Best Practices (NGA CBP) *State Sector Strategies: Innovative Workforce Policies to Address Worker and Employer Needs* solicitation. In April 2008, New York State's proposal was selected and the State was invited to participate in their Policy Academy. Since that time, the NGA CBP has helped New York to develop a state action plan and provided customized technical assistance to the State's team. This team is comprised of inter-governmental senior level staff and regional industry representatives who can influence policy within their agency to further the State's goals.

The team looks at barriers to economic development, educational challenges, and labor market imbalances in New York State's workforce system. These include:

- lack of career opportunities for low-income and transitioning workers;
- a relatively large percentage of the skilled workforce nearing retirement age;
- a net loss of young people from the State;
- a large immigrant population;
- shortages of skilled entry-level workers hampering the growth of industries, and
- industries in decline due to economic conditions.

As the State's workforce and economic development leaders work to correct these imbalances, we must coordinate our resources and policies through targeted and systemic sector-based strategies.

New York State's vision for sector strategies has two goals. They will create:

- employment opportunities that move low-wage workers into self-sufficiency, and
- significant employment in emerging high-wage high-value industries where there is substantial private investment.

After we analyzed much labor market information, three high-wage high-value industries emerged as targets for the New York State Sectors Strategy Policy Team: Green and Renewable Resources, Healthcare, and Advanced Manufacturing.

In addition to meeting the goals, we expect this effort to:

- Build a long-term commitment among team member agencies/businesses to develop and implement sector-based workforce policies that address worker and business needs;
- Identify key industries and workforce intermediaries in their corresponding labor market regions;
- Improve understanding of the skill needs of key industries;
- Improve understanding of the education and job training needs of workers;
- Obtain new, increased, or re-directed funding to support sector initiatives;
- Build capacity through activities at the state or regional level; and
- Increase regional collaboration among key stakeholders (e.g., businesses, organized labor, workforce, economic development, and education systems, and community organizations).

To move this initiative forward, the State's sector strategies team met in-person or by conference call four times and some members of the team participated in two national academy meetings.

During PY08, the Department reorganized its employment services and workforce development staffing and resources. We combined the former Division of Employment Services and the Workforce Development & Training Division into the new Division of Employment and Workforce Solutions (DEWS). This reorganization helped improve policy and service integration and coordination of resources throughout the state's workforce development system. It aligns state level operations with the functional alignment efforts that are already well underway in the local One-Stops.

The Department has also worked closely with its counterparts at the Empire State Development Corporation (ESDC) and the State University of New York (SUNY) system to align service regions across the state. All three systems continue to use the same geographical regional service configuration. This improves coordination and creates opportunities to share resources for economic development, workforce development and education and training systems.

The Department has also entered into Memoranda of Understanding to conduct projects for special populations with state agencies including Parks and Recreation, the Office of Alcohol and Substance Abuse, e , the Office of Mental Health, Department of Transportation and the State University of New York.

In response to the financial meltdown on Wall Street, New York, in cooperation with New Jersey and Connecticut, submitted a request for national Emergency Grant funds to assist the dislocated workers. We held 51 dislocation events across, the tri-state region for over 7,400 affected workers. USDOL approved an award for up to \$22 million, initially releasing \$10,928,661. New York's share of the initial disbursement is \$5,522,810.

During PY08, the Department started a project to establish an early alert, rapid response and layoff aversion system in the New York City/Downstate region. We are developing the pilot with a consultant (Tom Croft of the Steel Valley Authority). We see the project, primarily managed by the Department, as a joint venture to help turn around small businesses in several key industry sectors downstate. It will create a network of state and local stakeholders and use economic and business data sources to help identify firms at risk for layoffs, relocations, and closures.

The Early Alert Project will use business intelligence systems to identify "at risk" businesses in the New York City, Westchester and Long Island areas. These sources include: WARN notices, Trade Act Petitions, UI claims data, Dunn and Bradstreet financial stress data, and referrals from public and private lenders, managers, labor, etc. The early warning and layoff aversion team has state level staff (Business Services, Rapid Response, Regional Labor Market Analysts, etc.) as well as professional turnaround, transactional or management professionals under contract.

Businesses targeted for assistance will come from the Construction, Manufacturing, Wholesale Trade, and Transportation/Warehousing sectors. We will focus primarily on private businesses with between 20 and 250 employees. This will allow the team (with the help of a turnaround consultant identified through an RFP) to work with managers close to the issues, offering quicker and better results, if reached in time. These smaller businesses are often more willing to work with outside turnaround services and government entities. Local managers are typically more vested in these businesses and are willing and able to make faster decisions.

The early warning and layoff aversion team has two program goals: to identify and intervene in companies with layoffs and, where possible, prevent mass layoffs. The team will:

- create and maintain an interdependent network of state and local stakeholders to identify firms at risk for layoffs, relocations and closure.
- offer diagnostic services free of charge to identified companies to determine root causes of distress (credit problems, trade, lack of

capital, workforce) and find resources to help stabilize, turn around, or attract buyers for troubled companies.

The RFP was released at the end of PY08 (on June 29, 2009) and the pilot is anticipated to be operational by early Fall, 2009.

In addition to this downstate pilot project, the Department also focused more efforts to help avert layoffs. In Fall 2008, the Department began a concerted effort to market and expand usage of its Shared Work Program (authorized under State UI Law) as an alternative for businesses considering layoffs. Under the Shared Work program, employers can reduce the hours of full-time employees by 20-60% while maintaining their fringe benefits for up to 20 weeks. The employees receive partial UI benefits equal to the percentage of the reduction. This helps employers to weather short term downturns in business or production while allowing them to retain experienced staff until business conditions and/or sales improve.

Marketing of Shared Work (presentations for employers/labor unions/business organizations, business newsletter articles, and staged media events) began in October 2008 and continues. From October 2007 through July 2008, 292 firms (employers) and 8,883 participants registered in the program statewide. During the period of October 2008 through July 24, 2009, 1,883 firms and 47,672 participants registered in the program, representing a comparative 645% increase of firms and 537% increase of participants.

The Department saw a significant increase in the number of WARN Notices filed during the past year, due in part to the nationwide economic downturn and the implementation of a New York State specific WARN Act that has lower notification thresholds than the existing federal WARN statute. During PY 08, the Department received 418 WARN notices impacting 48,087 employees. In comparison, during PY 07, the Department received 139 WARN notices impacting 22,851 employees. Additionally, the Department found and responded to 316 more (non-WARN) layoff events affecting 21,653 employees. The Department continues to expand staffing throughout the state to provide needed Rapid Response services for these increasing numbers of affected workers.

State Workforce Investment Board Highlights

Board Strategies

Membership: The New York State Workforce Investment Board (SWIB) is adding representatives from each of the state's five largest industry sectors, as well as the Commissioner of the Office of Temporary and Disability Assistance (OTDA) and the Chair of the Urban Development Corporation. These changes will help further align the State Board with the workforce development needs of key industry sectors in the state, as well as state and regional economic development activities. The addition of the Commissioner of OTDA will enhance opportunities for the Board to align policy and action with the goals put forth by the Governor's Economic Security Cabinet. It will help us focus on improving career opportunities and

economic advancement for low-wage workers and public assistance recipients.

The SWIB's emphasis on sectors has been further enhanced by the State's participation in the National Governors' Association Policy Academy on State Policy Initiatives. Representatives from key state agencies and employers representing critical state sectors have collaborated to implement tailored sector strategies in health care, advanced manufacturing and green and renewable energy resources in New York State. We will forward recommendations from the Policy Academy to the SWIB for consideration and further development.

State Workforce Development System Strategy: The Board's strategy for the statewide workforce development system has kept pace with the emerging issues and economic realities that New York's workers and businesses faced over the past several years. However, the Board recognizes the need to do more to address the worker and skill shortages experienced by businesses as rapid technological innovations and economic and global issues continue to affect their markets. As a result, the State and the Board have commissioned a research study of 15 other states to find innovative practices and policies that drive successful workforce systems nationwide. This data, along with information about what works and what doesn't work in local workforce systems in New York, will inform a new workforce strategy for the state.

