

ANNUAL REPORT • MARYLAND WORKFORCE INVESTMENT ACT TITLE 1-B PROGRAM YEAR 2005



MARYLAND

DEPARTMENT OF LABOR, LICENSING AND REGULATION
DIVISION OF WORKFORCE DEVELOPMENT

ROBERT L. EHRLICH, Jr.
GOVERNOR

MICHAEL S. STEELE
LT. GOVERNOR

JAMES D. FIELDER, Jr., Ph.D.
SECRETARY

GREGORY M. SAFKO
DEPUTY SECRETARY

BERNARD L. ANTKOWIAK
ASSISTANT SECRETARY

Maryland Annual Report
Workforce Investment Act Title 1-B
Program Year 2005

State: *Maryland*

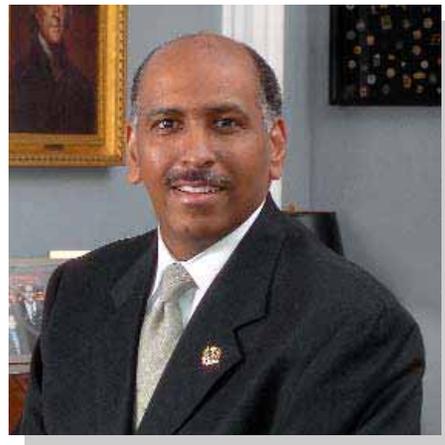
Electronic Submission Date: *September 29, 2006*

Authorized Official: *Bernard L. Antkowiak, Assistant Secretary
Department of Labor, Licensing and Regulation
Division of Workforce Development*

Mission Statement: *To advance Maryland's economic growth through an integrated and comprehensive workforce development system that is responsive to the needs of job seekers, businesses and all system partners.*



Robert L. Ehrlich, Jr.
Governor



Michael S. Steele
Lt. Governor

Maryland Annual Report
Workforce Investment Act Title 1-B
Program Year 2005

Table of Contents

Maryland's Workforce Development System

- Introduction
- State and Local Boards
- Workforce Investment Services
- Performance Accountability

Labor Market and Economic Outlook

- Map of Maryland Workforce Investment Areas
- 2005 Year in Review
- Job Trends
- Labor Force and Unemployment Trends
- Maryland Fact Sheet

Statewide Highlights and Successes

- Maryland Business Works
- Performance Analysis and Infrastructure Support
 - Maryland Workforce Exchange (MWE)
 - Infrastructure Support
- Disability Navigator Program
- Rapid Response Activities
- GWIB Center for Industry Initiatives
- Maryland Healthcare Workforce Grant Program
- 2006 Governor's Workforce Conference
- BRAC in Maryland

Local Workforce Investment Area Highlights

- **Introduction**
- Maryland Workforce Development Association Annual Conference: “Raising the Bar 2006”

- **Adult and Dislocated Worker Services**
 - Customer Service Skills Converted Into New Careers
 - Partnership Leads to Expanded Computer Training
 - Eastern Shore Career Guide

- **Youth Activities**
 - Preparing a Future Workforce through a College and Careers High School
 - Air Cargo Apprenticeship Program Completes First Year
 - Reconnecting Youth Program, Susquehanna Workforce Network
 - Hands-On Culinary Arts Experience for Youth
 - Frederick County Workforce Services Awarded National Retail Federation Grant

- **Services to Special Populations**
 - First Annual Post-Doc Conference and Career Expo
 - Montgomery County Opens Jail-Based One-Stop Center
 - A New Model to Support Re-entry and Reintegration Efforts of Ex-Offenders

- **Demand-Driven Business Solutions**
 - Certification Pilot Program
 - Baltimore MOED Customizes Training
 - Maryland WIB holds Workforce and Economic Development Summit
 - Frederick County Businesses Partner with Frederick County Workforce Services to Meet Challenging Recruitment Needs

Future Direction of Workforce Development in Maryland

WIA Financial Statement and Performance Information

- WIA Financial Statement PY05
- Tables A – O

Maryland's Workforce Development System

Introduction

Governor Robert L. Ehrlich, Jr.'s belief that a successful public workforce investment system is at the heart of any successful economic development policy is changing the way in which public, private, faith-based and community organizations work together to meet the needs of business and the citizens of Maryland. At the most general level, Maryland's economic and workforce development goals are the same: to create a prosperous, competitive and growing economy. Increasing shortages of skilled workers have focused the attention of both workforce and economic development leaders on improving the skills of the workforce at large in order to prepare today's job seekers for productive careers in the "new economy."

State and Local Boards

The Governor's Workforce Investment Board (GWIB) is the chief policy-making body on workforce development, as mandated by the Federal Workforce Investment Act. Business members, representing targeted Maryland industries, are high-level private sector executives, selected because of their industry expertise, business acumen and ability to influence others. By Executive Order, the Governor has broadened the scope of the GWIB beyond the federal Workforce Investment Act (WIA) to encompass all aspects of the workforce development system. The Board has been charged with identifying inefficiencies within the state's workforce development delivery system, developing improvement strategies and reducing costs. The GWIB Subcabinet, consisting of assistant secretaries from the Departments of Labor, Licensing and Regulation, Education, Business and Economic Development, Higher Education, Housing, Rehabilitation Services, Human Resources and Health and Mental Hygiene, meets regularly to collaboratively address these issues.



Through the GWIB Center for Industry Initiatives, leaders from private industry, government, education and other stakeholders are actively engaged in industry cluster steering committees that are charged with validating labor market data, identifying industry-specific workforce issues and formulating strategies to address them.

Twelve local Workforce Investment Boards (LWIBs) represent Maryland's designated local workforce investment areas. These boards are guided by private sector leaders who represent key industries in each area. As an integral part of the local community, these boards are in the best position to foster partnerships, identify skill shortages and recommend policies and strategies to address them.

On March 23, 2006, GWIB Chair Gino J. Gemignani, Jr. met with the LWIB chairs and area directors to discuss issues of mutual interest and to promote collaboration between the state and local boards. Discussion focused on the role of the GWIB, coordination between the local areas and the state board and the continued decline of federal workforce development funding since the inception of WIA. The frank and open dialogue that took place encouraged the GWIB Chair to recommend that GWIB-LWIB meetings now be scheduled on a semi-annual basis.

Labor market information is provided to state and local boards and directors by two offices within DLLR: Labor Statistics and Labor Market Information and Performance. Developing new tools and products that are both informative and easy to use continues to be a priority. Creating a demand-driven system requires that reliable workforce information be analyzed by business and government and then used to develop strategies that meet state and local needs. At the One-Stop Career Center level, it is critical that limited federal job training resources be targeted to industries and occupations with a high demand and the potential for career growth. Education partners are particularly interested in long-range forecasts as they add or modify curricula and provide career guidance to both young and adult learners. Strengthening the partnerships between state and local government, education/training providers and business is critical to maintaining a coordinated, demand-driven workforce investment system.

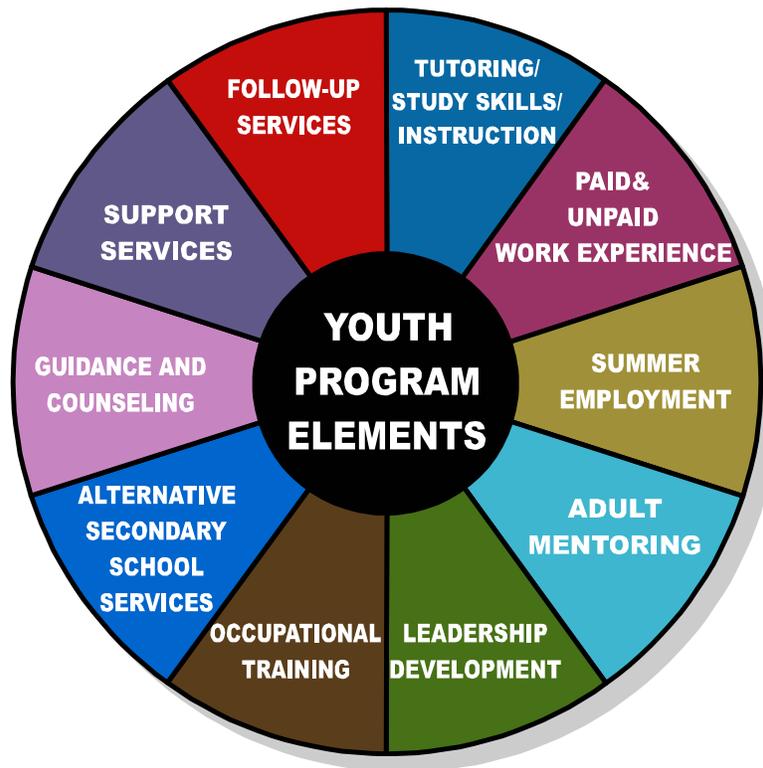
Workforce Investment Services

A network of One-Stop Career Centers across the state provides comprehensive services to both job seekers and businesses. At the local level, a "guidance" model has been established that provides leadership by local WIA directors and promotes partnerships, cross training and integrated services. Under this model, the One-Stop Centers have entered into a new era of cooperation and integration, creating a seamless delivery of customer services. A wide range of adult and dislocated worker employment and training services is provided to job seekers through core, intensive and training tiers. Core services are universally accessible and, in our integrated centers, are primarily provided by Wagner-Peyser funded staff. They include but are not limited to outreach, intake, assessment, orientation, eligibility determination, job placement assistance, career counseling, partner referral, follow up, labor market information and information on training provider services and performance.

The One-Stop system is also the primary vehicle for both adults and dislocated workers to access intensive and training services. Intensive services are provided to unemployed or underemployed individuals who are having difficulty securing appropriate employment through core services. Intensive services include but are not limited to: comprehensive and specialized assessment, diagnostic testing, identification of employment barriers through in-depth evaluation, individual employment plan development, group and individual counseling, career planning, case management and short-term pre-vocational services. Additional intensive services may include out-of-area job search, relocation assistance, literacy readiness, internships and work experience.

Training services are provided to unemployed or underemployed individuals who are having difficulty retaining or obtaining appropriate employment through core and intensive services. Individuals who seek training must demonstrate barriers that prevent them from retaining or securing employment leading to self-sufficiency. Training services include but are not limited to: occupational skills development, job readiness or adult education combined with other training, on-the-job training, entrepreneurial training and customized training. Local Workforce Investment Boards are required to develop policies regarding “priority of service” for the provision of intensive and training services to Adults and Dislocated Workers. With few exceptions, training is obtained through the use of Individual Training Accounts (ITAs). The Maryland Higher Education Commission maintains the state provider list, monitors provider performance and issues an annual statewide training report. During PY2005, the State of Maryland expended \$ 7,374,326 in Adult program funds to serve 4,312 participants. Expenditures for the Dislocated Worker program totaled \$ 6,252,735 and served 2,395 participants.

Local Boards must develop strategies for providing services to eligible youth that address the ten WIA required youth program elements. Youth programs are competitively procured and approved by local Boards and Youth Councils. Youth program specialists work with schools, parents and other agency providers to meet the needs of at-risk youth, including those who are pregnant or parenting, foster children, youth with disabilities, youth involved in the juvenile justice system or those with other substantial barriers to employment. Individual Service Strategies are developed for each youth. They are based on comprehensive assessments and include short and long-term goals. Job Corps remains a critical youth program partner in most local areas where Job Corps representatives sit on local Youth Councils, serve on local boards, provide on-site recruitment and assessment and collaborate on joint projects. During PY2005, \$500,000 in State Reserve and WIA Incentive dollars was made available to local workforce investment areas on a competitive basis for the development of youth demonstration projects that are aligned with the U.S. DOL Youth Vision. Four grants were awarded in January 2006 and outcomes will be available at the end of PY2006. Project administrators from all four areas will share their models with the workforce investment system at the conclusion of the grant period - June 30, 2007. Youth formula expenditures in PY2005 totaled \$ 6,412,232 and served 505 Older Youth and 2,466 Younger Youth.



Performance Accountability

Information on the levels of performance achieved by the State of Maryland with respect to the core indicators of performance and customer satisfaction has been entered through the online Enterprise Information Management System (EIMS) in Tables A through M. Information regarding the progress of local areas in achieving performance measures has been entered through the EIMS in Table O. The State of Maryland met or exceeded all 17 performance measures including the customer satisfaction response rate requirement for both program participants and employers.

