

Wisconsin Workforce Investment Act

Annual Report

Program Year July 1, 2008 – June 30, 2009



State of Wisconsin
Department of Workforce Development

Introduction

Each state that receives an allotment under the Workforce Investment Act Section 127 (Youth activities) or Section 132 (Adult and Dislocated Worker activities) must prepare and submit an Annual Report of performance progress to the Secretary of the U.S. Department of Labor in accordance with the Act's Sections 136 and 185.

The narrative report is section I of this report. It addresses the recommended sections of the Training and Employment Guidance Letter (TEGL) 14-00, Change 3. It cites the Governor's accomplishments for the program year, highlights the use of funds under the American Recovery and Reinvestment Act (ARRA), other strategic workforce initiatives and the labor market context under which the workforce system operates. The narrative also addresses the state-approved waivers and the impact that was achieved by the use of the waivers. This section also includes selected success stories from the local Workforce Investment Boards.

The second section of the report covers data elements required in TEGL 14-00, Change 3.

Section I: Narrative Report

A. Governor's Accomplishments

\$5.89 Million for Strategic Workforce Initiatives Regional Approach Targets High-Growth Sectors, Prioritizes Needs of Workers, Employers

Governor Doyle launched a strategic plan in January 2008 to strengthen Wisconsin's economy, *Grow Wisconsin - The Next Steps: Accelerate-Innovate*. In the summer of 2008, the Governor charged the State Council on Workforce Investment (CWI) with developing recommendations to improve the Workforce Development System. In December, the council put forth a number of recommendations that have been advanced by the Governor through the State Workforce Investment Act (WIA) Plan submitted in April 2009.

Governor Doyle's \$5.89 million for strategic workforce training initiatives prepares Wisconsin workers and businesses to succeed in the future economy. The programs reflect a major change in the way the state and its partners will train workers for jobs of the future and meet the needs of employers in growing, emerging sectors.

Investments in training that gives workers the right skills and meets the needs of employers, especially those in advanced manufacturing, biotechnology, health care and other sectors, better positions Wisconsin for growth.

Wisconsin Sector Strategies Initiative

The Wisconsin Sector Strategies Initiative is a new way of doing business. It is regional in focus. It is industry-driven. It engages all the key players in understanding common industry needs and aligning resources to meet them. It is what Wisconsin needs to build a 21st Century workforce and connect skilled workers to quality jobs.

The Initiative will be funded with nearly \$3 million in federal funds over the next two years. \$490,000 in grants will be awarded as a first step in bringing together leaders of industry, labor, education, economic development and workforce development in the state's seven Grow Wisconsin regions. These leaders will form partnerships to identify the workforce needs of high-growth sectors and develop strategies to meet those needs. As a next step, industry specific partnerships can seek grants that will leverage additional resources and fund the training of workers for jobs in demand. For regions that are ready, \$2.5 million for training will be available.

The Sector Strategies training will complement a range of additional workforce investments that are supported by the Governor's Council on Workforce Investment. All are being funded with federal discretionary resources that Wisconsin receives as part of its federal Workforce Investment Act allocation.

In addition to the Sectors Strategies Initiative, Governor Doyle advanced efforts to ensure Wisconsin workers are prepared to succeed in tomorrow's economy. These initiatives, which were proposed in the Governor's *Grow Wisconsin – The Next Steps* plan, include:

- **\$1.5 million for Opportunity Grants.** The grants will help low-wage workers with no education or training beyond high school. The grants will let them improve their skills at technical colleges with short-term training that is not covered by financial aid. With the

grants, low-wage workers can take steps to earn certificates or degrees and pursue career pathways to better jobs in advanced manufacturing, health care, biotechnology and other high-demand sectors.

- **\$300,000 for Skills Jump Start Grants.** The grants will help individuals who lack a high school diploma. They can complete their basic education, and at the same time, receive job training at technical colleges for employment in high-demand sectors, such as manufacturing and health care.
- **\$700,000 for Emerging Industries Skills Partnership.** The Governor announced a second round of grants to meet the workforce needs in advanced manufacturing, biotechnology and renewable energy.
- **\$85,000 for Manufacturing Skill Standards Certification.** The funding will support assessment efforts and encourage enrollment. The Governor has set a goal of having 40 percent of our production workers earn MSSC credentials by 2016.