State/Local board staff continued strategic planning meetings on workforce issues of state and national concern throughout the past program year. The State implemented and disseminated Local Area Report Cards during the program year with open dialog among all Local Workforce Investment Board (LWIB) Directors on how best to use the reports to improve programs and develop policy. These report cards provide snapshots of local area enrollments, expenditures, performance outcomes, swipe card data and other data analysis, relevant to improving local workforce systems. State and local board staff are developing standards to measure 'success' and to indicate need improvement.

PY 2008 was the fourth year of the State Board's policy on awarding Incentive Grant Funds. We tied incentive awards to system improvement indicators that encouraged changes in program behavior to meet our new Common Measures performance goals. During PY 2008, the State Board authorized allocation of \$1,592,242 in Incentive Grants from the WIA Statewide Activities and Wagner-Peyser funds.

New York State qualified for a WIA incentive grant of \$1,099,410 for PY 2008 based on its performance across the WIA Title 1B, WIA Title II and Perkins programs. DOL and SED jointly developed a plan to use the incentive funds, which was rapidly approved by USDOL and USED. Key initiatives of this partnership will include:

- - Piloting a curriculum to prepare jobseekers to pass the National Work Readiness Credential;
- - Enhancing GED preparation resources in 17 Literacy Zones;
- - Enhancing the assessment functions in CareerZone and JobZone;

- - Developing and distributing a CD-ROM version of CareerZone/ JobZone for use with incarcerated offenders;
- - Creating a New York State Career Guide;
- - Training adult education teachers on new curricula to help people with learning disabilities; and
- - Building volunteer program links in Literacy Zones.

The Governor and the State Workforce Investment Board continue to allocate statewide funds to areas where there are significant workforce needs vital to the health and growth of the state's economy. The New York State Department of Labor's Research & Statistics Division provides statistical information to the State Board on employment and skills needs by industry sector, to identify significant skill shortages. They get additional information through state level and local outreach to businesses with targeted surveys and feedback from previously run projects. This information helped the State Board direct resources for skill development and upgrade training to meet the needs of businesses and their workers in various industry sectors.

Many of the local boards that took advantage of funds from the Department and the Board for strategic planning activities during 2002 to 2004 used their plans to formulate partnerships and proposals for the USDOL WIRED (Workforce Innovation in Regional Economic Development) grant program. The WIRED initiative plans to transform regional economies using the skills of the many players in those economies to research and produce long-term strategic plans. The plans outline projects that prepare workers for high-skill, high-wage opportunities in the coming years and into the next decade. During the WIRED Phase I program, the State Board supported the Finger Lakes (FL) application comprised of nine counties. In February 2006, the project was awarded a WIRED grant of \$15 million over a period of three years. USDOL has since approved a no-cost extension of the project end date to January 31, 2010 and we may get a further extension beyond April 1, 2010 (the start of a new fiscal year). To date, twenty-four (24) different projects have been developed and funded through the FL WIRED initiative. A sample of these projects includes:

- Strategic Growth Through Innovation at Rochester Institute of Technology (RIT);
- Developing a Regional Apprenticeship System (supported by Monroe Community College, Genesee Community College and Finger Lakes Community College);
- Scholarship Program (as of 6/30/09, the Scholarship Program has allocated over \$4.8M for 270 unique businesses to increase the skills of over 7,600 workers);
- Young Entrepreneurs Academy at the University of Rochester; and
- Science and Technology Camp Expansion.

Building System Capacity

As in the past and in keeping with our mandate under the Workforce Investment Act of 1998 (WIA), the Department continues to provide training and capacity-building activities to the State's workforce development and One-

Stop system. Using WIA Title IB statewide activities funds, we offer training to all levels of workforce professionals -- from State and Local Board members to front-line direct service delivery staff in the One-Stop Centers, program providers and stakeholders. With oversight from the Division of Employment and Workforce Solutions (DEWS) staff, we deliver capacity-building activities via Department staff and contractors to workforce professionals statewide in a variety of ways. The following activities were conducted over the past program year (July 2008—June 2009).

System-wide Capacity-Building

System Leadership:

- We held five meetings of the One-Stop Operator Leadership group and the Local Workforce Investment Board (LWIB) Directors during the past program year in: September, December 2008; March, April and June 2009. In July 2008, we also held a LWIB Director's Retreat in Rochester.
- We started weekly conference calls with the one-stop system this program year, to discuss critical issues and increase capacity of managers and staff in the One-Stop system. Topics included stimulus spending strategies, monthly report cards, managing resources, youth strategies, immigrant worker rights, etc.
- The Director of the Division established bi-weekly calls with the LWIB Directors; these calls were initially set to discuss WIA stimulus-related issues such as the Summer Youth Employment Program (SYEP), but also include policy guidance and sharing best practices.

Conferences:

- We held annual Workforce New York conferences sponsored by the Department and its current primary capacity-building contractor, the New York Association of Training and Employment Professionals (NYATEP), in October 2008 and June 2009. These conferences are the premier learning and technical assistance events of the year for the State's workforce professionals. Over 200 participants attended from a variety of partner agencies, program providers and stakeholders across the State.
- NYSDOL was asked by NASWA to host its annual conference slated this September, 2009 in Niagara Falls, New York. Staff have been meeting since spring of 2008 to plan event logistics, design the conference registration website and manage a myriad of details related to the conference, resulting in a substantial investment of resources. Traditionally over 200 workforce professionals from across the country attend the event.

Youth-Related Events:

- The Annual Youth Academy, also co-sponsored by the Department and NYATEP, was held in February 2009. This event highlights cutting edge programs and best practices related to delivering services to youth. The event was also attended by approximately 200 participants from around

the state.

- Six statewide youth issues calls, co-sponsored by the Department and NYATEP, were held during the program year. Youth providers, One-Stop staff, and USDOL staff participate in these calls to discuss current issues related to serving youth. Recent calls focused on legislative and economic updates, youth performance issues, Recovery Act youth funds and the Summer Youth Employment Program.
- The NYSDOL sponsored an Educator Academy on Student Career Planning. Beginning in July 2008, we ran this seven-day program over a multiple-week session for middle and high school counselors and teachers in the Capital District area. The program is designed to help participants learn to integrate career planning and exploration into their classroom curricula and help students focus on their future work identity. Participants learned about NYSDOL services and products that can help youth explore career options, jobs and skills that are in demand in their local area, and make informed decisions about training and education leading to employment. We also gave this training at the Allen Residential Center, an OCFS juvenile justice facility, in March and April 2009. The program was expanded during the summer of 2009 to the Cortland and Binghamton areas for educators teaching in alternative high schools and BOCES programs. This blended learning model incorporates on-site classes with e-learning and webinars, and includes teachers from the western and southern tier regions of the state.

Industry Sector Focus:

- New York State, along with five other states, continues their mission in support of the NGA Policy Academy on Sector Strategies. There was a meeting for New York's core team consisting of the Labor Department, Empire State Development, OTDA, SUNY, Manufacturers Association of Central New York, United Health Care Workers 1199, Long Island Forum for Technology, NYC Workforce Investment Board, and Workforce Development Institute in October 2008 to brief those who were not able to attend the NGA-sponsored gathering of six states in Madison, Wisconsin.

One-Stop Operating System (OSOS):

- Staff provides much training throughout the year to local workforce staff on the State's workforce case management system, OSOS. In addition to these normal training sessions, we gave regional training in August and September 2008 for staff assigned to new 599 program responsibilities in the One-Stop Centers. These webinars focused on how to use OSOS, the OSOS local management reports, and the UI imaging system in support of the 599 program.