Because the PY2005 performance standards established for the State of Maryland were extremely challenging, the state elected to adopt these same standards for each local area. The Department of Labor, Licensing and Regulation (DLLR) takes a very active role in reviewing performance. The Department works closely with state partner agencies to develop an integrated and comprehensive accountability system for use in evaluating the effectiveness of the state's workforce development system. Performance information, both statewide and by local area, is regularly provided to the system. On a quarterly basis the Department (1) compares the performance of each local area against its negotiated WIA standards, (2) details the performance of the state and each local area on achieving system-wide performance measures, and (3) reports any actions, corrective or otherwise, the State is taking regarding the performance of local areas against their negotiated standards. Quarterly performance reports include not only summary data on each of the WIA performance standards, but the raw data that was used to calculate performance and a data extract file that can be imported into the Mathematica Data Validation software.

The Department of Labor, Licensing and Regulation provides ongoing technical assistance to local workforce investment areas whose performance falls below the negotiated standards. Each quarter, there is ongoing communication regarding performance issues through email, teleconferencing and meetings. During PY 2005, onsite visits were conducted with underachieving local areas to review program strategies and discuss program performance. A great deal of time and resources have been allocated to the system programming and staff training needed to prepare for the implementation of Common Measures. The State requested and was granted a waiver of the 17 WIA performance measures for PY2006, allowing the implementation of Common Measures effective July 1, 2006. The department has provided a series of statewide training sessions during PY2005 on enhancing current WIA performance and transitioning to Common Measures. Statewide monthly meetings of information system users and quarterly meetings of staff responsible for local WIA performance help facilitate ongoing communication and directed technical assistance and training.

In accordance with Section 117 of the Workforce Investment Act, recertification of Maryland’s local Workforce Investment Boards was last done in PY2004 and is scheduled again during PY2006. In conjunction with the Local Board Recertification process, the State also reviews the services, facilities and partners of the One-Stop Centers operated by the LWIBs to ensure that they meet WIA requirements.

Labor Market and Economic Outlook



**MARYLAND'S
WORKFORCE INVESTMENT AREA
STRUCTURE**

**23 COUNTIES & BALTIMORE CITY
24 LOCAL JURISDICTIONS**

12 WIA AREAS	34 ONE-STOPS
Anne Arundel County	6
Baltimore City	3
Baltimore County	2
Frederick County	1
Lower Shore	1
Mid Maryland	3
Montgomery County	2
Prince George's County	2
Southern Maryland	3
Susquehanna Region	3
Upper Shore	5
Western Maryland	3

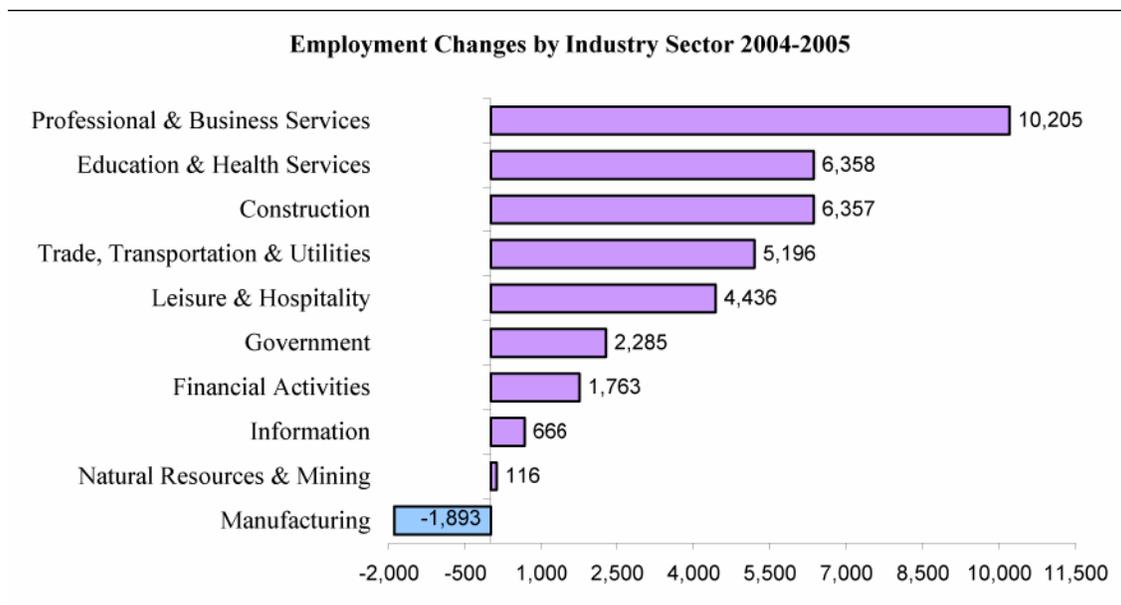
2005 Year in Review

Maryland's labor market, building on the momentum established the previous year, advanced in 2005, as indicated by two primary measures—jobs and unemployment. The number of jobs in Maryland's economy increased by 1.5 percent. While a modest gain by 1990's standards, 2005's expansion was nonetheless the strongest growth since the 2001 recession. A number of factors stood behind this upturn. The initiatives of the Federal Reserve to keep inflation in check and the impact generated by historically low interest rates helped to bolster consumer and business confidence which, in turn, encouraged the spending activity needed to shore up the economy. Both the goods-producing and service-providing components of the economy participated in this expansion. Service providing industries, however, generated most of the new employment, contributing about 9 out of every 10 new jobs added in the private sector during 2005.

Expansion in Maryland's employment base during 2005 was accompanied by a decline in joblessness. Unemployment fell to 4.1 percent in 2005—the lowest level since 2001. The number of job seekers grew, with employment rising and the jobless ranks shrinking. Unemployment Insurance (UI) indicators reinforced these movements -- initial claims filings were down; benefit exhaustions were fewer; and the average duration of benefits was reduced.

Job Trends

The number of jobs on Maryland's business payrolls increased by 36,073 to 2,497,416 in 2005, expanding by 1.5 percent – a rate identical to that of the nation. Gains were broad-based, though trends varied by aggregate sector. With the exception of manufacturing, growth was recorded in each of the state's business sectors.



Professional and Business Services took the lead in the state's job expansion, accounting for nearly three out of every 10 jobs added to business payrolls during 2005. Growth in this sector, at 2.7 percent, was nearly double the rate of overall economic expansion. Within this business sector, professional and technical firms providing architectural/engineering services, management/technical consulting services and computer systems design and support services were among the top jobs producers.

In Education and Health Services, an industry accounting for about 16.6 percent of the state's private sector base, a growth rate of 1.9 percent advanced employment by 6,358 jobs. More than three-fourths of the sector's increase resulted from hiring activity in health services, specifically ambulatory healthcare services which includes physician's offices and in hospitals.

Construction, an industry that has experienced uninterrupted and progressively stronger growth over the past few years, was the fastest growing industry in the statewide economy during 2005, expanding at a rate of 3.6 percent. Special trade contractors and building construction, specifically residential building, were the primary sources of expansion in this sector. Between 2004 and 2005, the number of housing units authorized for construction rose by more than 10%, helping to propel this increase. Low mortgage interest rates not only increased affordability, but also pushed home values higher, giving consumers the ability to tap into the equity in their homes to use not only for remodeling but also to funnel back into the economy for other goods and services. The construction surge helped to fuel job generation in the finance sector as well.

Those consumers taking advantage of refinancing opportunities and the additional dollars realized through home appreciation found themselves with more disposable income. This income translated into increased buying power, contributing to upturns in trade, and leisure and hospitality -- industries where consumers are key contributors to economic vitality.

Economic conditions throughout much of 2005 were, for the most part, conducive to growth. As the year progressed, however, rising energy prices lent some uncertainty to the pace of continued expansion. Thus far, in 2006, we've seen a slowing in the housing market, escalating gasoline prices and rising home energy costs. Future performance will undoubtedly hinge on the how these factors impact upon both inflation and consumer demand.

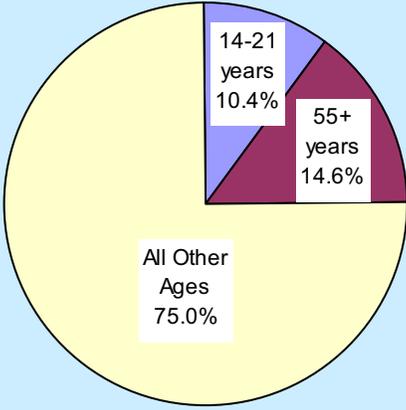
Labor Force and Unemployment Trends

Unemployment fell from 4.3 to 4.1 percent of the labor force in 2005 as the number of jobless declined by 2,764 to 121,283. Unemployment has been inching downward since the post-recession peak of 4.5 percent recorded in both 2002 and 2003. Maryland's jobless rate was nearly a full percentage point below the national average of 5.1 percent for 2005. An estimated 49,671 persons were added to the ranks of the employed, bringing the total number of working Marylanders to 2,813,781. The labor force registered a net gain of 1.6 percent over the year.

Maryland		
Labor Force Status		
2004 - 2005		
	2004	2005
Labor Force	2,888,157	2,935,064
Employment	2,764,110	2,813,781
Unemployment	124,047	121,283
Unemployment	4.3	4.1
U.S. Rate	5.5	5.1

Other unemployment indicators have been moving in a positive direction as well. Mass layoff events decreased from 80 in 2004 to 55 in 2005. Claimants affected were reduced from 7,951 to 4,998. During State Fiscal Year 2006 (July 1, 2005-June 30, 2006), UI claims activities continued their downward trend from the post-recession peak in SFY 2003. Initial claims dropped 13,958, or by 6.8 percent, over the year to 192,587. The number of persons exhausting benefits declined by 5,309 to 32,172, while the percent of claimants exhausting fell from 34.4% to 32.4%. The average duration of benefits slipped from 15.8 to 15.5 weeks in SFY 2006.