Finally, Governor Doyle awarded funding for two additional workforce investment programs:

- **\$175,000 for Skills Assessment and Work Readiness Certification.** This funding will support pilot projects to develop a standard method to assess the skills of job seekers and certify them as job ready.
- **\$140,000 for Career 101 Pilots.** The funding will help school district establish pilots that more effectively inform students of career opportunities in high demand occupations and help them chart a course to achieve their career goals.

B. American Recovery and Reinvestment Act (ARRA)

The passage of ARRA presented tremendous opportunities for the state to advance improved workforce services. In January 2009, Governor Doyle created the Office of Recovery and Reinvestment. The office provides information on the state's efforts under the ARRA and serves as a clearinghouse and resource on federal requirements for local projects and programs. It also establishes and coordinates the high standards of accountability and transparency of ARRA.

DWD, in coordination with the Governor's Office of Recovery and Reinvestment, provides up-to-date participant and expenditure information via a new ARRA website. The website also highlights local workforce area initiatives, transparency and accountability measures, and information for job seekers and employers.

Wagner-Peyser Act and Labor Exchange Programs

Wisconsin implemented an expanded statewide reemployment services initiative to assist unemployed workers impacted by the national economic crisis. Job Service staff provide comprehensive orientation sessions for Unemployment Insurance claimants throughout the state at our current 22 Job Service-staffed Job Centers and at an additional 25 access points.

Unemployment Insurance claimants are provided information on One-Stop programs and services, guided in posting their resume and work history profiles on JobCenterofWisconsin.com (Wisconsin's on-line skills matching labor exchange), offered current labor market information

and career guidance, and given an assessment of job readiness, a referral to partner training programs, and/or referral to newly developed soft and hard skill assessment services for career readiness certification. With these strategies, there has been a closer working relationship with Unemployment Insurance staff to serve a significantly larger number of claimants in the One-Stop system as quickly as possible.

The Governor also named JobCenterofWisconsin.com as the official site for posting ARRA jobs. An Executive Order was issued that required jobs created by Recovery Act funds be posted on the labor exchange system.

Demonstration Projects with WIA 10% reserve funds through the Recovery Act

ARRA funds provided an opportunity for the state to implement two unique pilot projects in green related fields:

ARRA Wisconsin Energy Conservation Corporation - Energy Advocate Youth Project

This pilot provided youth with “green job” experiences to help homeowners cut utility bills, saving money and energy while protecting the environment. The projects were located in five communities with high unemployment, predominantly older homes, and areas where many young people were seeking jobs. Low-income youth ages 18 to 24 worked as energy inspectors, opening the door for them to career opportunities in “green jobs.” The Workforce Development Boards partnered with the Wisconsin Energy Conservation Corporation to provide the training and marketing to homeowners. \$200,000 was allocated to the project.

ARRA Invasive Species Project

This pilot was implemented in partnership with the Department of Natural Resources to employ disadvantaged youth as watercraft inspectors at boat landings across the state to combat invasive species. Their duties included inspecting boats, observing boater behavior and collecting data, as well as providing information to the public on aquatic invasive species.

This unique project not only provided young people with exciting summer jobs outdoors, but also helped educate boaters and protect Wisconsin's beautiful lakes and rivers, crucial to the state's economy and quality of life, from the spread of damaging invasive species like zebra mussels. \$98,534 was allocated to the project.

C. Additional Strategic Initiatives

Workforce Infrastructure

Major improvements were made to the state's One-Stop system through the summer and fall of 2008 that included major shifts in comprehensive Job Centers, revising Job Center standards, re-stationing Job Service and Veterans staff in consolidated regional sites, reducing operating costs and providing more mobile services in communities. In addition, an easy-to-use electronic on-line Job Center (JobCenterofWisconsin.com) – with access statewide, 24 hours a day, 7 days a week – was created.

Regional Industry Skills Education (RISE)

The RISE program – a major statewide collaboration between DWD and the Wisconsin Technical College System, and funded by the Joyce Foundation – delivers bridge and career

pathway programs for workers needing skill advancement. The bridge programs provide Adult Basic Education/equivalencies, English as a Second Language, and occupational training concurrently – preparing adults for entry into post secondary education that leads to a certificate, diploma or associate degree. RISE is a partner in the Sector Strategies development, allowing for career pathway advancement throughout the workforce system.