We also held OSOS webinars on Data Entry using American Recovery and Reinvestment Act (ARRA) Stimulus Funds; OSOS Planned Enhancements; and Translating ARRA Services provided to ARRA Monthly Reports.

Other Staff Training:

- The Veterans Staff held a Training Conference for Disabled Veterans' Outreach Program Specialists (DVOPS) and Local Veterans' Employment Representatives (LVER) staff in November 2008. The Veterans TAP Conference and Vets LES Training were held in April 2009.
- We held a Career Counseling and Advising Training Academy in May and June 2009 for new DOL Employment Counselors, WIA partner staff and other One-Stop staff who do counseling. This academy provided professional development to staff in the One-Stops who work directly with customers. These people were either hired in response to -- or are taking on new duties because of -- the increased number of One-Stop Center customers.
- Division of Employment and Workforce Solutions (DEWS) welcomed new staff throughout the State for an information presentation conducted by the Division managers. The orientation covered the DEWS organization, bureaus' missions, Workforce Investment Act overview, current priorities, and other helpful information. A total of 213 individuals participated in the webinars. HRD staff subsequently sent copies of the Employee Handbook via DVD to all DEWS managers statewide

Regional Training:

- In August 2008, staff provided in-person training on the 599 process in Plattsburgh, Canton, Utica, Amsterdam, Elmira, Binghamton, Syracuse and Rochester and in September 2008 in Poughkeepsie, White Plains, Newburgh, New York City, Jamestown, Williamsville, Long Island, Niagara Falls, and Buffalo. We held a tailored 599 training session for Albany and Syracuse field staff and Counsel's Office staff in October.
- There were regional forums for direct service staff and Functional Team Leaders in Batavia, Syracuse and Newburgh in October 2008 and in November in Binghamton, Albany and Long Island. These forums focused on implementation of the NYSDOL Technical Advisory 08-4 on Effective Use of Assessment.
- WIA Title I and Title II Regional Meetings were held in November, December and January in Buffalo, Lake George, Newburgh, Elmira, Syracuse, Liverpool, and Rochester. These meetings focused on better ways to integrate adult literacy and education services with other local workforce development efforts to best serve the needs of the shared customer. Representatives from NYSDOL, NYSED, and OTDA provided information and initiatives of their departments.
- NYSDOL/NYATEP conducted three regional forums on "Getting Ready for the 2009 Expanded Summer Youth Employment Program" for providers of youth workforce development services, WIB staff, community-based organizations and contractors who run summer youth programs. The forums, presented by Ed DeJesus, CEO and President of the Youth Development and Research Fund (YDRF), were held in April 2009 in Rochester, Syracuse, and Albany.

- We held five regional sessions in April and May 2009 for staff that lead or participate in functional teams to share information and network with their counterparts in the region. We covered issues related to using Recovery Act funds for expanding education and training services, and strengthening linkages with partner agencies.

Webinars:

Staff developed a series of webinars to support the capacity of DOL staff and workforce professionals in the One-Stop system:

- Addressing UI Traffic in the Workforce New York One-Stop System
- UI Reference Guide Explained
- Serving Today's Customer: New Skills for Tough Times
- Work Opportunity Tax Credits (WOTC)
- WorkPays NY and Connections to Coverage
- Developing Job Orders for Unemployment Beneficiaries
- Technical Advisory #08-8 REISSUED: State Policy Guidelines on Data Element Validation (DEV)
- Technical Advisories 09-7 and 09-12 – Policy on the Recapture and Redistribution of LWIA WIA Formula Funds and Recovery Act Funds
- Technical Advisory 09-2, Individual Training Account (ITA) Approval Policy and related Technical Advisory 09-9, Reporting Individual Training Account (ITA) Expenditures
- NYS Veterans' Education Benefits
- Ready, Set, Work Program
- Incentive and Sanction Policy Interactive Webinars
- National Emergency Grant (NEG) Staff Training

Consultant-Provided Local Training:

Department consultant organizations delivered courses to staff of local workforce areas across the state on the following topics:

- Building Teams and Teamwork to Increase Success in Your One-Stop Center
- Recruitment and Hiring has Changed: Have Your Job Placement Skills and Tools?
- Dealing with Difficult Customers

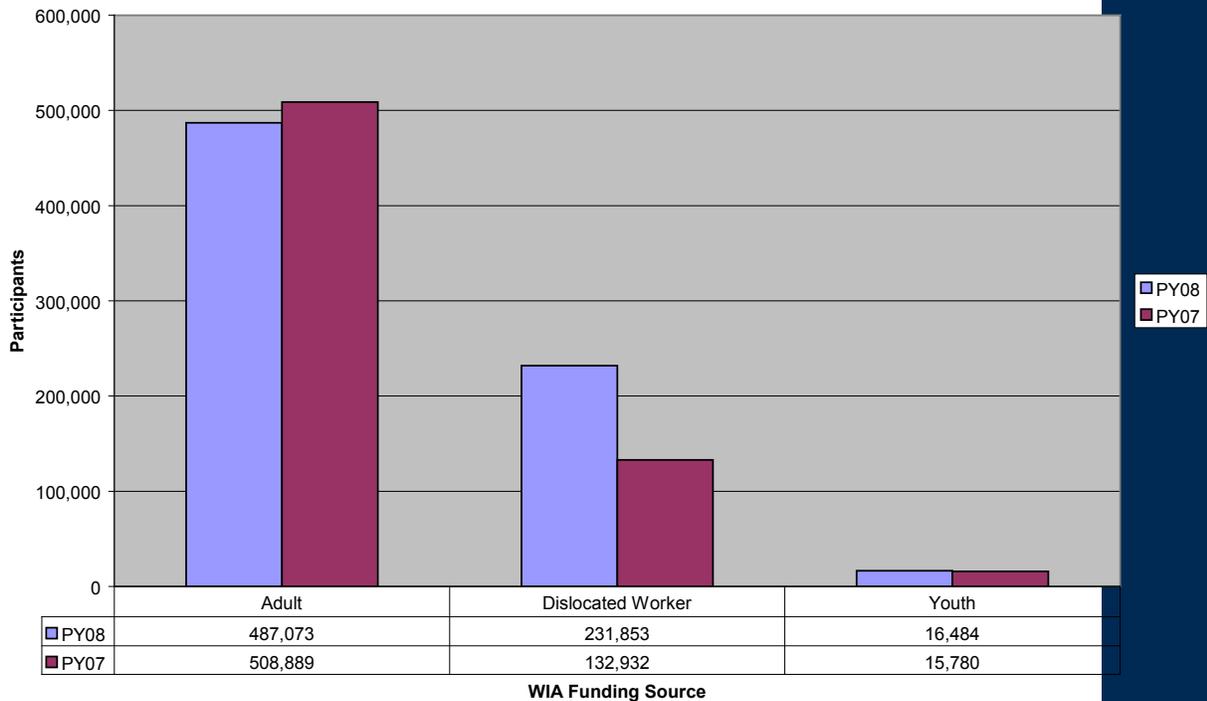
NYATEP gave training to several local areas on topics including federal activities and emerging trends in workforce development, the economic stimulus package, youth performance measures and strategies, youth issues, WIA Board responsibilities, job placement/job development and transferable skills.

PY 2008 Local Workforce Board/Area Highlights

During PY 2008, New York's 33 local workforce investment boards made a tremendous effort and again moved forward in service delivery across workforce programs. For PY 2008, NYSDOL Workforce Development System

served 487,073 Adults and 231,853 Dislocated Workers, in comparison to the 508,889 Adult and 132,932 Dislocated Worker participants served in PY 2007. Youth participants increased to 16,484 from the 15,780 in the prior Program Year.

**WIA Participant Levels by Funding Source
PY 2008 and PY 2007**



New York faced a 16% decrease in funding for PY 2008 from PY 2007 funding levels. One-Stop systems continue to be dramatically affected by these decreases, especially with the rising cost of utilities, rent, employee benefits and technology. Expected decreases in funding in the coming years will further stress the State’s workforce system.