MARYLAND FACT SHEET

LABOR FORCE STATISTICS 2005 ANNUAL AVERAGES		INDUSTRY JOB GAINS																																																													
<table style="width: 100%;"> <tr> <td>Civilian Labor Force</td> <td style="text-align: right;">2,935,064</td> </tr> <tr> <td>Employed</td> <td style="text-align: right;">2,813,781</td> </tr> <tr> <td>Unemployed</td> <td style="text-align: right;">121,283</td> </tr> <tr> <td>Unemployment Rate</td> <td style="text-align: right;">4.1%</td> </tr> <tr> <td colspan="2" style="text-align: center;">2005 Highlights</td> </tr> <tr> <td>Peak employment</td> <td style="text-align: right;">July 2,866,167</td> </tr> <tr> <td>Employment low</td> <td style="text-align: right;">January 2,744,046</td> </tr> <tr> <td>Unemployment low</td> <td style="text-align: right;">December 3.5%</td> </tr> <tr> <td>Unemployment high</td> <td style="text-align: right;">Jan-Feb 4.7%</td> </tr> <tr> <td colspan="2" style="text-align: center;">2004 - 2005 Labor Force Changes</td> </tr> <tr> <td>Civilian Labor Force</td> <td style="text-align: right;">Up 46,907</td> </tr> <tr> <td>Employed</td> <td style="text-align: right;">Up 49,671</td> </tr> <tr> <td>Unemployed</td> <td style="text-align: right;">Down 2,764</td> </tr> </table>	Civilian Labor Force	2,935,064	Employed	2,813,781	Unemployed	121,283	Unemployment Rate	4.1%	2005 Highlights		Peak employment	July 2,866,167	Employment low	January 2,744,046	Unemployment low	December 3.5%	Unemployment high	Jan-Feb 4.7%	2004 - 2005 Labor Force Changes		Civilian Labor Force	Up 46,907	Employed	Up 49,671	Unemployed	Down 2,764	<table style="width: 100%;"> <tr> <td style="text-align: center;"><u>Industry</u></td> <td style="text-align: center;"><u>Employment</u></td> </tr> <tr> <td>Total Employment – 2005</td> <td style="text-align: right;">2,497,416</td> </tr> <tr> <td>Average Weekly Wage – 2005</td> <td style="text-align: right;">\$853</td> </tr> <tr> <td>Employment Change 2004–2005</td> <td style="text-align: right;">36,342</td> </tr> <tr> <td colspan="2" style="text-align: center;"><u>Detailed Industry Gains 2004-2005</u></td> </tr> <tr> <td style="text-align: center;"><u>Industry</u></td> <td style="text-align: center;"><u>Job Gain</u></td> </tr> <tr> <td>Professional & technical services</td> <td style="text-align: right;">6,817</td> </tr> <tr> <td>Specialty trade contractors</td> <td style="text-align: right;">4,243</td> </tr> <tr> <td>Food services & drinking places</td> <td style="text-align: right;">4,115</td> </tr> <tr> <td>Educational services</td> <td style="text-align: right;">3,639</td> </tr> <tr> <td>General merchandise stores</td> <td style="text-align: right;">2,729</td> </tr> <tr> <td>Administrative & support services</td> <td style="text-align: right;">2,233</td> </tr> <tr> <td>Ambulatory health care services</td> <td style="text-align: right;">2,071</td> </tr> <tr> <td>Construction of buildings</td> <td style="text-align: right;">1,919</td> </tr> <tr> <td>Hospitals</td> <td style="text-align: right;">1,808</td> </tr> </table>	<u>Industry</u>	<u>Employment</u>	Total Employment – 2005	2,497,416	Average Weekly Wage – 2005	\$853	Employment Change 2004–2005	36,342	<u>Detailed Industry Gains 2004-2005</u>		<u>Industry</u>	<u>Job Gain</u>	Professional & technical services	6,817	Specialty trade contractors	4,243	Food services & drinking places	4,115	Educational services	3,639	General merchandise stores	2,729	Administrative & support services	2,233	Ambulatory health care services	2,071	Construction of buildings	1,919	Hospitals	1,808						
Civilian Labor Force	2,935,064																																																														
Employed	2,813,781																																																														
Unemployed	121,283																																																														
Unemployment Rate	4.1%																																																														
2005 Highlights																																																															
Peak employment	July 2,866,167																																																														
Employment low	January 2,744,046																																																														
Unemployment low	December 3.5%																																																														
Unemployment high	Jan-Feb 4.7%																																																														
2004 - 2005 Labor Force Changes																																																															
Civilian Labor Force	Up 46,907																																																														
Employed	Up 49,671																																																														
Unemployed	Down 2,764																																																														
<u>Industry</u>	<u>Employment</u>																																																														
Total Employment – 2005	2,497,416																																																														
Average Weekly Wage – 2005	\$853																																																														
Employment Change 2004–2005	36,342																																																														
<u>Detailed Industry Gains 2004-2005</u>																																																															
<u>Industry</u>	<u>Job Gain</u>																																																														
Professional & technical services	6,817																																																														
Specialty trade contractors	4,243																																																														
Food services & drinking places	4,115																																																														
Educational services	3,639																																																														
General merchandise stores	2,729																																																														
Administrative & support services	2,233																																																														
Ambulatory health care services	2,071																																																														
Construction of buildings	1,919																																																														
Hospitals	1,808																																																														
PRIVATE SECTOR WORKFORCE BY AGE	FASTEST GROWING PRIVATE INDUSTRIES* 2004-2005																																																														
 <p style="text-align: center;">Source: US Census Bureau, LED Program</p>	<table style="width: 100%;"> <tr> <td style="text-align: center;"><u>Industry</u></td> <td style="text-align: center;"><u>Growth Rate</u></td> </tr> <tr> <td>Electronic markets, agents & brokers</td> <td style="text-align: right;">11.7</td> </tr> <tr> <td>Management of co. & enterprises</td> <td style="text-align: right;">7.0</td> </tr> <tr> <td>Transit & ground passenger transportation</td> <td style="text-align: right;">6.8</td> </tr> <tr> <td>Telecommunications</td> <td style="text-align: right;">5.8</td> </tr> <tr> <td>Bldg. material/garden supply stores</td> <td style="text-align: right;">5.4</td> </tr> <tr> <td>General merchandise stores</td> <td style="text-align: right;">5.3</td> </tr> <tr> <td>Clothing/clothing accessory stores</td> <td style="text-align: right;">5.2</td> </tr> <tr> <td>Construction of buildings</td> <td style="text-align: right;">4.6</td> </tr> <tr> <td>Securities, commodity contracts & investments</td> <td style="text-align: right;">4.2</td> </tr> <tr> <td>Specialty trade contractors</td> <td style="text-align: right;">3.6</td> </tr> <tr> <td>Sporting goods, hobby, book & music stores</td> <td style="text-align: right;">3.3</td> </tr> <tr> <td>Electronics & appliance stores</td> <td style="text-align: right;">3.3</td> </tr> </table> <p style="font-size: small;">*Industries with 2004 employment levels of 9,000 or more</p>	<u>Industry</u>	<u>Growth Rate</u>	Electronic markets, agents & brokers	11.7	Management of co. & enterprises	7.0	Transit & ground passenger transportation	6.8	Telecommunications	5.8	Bldg. material/garden supply stores	5.4	General merchandise stores	5.3	Clothing/clothing accessory stores	5.2	Construction of buildings	4.6	Securities, commodity contracts & investments	4.2	Specialty trade contractors	3.6	Sporting goods, hobby, book & music stores	3.3	Electronics & appliance stores	3.3																																				
<u>Industry</u>	<u>Growth Rate</u>																																																														
Electronic markets, agents & brokers	11.7																																																														
Management of co. & enterprises	7.0																																																														
Transit & ground passenger transportation	6.8																																																														
Telecommunications	5.8																																																														
Bldg. material/garden supply stores	5.4																																																														
General merchandise stores	5.3																																																														
Clothing/clothing accessory stores	5.2																																																														
Construction of buildings	4.6																																																														
Securities, commodity contracts & investments	4.2																																																														
Specialty trade contractors	3.6																																																														
Sporting goods, hobby, book & music stores	3.3																																																														
Electronics & appliance stores	3.3																																																														
JOBS BY INDUSTRY DIVISION 2005 ANNUAL AVERAGES	HIGHEST PAYING PRIVATE INDUSTRIES 2005																																																														
<table style="width: 100%;"> <tr> <td style="text-align: center;"><u>Industry</u></td> <td style="text-align: center;"><u>Employment</u></td> </tr> <tr> <td>Total Employment</td> <td style="text-align: right;">2,497,416</td> </tr> <tr> <td>Government Total</td> <td style="text-align: right;">448,627</td> </tr> <tr> <td> Federal</td> <td style="text-align: right;">125,737</td> </tr> <tr> <td> State</td> <td style="text-align: right;">96,707</td> </tr> <tr> <td> Local</td> <td style="text-align: right;">226,183</td> </tr> <tr> <td>Private Sector Total</td> <td style="text-align: right;">2,048,789</td> </tr> <tr> <td>Natural Resources & Mining</td> <td style="text-align: right;">6,891</td> </tr> <tr> <td>Construction</td> <td style="text-align: right;">182,878</td> </tr> <tr> <td>Manufacturing</td> <td style="text-align: right;">140,666</td> </tr> <tr> <td>Trade, Transportation, & Utilities</td> <td style="text-align: right;">466,162</td> </tr> <tr> <td>Information</td> <td style="text-align: right;">50,368</td> </tr> <tr> <td>Financial Activities</td> <td style="text-align: right;">158,234</td> </tr> <tr> <td>Professional & Business Services</td> <td style="text-align: right;">383,250</td> </tr> <tr> <td>Education & Health Services</td> <td style="text-align: right;">340,182</td> </tr> <tr> <td>Leisure & Hospitality</td> <td style="text-align: right;">229,246</td> </tr> <tr> <td>Other Services</td> <td style="text-align: right;">89,141</td> </tr> <tr> <td>Unclassified</td> <td style="text-align: right;">1,771</td> </tr> </table>	<u>Industry</u>	<u>Employment</u>	Total Employment	2,497,416	Government Total	448,627	Federal	125,737	State	96,707	Local	226,183	Private Sector Total	2,048,789	Natural Resources & Mining	6,891	Construction	182,878	Manufacturing	140,666	Trade, Transportation, & Utilities	466,162	Information	50,368	Financial Activities	158,234	Professional & Business Services	383,250	Education & Health Services	340,182	Leisure & Hospitality	229,246	Other Services	89,141	Unclassified	1,771	<table style="width: 100%;"> <tr> <td style="text-align: center;"><u>Industry</u></td> <td style="text-align: center;"><u>Average Weekly Wage</u></td> </tr> <tr> <td>Securities, commodity contracts & investments</td> <td style="text-align: right;">\$2,917</td> </tr> <tr> <td>Utilities</td> <td style="text-align: right;">1,700</td> </tr> <tr> <td>Computer/electronic product mfg.</td> <td style="text-align: right;">1,689</td> </tr> <tr> <td>Broadcasting, exc. Internet</td> <td style="text-align: right;">1,670</td> </tr> <tr> <td>Management of co. & enterprises</td> <td style="text-align: right;">1,483</td> </tr> <tr> <td>Electronic markets, agents & brokers</td> <td style="text-align: right;">1,431</td> </tr> <tr> <td>Internet publishing & broadcasting</td> <td style="text-align: right;">1,421</td> </tr> <tr> <td>Telecommunications</td> <td style="text-align: right;">1,341</td> </tr> <tr> <td>Professional & technical services</td> <td style="text-align: right;">1,332</td> </tr> <tr> <td>Chemical manufacturing</td> <td style="text-align: right;">1,291</td> </tr> <tr> <td>Machinery manufacturing</td> <td style="text-align: right;">1,274</td> </tr> <tr> <td>Primary metal manufacturing</td> <td style="text-align: right;">1,270</td> </tr> </table>	<u>Industry</u>	<u>Average Weekly Wage</u>	Securities, commodity contracts & investments	\$2,917	Utilities	1,700	Computer/electronic product mfg.	1,689	Broadcasting, exc. Internet	1,670	Management of co. & enterprises	1,483	Electronic markets, agents & brokers	1,431	Internet publishing & broadcasting	1,421	Telecommunications	1,341	Professional & technical services	1,332	Chemical manufacturing	1,291	Machinery manufacturing	1,274	Primary metal manufacturing	1,270
<u>Industry</u>	<u>Employment</u>																																																														
Total Employment	2,497,416																																																														
Government Total	448,627																																																														
Federal	125,737																																																														
State	96,707																																																														
Local	226,183																																																														
Private Sector Total	2,048,789																																																														
Natural Resources & Mining	6,891																																																														
Construction	182,878																																																														
Manufacturing	140,666																																																														
Trade, Transportation, & Utilities	466,162																																																														
Information	50,368																																																														
Financial Activities	158,234																																																														
Professional & Business Services	383,250																																																														
Education & Health Services	340,182																																																														
Leisure & Hospitality	229,246																																																														
Other Services	89,141																																																														
Unclassified	1,771																																																														
<u>Industry</u>	<u>Average Weekly Wage</u>																																																														
Securities, commodity contracts & investments	\$2,917																																																														
Utilities	1,700																																																														
Computer/electronic product mfg.	1,689																																																														
Broadcasting, exc. Internet	1,670																																																														
Management of co. & enterprises	1,483																																																														
Electronic markets, agents & brokers	1,431																																																														
Internet publishing & broadcasting	1,421																																																														
Telecommunications	1,341																																																														
Professional & technical services	1,332																																																														
Chemical manufacturing	1,291																																																														
Machinery manufacturing	1,274																																																														
Primary metal manufacturing	1,270																																																														

Maryland Department of Labor, Licensing and Regulation
Division of Workforce Development, Office of Workforce Information and Performance
August 2006

Statewide Highlights and Successes

Maryland Business Works

During Program Year 2005, DLLR continued operating its highly successful statewide incumbent worker training program called Maryland Business Works (MBW). Utilizing federal WIA incentive funds, DLLR developed this initiative in PY 2003 to support existing Maryland businesses in the retention and growth of their workforce by providing matching funds to upgrade the skills of currently employed workers.

MBW training projects are employer based, targeted at specific demand occupations and require a dollar-for-dollar match from the employer. The employer match, in conjunction with the federal WIA dollars, allows for the development of training programs valued at two million dollars annually. Funds are primarily targeted for training projects with small businesses (50 employees or less) and the healthcare industry, although locally targeted high-demand industries may also be considered. The grants are administered through Maryland's twelve local workforce investment areas.

During PY 2005, MBW supported 184 projects, serving 1,768 workers at an average cost of \$331 per trainee. As a result, many Maryland employers are more productive, profitable and competitive. MBW has also provided employment stability, career growth and wage increases for workers through training in transferable skills or industry-recognized certification or credential programs.

Performance Analysis and Infrastructure Support

In PY 2005, DLLR's Division of Workforce Development continued to maintain, enhance and support the State's comprehensive workforce development case management and information system. The division also provided performance analysis and infrastructure support to the local workforce investment areas.