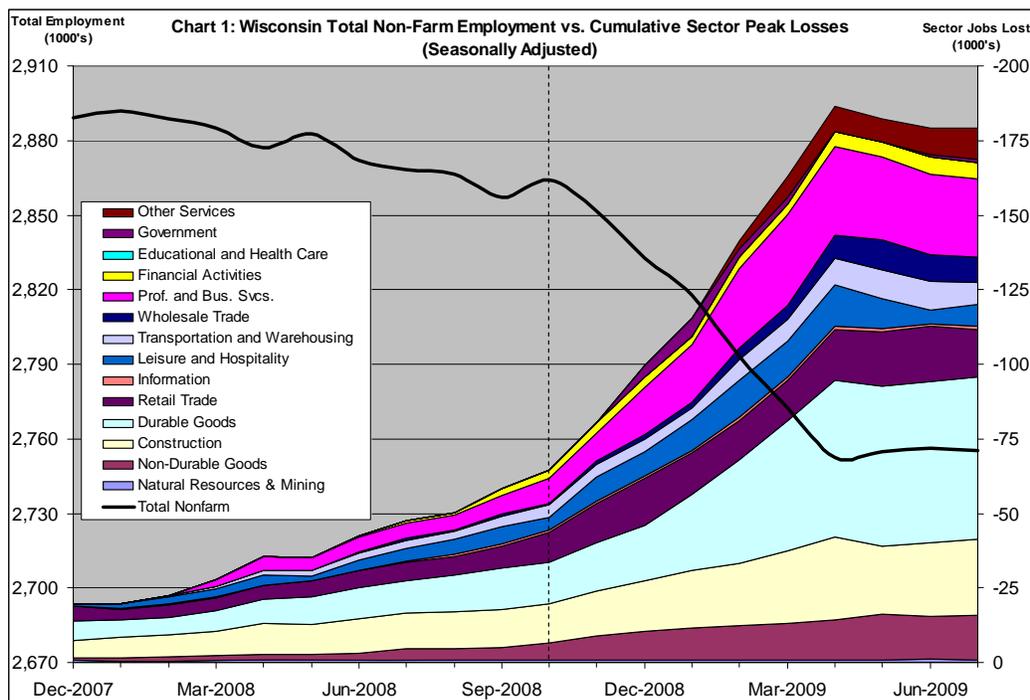
Recently, Industry Engagement grant activities were completed in the areas of Health Care, Manufacturing, IT and Energy Sectors. The RISE policy agenda also links with the Opportunity Grants, Skills Jump Start, Adult Apprenticeship and WIA programs.

JobCenterofWisconsin.com

In 2008, the state developed and implemented a new on-line, Internet-based labor exchange system to assist in matching employers and job seekers. JobCenterofWisconsin.com provides a resume tool and search technology to match job seekers and employers.

D. Labor Market Context

Similar to other states' performance in the national economic recession, the economic activity in Wisconsin measured in non-farm jobs has declined sharply since the fall of 2008. Estimated year-to-year losses in Wisconsin through July 2009 are 113,100 jobs. Job losses have not been equally distributed throughout the labor market. As Chart 1 shows, significant job loss first appeared in the construction, durable goods, retail trade, and leisure and hospitality sectors as early as January 2008. Prior to the significant decline in the economy in the fourth quarter of 2008, the sectors experiencing job loss expanded to include non durable goods and professional and administrative services, primarily temporary employment services. Since October 2008, accelerating job losses in the durable, non-durable, construction and temporary services have led the overall decline in the economy.



Labor Market Context (continued)

Nearly every industry has been in decline since fall 2008. The exception to this is Education and Health Care, which has continued to grow. July 2008 to July 2009 employment estimates show growth of 6,300 jobs (1.6%) in this sector. The progression of job losses in the various sectors demonstrated in Chart 1 is suggestive of the important role of consumer confidence in the economic activities. The decline in the construction market, particularly in residential housing and the decline in automotive manufacturing, led to a decline in demand in markets for clothing, food, home improvement gardening and building supplies. A plausible explanation for this progression is that individual families are restructuring their finances to reduce debt and short-term cash flow, regardless of loss of jobs. In addition, purchases of durable goods are postponed even in families without threat of job loss. As the reduction in demand moves from purchases of products and services financed over longer terms to those paid from present earnings, the reduction in demand shifts toward more discretionary purchases, and may signal further job loss in other sectors.

In light of the reduction in consumer spending and increase in savings reported in national surveys, anticipating the pace of economic recovery and identifying potential skill availability among unemployed and underemployed requires very detailed knowledge of specific jobs lost and very detailed projections of products consumers will purchase in the near future. For example, manufacturing of windows and doors dominates the wood products sector in Wisconsin and is a major driver in the decline in durable manufacturing jobs. This six-digit NAICS code grouping lost over 1,000 jobs during calendar year 2008, with virtually every employer eliminating jobs. Absent an upswing in new home construction, workers in this sector will require retraining to other skill sets.