However, the local areas received an additional \$169M in WIA funds provided through the American Recovery and Reinvestment Act of 2009 (ARRA). In local plan modifications, we asked local areas to describe how they would ensure public assistance recipients and other low-income adults receive priority for services funded through ARRA and deliver the summer youth employment program for youth ages 14 – 24. They were required to update their policies on needs-related payments, Individual Training Accounts (ITAs) and the delivery of reemployment services.

Overall, there is an expectation at the both the federal and state levels, that more individuals will receive training with the additional funding available through ARRA. Thus, we asked local areas to estimate of the number of individuals they plan to train within each funding stream for PY 2009 in their local plans. To reinforce the expectation that Recovery Act funds go for training services, the Department also has established a 50% training expenditure rate for ARRA adult and dislocated worker funds. We will reward increases in the number of individuals trained with incentive funds.

New York is proud of the achievements by One-Stop staff in the delivery of quality employment and training services. The State continues to strive for constant improvement and places a high emphasis on program performance management. New York State passed all nine (Common Measures) WIA performance measures for PY 2008, with an overall state achievement of 121% of its performance standards, calculated as an average across all measures.

At the local level:

All 33 local areas passed the following (CM) measures -

- Adult Entered Employment Rate
- Adult Retention Rate
- Adult Average Earnings
- Dislocated Worker Entered Employment Rate
- Dislocated Worker Retention Rate
- Dislocated Worker Average Earnings
- Youth Placement in Employment or Education
- Youth Attainment of Degree or Certificates

32 of the 33 local areas passed the following (CM) measures –

- Youth Literacy and Numeracy Gain

System Performance Indicators

To move the reorganized workforce system toward timely services, earlier initial assessments, engagement of more out of school youth, increased skills development and training services and continued delivery of services to UI customers throughout their claim, New York State provided incentives for improvement along with a series of measures to gauge success. In each case, we gave local areas both reports and technical assistance to address their specific situation.

UI Customer Indicators: To gauge if the new customer flow resulting from the workforce system reorganization provided *timely initial assessment* to reemployment customers, we calculated the percentage of customers who received an initial assessment within the first two service day. A service day is defined as a day on which a customer receives one or more services. The goal for this measure was for 95% of reemployment customers to receive an initial assessment within the first two service days. We gave LWIAs a monthly report detailing their progress towards the goal. They also received lists of customers whose assessment was not completed within two service days.

In addition, to see if reemployment customers continue to receive services throughout their claim, we created a series of reports to determine the *number of exiters who were certifying for benefits at the time of their last service*, and also certifying 90 days after their last service. We provided these reports to LWIAs on a monthly basis. We also gave lists of customers who were certifying for benefits 90 days after their last service to local offices along with technical assistance. The established goal was to reduce the percentage of exiters certifying for UI benefits to 5% or a 50% reduction in the PY 2007 rate, whichever was greater.

The sharp downturn in the economy and the dramatic increase in customer volume that accompanied it made it impossible for the LWIAs to attain the goals on these measures during PY 08.

Out-of-School Youth Indicator: To learn if local areas were shifting the focus of their youth program from in-school to out-of-school youth, we prepared monthly reports detailing the number of youth in each program and gave them to each local area. The goal for PY 2008 was for each local area to achieve a 50% increase in the number of out-of-school youth served. At the end of the program year, 18 out of 33 LWIAs had achieved the goal.

Skills Development and Training Indicator: To see if local areas had increased skills development and training services, we gave monthly counts of customers receiving services in either category to each LWIA. In addition to the totals, we gave LWIAs with questions regarding the counts a list of customers who were included in each count. The goal was an increase of 35% in skills development services and to maintain the PY 2007 training services levels or higher. We found that 31 out of 33 LWIAs achieved the goal in PY 2008.

WIA Waiver Requests

New York State has received approval for these waivers:

1. Removal of procurement barriers to allow for rapid implementation of Summer Employment Programs under the Recovery Act.
2. Utilization of work readiness as the sole performance indicator for Youth aged 18 – 24 participating in work experience (only) after September 30, 2009.
3. Provision of program design flexibility to serve Out-of-School Youth ages 18 – 24, funded with Recovery Act funds, participating in only work experience after September 30, 2009.
4. Inclusion of Youth Follow-up Services as a Youth Program Framework Service.
5. Permit the use of up to 25% of the Governor's reserve for statewide rapid response activities to support allowable statewide workforce investment activities.
6. Permit local areas to request the use of up to 10 percent of the local area's formula allocation funds to support local incumbent worker training programs.

How the waivers have changed the activities of the state and local areas:

Granting of Waiver # 1 above enabled the state to expedite Recovery Act fund expenditures and implementation of enhanced 2009 summer youth employment program services. The changes in activities brought about by the waivers have not yet been fully examined, but they have given the State greater flexibility to broaden and deepen the delivery of WIA services.

How activities carried out under the waivers have directly or indirectly affected state and local area performance outcomes:

The impact on summer youth outcomes and the outcomes for the balance of

the waivers have not yet been determined. However, we expect the following outcomes:

- Waiver # 2 will give older youth more time to increase their work readiness and to participate in additional workforce development activities. The ongoing work experience will keep these disconnected youth engaged so they can make an informed choice about further education and training options available to them under WIA.
- Waiver # 3 will give older youth more time to participate in career planning, identify employment goals and use additional workforce development activities that may help them to decide to pursue additional WIA programming, thus keeping these disconnected youth engaged.
- Waiver # 4 maximized resources by allowing grant recipient/fiscal agent staff who already provide framework services to provide follow-up services to youth, instead of requiring a separate competitive bidding process. Potentially, it allowed for greater continuity of service and monitoring of progress of the youth as they moved through the various services identified for them. It would also allow for a smoother flow of data that documents the delivery of youth services and the outcomes that result from youth participation. This is because the organization that provides framework services is in a better position to understand where each youth is in relationship to his or her individual service strategy. The continuity allows us to track when a youth has exited a WIA service or the WIA program, and when the period for follow-up begins. Defining follow-up as a framework service supports the implementation of common performance measures. The framework service provider is in the best position to know when a WIA youth is also participating in another partner program. The provider can make a better administrative judgment as to when program completion will trigger the time period to determine a performance outcome under the new common measures.
- Waiver # 5 allowed for the continuation of the State-local partnership that provides Statewide Activities funds to meet real-time business and worker training needs. It increased the number of incumbent workers who would not otherwise be trained and will allow the State to more effectively direct funding where it is most needed to provide incumbent worker programs. Also, these additional state-level funds have allowed the State to expand the funding for several of the requests for proposals targeting low-income and special needs populations described earlier in this report.
- Waiver # 6 has not been widely used across the State. We had no LWIAs use this waiver in PY 2007 and only two LWIAs used it in PY 2008 for very small initiatives. The intent of providing this option to local areas was to promote the development of local projects to improve job retention and avoid additional layoffs. It will also increase services to higher skilled and higher wage businesses, which may or may not otherwise be served by the local workforce system.