Maryland Workforce Exchange (MWE)



The Maryland Workforce Exchange (www.mwejobs.com) is the state's comprehensive Internet-based information and case management system which provides customers "around the clock" access to

Maryland's workforce development system from local One-Stop Centers, home or office. MWE continues to play a vital role in the continued integration of Maryland's workforce development programs. Since its launch in March 2004, MWE has provided:

- The ability for employers to post job orders, sign up for workforce events, find potential candidates for job openings, access labor market information and create a web page advertisement with their company information and benefits;
- The ability for enrolled job seekers to create multiple resumes, search for jobs by industry or occupation, perform automatic job matches, apply for jobs listed, manage job referrals, sign up for workforce events and research careers, employers or training;
- The ability to access Maryland's Approved Training Provider list and related performance data; and
- The ability to produce the required federal and internal management reports used to improve service delivery and report on system accountability.

During PY 2005, Maryland has continued to experience growth in the utilization of the MWE. Despite the lack of formal promotion, employer enrollments have steadily increased to more than 25,000. Job seeker enrollment has also increased to nearly 150,000. Over 110,000 of those job seekers have created resumes and over 44,600 have made self referrals using the MWE system.

In PY 2005 Maryland also provided MWE customers with the following innovative system enhancements:

- Streamlined and refined the Job Seeker Enrollment process,
- Developed Automated Database Management to remove inactive job seekers from employer candidate matches,
- Improved functionality of Employer "Join Team" Information web page,
- Enhanced Employer Job Seeker Search,
- Developed Employer Quick Service that provides staff with the ability to assign a service to multiple employers simultaneously,
- Enhanced Veterans Reports,
- Enhanced Data Management utility to aid the help desk with administrative account changes,
- Incorporated an Administrative Console Module to allow helpdesk staff the ability to make changes to the MWE database,
- Added Labor Exchange Soft Exit (90 day- no activity) functionality,
- Developed Soft Exit Search for customers that have not received services within a specified time frame, and
- Developed and enhanced the Ad Hoc Query Database.

Infrastructure Support

During PY 2005, DLLR's Division of Workforce Development committed considerable financial resources to relocate or renovate several local One-Stop Centers. One-Stop services in the city of Cumberland were consolidated in a single location for the first time. The Eutaw Street One-Stop Center in Baltimore City was streamlined and completely renovated and the Anne Arundel County Comprehensive One-Stop was relocated to a new facility that can accommodate additional partners.

In the spring of 2006, the division invested heavily in computer upgrades for One-Stop Center resource areas across the state of Maryland. Over 241 resource computers were replaced with state of the art units. They are used by job seekers for online registration in the Maryland Workforce Exchange, job search activities, resume and letter writing, Internet access and filing unemployment insurance claims.

The division also purchased new hardware for each of the twelve local workforce investment areas to run the Data Reporting and Validation Software (DRVS) for both WIA and Wagner-Peyser staff.

Disability Navigator Program

During Program Year 2005, Maryland's Department of Labor, Licensing and Regulation received third year federal funding to hire a "Disability Navigator" for each of the state's twelve WIAs. Under this initiative, DLLR works closely with the Maryland Department of Disabilities, the U.S. Department of Labor and the Social Security Administration to help job seekers with disabilities access the career services available in Maryland's One-Stop Career Centers.

People with disabilities have an unemployment rate of nearly 70 percent. This high rate is due to many employment barriers, fear of losing cash assistance and health benefits and the inability to navigate job search systems. The Disability Navigator program brings disabled individuals together with the many career-related resources available at One-Stop Career Centers.

The combined role of the Disability Navigator includes: facilitating universal access to the One-Stop system; conducting outreach to disability service providers; developing links with One-Stop business services staff to increase recruitment, hiring and accommodation of persons with disabilities; and working directly with customers with disabilities to access available programs and ensure provision of necessary benefits, services and supports.

When Hurricane Katrina hit Mississippi and Louisiana the impact on residents with disabilities was devastating. These residents lost jobs, homes, families, food, medical care, medical devices, etc. There was an immediate call for help from the U.S. Department of Labor to the Disability Program Navigator

states. Maryland was quick to respond. Three DPNs and two mobile unit staff were among the first to be deployed to Mississippi and Louisiana to assist with search and recovery efforts. Maryland's Lower Shore Workforce Alliance also sent their Mobile One-Stop to Mississippi. Under very harsh conditions these DPNs and mobile unit staff worked 12-hour days, 7 days a week on two-week shifts. This effort reflects the commitment the Maryland DPNs have for the life and livelihood of people with disabilities, regardless of where they live.

Rapid Response Activities

The State of Maryland's Dislocation Services Unit (DSU) coordinates rapid response activities and works closely with all twelve workforce investment areas and their designated professionals in a united effort to assist companies forced to close or facing mass layoffs. In addition to the State DSU Representative, Unemployment Insurance and One-Stop staff present program services to affected workers through a series of informational sessions. The DSU, through submitting TAA or NEG applications and distributing Rapid Response funding, plays a major role in providing the necessary financial resources to support dislocation events. The unit works with the employer and local transition team to establish on-site assistance services and Unemployment Insurance seminars. These types of services are typical of those provided to Maryland firms experiencing dislocations. During PY 2005, Maryland received 44 WARN Notifications and provided assistance in 65 WARN and non-WARN dislocation events. The sighted dislocations impacted 6,732 workers. Some of the major events of the past program year include 602 Alcoa-Eastalco workers, 378 Genco employees, 370 Ocean Logistics employees, 306 MCI associates and 300 of MAMSI's workforce.

GWIB Center for Industry Initiatives

The Governor's Workforce Investment Board (GWIB) Center for Industry Initiatives was established with a \$1 million grant from the U.S. Department of Labor, Employment and Training Administration. The center is responsible for administering a demand-driven, industry-led workforce development approach and working with Maryland's business leaders to address their respective industry's current and projected workforce issues and to identify solutions. This past year, the center hired four new Industry Initiative Coordinators, an Industry Analyst and an Administrative Assistant to guide, monitor and support leaders from industry, education and government participating in the industry initiative process. The demand-driven five phase industry initiative process includes:

- Phase 1: Get organized with industry leadership
- Phase 2: Research and assess the industry workforce issues
- Phase 3: Conduct the summit with industry stakeholders
- Phase 4: Write the industry plan of action
- Phase 5: Implement the industry plan of action

The center will address thirteen targeted industries that are important to the economy of the state. These industries have a high workforce population and their number of employees is projected to grow. The industries include:

Aerospace			Healthcare
Bioscience			Hospitality and Tourism
Building/Construction			Information Technology
Business Services			Manufacturing
Communications			Retail
Education			Transportation and Warehousing
Finance and Insurance			

The industry initiatives that are currently being addressed are Healthcare, Aerospace, Hospitality and Tourism and Biosciences. The Healthcare Initiative has been very successful in addressing the workforce issues of the nursing profession and the Steering Committee will now turn its attention to the critical workforce issues of other occupations. The Aerospace Initiative conducted a full-day summit with over 240 stakeholders from the industry, including Norman Augustine, former Chairman and CEO of Lockheed Martin Corporation, and is implementing its industry plan of action. The Bioscience Initiative is in the process of gathering information to establish its workforce profile and needs. The Hospitality and Tourism Initiative is preparing for its industry summit. The center will continue to support the leaders of these initiatives. During the fall of 2006 and throughout 2007, the center will be launching the industry initiative process for the remaining targeted industries.

Maryland Healthcare Workforce Grant Program

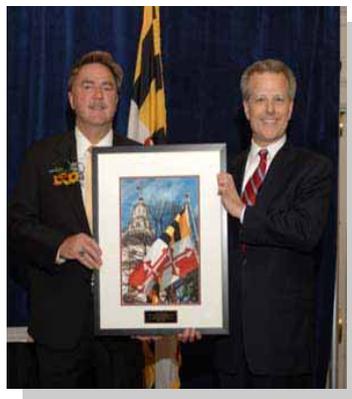
Maryland's federal funding of \$1.5 million for upgrading the healthcare workforce has now been almost fully obligated. The primary purpose of the grant was to increase nursing program faculty and DWD has obligated nearly \$1 million in scholarship funding to 220 nursing students statewide. This includes 60 individuals working on master's level work with a goal of moving into nurse faculty positions. Many of the nurse faculty students will be receiving scholarship funding through the spring 2007 semester. A total of fourteen memoranda of understanding were established between hospitals and colleges in response to the request for proposals issued by DLLR. Each of these agreements has resulted in increased educational levels for the hospital's students and increased numbers of faculty working at the college. The great majority of the nurse faculty scholarship recipients are now working as instructors at some level.

In addition, nearly \$450,000 has been obligated to 54 different employers to train 1,235 incumbent workers for various healthcare occupations. These funds were made available as matching funds for healthcare employers to develop training activities for incumbent workers in allied health occupations. This initiative has led to career growth and increased wages for the trainees and has created new job opportunities for others. A limited amount of funding is still available for this initiative in PY 2006, accessible through the state's twelve local workforce investment areas.

The success of the scholarship model has resulted in the January 2006 announcement that the state's Health Services Cost Review Commission (HSCRC) intends to provide approximately \$9.4 million annually over the next several years to increase the number of bedside nurses in Maryland hospitals. Funding for this initiative is being provided through a 0.1% increase to the rate structure of all hospitals, retroactive from July 1, 2005. The initiative will expand the capacity of Maryland's nursing programs and was largely designed after the Teach for the Health of It model.

2006 Governor's Workforce Conference: "Rising Above the Storm: Surviving the Coming Worker Shortage"

James D. Fielder, Jr.,
Ph.D., Secretary,
DLLR and Stephen J.
Law, Deputy
Secretary, USDOL



In May, more than 500 people attended the second annual Governor's Workforce Conference: *Rising Above the Storm – "Surviving the Coming Worker Shortage"* at the University of Maryland. This statewide conference brought together leading CEOs, high-level business executives, human resource managers and state and local workforce, economic development and education leaders.

The conference agenda focused on the impending worker shortage facing Maryland and the short and long-term strategies businesses will need to navigate this “*storm*”. Edward Barlow, an internationally recognized futurist and human resource development consultant, was the keynote speaker. He provided a comprehensive overview of global and national workforce trends and addressed the profound impact worker shortages will have on the business community in the future. Individual breakout sessions, focused on today’s and tomorrow’s workforce challenges, included: Improving Communication in a Multi-Lingual Work Environment, Workforce Housing Challenges, The Untapped Workforce, Public Workforce System Resources, Demystifying Reasonable Accommodation, BRAC-Business Response, How to Retain Your Top Talent, The Workforce Power of Baby Boomers and Retirees, Workplace Redesign and How Businesses Can Get Involved in Educational Outcomes.

Steven J. Law, Deputy Secretary, United States Department of Labor, was the luncheon speaker. He recognized Maryland’s accomplishments and encouraged ongoing dialogue and partnership in addressing future workforce challenges. The conference concluded with a facilitated “Into the Future” panel discussion by a group of Maryland business leaders who shared their perspective on preparations needed to survive the “*storm*”.

BRAC in Maryland



In July 2005, the State of Maryland initiated a BRAC planning project with Workforce Investment Act (WIA) NEG Base Realignment and Closure (BRAC) funds. DLLR received a BRAC planning grant in the amount of \$1,237,500 to assist with community planning for the realignment of employment levels based on Department of Defense reorganization decisions at Fort Meade, Aberdeen Proving Ground, National Geospatial Center, Andrews Air Force Base and the Bethesda Naval Hospital.

In coordination with the State Military Council, the Department of Labor, Licensing and Regulation partnered with the Department of Business and Economic Development to develop a study project with other State and local partners in economic and workforce development, education, planning, transportation and environment. The State BRAC Committee drafted four tasks for study by experts and consultants in the above fields. The task studies were performed in the first half of 2006 and draft reports were provided in late June 2006. The initial task studies looked at the regional impact of the BRAC workforce site moves on education, the environment, workforce capacity, transportation and both residential and commercial development. The results of the study will be used to implement action plans for absorbing the changes caused by these BRAC moves over the next several years.

Local Workforce Investment Area Highlights

Introduction

The development of a strong and integrated workforce investment system is built upon committed partner relationships. The Department of Labor, Licensing and Regulation relies on the partnership of the twelve local workforce investment area directors and their boards to build and grow our collective system. In addition to providing financial support for the Maryland Workforce Development Association (MWDA) and the Maryland Institute for Workforce Excellence, DLLR maintains regular and ongoing communication with the local directors and their staff. Many of their collective and individual accomplishments are highlighted below.