This situation is even more dire in the transportation equipment manufacturing sector in Wisconsin. This sector has collapsed in Wisconsin with the closing of the Janesville assembly plant, which resulted in the loss of over 5,400 jobs since July of 2008.

The progression of job loss demonstrated in Chart 1 has stalled in recent months. For employment levels to increase, the economy must create high value added consumer products at prices consistent with the realignment of consumers' financial situation. If the benefits of initiatives undertaken to create new well-paying jobs through funding of shovel-ready infrastructure jobs are to be maintained, the next phase of economic recovery must focus on reducing the cost of personal infrastructure and financing costs to consumers, thereby creating new discretionary income.

Current Employment Statistics estimates demonstrate that we have not yet seen an uptick in the economy. While Wisconsin jobs are holding steady for now, there is no reason to believe that the economy is recovering. In order for Wisconsin to return to a 4.5% unemployment rate within 6 years, over 3,100 jobs must be added every month. Any sustained growth must be led by the same industries that led the nation into recession – namely construction and manufacturing. The Wisconsin market is not sufficiently large to drive an economic recovery. National unemployment rates and continued job losses in surrounding states indicate that Wisconsin can, at best, maintain current employment levels for the near term.

E. State Waivers

Five waivers were approved for this program year. They include:

- A waiver to permit the State to replace the WIA performance measures with common measures, WIA Section 136 (b).
- A waiver to extend the period of initial eligibility of training providers which postpones the implementation of the subsequent eligibility provision, 20 CFR 663.530.
- A waiver of the requirement for eligible providers of youth activities to be identified on a competitive basis, WIA Section 123.
- A waiver to transfer funds up to 100 percent between the Adult and Dislocated Worker local formula funds, WIA Section 133(b)(4).
- A waiver to permit the use of up to 10 percent of local area formula funds to provide statewide employment and training activities, WIA Section 134.

The waivers on common measures, transfer of funds and statewide employment and training activities were not implemented in this program year.

The waiver to extend the period of initial eligibility of training providers is an extension from the inception of this provision so there is no comparative information to report.

One waiver was implemented during this program year: Two WDBs were authorized to waive the youth procurement process. The North West Wisconsin Workforce Investment Board and the West Central Wisconsin Workforce Development Board implemented the youth procurement waiver in 2008 - 09. The local waivers have improved the efficacy of service delivery. They have removed the burdensome financial and time constraining complexities inherent in the request for proposal process. Cost savings are derived from not doing the request for proposal that previously were done with either no applicants or entities that met the fiscal or administrative requirements.

Comparative data to show how their waiver has positively affected performance outcomes is not yet available.

F. Workforce Development Boards' Success Stories

[All names have been changed to protect the participant's identity]

Manufacturing Employment

Local Manufacturing Company Steps Out of the Box with Braided Funding, Earn & Learn:

A private firm, Busch Precision, is no exclusive club but as Earn & Learn Site Supervisor will tell you, "not anyone can get in." The youngest worker in the plant is over 30 years old and has to have a great deal of experience before even thinking of trying a hand at a position at Busch. That's where Milwaukee Mayor Tom Barrett's Earn & Learn initiative kicks in. Through the program administered by the Milwaukee Area Workforce Investment Board (MAWIB) and its public and private sector partners, Dennis, a student interested in studying manufacturing and engineering when he enters college, was able to get hands-on experience working at a long

standing manufacturing plant at a mere 17 years old and still in high school! Busch Precision was able to get a trustworthy and dependable youth worker to tackle the daily jobs that otherwise may have been put off. This is just one of the more than 2,000 stories that have come from the 2009 Earn & Learn summer working season.

Two Stories of Staying Competitive in a Challenging Workforce, Overcoming Barriers through WIA Occupational Skills Training Programs and Braided Funding:

Tyler attended welding classes from September to December 2008 with a great attitude and desire to learn a skilled trade, and served as an inspiration to the other students. He successfully passed welding certification tests in the gas metal arc welding process with the American Welding Society and the State of Wisconsin. Tyler continued his plan of welding education and met with a guidance counselor at Milwaukee Area Technical College about enrolling in the next available semester. They helped him with all the necessary paperwork for enrollment and to secure financial aid. Also available to Tyler were Veteran's Administration retraining grants. Tyler has joined the Milwaukee chapter of American Welding Society and is going to apply for a \$1,500 student scholarship. He informed his WIA case manager that with the present high unemployment rate, his best career choice now is to further his welding education and enter the job market with increased welding skills and knowledge.