Adult Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	61	67.2	220,992
			329,087
Employment Retention Rate	82	84.1	222,857
			265,088
Average Earnings	\$12,625	\$16,597	\$3,696,528,599
			222,726

Outcomes for Adult Special Populations

Reported Information	Public Assistance Recipients Receiving Intensive or Training Services		Veterans	Individuals With Disabilities		Older Individuals		
Entered Employment Rate	55.4	828	69.3	17,088	50.8	7,281	64.6	29,592
		1,495		24,660		14,330		45,837
Employment Retention Rate	71.7	651	83.3	18,184	77.4	6,787	84.4	31,600
		908		21,819		8,772		37,462
Average Earnings	\$7,802	\$5,063,386	\$17,241	\$313,295,664	\$11,378	\$77,178,812	\$16,103	\$508,406,235
		649		18,172		6,783		31,572

Other Outcome Information for the Adult Program

Reported Information	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services	
Entered Employment Rate	77.6	3,519	67.0	217,473
		4,532		324,555
Employment Retention Rate	87.7	5,040	84.0	217,817
		5,748		259,340
Average Earnings	\$14,705	\$73,760,632	\$16,640	\$3,622,767,967
		5,016		217,710

Dislocated Worker Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	61	55.4	63,171
			113,984
Employment Retention Rate	82	81.9	49,056
			59,897
Average Earnings	\$15,980	\$18,225	\$892,636,544
			48,980

Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	56.4	4,584	48.6	1,920	48.1	10,265	53.4	696
		8,124		3,949		21,326		1,304
Employment Retention Rate	79.7	3,872	76.4	1,564	78.3	7,734	69.9	535
		4,861		2,048		9,881		765
Average Earnings	\$16,730	\$64,644,928	\$12,252	\$19,088,262	\$17,513	\$134,868,124	\$9,938	\$5,306,781
		3,864		1,558		7,701		534

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	77.6	2,487	54.8	60,684
		3,205		110,779
Employment Retention Rate	87.8	2,495	81.6	46,561
		2,843		57,054
Average Earnings	\$14,995	\$37,143,469	\$18,397	\$855,493,075
		2,477		46,503

Youth (14-21) Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Placement in Employment or Education	52	71.6	4,569
			6,378
Attainment of Degree or Certificate	40	63.9	3,952
			6,183
Literacy and Numeracy Gains	35	49.7	1,104
			2,221

Other Reported Information

Reported Information	12 Month Employment Retention Rate		12 Months Earnings Increase (Adults and Older Youth) or 12 Months Earnings Replacement (Dislocated Workers)		Placements in Non-traditional Employment	Wages at Entry Into Employment for Those Individuals Who Entered Unsubsidized Employment		Entry Into Unsubsidized Employment Related to the Training Received of Those Who Completed Training Services		
Adults	81.9	205,493	-\$858	-\$215,089,180	0.0	2	\$7,379	\$1,630,179,102	4.0	141
		250,940		250,691		220,992		220,923		3,519
Dislocated Workers	82.1	44,908	84.5	\$837,280,200	0.0	3	\$8,125	\$512,881,386	4.9	121
		54,683		\$991,151,806		63,171		63,127		2,477

Participation Levels

Reported Information	Total Participants Served	Total Exiters
Total Adult Customers	703,860	507,316
Total Adults (self-service only)	45,216	38,442
WIA Adults	487,073	368,810
WIA Dislocated Workers	231,842	144,644
Total Youth (14-21)	16,484	7,001
Out-of-School Youth	5,519	2,658
In-School Youth	10,965	4,343

Cost of Program Activities

Program Activity		Total Federal Spending
Local Adults		\$45,617,991
Local Dislocated Workers		\$42,360,028
Local Youth		\$44,302,486
Rapid Response (up to 25%) WIA Section 134(a)(2)(B)		\$13,915,448
Statewide Required Activities (up to 15%) WIA Section 134(a)(2)(B)		\$14,146,886
Statewide Allowable Activities WIA Section 134(a)(2)(B)	Program Activity Description	
	Miscellaneous	\$19,272,027
Total of All Federal Spending Listed Above		\$179,614,866

Local Performance

Albany/Rensselaer/Schenectady Counties	Total Participants Served	Adults	16,866	
		Dislocated Workers	4,356	
		Youth (14-21)	360	
36005	Total Exiters	Adults	11,383	
		Dislocated Workers	1,897	
		Youth (14-21)	94	
Reported Information		Negotiated Performance Level	Actual Performance Level	
	Entered Employment Rate	Adults	61	73.3
Retention Rates		Dislocated Workers	61	67.7
		Adults	82	83.9
Average Earnings (Adults/DWs)		Dislocated Workers	82	83.7
		Adults	\$12,625	\$15,140
Placement in Employment and Education		Dislocated Workers	\$15,980	\$16,766
		Youth (14 - 21)	52	61.0
Attainment of Degree or Certificate		Youth (14 - 21)	40	46.6
Literacy or Numeracy Gains		Youth (14 - 21)	35	36.2
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).				
Overall Status of Local Performance	Not Met	Met	Exceeded	
	0	0	9	

Local Performance

New York City	Total Participants Served	Adults	144,506
		Dislocated Workers	141,872
36015	Total Exiters	Youth (14-21)	8,055
		Adults	134,270
		Dislocated Workers	101,520
Reported Information		Negotiated Performance Level	Actual Performance Level
		Entered Employment Rate	Adults
Dislocated Workers	61		49.7
Retention Rates	Adults	82	82.7
	Dislocated Workers	82	79.7
Average Earnings (Adults/DWs)	Adults	\$12,625	\$18,576
	Dislocated Workers	\$15,980	\$19,792
Placement in Employment and Education	Youth (14 - 21)	52	71.6
Attainment of Degree or Certificate	Youth (14 - 21)	40	64.4
Literacy or Numeracy Gains	Youth (14 - 21)	35	58.1
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).			
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	3	6

Local Performance

City of Yonkers	Total Participants Served	Performance Level		
		Negotiated Performance Level	Actual Performance Level	
		Adults	6,613	
		Dislocated Workers	1,755	
		Youth (14-21)	112	
36030	Total Exiters	Adults	3,402	
		Dislocated Workers	646	
		Youth (14-21)	81	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	61	71.2	
	Dislocated Workers	61	59.9	
Retention Rates	Adults	82	84.5	
	Dislocated Workers	82	83.5	
Average Earnings (Adults/DWs)	Adults	\$12,625	\$18,817	
	Dislocated Workers	\$15,980	\$26,993	
Placement in Employment and Education	Youth (14 - 21)	52	65.7	
Attainment of Degree or Certificate	Youth (14 - 21)	40	74.2	
Literacy or Numeracy Gains	Youth (14 - 21)	27	14.3	
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).				
		Not Met	Met	Exceeded
Overall Status of Local Performance		1	1	7

Local Performance

Chemung/Schuyler/Steuben Counties	Total Participants Served	Adults	13,787	
		Dislocated Workers	2,193	
		Youth (14-21)	314	
36045	Total Exiters	Adults	9,680	
		Dislocated Workers	1,457	
		Youth (14-21)	123	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	61	72.5	
	Dislocated Workers	61	72.1	
Retention Rates	Adults	82	83.8	
	Dislocated Workers	82	83.6	
Average Earnings (Adults/DWs)	Adults	\$12,625	\$13,327	
	Dislocated Workers	\$14,674	\$12,803	
Placement in Employment and Education	Youth (14 - 21)	52	78.5	
Attainment of Degree or Certificate	Youth (14 - 21)	40	72.0	
Literacy or Numeracy Gains	Youth (14 - 21)	35	34.4	
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).				
		Not Met	Met	Exceeded
Overall Status of Local Performance		0	2	7

Local Performance

Hempstead/Long Beach	Total Participants Served	Adults	19,138
		Dislocated Workers	8,575
		Youth (14-21)	180
36060	Total Exiters	Adults	12,204
		Dislocated Workers	3,416
		Youth (14-21)	78
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	61	70.8
	Dislocated Workers	61	62.8
Retention Rates	Adults	82	84.5
	Dislocated Workers	82	81.6
Average Earnings (Adults/DWs)	Adults	\$12,625	\$20,516
	Dislocated Workers	\$15,980	\$22,134
Placement in Employment and Education	Youth (14 - 21)	52	87.9
Attainment of Degree or Certificate	Youth (14 - 21)	40	82.2
Literacy or Numeracy Gains	Youth (14 - 21)	35	51.4
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).			
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	1	8