Maryland Workforce Development Conference: Raising the Bar 2006



Attendance at the 2006 annual MWDA Workforce Development Conference again met ambitious planning projections, with 728 individuals registered for pre-conference and conference sessions. These figures exceeded 2005 conference levels, which was quite an accomplishment in light of the tight fiscal environment in which many of these organizations operate. Attendees represented workforce investment areas, One-Stop Centers, higher education, K-12 education, TANF, vocational rehabilitation, corrections and various non-profit and community-based human services organizations. In addition, 30 exhibitors promoted their latest products and services.

Featured keynote speakers included Trenton Hightower (Assistant Vice-Chancellor for Workforce Development for Virginia's Community College System), Robert L. Pruitt II (speaker, trainer, author and community activist) and Frank Lengel of Lengel Vocational Services. This was the second

year of the annual "Above the Bar" staff awards which recognized the contributions of one staff member from each WIA and the central office of the Maryland Department of Labor, Licensing and Regulation. Awards were presented to the 14 recipients by DLLR Secretary James D. Fielder, Jr., Ph.D., Assistant Secretary Bernard L. Antkowiak, and MWDA President Karen Sitnick.

Nearly 50 workshop sessions covered topics in the areas of job seeker services, business services, economic and workforce development, education and workforce development, leadership/management/supervision, technology, program planning and management and personal development. In addition, two full-day pre-conference sessions were held on Monday, attracting over 60 participants. One session was designed exclusively for administrative support staff, and focused on managing multiple priorities, dealing with stress and interpersonal communications. The other session examined the nature of thoughts and actions, and taught skills related to influencing and building relationships.

Adult and Dislocated Worker Services

Customer Service Skills Converted Into New Careers

The former employees of Easton's H&G Restaurant have successfully converted their excellent customer service skills as wait and kitchen staff into professional career paths in a new convenient care facility called Your Doc's In. Katherine L. Ball, MD, a practicing physician for the new medical facility, says the transition is a logical one. "Transferable skills can be easily recognized once you think about good restaurant service and then about quality healthcare delivery. Three important characteristics of successful wait staff are workers who are personable, sensitive and have good attention to detail -- just those traits needed for work in the healthcare field!"

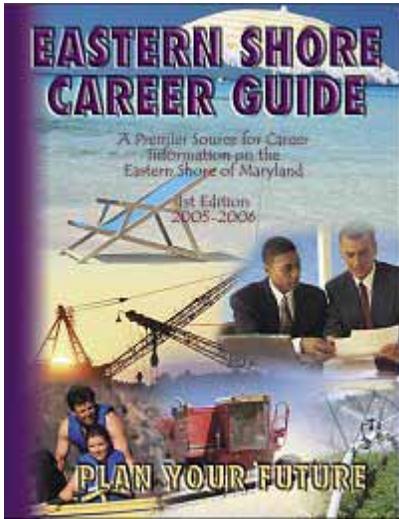
This success story demonstrates what can happen when small business, government and workers come together to meet employment and training needs in the community. Shortly after the H&G Restaurant closed in July 2005, Your Doc's In worked with Chesapeake College and the Upper Shore Workforce Investment Board (USWIB) to design a training program for the newly hired employees. The college provided the classroom component, the USWIB provided Maryland Business Works funding for the training and the employees provided a strong desire to learn a new skill and succeed in a new career.

"When it works like this" said George Weeks, President of the USWIB, "everyone wins, the community gets a long-needed service, the business gets help in training their employees and instead of unemployment, the workers are looking forward to a professional career. Maryland Business Works is working in the Upper Shore, and working well."

Partnership Leads to Expanded Computer Training

The Carroll County Business and Employment Resource Center (BERC) has expanded computer classes offered at the center through an agreement with Carroll Community College. In addition to introductory Microsoft Word, Excel, Access, PowerPoint and Outlook, BERC now offers advanced classes. Through contract training agreements with Carroll Community College, adult and dislocated worker customers receive the same training available at the college, but held at the BERC One-Stop and at a significantly lower per-person cost. Through this collaboration, BERC is able to stretch its training dollars and provide services to more customers.

Eastern Shore Career Guide



The Lower Shore Workforce Alliance began many exciting initiatives during program year 2005. Perhaps the most important initiative was the creation of the Eastern Shore Career Guide. This Guide offers local residents information on local employers, the jobs they offer and the pay associated with those jobs. The Guide also gives information on the education and training needed for specific careers. And, for the customer who is interested in learning or improving job search techniques, tips on interviewing and resume development are provided.

The concept for the Guide originated with the Mid-Atlantic Guide on Information on Careers (MAGIC Guide); a regional and more generalized information source. With the help of the publishers of the MAGIC Guide, staff was able

to develop a resource that could be used in a more concentrated area. Over 5,000 were initially printed and distributed to area schools, libraries and community organizations and several school systems have integrated the Guide into their job readiness curriculum.

Youth Activities

Preparing a Future Workforce through a College and Careers High School



Many workforce organizations are actively involved in a variety of “school to careers” programs with their local school districts, but few can claim operating their own high school! The Mayor’s Office of Employment Development (MOED) seized an opportunity to infuse labor market and economic forecasting, professional workforce preparation, career awareness and real world of work experience with academic rigor in creating its Academy of College and Career Exploration (ACCE) High school. Approved to operate ACCE by the Board of School Commissioners, MOED partnered with the Sar Levitan Center at the Johns Hopkins University’s Institute of Policy Studies to

open the doors of this new school with 150 ninth graders in September 2004. A focus on professionalism underscores the school culture in its dress code (business only), its eight hour day, 21st Century Careers course, field trips to area colleges and exposure to the region’s high-growth industries. Job shadowing, internships and summer jobs are infused in a rigorous college preparatory curriculum. Multiple partners, including the Department of Labor, Licensing and Regulation, are introducing ACCE students to careers in government and business and also with non-profit organizations. ACCE is entering its third year of operation this fall and will reach its capacity of 400 students in 2007. Building a pipeline of qualified professionals is the goal of this exciting innovation high school.

Air Cargo Apprenticeship Program Completes its 1st Year



Photo by Capital Gazette

The BWI Cargo Apprenticeship Program culminated in a graduation and awards ceremony at BWI Airport on August 23, 2005, for graduating high school students from northern Anne Arundel County Public Schools (AACPS). The program provided half of the students' salary with grant funds received by the Anne Arundel Workforce Development Corporation (AAWDC). Each of the students completed six weeks, 120 hours of training in various areas of the air cargo industry. Employers participating with the apprenticeship program included: Airpack, Inc., AIT Worldwide Logistics, BAX Global, ICAT Logistics, John S. Connor, Inc., Mid-Atlantic Trade Services, Inc. and United Parcel Service.

Each of the students received certificates of completion awarded by Maryland Aviation Administration (MAA) Executive Director Paul Wiedefeld and Anne Arundel County citations presented by County Executive Janet Owens' office. Many of the students participating in the program were offered part- and full-time positions with companies with whom they trained. The first annual BWI Cargo Apprenticeship program was coordinated through a partnership between MAA, AACPS, AAWDC and the BWI Development Council.

Reconnecting Youth Program, Susquehanna Workforce Network



Harford County Public Schools has developed an innovative program for reconnecting youth, who have dropped out of the public school system, to education and employment opportunities in the community. Developed in response to a competitive procurement for youth services by the Susquehanna Workforce

Network, the pilot program began in January 2003 with 30 youth identified by their school guidance counselors and interviewed by the Reconnecting Youth Coordinator to determine service readiness.

The success was immediate. Of the 30 youth selected to participate in this pilot program, 23 students completed their ABE and/or GED, 18 of the students who completed their GED are employed and three have successfully tested for occupational skills training (four moved from the area). The program has now served over 100 youth with exemplary performance outcomes: employment rate 89%, credential rate 93%, and retention rate 84%.

Two key elements help make the Reconnecting Youth Program an unparalleled success. The first is the rapid reconnecting time. Youth are connected to the program within six months of dropping out of school. This reduces the probability of the youth acquiring additional barriers to success and reduces academic regression. The second is customized support services. The Reconnecting Coordinator accesses appropriate community services and provides a personal academic tutor based on the needs of each youth.

“The Reconnecting Youth Program gave me hope to even think that becoming successful was possible, and that I had a future,” states Julius McNair, a program graduate and recipient of the 2006 Susquehanna Youth Workforce Award. Through this program, Julius obtained his GED, completed college preparatory courses at Harford Community College and maintained two part-time jobs. In fall of 2005, he was accepted at Morgan State University, with declared majors in graphics arts and business administration. The Susquehanna Workforce Network, Inc. also recognized Harford County Public Schools for their vision and commitment to serve youth who are no longer in their system.

Hands On Culinary Arts Experience for Youth

Members of the Upper Shore Workforce Investment Board (USWIB) and its’ Youth Council require that all youth participating in USWIB programs receive exposure to career opportunities in the region. A new partnership between the USWIB, the Chesapeake Culinary Center located in Denton, MD and several local hospitality and tourism employers has resulted in an opportunity for young people to experience every aspect of the restaurant business.

Forty young people attended a Saturday orientation and were treated to demonstrations and seminars in knife handling, cake decorating, sanitation, nutrition and food preparation. The young people interested in taking the next step were required to interview with workforce investment staff and convince the interviewers that the culinary program was a good fit for them.

Fifteen youth participated in the intensive five-week program where they learned about food preparation and service. The culmination of the program took place at the May 2006 USWIB Board meeting where the youth prepared and served a multiple course dinner to the USWIB at the Emerson House Restaurant in Denton, MD.

Several of the participants were hired by employers who helped provide components of the training and all the participants found summer jobs.

USWIB Vice President, Dale Spencer, commented, “Giving kids the opportunity to learn through hands-on experience gives employers a chance to sell careers in their businesses. The dedication and seriousness of this group of young people is admirable. Speaking for the Board, we are impressed.”

Frederick County Workforce Services Awarded National Retail Federation Grant

After an analysis of the local labor market, Frederick County Workforce Services of Frederick, Maryland identified the retail sector as one of the County's high-growth, high-demand industries. To help meet the staffing demands of this industry cluster, Frederick County Workforce Services, in partnership with Montgomery Works, was selected to receive a youth demonstration grant from the National Retail Federation Foundation (NRFF). With this grant funding, the two Maryland agencies will provide specialized training to prepare participants for successful retail career opportunities.

At the completion of the training program, attendees will have acquired the skills and knowledge necessary to apply for the National Professional Certification in Customer Service, a credential that not only assists with career mobility, but also one that is becoming increasingly recognized and valued by retailers around the country.

Youth Employment Specialist Rebecca Horch, with Frederick County Workforce Services, who recently became a certified instructor through the National Retail Federation Sales and Service Learning – Train the Trainer program, believes that the program will “assist retailers that are struggling to attract and retain qualified staff, as well as job seekers who may not realize the many benefits of a long-term career in the retail industry.”

According to the National Retail Federation's web site, Retail Skills Centers such as Frederick County Workforce Services and Montgomery Works will “give employers and potential employees a central contact point for meeting their employment needs.”

Services to Special Populations

First Annual Post-Doc Conference and Career Expo

To help keep Montgomery County the home of the nation's most educated workforce, the Montgomery County Department of Economic Development and the Montgomery County Workforce Investment Board (MCWIB) were major sponsors of the first-of-its-kind “Post-Docs” Conference and Career Expo. The goal is to keep post-doctoral fellows in the area after they have completed their fellowships. Over 350 post-doctoral fellows from federal laboratories in Montgomery County and the greater DC region got an opportunity to learn about local employment opportunities with over 40 of the area's high-tech high-growth industries at the May 23rd event at the University of Maryland at Shady Grove.

Each year over 1,500 scientists who have recently received their Ph.D.s come to this area for fellowships in some 30 federal laboratories such as the National Institutes of Health (NIH), National Institute of Standards and Technology (NIST), National Aeronautics and Space Administration (NASA) and the US Army Research Institute of Infectious Diseases. They work

on some of the world's most challenging problems in fields such as neuropsychology, analytical chemistry, pharmacology, chemical engineering, biomedical engineering and astrophysics. However, when their fellowships end, most find jobs elsewhere. "As we compete with San Francisco, Boston and North Carolina for talent and business development, we believe this project and the local workforce system helped provide a 'competitive edge' to attracting amazing talent for our local industries," according to Eric Seleznow, Director, Montgomery County Department of Economic Development Division of Workforce Services.