Through MAWIB, two individuals who successfully completed the Wisconsin Community Service (WCS) Learn & Earn welding program located in the County Correctional Facility are now employed at United Milwaukee Scrap LLC on Milwaukee's North side. They are using their welding and fabricating skills every day. The WCS Learn & Earn Welding Program not only teaches students how to weld, but instructs them on job readiness skills, job searches and job maintenance. In spite of the difficulties faced in the current job market by job seekers with criminal backgrounds, the students know they must continue to persevere and make themselves one step more attractive than other candidates.

Knowing Hard Work and Doing Just That

Growing up and working on a farm, Iowa/Grant High School junior Taylor has learned first-hand "what a job in the real world" is like, as he terms it. Working in the ARRA-funded Summer Youth Employment Program, organized through the Southwest Wisconsin WDB (SWWDB), he is learning real life occupational traits necessary for success in automotive technology, such as being on time and having excellent attendance. His supervisor agrees, saying that while he appreciates having the extra worker this summer, the most important aspect is that Taylor is experiencing the "social interaction in the workforce and being able to transfer his etiquette and ethics skills to other future jobs." Another positive aspect cited by the supervisor is that Taylor is helping to provide a "cleaner school and safer environment for the students -- it's a wonderful experience for the participants."

ARRA Assistance During Lengthy "Temporary Lay-off"

Not only was Ted put on temporary lay-off status in December, his wife and son also became unemployed in a northwest county with a steady unemployment rate of over 11%. Ted, in his 40's, had worked over 21 years at the same manufacturing company, and had little formal training. While he was exploring options at the local technical college, an employment specialist from the Northwest Wisconsin Concentrated Employment Program, who works in the Job Center located on campus, considered assistance with the additional ARRA dislocated worker funds through the Northwest Wisconsin Workforce Investment Board (NWWIWIB). Ted excelled in his initial April employment placement and was elevated to a teacher's assistant position in the Computer Lab, providing support to students with his strong problem solving

skills. While Ted would relish returning to his manufacturing job, he is moving forward for a possible new career in Information Technology Applications.

Health Services

On the Road through a Career Pathway

As a 19 year old who did not have any direction for her future, Jackie was sent by her mother to one of the North Central Wisconsin WDB's (NCWIWDB) Job Centers. It was clear to the Forward Service Corporation case manager that Jackie was a smart, pleasant young lady who really wanted to help people. Through assessments and counseling, it was determined that she should pursue some type of career in health services. Jackie was placed in a wonderful paid work experience as an after school child caretaker for the YMCA. She earned high work evaluation scores with her excellent work habits, and both the children and co-workers loved her. She also earned the Employability Skills Certificate offered by the WDB. WIA also helped Jackie enroll in the Certified Nursing Assistant (CNA) program in the spring at the local technical college. She passed the class, passed the state exam, and just recently, was hired at a nursing home where she will work full time with benefits!

"Can do" for KANDU

KANDU Industries has provided work opportunities to people with disabilities for over 40 years, and has been able to benefit greatly from the efforts of three workers participating in the ARRA Summer Youth Employment Program. The workers are located, trained and placed by the SWWDB. All three are enjoying the program while helping KANDU and earning money for future education and training. For example, 17-year-old Jayson plans to become a CNA after completing high school. At his job with KANDU, he cares for patients who attend adult day services. The patients all have some form of disability that prevents them from independent living, such as Alzheimer's. "I could see this as a career some day," he said. He initially planned on becoming a firefighter, "because I want to help people," but since having this job, he's changed to the CNA plan.

Veteran's Service Re-Directed Career

Returning from a six month military service in Iraq, Matt was back in the United States and pursuing his professional dreams. Matt knew that he wanted to aim for a career in the medical field, but like many others, he saw a financial barrier standing in his way. Workforce Connections, Inc. through Western Wisconsin WDB helped him hurdle that barrier and keep his dreams in sight. In Iraq, Matt worked 12-hour days as the head of the Mass Casualty Team, when he decided that his professional dream was to become a trauma nurse, and he would do whatever it took to fulfill that goal. WIA helped Matt cover part of the cost of the technical college Associate Degree Nursing Program, test and licensing fees, uniforms and transportation assistance. While Matt was still enrolled in the nursing program, he accepted an invitation to participate in the International Scholar Laureate Program Delegation on Nursing to South Africa. He was one of 60 nursing students on the National Dean's List to receive this distinction, and spent 12 days in South Africa observing patient care in hospitals, clinics and orphanages, along with other career leveraging experiences. Matt graduated with high honors from the nursing program with a 3.5 GPA, exceptional evaluations from his instructor, and was sought out by nursing homes before he had even finished his training. While working on his Bachelor of Science Degree at a private university, Matt is currently employed at a major medical center as a Registered Nurse in the psychiatric unit with a goal of pursuing a Master's Degree.