Local Performance

Jefferson/Lewis Counties	Total Participants Served	Adults	5,437	
		Dislocated Workers	659	
		Youth (14-21)	164	
36065	Total Exiters	Adults	4,273	
		Dislocated Workers	487	
		Youth (14-21)	79	
Reported Information		Negotiated Performance Level	Actual Performance Level	
	Entered Employment Rate	Adults	61	74.7
		Dislocated Workers	61	71.2
Retention Rates		Adults	82	83.6
		Dislocated Workers	82	83.0
Average Earnings (Adults/DWs)		Adults	\$12,625	\$13,569
		Dislocated Workers	\$14,113	\$11,897
Placement in Employment and Education		Youth (14 - 21)	52	85.3
Attainment of Degree or Certificate		Youth (14 - 21)	40	68.8
Literacy or Numeracy Gains		Youth (14 - 21)	35	47.4
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).				
		Not Met	Met	Exceeded
Overall Status of Local Performance		0	1	8

Local Performance

Oyster Bay/North Hempstead/Glen Cove	Total Participants Served	Adults	6,932	
		Dislocated Workers	9,351	
		Youth (14-21)	120	
36075	Total Exiters	Adults	4,877	
		Dislocated Workers	3,991	
		Youth (14-21)	80	
Reported Information		Negotiated Performance Level	Actual Performance Level	
	Entered Employment Rate	Adults	61	71.0
		Dislocated Workers	61	61.1
Retention Rates		Adults	82	86.9
		Dislocated Workers	82	84.3
Average Earnings (Adults/DWs)		Adults	\$12,625	\$22,579
		Dislocated Workers	\$15,980	\$26,090
Placement in Employment and Education		Youth (14 - 21)	52	82.9
Attainment of Degree or Certificate		Youth (14 - 21)	40	81.2
Literacy or Numeracy Gains		Youth (14 - 21)	35	81.8
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).				
Overall Status of Local Performance	Not Met	Met	Exceeded	
	0	0	9	

Local Performance

Niagara County	Total Participants Served	Adults	12,235	
		Dislocated Workers	1,707	
		Youth (14-21)	172	
36080	Total Exiters	Adults	8,895	
		Dislocated Workers	957	
		Youth (14-21)	109	
Reported Information		Negotiated Performance Level	Actual Performance Level	
	Entered Employment Rate	Adults	61	75.3
		Dislocated Workers	61	67.6
Retention Rates	Adults	82	86.6	
	Dislocated Workers	82	84.6	
Average Earnings (Adults/DWs)	Adults	\$12,625	\$15,003	
	Dislocated Workers	\$14,712	\$12,831	
Placement in Employment and Education	Youth (14 - 21)	52	66.7	
Attainment of Degree or Certificate	Youth (14 - 21)	40	70.8	
Literacy or Numeracy Gains	Youth (14 - 21)	35	39.0	
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).				
		Not Met	Met	Exceeded
Overall Status of Local Performance		0	1	8

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Local Performance

Oneida/Herkimer/Madison Counties	Total Participants Served	Adults	15,432
		Dislocated Workers	1,882
36090	Total Exiters	Youth (14-21)	709
		Adults	11,767
		Dislocated Workers	1,233
Reported Information		Negotiated Performance Level	Actual Performance Level
		Entered Employment Rate	Adults
Dislocated Workers	61		68.6
Retention Rates	Adults	82	82.5
	Dislocated Workers	82	83.0
Average Earnings (Adults/DWs)	Adults	\$12,571	\$13,147
	Dislocated Workers	\$14,582	\$13,591
Placement in Employment and Education	Youth (14 - 21)	52	72.8
Attainment of Degree or Certificate	Youth (14 - 21)	40	66.7
Literacy or Numeracy Gains	Youth (14 - 21)	35	50.9
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).			
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	1	8

Local Performance

Oswego County	Total Participants Served	Adults	5,266	
		Dislocated Workers	947	
		Youth (14-21)	215	
36100	Total Exiters	Adults	3,657	
		Dislocated Workers	399	
		Youth (14-21)	75	
Reported Information		Negotiated Performance Level	Actual Performance Level	
	Entered Employment Rate	Adults	61	80.2
		Dislocated Workers	61	77.8
Retention Rates		Adults	82	84.5
		Dislocated Workers	82	84.7
Average Earnings (Adults/DWs)		Adults	\$12,625	\$14,562
		Dislocated Workers	\$14,682	\$14,476
Placement in Employment and Education		Youth (14 - 21)	52	82.5
Attainment of Degree or Certificate		Youth (14 - 21)	40	87.9
Literacy or Numeracy Gains		Youth (14 - 21)	35	50.0
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).				
		Not Met	Met	Exceeded
Overall Status of Local Performance		0	1	8

Local Performance

Reported Information		Negotiated Performance Level		Actual Performance Level	
Rockland County	Total Participants Served	Adults	9,185		
		Dislocated Workers	2,492		
		Youth (14-21)	107		
36105	Total Exiters	Adults	4,981		
		Dislocated Workers	1,021		
		Youth (14-21)	27		
Entered Employment Rate	Adults	61	64.3		
	Dislocated Workers	61	55.9		
Retention Rates	Adults	82	85.5		
	Dislocated Workers	82	82.7		
Average Earnings (Adults/DWs)	Adults	\$12,625	\$23,881		
	Dislocated Workers	\$15,980	\$30,403		
Placement in Employment and Education	Youth (14 - 21)	52	87.5		
Attainment of Degree or Certificate	Youth (14 - 21)	40	82.4		
Literacy or Numeracy Gains	Youth (14 - 21)	35	75.0		
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).					
		Not Met	Met	Exceeded	
Overall Status of Local Performance		0	1	8	

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Local Performance

St. Lawrence County	Total Participants Served	Adults	5,290
		Dislocated Workers	777
		Youth (14-21)	235
36110	Total Exiters	Adults	4,431
		Dislocated Workers	573
		Youth (14-21)	112
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	61	68.9
	Dislocated Workers	61	64.9
Retention Rates	Adults	82	84.9
	Dislocated Workers	82	79.8
Average Earnings (Adults/DWs)	Adults	\$12,625	\$14,765
	Dislocated Workers	\$12,841	\$13,239
Placement in Employment and Education	Youth (14 - 21)	52	84.4
Attainment of Degree or Certificate	Youth (14 - 21)	40	68.4
Literacy or Numeracy Gains	Youth (14 - 21)	35	32.4
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).			
	Not Met	Met	Exceeded
Overall Status of Local Performance	0	2	7

Local Performance

Saratoga/Warren/Washington Counties	Total Participants Served	Adults	9,493	
		Dislocated Workers	896	
		Youth (14-21)	100	
36115	Total Exiters	Adults	7,914	
		Dislocated Workers	686	
		Youth (14-21)	30	
Reported Information		Negotiated Performance Level	Actual Performance Level	
	Entered Employment Rate	Adults	61	73.3
		Dislocated Workers	61	67.7
Retention Rates	Adults	82	86.0	
	Dislocated Workers	82	84.8	
Average Earnings (Adults/DWs)	Adults	\$12,625	\$14,638	
	Dislocated Workers	\$14,913	\$12,957	
Placement in Employment and Education	Youth (14 - 21)	52	63.3	
Attainment of Degree or Certificate	Youth (14 - 21)	40	72.4	
Literacy or Numeracy Gains	Youth (14 - 21)	35	42.9	
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).				
Overall Status of Local Performance	Not Met	Met	Exceeded	
	0	1	8	

Local Performance

Ulster County	Total Participants Served	Performance		
		Negotiated Performance Level	Actual Performance Level	
		Adults	5,757	
		Dislocated Workers	541	
		Youth (14-21)	96	
36125	Total Exiters	Adults	4,481	
		Dislocated Workers	375	
		Youth (14-21)	60	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	61	67.6	
	Dislocated Workers	61	65.2	
Retention Rates	Adults	82	84.3	
	Dislocated Workers	82	83.2	
Average Earnings (Adults/DWs)	Adults	\$12,625	\$14,869	
	Dislocated Workers	\$15,071	\$14,462	
Placement in Employment and Education	Youth (14 - 21)	52	86.1	
Attainment of Degree or Certificate	Youth (14 - 21)	40	75.0	
Literacy or Numeracy Gains	Youth (14 - 21)	35	88.9	
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).				
		Not Met	Met	Exceeded
Overall Status of Local Performance		0	1	8