Dr. Carol Nancy, Founder and CEO of Sequella, Inc. and a former post-doctoral fellow, was the morning's keynote speaker. Following a general session on interviewing skills, the post-docs had an opportunity to "review their options" in one of three career tracks: traditional, entrepreneurial and alternative. The traditional track targeted those who wished to continue practicing their science in a position at a large or small company or in a laboratory of a university or federal agency. The entrepreneurial track was geared to individuals who wanted to start their own companies based on their own discoveries or by licensing someone else's technology. The alternative track focused on post-docs who wanted to explore non-traditional applications of their science background in fields such as science writing or policy, venture capital, private equity funding or intellectual property law.

The MCWIB detailed the Business Services Team of the MontgomeryWorks One-Stop Center to recruit businesses for the afternoon's career expo and to arrange for resume review services by the Resume Doctors from the Professional Outplacement Assistance Center, a program of the Maryland Department of Labor, Licensing and Regulation. After the conference, MontgomeryWorks will maintain a listserv of all participating post-docs and share high tech positions requiring a Ph.D. directly with these participants.

In addition to the Montgomery County Department of Economic Development and the MCWIB, the conference was coordinated by the Rockville Economic Development, Inc. Other partners included the Maryland Technology Development Corporation, National Academy of Sciences, American Association for the Advancement of Science, Federal Laboratory Consortium, Technology Council of Maryland, NIST, NIH and NASA.

Montgomery County Opens Jail-Based One-Stop Center

Each year, seven million offenders are admitted and discharged from the nation's 3,300 local jails (Re-entry Policy Council Report, Council of State Governments, 2004); yet national efforts toward offender re-entry programs have primarily focused on the 650,000 individuals released from state and federal prisons. Little funding or study has been directed toward locally incarcerated offenders, who often return to the same communities from which they were incarcerated. Despite the large number of jurisdictions facing this local re-entry challenge, there are few communities where the nation's publicly funded workforce system and the local corrections system are integrating their services to address the employment and training re-entry needs of offenders.

Montgomery County, Maryland is enhancing its offender employment services as part of a larger “re-entry for all” initiative established by the County’s Department of Correction and Rehabilitation. Through the collaboration of the Workforce Investment Board and the Department of Correction and Rehabilitation, Montgomery County will demonstrate how a local jail/correctional system, Workforce Investment Board (WIB), One-Stop workforce system, faith-based and community organizations, and other local service providers can collaborate to meet offender re-entry and employment needs and improve post-release success.

The recently opened jail-based One-Stop Center will focus on offender career development, while addressing the other myriad re-entry issues facing locally incarcerated offenders. This project takes a unique and innovative approach by creating a MontgomeryWorks One-Stop Satellite Center within the walls of the Montgomery County Correctional Facility and is linked to the existing community-based One-Stop Center. The WORCS project integrates the services of the local public workforce system with the local correctional system to build a culture of stable employment as a cornerstone of successful re-entry to the community. The Montgomery County WIB, the Department of Correction and Rehabilitation (DOCR), the Department of Health and Human Services (DHHS), and others have forged a partnership to implement this new model. The project will leverage and align resources from currently disparate workforce, corrections and human service systems to serve individuals in a more integrated and effective fashion. A jail-based One-Stop center will raise the visibility and knowledge of career planning and the workforce services available to offenders, both during incarceration and when they return to their communities.

The jail-based One-Stop will assist targeted offenders with assessment, job readiness and job search assistance. It will directly link offenders with employment, training, or the resources of the One-Stop centers based in the community. It will also create a bridge to access other services needed by offenders during this period of transition to the community. Aligning the publicly funded workforce system with the corrections system provides a necessary and critical linkage that strengthens the re-entry process for offenders and provides for an effective and efficient use of the nation’s One-Stop system.

A New Model to Support Re-entry and Reintegration Efforts of Ex-Offenders

In July of 2005, the Re-entry Center (ReC) at the Northwest One-Stop Career Center opened as a model program designed to offer a broad array of services to address the many challenges ex-offenders often face in their efforts to transition back to the community. The goal of the ReC is to provide most of these services in one setting, under one roof and streamline the referral process to other critical off-site resources. Through a generous grant from the Abell Foundation and contributions from multiple partners including Baltimore City government, the state Department of Public Safety, the U.S. Department of Labor and the Harry and Jeanette Weinberg Foundation, MOED (the Mayor’s Office of Employment Development) established a “center within a center in the northwest part of Baltimore City. “ Prior inmates coming to the ReC are assisted in obtaining photo identification, accessing housing support, legal services, and literacy and computer skills classes. They can receive assistance in addressing child support

arrearrages, referrals for physical and mental health issues, transportation and of course, employment and training services. In its first year, over 300 ex-offenders have secured jobs and many more have benefited from the host of services offered by the dozens of organizations that are either on-site at the ReC or are active partners.

Demand-Driven Business Solutions

Certification Pilot Program



In December of 2005, the Baltimore County Office of Employment and Training (BCOET) launched an occupational certification pilot program targeting students completing their nursing school curriculum. During the first phase of the program, the Towson Workforce Development Center (WDC) assisted twenty-nine new college graduates from the Community College of Baltimore County (CCBC) – Catonsville by preparing them for entry into an exciting and rewarding nursing career.

Graduates from CCBC’s Nursing Program completed the three-week, 30-hour National Council Licensure Examination for Registered Nurses (NCLEX-RN) review course offered through Kaplan Inc. at Goucher College in Towson, Maryland. The course is designed to help students successfully pass a nationally accredited exam thus determining competency of entry-level nursing school graduates.

Nearly 100% of the students enrolled in the 1st phase of the program now have full-time positions with local area healthcare facilities and earn an average annual salary of over \$45,000. The efforts of BCOET were successful in providing job seekers with services necessary to boost the ever-growing allied healthcare industry.

The 2nd phase of the Certification Pilot Program began in May of this year, with 12 students enrolled in the Program. This group of students completed the NCLEX prep course in June 2006.

With the success of the pilot program, BCOET has begun researching other high-growth high-demand industries to expand the Certification Program into other occupational fields. Those fields under consideration at this time include: Automotive Service Technician and Mechanic, Biological Engineer, Certified Public Accountant, Civil Engineering Technician, Computer Support Technician, Dental Hygiene, Electrical Engineering, Industrial Engineering Technician, Radiology Technician, Real Estate Appraiser, Real Estate Sales Agent and Respiratory Therapy.

Baltimore MOED Customizes Training

Each year, the Mayor's Office of Employment Development (MOED) provides hundreds of Baltimore area businesses with a variety of workforce services, including outreach and recruitment, applicant pre-screening, assessment and testing, human resources support and training grants for new or existing employees. One of MOED's most successful strategies is Customized Training, a business-driven program providing financial assistance for companies to support training costs for existing staff, hard-to-fill or newly created positions. This past summer, MOED's Customized Training program helped Baltimore-Washington International Airport recruit and hire 70 new custodial employees in partnership with The Chimes, a leader in providing educational and employment services for people with disabilities. These customers began working in August and September.

"Chimes International was very pleased to cooperate with the Mayor's Office of Employment Development in helping to find and train individuals with disabilities to fulfill our commitment to staffing the new A-B Pier at the Baltimore-Washington International Airport," said Albert Bussone, vice-president and chief operating officer for Chimes International, Ltd. "Staff worked cooperatively with the One-Stop career centers to recruit, process and secure employment for individuals in full-time positions with benefits. This project was economically beneficial to Chimes."

Recently, Good Samaritan Hospital used Customized Training to recruit and train 10 geriatric nursing assistants, and the CVS retail chain is using the program to recruit and train candidates for pharmacy service associates, photo lab technicians and shift supervisors. "This is a wonderful opportunity to establish a partnership with the city of Baltimore and our nursing center. Our shared goal is to serve the elderly community as Good Samaritans," said Jennifer Miller, administrator for the Good Samaritan Nursing Center.

The Sherwin Williams Paint Company also provided a unique commercial painters Customized Training program to unemployed City residents. Job seekers from One-Stop Career Centers, Youth Opportunities Centers and Welfare to Work programs received classroom and hands-on training which included paint basics, application and applicators, troubleshooting, safety, lead safe work practices, faux finishing, and application. Participants were able to explore more in-depth additional training opportunities through the Painters and Allied Trades District Council # 51, a local union in Baltimore City offering formal painter apprenticeships. Today, over a dozen graduates of this program have what it takes to be employed in an industry that will continue to grow as both residential and commercial construction are on the rise.

Maryland WIB holds Workforce and Economic Development Summit

The Southern Maryland Workforce Investment Board, also known as Southern Maryland WorkSource, sponsored over 200 business leaders, government officials, education and workforce professionals in September 2005 to explore strategies for addressing the growth of the regional economy in Southern Maryland. The WIB represents the workforce development communities in St. Mary's, Charles and Calvert counties.

The economy of Southern Maryland is regarded as being at a crossroads. During the summit, community business executives along with several county government leaders spoke about workforce and economic issues. According to Gary Yakimov of the Corporation for a Skilled Workforce, who prepared a detailed report on the strengths of the economy, the region is in search of its identity in terms of where its economic future lies. For years, local officials have been aware that 41% of the workforce live in the region but work elsewhere.

“There are ample opportunities for all residents in the region,” stated Ellen Flowers-Fields, Executive Director of the Southern Maryland WorkSource. “Our area population growth currently outpaces area job growth, yet the demand for skilled workers continues to exist. We must retrain and provide skills upgrade training for those currently employed and unemployed in order to provide better skills matches for our area employers.” The dialogue that occurred during the Summit was only the beginning of a regional strategic planning effort to address the economic direction of the area.

Frederick County Businesses Partner with Frederick County Workforce Services to Meet Challenging Recruitment Needs

Frederick County Workforce Services provided customized recruitment services to nearly 50 different businesses between December 2005 and June 30, 2006. A professional service to businesses, customized recruitment focuses on not only listing job openings in the Business and Employment Center and the Maryland Workforce Exchange, but also on tailoring a recruitment plan specifically for the needs of a company. Business Services Representatives listen to the needs of the businesses, paying particular attention to what qualifications they require from candidates. Using a unique blend of resources and networking opportunities, job openings are marketed through local media and strategic e-mail distribution lists, which include partners and regional colleges and universities. In addition, job openings are highlighted in the Career Resource Room and throughout the Business and Employment Center. Candidates' resumes are pre-screened and referred to business customers as appropriate.

Similarly, business demand for talented candidates has led FCWS to provide more opportunities for businesses to conveniently network with job seekers. As a result, FCWS has increased the number of job fairs it holds. Business customers surveyed consistently reported that they were

pleased with the recruitment service given their investment in the fairs. One business customer reported that attending that job fair was “well worth the time and investment. Costs less than a newspaper ad and we saw many more candidates.” In turn, 94% of job seekers who attended the January 2006 FCWS job fair reported that they were pleased with the businesses who participated and intended to follow up on potential employment opportunities.

Future Direction of Workforce Development in Maryland

While many of the workforce and economic development issues facing Maryland mirror those at the national level, there are also some unique challenges. Maryland is experiencing a booming economy with low average unemployment and healthy job growth in the majority of its targeted industry sectors. At the same time, however, its largest city faces unemployment as high as 7.8%, nearly double the state average, and nearly one million Maryland citizens have serious literacy problems, language barriers and occupational skill deficiencies. An expanding worker shortage is being experienced across the state and this will be heightened over the next several years by the continued exit of “baby boomers” from the workforce and the expansion of several military installations as the result of the Base Realignment and Closure (BRAC) process. Key Maryland industries such as seafood processing face serious workforce shortages and, without immigration reform or changes in existing guest worker programs, many companies will go out of business. At the same time, reduced federal resources and Maryland’s positive economic conditions have resulted in the continued decline of federal workforce development funding.

The GWIB is responsible for developing policies and strategies that support the state’s workforce investment system and bringing together those partners and stakeholders who will help the system produce a highly skilled workforce. Through its Industry Cluster-Based Approach to Workforce Development, a nationally recognized demand-driven model for identifying and addressing workforce development issues in targeted industry clusters, the following key issues have been identified:

- Keeping pace with changing technology and ensuring that new and incumbent workers have the essential education and skills to meet employer needs,
- Engaging higher education and industry trainers to create non-traditional learning opportunities for both new and incumbent workers,
- Identifying current and future workforce shortages that will be compounded by the exit of baby boomers from the workforce over the next decade,
- Encouraging young people to explore career opportunities in high-growth, high-demand industries and occupations,
- Helping special populations such as ex-offenders, persons with disabilities, senior citizens, long-term public assistance recipients and at-risk youth to enter the mainstream workforce,
- Attracting transitioning military personnel and their spouses to employment opportunities in Maryland,

- Working to resolve immigration issues, such as the H-2B visa program and the impact this law has on vital Maryland industries such as agriculture, seafood processing and hospitality and tourism,
- Addressing the transportation and housing needs of the future workforce, and
- Addressing state and local workforce needs while continuing to receive reductions in federal workforce development funding.