Green Employment

From ARRA to Student Temporary Employment Program

The ARRA summer youth employment program through the NWWIWIB made it possible for a national fish hatchery to have Catrina's help that afforded the regular staff to catch up on reports and backlogged duties. Catrina had a mixture of tasks from performing routine hatchery operations such as assisting with end-of-the month sample counts, feeding the fish and cleaning tanks, to unfamiliar territory for on-the-job training. Catrina had assisted with several projects including studies of bacteria infestations, a U.S. Geological survey project, and several research endeavors with Northland College. Now an environmental science major in college, Catrina is able to do more diverse work at the hatchery than when she was a high school student. The hatchery wants to continue Catrina's employment there so staff are looking into the U.S. Fish and Wildlife Service's Student Temporary Employment Program -- a win-win situation for the hatchery to retain a conscientious worker, and for Catrina to earn and learn.

Wisconsin Wetlands and Lakes Get Boost From Summer Youth Workers

Three Summer Youth Employment Program workers in the Southwestern WDB (SWWDB) area are educating boaters about how they can help control invasive species. Started in 2004, the protection program includes 31 counties, with most inspectors, about 1,100, being volunteers from the area. This is the first year that there are inspections being done in this area of the state thanks to the coordination between the state Departments of Natural Resources and Workforce Development. One worker explained his experience: "This job is a lot of fun and very interesting," and has changed his life, "giving me a chance to get back up on my feet and take off, allowing me to pursue the career I want." His other career interest would be attending a technical college, pursuing welding and possibly underwater welding.

Energy Team Assists Beloit Residents

While having a job to help pay the bills is important to those working on the Energy Audit Team in Beloit, helping persons in the community save money by teaching conservation efforts has also had a major impact on the workers in the program. The consensus on the benefits of this Summer Youth Employment Program is "learning about energy conservation and turning it into something positive for the community." Through the Energy Advocate Youth Program, energy advocates provide homeowners with tips and tricks to save energy and cut utility bills. The workers were trained by both SWWDB and the Wisconsin Energy Conservation Corporation. Neighborhoods with older homes are targeted because they often do not have the latest energy-saving technologies.

Professional Services

New Role as a Role Model

By 7:00 a.m., Judd had to make sure the kids ate breakfast — all 43 kids (ages 5 - 14) to be exact, and it was no easy task for the Summer Camp Counselor at a Neighborhood Center. As part of the ARRA Youth Summer Employment Program, Judd was one of five program participants helping out with camp participants in their day-to-day activities that include swimming, field trips, and educational programs. Judd learned of the program through a friend and contacted the local Job Center, the Workforce Development Board of South Central Wisconsin. He stated, "I'd definitely do this again. This program has helped me build myself into a better person. I'm a role model for these kids." Judd plans to take the job skills he has acquired and use them for a career in information technology through a technical college program.

Out of a Troubled Cycle and onto Self-Confidence

Waukesha-Ozaukee-Washington Workforce Development Center staff reviewed Kaitlin's application in April but it was unclear if she would qualify for the WIA Youth Summer Program. A meeting was called with Kaitlin and her mother to get more information and to determine eligibility. Her mother shared information during the meeting related to Kaitlin's alcohol and other drug abuse problems. Further discussion revealed that the 10th grader had many problems over the past school year, especially problems with addiction, trouble with the police, and a very negative relationship with her parents. It was very important to Kaitlin's mother that she find a job to pay off her fines and to keep her out of trouble. Kaitlin showed up at all of the meetings and got her required WIA paperwork in on time. Once Kaitlin entered the WIA program, she felt that she was starting on a better path and had high hopes of improving herself. She knew that getting into the program was a huge first step to prove to her parents, friends, and herself that she could do better. Kaitlin started working as a Summer Program Administrative Assistant at the Center. Kaitlin showed up for work on time every day, was good at taking direction, and really warmed up since her first day of work. Kaitlin stated the following about the program, "Everyone here is so nice to everyone that walks in and needs help with things. I feel more grown up since I started working here and my parents treat me more like an adult and are letting me do many more things. I think that working here has made me see the important things in life." Kaitlin still has improvements to make, but she is on the right track. Continued mentoring from work site supervisors, regular attendance at AODA recovery classes, and gaining new work skills in the job will have a positive impact on Kaitlin's life, and on the decisions that she makes for her future.