Local Performance

Columbia/Greene Counties	Total Participants Served	Performance Level	
		Negotiated Performance Level	Actual Performance Level
		Adults	1,994
		Dislocated Workers	950
		Youth (14-21)	118
36135	Total Exiters	Adults	1,740
		Dislocated Workers	445
		Youth (14-21)	80
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	61	73.6
	Dislocated Workers	61	63.1
Retention Rates	Adults	82	83.9
	Dislocated Workers	82	85.8
Average Earnings (Adults/DWs)	Adults	\$12,625	\$14,680
	Dislocated Workers	\$15,980	\$15,959
Placement in Employment and Education	Youth (14 - 21)	52	69.8
Attainment of Degree or Certificate	Youth (14 - 21)	40	66.7
Literacy or Numeracy Gains	Youth (14 - 21)	35	64.5
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).			
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	1	8

Local Performance

Sullivan County	Total Participants Served	Performance		
		Negotiated Performance Level	Actual Performance Level	
		Adults	4,478	
		Dislocated Workers	432	
		Youth (14-21)	24	
36140	Total Exiters	Adults	3,221	
		Dislocated Workers	287	
		Youth (14-21)	15	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	61	66.2	
	Dislocated Workers	61	65.8	
Retention Rates	Adults	82	80.3	
	Dislocated Workers	82	76.0	
Average Earnings (Adults/DWs)	Adults	\$12,625	\$14,264	
	Dislocated Workers	\$12,594	\$11,989	
Placement in Employment and Education	Youth (14 - 21)	52	60.0	
Attainment of Degree or Certificate	Youth (14 - 21)	40	66.7	
Literacy or Numeracy Gains	Youth (14 - 21)	35	50.0	
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).				
		Not Met	Met	Exceeded
Overall Status of Local Performance		0	3	6

Local Performance

Fulton/Montgomery/Schoharie Counties	Total Participants Served	Performance Level	
		Negotiated Performance Level	Actual Performance Level
		Adults	7,459
		Dislocated Workers	2,075
		Youth (14-21)	149
36145	Total Exiters	Adults	6,269
		Dislocated Workers	1,161
		Youth (14-21)	73
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	61	73.3
	Dislocated Workers	61	69.7
Retention Rates	Adults	82	80.2
	Dislocated Workers	82	83.8
Average Earnings (Adults/DWs)	Adults	\$12,071	\$12,424
	Dislocated Workers	\$12,810	\$12,635
Placement in Employment and Education	Youth (14 - 21)	52	64.4
Attainment of Degree or Certificate	Youth (14 - 21)	40	54.0
Literacy or Numeracy Gains	Youth (14 - 21)	35	70.2
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).			
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	2	7

Local Performance

North Country	Total Participants Served	Performance Level	
		Negotiated Performance Level	Actual Performance Level
		Adults	6,633
		Dislocated Workers	962
		Youth (14-21)	124
36150	Total Exiters	Adults	5,092
		Dislocated Workers	661
		Youth (14-21)	72
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	61	67.8
	Dislocated Workers	61	66.7
Retention Rates	Adults	82	82.0
	Dislocated Workers	82	83.9
Average Earnings (Adults/DWs)	Adults	\$12,345	\$11,377
	Dislocated Workers	\$12,773	\$11,137
Placement in Employment and Education	Youth (14 - 21)	52	85.3
Attainment of Degree or Certificate	Youth (14 - 21)	40	69.8
Literacy or Numeracy Gains	Youth (14 - 21)	35	42.3
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).			
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	2	7

Local Performance

Chenango/Delaware/Otsego Counties	Total Participants Served	Adults	4,359	
		Dislocated Workers	1,488	
		Youth (14-21)	155	
36155	Total Exiters	Adults	4,251	
		Dislocated Workers	619	
		Youth (14-21)	87	
Reported Information		Negotiated Performance Level	Actual Performance Level	
	Entered Employment Rate	Adults	61	71.7
		Dislocated Workers	61	66.8
Retention Rates		Adults	82	79.9
		Dislocated Workers	82	83.5
Average Earnings (Adults/DWs)		Adults	\$12,570	\$12,320
		Dislocated Workers	\$12,807	\$11,358
Placement in Employment and Education		Youth (14 - 21)	52	79.8
Attainment of Degree or Certificate		Youth (14 - 21)	40	49.4
Literacy or Numeracy Gains		Youth (14 - 21)	35	52.5
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).				
		Not Met	Met	Exceeded
Overall Status of Local Performance		0	3	6

Local Performance

Finger Lakes	Total Participants Served	Performance Level		
		Negotiated Performance Level	Actual Performance Level	
		Adults	8,649	
		Dislocated Workers	1,313	
		Youth (14-21)	244	
36165	Total Exiters	Adults	6,809	
		Dislocated Workers	883	
		Youth (14-21)	80	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	61	79.1	
	Dislocated Workers	61	72.7	
Retention Rates	Adults	82	82.4	
	Dislocated Workers	82	80.8	
Average Earnings (Adults/DWs)	Adults	\$12,625	\$12,821	
	Dislocated Workers	\$14,258	\$12,804	
Placement in Employment and Education	Youth (14 - 21)	52	73.6	
Attainment of Degree or Certificate	Youth (14 - 21)	40	74.2	
Literacy or Numeracy Gains	Youth (14 - 21)	33	43.6	
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).				
		Not Met	Met	Exceeded
Overall Status of Local Performance		0	2	7

Local Performance

GLOW	Total Participants Served	Adults	9,173	
		Dislocated Workers	1,732	
		Youth (14-21)	240	
36170	Total Exiters	Adults	6,200	
		Dislocated Workers	968	
		Youth (14-21)	106	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	61	74.9	
	Dislocated Workers	61	65.5	
Retention Rates	Adults	82	84.8	
	Dislocated Workers	82	84.6	
Average Earnings (Adults/DWs)	Adults	\$12,625	\$13,790	
	Dislocated Workers	\$15,514	\$13,283	
Placement in Employment and Education	Youth (14 - 21)	52	69.0	
Attainment of Degree or Certificate	Youth (14 - 21)	40	60.2	
Literacy or Numeracy Gains	Youth (14 - 21)	35	47.4	
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).				
Overall Status of Local Performance	Not Met	Met	Exceeded	
	0	1	8	

Local Performance

Erie County	Total Participants Served	Adults	35,135	
		Dislocated Workers	5,876	
		Youth (14-21)	1,048	
36175	Total Exitters	Adults	26,034	
		Dislocated Workers	3,575	
		Youth (14-21)	295	
Reported Information		Negotiated Performance Level	Actual Performance Level	
	Entered Employment Rate	Adults	61	74.9
		Dislocated Workers	61	69.1
Retention Rates	Adults	82	85.8	
	Dislocated Workers	82	83.8	
Average Earnings (Adults/DWs)	Adults	\$12,625	\$14,480	
	Dislocated Workers	\$15,515	\$13,888	
Placement in Employment and Education	Youth (14 - 21)	52	60.4	
Attainment of Degree or Certificate	Youth (14 - 21)	40	48.1	
Literacy or Numeracy Gains	Youth (14 - 21)	35	51.9	
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).				
		Not Met	Met	Exceeded
Overall Status of Local Performance		0	1	8