There is growing recognition that the problems facing Maryland demand solutions that cut across jurisdictions and funding silos. Fortunately, an environment of collaboration and cooperation has been established here, where business, education and government at both state and local levels are working together to address these challenges. Some of the programs and strategies that have been developed to address these statewide challenges are highlighted in this report. In addition to continuing our collective work on statewide workforce issues, Maryland is well positioned to play an active role in future multi-state efforts that will address the workforce needs of the mid-Atlantic region.

WIA Financial Statement PY2005

Operating Results	Available	Expended	Pct.	Balance Remaining
Total All Funds Sources				
Adult Program Funds	\$7,698,922	\$6,333,300	82.26%	\$1,365,622
Carryin Monies (no add)	\$1,298,920	\$1,041,026	80.15%	\$257,894
Dislocated Worker Program Funds	\$6,670,418	\$5,390,672	80.81%	\$1,279,746
Carryin Monies (no add)	\$1,590,596	\$862,063	54.20%	\$728,533
Youth Program Funds	\$7,819,593	\$5,318,106	68.01%	\$2,501,487
Carryin Monies (no add)	\$2,091,405	\$1,094,126	52.32%	\$891,258
* Out-of School Youth	\$0	\$5,135,981	0.00%	\$0
* In-School Youth	\$0	\$1,276,251	0.00%	\$0
* Summer Employment Opportunities	\$0	\$370,965	0.00%	\$0
Local Administration Funds	\$2,443,483	\$1,991,142	81.49%	\$452,341
Carryin Monies (no add)	\$602,862	\$592,695	98.31%	\$10,167
Rapid Response Funds	\$1,699,895	\$1,373,988	80.83%	\$325,907
Carryin Monies (no add)	\$426,649	\$401,776	94.17%	\$24,873
Statewide Activity Funds	\$4,646,878	\$2,486,986	53.52%	\$2,159,892
Carryin Monies (no add)	\$3,221,763	\$2,635,420	81.80%	\$586,343
* No breakout for fund availability by these categories.				

WIA Annual Report (ETA Form 9091)

OMB No. 1205-0420
Expires: 02/28/2009

State Name: MD

Date Submitted: 09/29/2006

WIA Title IB

Annual Report Form (ETA 9091)

I. Narrative Section

- A. A discussion of the cost of workforce investment activities relative to the effect of the activities on the performance of participants.
- B. A description of State evaluations of workforce investment activities, including:
 1. The questions the evaluation will/did address;
 2. A description of the evaluation's methodology; and
 3. Information about the timing of feedback and deliverables.

II. Table Section

Table A - Workforce Investment Act Customer Satisfaction Results

Customer Satisfaction	Negotiated Performance Level	Actual Performance Level - American Customer Satisfaction Index	Number of Surveys Completed	Number of Customers Eligible for the Survey	Number of Customers Included in the Sample	Response Rate
Participants	82.5	91.9	2,829.0	3,756.0	3,756.0	75.3
Employers	85.0	89.2	455.0	455.0	455.0	100.0

Table B - Adult Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	88.0	88.6	1,029 1,161
Employment Retention Rate	86.8	89.7	1,561 1,740
Average Earnings	3,400.0	4,000.2	6,608,361 1,652
Employment and Credential Rate	84.5	83.6	591 707

Table C - Outcomes for Adult Special Populations

Reported Information	Public Assistance Recipients Receiving Intensive or Training Services		Veterans		Individuals with Disabilities		Older Individuals	
Entered Employment Rate	87.0	$\frac{100}{115}$	90.7	$\frac{78}{86}$	72.2	$\frac{57}{79}$	86.7	$\frac{72}{83}$
Employment Retention Rate	87.3	$\frac{89}{102}$	87.9	$\frac{109}{124}$	76.1	$\frac{51}{67}$	89.7	$\frac{87}{97}$
Average Earnings Rate	5,729.0	$\frac{555,715}{97}$	4,904.0	$\frac{573,767}{117}$	4,129.0	$\frac{251,869}{61}$	2,646.6	$\frac{235,547}{89}$
Employment and Credential Rate	81.8	$\frac{54}{66}$	86.0	$\frac{37}{43}$	65.0	$\frac{26}{40}$	76.5	$\frac{26}{34}$

Table D - 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	88.4	$\frac{464}{525}$	88.8	$\frac{565}{636}$
Employment Retention Rate	89.9	$\frac{755}{840}$	89.6	$\frac{806}{900}$
Average Earnings Rate	4,911.5	$\frac{3,889,934}{792}$	3,161.0	$\frac{2,718,427}{860}$

Table E - Dislocated Worker Program Results

Reported Information	Negotiated Performance Level		Actual Performance Level	
Entered Employment Rate	92.0		94.0	$\frac{1,167}{1,242}$
Employment Retention Rate	90.0		91.0	$\frac{1,580}{1,736}$
Average Earnings	-250.0		572.7	$\frac{944,897}{1,650}$
Employment and Credential Rate	90.0		87.4	$\frac{575}{658}$

Table F - Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals with Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	94.9	$\frac{94}{99}$	95.5	$\frac{42}{44}$	90.7	$\frac{156}{172}$	66.7	$\frac{6}{9}$
Employment Retention Rate	92.1	$\frac{128}{139}$	91.8	$\frac{45}{49}$	92.6	$\frac{201}{217}$	100.0	$\frac{17}{17}$
Average Earnings Rate	2,608.0	$\frac{336,434}{129}$	703.7	$\frac{32,368}{46}$	-303.1	$\frac{-60,919}{201}$	8,072.1	$\frac{129,153}{16}$
Employment and Credential Rate	84.8	$\frac{39}{46}$	89.5	$\frac{17}{19}$	81.8	$\frac{63}{77}$	83.3	$\frac{5}{6}$

Table G - Other Outcome for the Dislocated Worker Program

Reported Information	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services	
Entered Employment Rate	95.3	588	92.6	579
		617		625
Employment Retention Rate	90.0	799	92.1	781
		888		848
Average Earnings Rate	280.9	235,155	873.0	709,742
		837		813

Table H.1 - Youth (14 - 21) Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Placement in Employment or Education	0.0	60.3	590
			979
Attainment of Degree or Certificate	0.0	38.7	304
			786
Literacy and Numeracy Gains	0.0	0.0	0
			0

Table H.2 - Older Youth (19 - 21) Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	83.0	80.2	69
			86
Employment Retention Rate	85.5	87.9	131
			149
Six Month Earnings Increase	2,965.0	4,145.7	559,665
			135
Credential Rate	55.0	62.4	58
			93

Table I - Outcomes for Older Youth Special Populations

Reported Information	Public Assistance Recipients		Veterans		Individuals with Disabilities		Out-of-School Youth	
EER Rate	66.7	8	0.0	0	82.4	14	79.0	64
		12		0		17		81
ERR Rate	88.9	16	0.0	0	90.9	10	88.4	129
		18		0		11		146
Six Month Earnings Increase Rate	3,605.9	61,301	0.0	0	1,981.8	15,854	4,194.8	553,719
		17		0		8		132
Credential Rate	53.8	7	0.0	0	63.2	12	60.2	53
		13		0		19		88

Table J - Younger Youth (14 - 18) Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Skill Attainment Rate	93.0	76.9	$\frac{1,608}{2,090}$
Youth Diploma or Equivalent Rate	80.0	76.0	$\frac{326}{429}$
Retention Rate	60.0	77.7	$\frac{480}{618}$

Table K - Outcomes for Younger Youth Special Populations

Reported Information	Public Assistance Recipients	Individuals with Disabilities	Out-of-School Youth
Skill Attainment Rate	74.8	$\frac{116}{155}$	$\frac{82.9}{82.9}$
Youth Diploma or Equivalent Rate	66.7	$\frac{28}{42}$	$\frac{62.5}{62.5}$
Retention Rate	77.8	$\frac{42}{54}$	$\frac{79.1}{79.1}$

Table L - Other Reported Information

Reported Information	12 Month Employment Retention Rate	12 Month Earning Increase (Adults and Older Youth) or 12 Months Earning Replacement (Dislocated Workers)	Placement 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	$\frac{87.9}{87.9}$	$\frac{3,674.5}{3,674.5}$	1.4	$\frac{5,730.5}{5,730.5}$	$\frac{15.8}{15.8}$
Dislocated Workers	$\frac{90.1}{90.1}$	102.6	2.2	$\frac{7,404.7}{7,404.7}$	$\frac{17.5}{17.5}$
Older Youths	$\frac{81.3}{81.3}$	$\frac{3,614.1}{3,614.1}$	0.0	$\frac{3,415.3}{3,415.3}$	

Table M - Participation Levels

Reported Information	Total Participants Served	Total Exiters
Total Adult Customers	6,570	2,660
Total Adult self-service only	575	208
WIA Adult	4,312	1,620
WIA Dislocated Worker	2,395	1,151
Total Youth (14-21)	2,971	930
Younger Youth (14-18)	2,466	828
Older Youth (19-21)	505	102
Out-of-School Youth	1,912	433
In-School Youth	1,059	497

Table N - Cost of Program Activities

Program Activity		Total Federal Spending
Local Adults		\$7,374,326
Local Dislocated Workers		\$6,252,735
Local Youth		\$6,412,232
Rapid Response (up to 25%) 134 (a) (2) (A)		\$1,775,764
Statewide Required Activities (up to 25%) 134 (a) (2) (B)		\$5,122,406
Statewide Allowable Activities 134 (a) (3)	Capacity Building	\$157,596
	Incumbent Worker Training	\$459,509
	Administration by State	\$1,069,293
Total of All Federal Spending Listed Above		\$28,623,861

Table O - Local Performance

Local Area Name <u>BA</u>	Total Participants Served	Adults	274
		Dislocated Workers	338
		Older Youth (19 - 21)	0
		Younger Youth (14 - 18)	284
ETA Assigned # <u>24010</u>	Total Exiters	Adults	183
		Dislocated Workers	196
		Older Youth (19 - 21)	0
		Younger Youth (14 - 18)	118

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	82.5	94.9
	Employers	85.0	82.9
Entered Employment Rates	Adults	88.0	86.4
	Dislocated Workers	92.0	95.3
	Older Youth	83.0	100.0
Retention Rates	Adults	86.8	91.2
	Dislocated Workers	90.0	92.5
	Older Youth	85.5	100.0
	Younger Youth	60.0	76.4
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	3400.0	4634.4
	Dislocated Workers	-250.0	-1380.9
	Older Youth	2965.0	2156.0
Credential/Diploma Rates	Adults	84.5	70.7
	Dislocated Workers	90.0	87.7
	Older Youth	55.0	100.0
	Younger Youth	80.0	91.7
Skill Attainment Rate	Younger Youth	93.0	93.6
Placement in Employment or Education	Youth (14 - 21)	0.0	52.2
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	28.2
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	0.0

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		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
		X	

Table O - Local Performance

Local Area Name <u>FR</u>	Total Participants Served	Adults	147
		Dislocated Workers	77
		Older Youth (19 - 21)	11
		Younger Youth (14 - 18)	45
ETA Assigned # <u>24015</u>	Total Exiters	Adults	97
		Dislocated Workers	57
		Older Youth (19 - 21)	3
		Younger Youth (14 - 18)	8

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	82.5	86.3
	Employers	85.0	91.8
Entered Employment Rates	Adults	88.0	98.9
	Dislocated Workers	92.0	97.3
	Older Youth	83.0	100.0
Retention Rates	Adults	86.8	91.7
	Dislocated Workers	90.0	90.2
	Older Youth	85.5	88.9
	Younger Youth	60.0	60.0
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	3400.0	1342.4
	Dislocated Workers	-250.0	-1400.5
	Older Youth	2965.0	4129.9
Credential/Diploma Rates	Adults	84.5	98.1
	Dislocated Workers	90.0	95.0
	Older Youth	55.0	100.0
	Younger Youth	80.0	85.7
Skill Attainment Rate	Younger Youth	93.0	77.8
Placement in Employment or Education	Youth (14 - 21)	0.0	72.7
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	100.0
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	0.0