Partner Agency Referrals and Coordination Ensure Success

Jerilyn came to NCWIWDB for the Summer Youth Employment Program through a partner agency referral. She is a young single mother who is working with the Wisconsin Works program in Shawano County. Early on, it was easy to pick Jerilyn out in the Work Certified classroom as a leader. She shied away from this role, but as she became accustomed to sharing her knowledge with the class, her confidence seemed to grow. Jerilyn powered through assignments with ease, setting a strong example for her co-worker/fellow students to follow. It was through her consistent work ethic in the classroom, frequently doing more than was expected, that staff began seeing her as a candidate for the technical college worksite. The technical college Interim Coordinator assisted in a placement, and with careful tutelage, Jerilyn is developing and sharpening her customer service skills. Jerilyn is now being considered for a permanent position at the technical college and enrolled for a degree in Business Management.

Section 2: Financial and Performance Data

WIA Financial Statement							
Program Year 2008							
		PY 2008	**ARRA of 2009	Total	Total	Remaining	Percentage
	<u>Carry In</u>	<u>Allotments</u>	<u>Allotments</u>	<u>Funds Available</u>	<u>Expended</u>	<u>Balance</u>	<u>Expended</u>
Adult	890,130	7,669,059	3,965,649	12,524,838	7,432,310	5,092,528	59.3%
Youth	957,812	9,129,846	10,563,742	20,651,400	9,883,297	10,768,103	47.9%
<i>* Youth-Out of School (30% min)</i>				-	4,380,074		
<i>* Youth-In School (70% max)</i>				-	5,503,223		
<i>* Youth-Summer Employment</i>				-	2,530,753		
Dislocated Worker	1,262,660	13,904,124	8,672,189	23,838,973	14,370,840	9,468,133	60.3%
State Rapid Response	52,699	6,437,092	4,014,901	11,204,692	5,535,548	5,669,144	49.4%
Local Administration	314,893	3,411,445	2,577,952	6,304,290	3,005,521	3,298,769	47.7%
Statewide Activities	1,694,480	7,156,156	5,257,840	14,108,476	4,413,445	9,695,031	31.3%
Total	5,872,674	47,707,722	35,052,273	88,632,669	44,640,961	43,991,708	50.4%

* Breakouts of Youth program not included in the total.

** American Recovery and Reinvestment Act of 2009, signed February 17, 2009

SUMMARY OF WIA FUNDS AVAILABLE											
	TOTAL	ARRA**	PY 2008	PY 2007	PY 2006	PY 2005	PY 2004	PY 2003	PY 2002	PY 2001	PY 2000
Adult	77,924,838	3,965,649	7,669,059	6,712,522	7,657,292	8,829,923	9,556,133	9,563,333	8,691,644	6,718,610	7,165,441
Youth	95,155,669	10,563,742	9,129,846	8,204,335	9,217,989	10,740,849	11,588,394	10,291,967	9,924,265	7,633,191	7,369,435
*Out of School (30% min)	28,546,701	3,169,123	2,738,954	2,461,301	2,765,397	3,222,255	3,476,518	3,087,590	2,977,280	2,289,957	2,210,831
*In School (70% max)	66,608,967	7,394,619	6,390,892	5,743,034	6,452,592	7,518,594	8,111,876	7,204,377	6,946,986	5,343,234	5,158,605
*Summer Employment											
Dislocated Worker	93,919,576	8,672,189	13,904,124	9,025,261	8,966,221	10,355,615	10,887,848	10,460,734	8,253,597	6,746,401	6,213,769
Rapid Response	43,210,792	4,014,901	6,437,092	4,108,714	4,151,026	4,794,266	5,040,671	4,842,933	3,821,110	3,123,334	2,876,745
Local Administration	29,627,130	2,577,952	3,411,445	2,660,232	2,871,275	3,325,154	3,559,152	3,368,448	2,985,501	2,344,245	2,305,405
Statewide Activities 15%	60,234,691	5,257,840	7,156,156	5,447,768	5,799,491	6,713,966	7,170,388	6,798,956	5,942,844	4,688,079	4,576,022
TOTAL	400,072,696	35,052,273	47,707,722	36,158,832	38,663,294	44,759,773	47,802,586	45,326,371	39,618,961	31,253,860	30,506,817

* Out of School, In School and Summer Employment are breakouts of the Youth program. The percentages are either minimums or maximums as stated.