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Local Performance

Onondaga County	Total Participants Served	Adults	16,832
		Dislocated Workers	3,351
		Youth (14-21)	664
36185	Total Exiters	Adults	10,526
		Dislocated Workers	1,554
		Youth (14-21)	290
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	61	72.1
	Dislocated Workers	61	65.5
Retention Rates	Adults	82	83.5
	Dislocated Workers	82	83.6
Average Earnings (Adults/DWs)	Adults	\$12,625	\$13,955
	Dislocated Workers	\$15,980	\$14,530
Placement in Employment and Education	Youth (14 - 21)	52	63.3
Attainment of Degree or Certificate	Youth (14 - 21)	40	66.5
Literacy or Numeracy Gains	Youth (14 - 21)	35	35.9
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).			
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	1	8

Local Performance

Cayuga/Cortland Counties	Total Participants Served	Adults	6,259
		Dislocated Workers	798
		Youth (14-21)	103
36195	Total Exiters	Adults	4,026
		Dislocated Workers	346
		Youth (14-21)	42
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	61	78.5
	Dislocated Workers	61	78.4
Retention Rates	Adults	82	84.0
	Dislocated Workers	82	87.2
Average Earnings (Adults/DWs)	Adults	\$12,057	\$13,211
	Dislocated Workers	\$13,787	\$12,820
Placement in Employment and Education	Youth (14 - 21)	52	88.4
Attainment of Degree or Certificate	Youth (14 - 21)	40	51.4
Literacy or Numeracy Gains	Youth (14 - 21)	35	30.0
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).			
		Not Met	Met
Overall Status of Local Performance		0	2
			Exceeded
			7

Local Performance

Allegany/Cattaraugus Counties	Total Participants Served	Adults	6,398	
		Dislocated Workers	649	
		Youth (14-21)	152	
36210	Total Exiters	Adults	3,075	
		Dislocated Workers	390	
		Youth (14-21)	79	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	61	68.2	
	Dislocated Workers	61	71.0	
Retention Rates	Adults	82	84.6	
	Dislocated Workers	82	83.3	
Average Earnings (Adults/DWs)	Adults	\$12,169	\$12,849	
	Dislocated Workers	\$13,042	\$11,657	
Placement in Employment and Education	Youth (14 - 21)	52	73.7	
Attainment of Degree or Certificate	Youth (14 - 21)	40	77.6	
Literacy or Numeracy Gains	Youth (14 - 21)	35	54.5	
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).				
		Not Met	Met	Exceeded
Overall Status of Local Performance		0	1	8

Local Performance

Chautauqua County	Total Participants Served	Adults	7,382	
		Dislocated Workers	1,306	
		Youth (14-21)	132	
36215	Total Exiters	Adults	5,499	
		Dislocated Workers	903	
		Youth (14-21)	42	
Reported Information		Negotiated Performance Level	Actual Performance Level	
	Entered Employment Rate	Adults	61	73.1
		Dislocated Workers	61	64.6
Retention Rates	Adults	82	86.0	
	Dislocated Workers	82	86.7	
Average Earnings (Adults/DWs)	Adults	\$12,625	\$13,237	
	Dislocated Workers	\$14,667	\$12,601	
Placement in Employment and Education	Youth (14 - 21)	52	73.5	
Attainment of Degree or Certificate	Youth (14 - 21)	40	67.9	
Literacy or Numeracy Gains	Youth (14 - 21)	35	38.7	
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).				
Overall Status of Local Performance	Not Met	Met	Exceeded	
	0	1	8	

Local Performance

Broome/Tioga Counties	Total Participants Served	Adults	6,750	
		Dislocated Workers	3,413	
		Youth (14-21)	115	
36220	Total Exiters	Adults	5,224	
		Dislocated Workers	1,547	
		Youth (14-21)	129	
Reported Information		Negotiated Performance Level	Actual Performance Level	
	Entered Employment Rate	Adults	61	73.4
		Dislocated Workers	61	64.6
Retention Rates	Adults	82	84.8	
	Dislocated Workers	82	86.5	
Average Earnings (Adults/DWs)	Adults	\$11,911	\$12,975	
	Dislocated Workers	\$13,693	\$12,142	
Placement in Employment and Education	Youth (14 - 21)	52	73.9	
Attainment of Degree or Certificate	Youth (14 - 21)	40	85.2	
Literacy or Numeracy Gains	Youth (14 - 21)	35	75.0	
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).				
		Not Met	Met	Exceeded
Overall Status of Local Performance		0	1	8

Local Performance

Tompkins County	Total Participants Served	Adults	2,046
		Dislocated Workers	421
		Youth (14-21)	121
36225	Total Exiters	Adults	1,574
		Dislocated Workers	241
		Youth (14-21)	49
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	61	73.8
	Dislocated Workers	61	57.3
Retention Rates	Adults	82	85.2
	Dislocated Workers	82	83.5
Average Earnings (Adults/DWs)	Adults	\$12,625	\$13,714
	Dislocated Workers	\$15,980	\$14,915
Placement in Employment and Education	Youth (14 - 21)	52	90.0
Attainment of Degree or Certificate	Youth (14 - 21)	40	66.7
Literacy or Numeracy Gains	Youth (14 - 21)	35	55.6
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).			
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	2	7

Local Performance

Dutchess County	Total Participants Served	Adults	9,872	
		Dislocated Workers	1,334	
		Youth (14-21)	91	
36230	Total Exiters	Adults	6,758	
		Dislocated Workers	640	
		Youth (14-21)	59	
Reported Information		Negotiated Performance Level	Actual Performance Level	
	Entered Employment Rate	Adults	61	68.4
		Dislocated Workers	61	60.1
Retention Rates	Adults	82	84.4	
	Dislocated Workers	82	83.7	
Average Earnings (Adults/DWs)	Adults	\$12,625	\$18,084	
	Dislocated Workers	\$15,980	\$19,897	
Placement in Employment and Education	Youth (14 - 21)	52	71.1	
Attainment of Degree or Certificate	Youth (14 - 21)	40	62.0	
Literacy or Numeracy Gains	Youth (14 - 21)	35	37.7	
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).				
	Not Met	Met	Exceeded	
Overall Status of Local Performance	0	1	8	

Local Performance

Putnam County/Balance of Westchester County	Total Participants Served	Adults	17,840	
		Dislocated Workers	6,354	
		Youth (14-21)	427	
36235	Total Exiters	Adults	8,436	
		Dislocated Workers	2,463	
		Youth (14-21)	163	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	61	71.3	
	Dislocated Workers	61	59.3	
Retention Rates	Adults	82	85.8	
	Dislocated Workers	82	83.6	
Average Earnings (Adults/DWs)	Adults	\$12,625	\$22,715	
	Dislocated Workers	\$15,980	\$32,398	
Placement in Employment and Education	Youth (14 - 21)	52	80.1	
Attainment of Degree or Certificate	Youth (14 - 21)	40	51.2	
Literacy or Numeracy Gains	Youth (14 - 21)	35	31.1	
Description of Other State Indicators of Performance (WIA Section 136(d) (1) - Insert additional rows if there are more than two other state indicators of performance).				
		Not Met	Met	Exceeded
Overall Status of Local Performance		0	2	7

Local Performance

Monroe County	Total Participants Served	Adults	19,915	
		Dislocated Workers	6,894	
		Youth (14-21)	824	
36240	Total Exiters	Adults	13,048	
		Dislocated Workers	2,521	
		Youth (14-21)	335	
Reported Information		Negotiated Performance Level	Actual Performance Level	
	Entered Employment Rate	Adults	61	64.4
		Dislocated Workers	61	63.0
Retention Rates		Adults	82	84.2
		Dislocated Workers	82	84.6
Average Earnings (Adults/DWs)		Adults	\$12,625	\$12,747
		Dislocated Workers	\$15,980	\$14,267
Placement in Employment and Education	Youth (14 - 21)	52	63.6	
Attainment of Degree or Certificate	Youth (14 - 21)	40	57.7	
Literacy or Numeracy Gains	Youth (14 - 21)	33	44.3	
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).				
		Not Met	Met	Exceeded
Overall Status of Local Performance		0	1	8

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