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		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
		X	

Table O - Local Performance

Local Area Name <u>MG</u>	Total Participants Served	Adults	108
		Dislocated Workers	278
		Older Youth (19 - 21)	20
		Younger Youth (14 - 18)	53
ETA Assigned # <u>24020</u>	Total Exiters	Adults	25
		Dislocated Workers	88
		Older Youth (19 - 21)	2
		Younger Youth (14 - 18)	0

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	82.5	90.2
	Employers	85.0	90.0
Entered Employment Rates	Adults	88.0	86.7
	Dislocated Workers	92.0	92.7
	Older Youth	83.0	100.0
Retention Rates	Adults	86.8	90.9
	Dislocated Workers	90.0	93.2
	Older Youth	85.5	100.0
	Younger Youth	60.0	66.7
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	3400.0	7289.0
	Dislocated Workers	-250.0	3900.4
	Older Youth	2965.0	6774.0
Credential/Diploma Rates	Adults	84.5	84.6
	Dislocated Workers	90.0	85.2
	Older Youth	55.0	100.0
	Younger Youth	80.0	0.0
Skill Attainment Rate	Younger Youth	93.0	0.0
Placement in Employment or Education	Youth (14 - 21)	0.0	66.7
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	100.0
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	0.0

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		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
			X

Table O - Local Performance

Local Area Name <u>PG</u>	Total Participants Served	Adults	510
		Dislocated Workers	189
		Older Youth (19 - 21)	44
		Younger Youth (14 - 18)	382
ETA Assigned # <u>24025</u>	Total Exiters	Adults	46
		Dislocated Workers	11
		Older Youth (19 - 21)	9
		Younger Youth (14 - 18)	149

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	82.5	87.0
	Employers	85.0	0.0
Entered Employment Rates	Adults	88.0	73.5
	Dislocated Workers	92.0	78.3
	Older Youth	83.0	80.0
Retention Rates	Adults	86.8	87.0
	Dislocated Workers	90.0	90.4
	Older Youth	85.5	75.0
	Younger Youth	60.0	65.4
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	3400.0	2986.0
	Dislocated Workers	-250.0	2744.9
	Older Youth	2965.0	6626.5
Credential/Diploma Rates	Adults	84.5	65.2
	Dislocated Workers	90.0	83.3
	Older Youth	55.0	80.0
	Younger Youth	80.0	98.0
Skill Attainment Rate	Younger Youth	93.0	2.7
Placement in Employment or Education	Youth (14 - 21)	0.0	53.5
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	35.8
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	0.0

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		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
			X

Table O - Local Performance

Local Area Name <u>US</u>	Total Participants Served	Adults	114
		Dislocated Workers	181
		Older Youth (19 - 21)	4
		Younger Youth (14 - 18)	179
ETA Assigned # <u>24030</u>	Total Exiters	Adults	55
		Dislocated Workers	150
		Older Youth (19 - 21)	6
		Younger Youth (14 - 18)	52

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	82.5	93.8
	Employers	85.0	95.3
Entered Employment Rates	Adults	88.0	92.7
	Dislocated Workers	92.0	94.7
	Older Youth	83.0	100.0
Retention Rates	Adults	86.8	85.1
	Dislocated Workers	90.0	90.2
	Older Youth	85.5	87.5
	Younger Youth	60.0	72.1
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	3400.0	3651.8
	Dislocated Workers	-250.0	-1145.3
	Older Youth	2965.0	1750.0
Credential/Diploma Rates	Adults	84.5	86.7
	Dislocated Workers	90.0	89.2
	Older Youth	55.0	80.0
	Younger Youth	80.0	84.6
Skill Attainment Rate	Younger Youth	93.0	70.5
Placement in Employment or Education	Youth (14 - 21)	0.0	61.0
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	42.3
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	0.0

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		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
		X	

Table O - Local Performance

Local Area Name <u>LS</u>	Total Participants Served	Adults	461
		Dislocated Workers	133
		Older Youth (19 - 21)	29
		Younger Youth (14 - 18)	125
ETA Assigned # <u>24035</u>	Total Exiters	Adults	114
		Dislocated Workers	39
		Older Youth (19 - 21)	14
		Younger Youth (14 - 18)	86

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	82.5	94.9
	Employers	85.0	100.0
Entered Employment Rates	Adults	88.0	100.0
	Dislocated Workers	92.0	100.0
	Older Youth	83.0	60.0
Retention Rates	Adults	86.8	88.5
	Dislocated Workers	90.0	86.0
	Older Youth	85.5	80.0
	Younger Youth	60.0	70.3
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	3400.0	4885.6
	Dislocated Workers	-250.0	1710.5
	Older Youth	2965.0	1547.5
Credential/Diploma Rates	Adults	84.5	99.1
	Dislocated Workers	90.0	97.2
	Older Youth	55.0	18.8
	Younger Youth	80.0	65.2
Skill Attainment Rate	Younger Youth	93.0	54.6
Placement in Employment or Education	Youth (14 - 21)	0.0	75.8
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	64.3
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	0.0

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		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
			X

Table O - Local Performance

Local Area Name <u>WM</u>	Total Participants Served	Adults	248
		Dislocated Workers	87
		Older Youth (19 - 21)	22
		Younger Youth (14 - 18)	309
ETA Assigned # <u>24040</u>	Total Exiters	Adults	162
		Dislocated Workers	73
		Older Youth (19 - 21)	7
		Younger Youth (14 - 18)	114

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	82.5	95.2
	Employers	85.0	93.9
Entered Employment Rates	Adults	88.0	84.3
	Dislocated Workers	92.0	96.5
	Older Youth	83.0	57.1
Retention Rates	Adults	86.8	96.0
	Dislocated Workers	90.0	94.8
	Older Youth	85.5	75.0
	Younger Youth	60.0	82.4
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	3400.0	6237.6
	Dislocated Workers	-250.0	-694.0
	Older Youth	2965.0	1779.0
Credential/Diploma Rates	Adults	84.5	86.0
	Dislocated Workers	90.0	86.7
	Older Youth	55.0	42.9
	Younger Youth	80.0	84.7
Skill Attainment Rate	Younger Youth	93.0	90.5
Placement in Employment or Education	Youth (14 - 21)	0.0	64.8
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	50.0
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	0.0

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		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
		X	

Table O - Local Performance

Local Area Name <u>SQ</u>	Total Participants Served	Adults	67
		Dislocated Workers	56
		Older Youth (19 - 21)	51
		Younger Youth (14 - 18)	185
ETA Assigned # <u>24045</u>	Total Exiters	Adults	44
		Dislocated Workers	39
		Older Youth (19 - 21)	14
		Younger Youth (14 - 18)	125

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	82.5	90.8
	Employers	85.0	100.0
Entered Employment Rates	Adults	88.0	88.9
	Dislocated Workers	92.0	100.0
	Older Youth	83.0	66.7
Retention Rates	Adults	86.8	90.0
	Dislocated Workers	90.0	94.9
	Older Youth	85.5	100.0
	Younger Youth	60.0	87.9
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	3400.0	1919.6
	Dislocated Workers	-250.0	747.8
	Older Youth	2965.0	4828.0
Credential/Diploma Rates	Adults	84.5	78.8
	Dislocated Workers	90.0	95.5
	Older Youth	55.0	66.7
	Younger Youth	80.0	50.7
Skill Attainment Rate	Younger Youth	93.0	94.5
Placement in Employment or Education	Youth (14 - 21)	0.0	57.6
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	25.0
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	0.0

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		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
			X

Table O - Local Performance

Local Area Name <u>SM</u>	Total Participants Served	Adults	134
		Dislocated Workers	73
		Older Youth (19 - 21)	29
		Younger Youth (14 - 18)	26
ETA Assigned # <u>24050</u>	Total Exiters	Adults	50
		Dislocated Workers	40
		Older Youth (19 - 21)	12
		Younger Youth (14 - 18)	15

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	82.5	92.4
	Employers	85.0	90.2
Entered Employment Rates	Adults	88.0	92.3
	Dislocated Workers	92.0	87.9
	Older Youth	83.0	87.5
Retention Rates	Adults	86.8	74.5
	Dislocated Workers	90.0	88.0
	Older Youth	85.5	60.0
	Younger Youth	60.0	33.3
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	3400.0	5518.6
	Dislocated Workers	-250.0	1304.3
	Older Youth	2965.0	3006.6
Credential/Diploma Rates	Adults	84.5	54.5
	Dislocated Workers	90.0	80.0
	Older Youth	55.0	36.4
	Younger Youth	80.0	100.0
Skill Attainment Rate	Younger Youth	93.0	81.4
Placement in Employment or Education	Youth (14 - 21)	0.0	40.7
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	18.8
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	0.0

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		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
			X

Table O - Local Performance

Local Area Name <u>AA</u>	Total Participants Served	Adults	146
		Dislocated Workers	173
		Older Youth (19 - 21)	28
		Younger Youth (14 - 18)	73
ETA Assigned # <u>24055</u>	Total Exiters	Adults	2
		Dislocated Workers	16
		Older Youth (19 - 21)	0
		Younger Youth (14 - 18)	19

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	82.5	93.4
	Employers	85.0	99.1
Entered Employment Rates	Adults	88.0	100.0
	Dislocated Workers	92.0	100.0
	Older Youth	83.0	0.0
Retention Rates	Adults	86.8	83.3
	Dislocated Workers	90.0	81.8
	Older Youth	85.5	0.0
	Younger Youth	60.0	100.0
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	3400.0	1800.0
	Dislocated Workers	-250.0	491.5
	Older Youth	2965.0	0.0
Credential/Diploma Rates	Adults	84.5	100.0
	Dislocated Workers	90.0	100.0
	Older Youth	55.0	0.0
	Younger Youth	80.0	38.9
Skill Attainment Rate	Younger Youth	93.0	68.3
Placement in Employment or Education	Youth (14 - 21)	0.0	41.7
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	22.2
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	0.0

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		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
		X	

Table O - Local Performance

Local Area Name <u>BM</u>	Total Participants Served	Adults	1923
		Dislocated Workers	456
		Older Youth (19 - 21)	293
		Younger Youth (14 - 18)	884
ETA Assigned # <u>24060</u>	Total Exiters	Adults	712
		Dislocated Workers	205
		Older Youth (19 - 21)	34
		Younger Youth (14 - 18)	130

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	82.5	88.1
	Employers	85.0	85.7
Entered Employment Rates	Adults	88.0	86.4
	Dislocated Workers	92.0	93.1
	Older Youth	83.0	95.5
Retention Rates	Adults	86.8	90.1
	Dislocated Workers	90.0	87.8
	Older Youth	85.5	89.6
	Younger Youth	60.0	83.0
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	3400.0	4001.7
	Dislocated Workers	-250.0	1509.2
	Older Youth	2965.0	4842.5
Credential/Diploma Rates	Adults	84.5	73.3
	Dislocated Workers	90.0	73.5
	Older Youth	55.0	95.8
	Younger Youth	80.0	97.8
Skill Attainment Rate	Younger Youth	93.0	86.0
Placement in Employment or Education	Youth (14 - 21)	0.0	56.8
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	30.3
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	0.0

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		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
			X

Table O - Local Performance

Local Area Name <u>MM</u>	Total Participants Served	Adults	179
		Dislocated Workers	353
		Older Youth (19 - 21)	7
		Younger Youth (14 - 18)	47
ETA Assigned # <u>24065</u>	Total Exiters	Adults	130
		Dislocated Workers	237
		Older Youth (19 - 21)	8
		Younger Youth (14 - 18)	54

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	82.5	93.2
	Employers	85.0	87.9
Entered Employment Rates	Adults	88.0	90.4
	Dislocated Workers	92.0	93.0
	Older Youth	83.0	73.3
Retention Rates	Adults	86.8	91.6
	Dislocated Workers	90.0	94.0
	Older Youth	85.5	93.3
	Younger Youth	60.0	79.7
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	3400.0	2837.5
	Dislocated Workers	-250.0	98.2
	Older Youth	2965.0	3532.7
Credential/Diploma Rates	Adults	84.5	84.2
	Dislocated Workers	90.0	86.8
	Older Youth	55.0	41.2
	Younger Youth	80.0	62.9
Skill Attainment Rate	Younger Youth	93.0	74.7
Placement in Employment or Education	Youth (14 - 21)	0.0	79.4
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	42.4
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	0.0

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		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
			X