** American Recovery and Reinvestment Act of 2009, signed February 17, 2009

SUMMARY OF WIA EXPENDITURES as of June 30, 2009											
	TOTAL	ARRA**	PY 2008	PY 2007	PY 2006	PY 2005	PY 2004	PY 2003	PY 2002	PY 2001	PY 2000
Adult	72,832,309	215,558	6,326,622	6,712,522	7,657,292	8,829,923	9,556,133	9,563,333	8,691,644	6,718,610	7,165,440
Youth	84,365,224	1,315,959	7,610,276	8,203,585	9,217,989	10,740,849	11,588,394	10,291,967	9,901,923	7,633,191	7,369,435
*Out of School (30% min)	32,017,364	555,057	3,473,706	2,963,071	3,539,892	4,519,351	4,470,262	3,801,481	3,487,971	2,572,095	2,471,002
*In School (70% max)	52,343,019	760,902	4,136,570	5,240,514	5,678,097	6,221,498	7,118,132	6,486,484	6,413,957	5,061,096	4,897,589
*Summer Employment	15,709,345	660,523	1,287,049	1,774,350	1,262,629	1,593,524	2,143,621	1,954,940	1,802,495	1,674,064	1,472,343
Dislocated Worker	84,451,444	624,954	12,501,294	9,007,193	8,966,221	10,355,615	10,887,848	10,460,734	8,253,598	6,746,401	6,213,769
Rapid Response	37,541,649	0	4,782,849	4,108,714	4,151,026	4,794,267	5,040,671	4,842,932	3,821,110	3,123,335	2,876,745
Local Administration	26,328,362	135,839	2,554,788	2,660,234	2,871,275	3,325,154	3,559,152	3,368,448	2,985,501	2,344,244	2,305,406
Statewide Activities 15%	50,539,660	0	2,753,255	5,413,478	5,799,491	6,713,965	7,170,388	6,798,957	5,942,844	4,688,079	4,576,022
TOTAL	356,058,648	2,292,310	36,529,084	36,105,726	38,663,294	44,759,773	47,802,586	45,326,371	39,596,620	31,253,860	30,506,817

* Out of School, In School and Summer Employment are breakouts of the Youth program. The percentages are either minimums or maximums as stated.

** American Recovery and Reinvestment Act of 2009, signed February 17, 2009

Wisconsin Cost Effectiveness Program Year 08

	Total Federal Spending	Number of Participants	Average Cost per Participant	Number of Exiters	Average Cost per Exiter
Adult	\$7,432,310	4,510	\$1,648	1,659	\$4,480
Dislocated Worker	\$14,370,840	11,288	\$1,273	2,715	\$5,293
Youth **	\$9,883,297	2,691	\$3,673	1,172	N/A

* Earnings change for Adult and Older Youth, replacement rate for Dislocated

** Number of Exiters, Employment entry wage and 12 month earnings for older youth only

Table A - WIA Customer Satisfaction Results

Customer Surveyed	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	78.9%	70.5%	668	5,986	1,183	56.5%
Employers	79.8%	76.0%	730	25,653	842	86.7%

Table B - Adult Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	78.0%	74.8%
Employment Retention Rate	86.0%	84.7%
Average Earnings	\$9,800	\$10,942.4
Employment and Credential Rate	67.7%	66.7%

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	63.0%	76.9%	66.3%	64.9%
Employment Retention Rate	88.1%	84.4%	82.2%	84.1%
Average Earnings	\$9,804.4	\$11,225.8	\$10,193.0	\$9,570.2
Employment and Credential Attainment Rate	57.7%	66.7%	59.1%	47.8%

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	77.2%	72.4%
Employment Retention Rate	87.4%	79.9%
Average Earnings	\$11,677.6	\$9,485.6

Table E - Dislocated Worker Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	90.4%	84.7%
Employment Retention Rate	95.7%	93.2%
Average Earnings	\$14,400.0	\$14,620.0
Employment and Credential Attainment Rate	75.0%	64.6%

Table F - Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans	Individuals With Disabilities	Older Individuals	Displaced Homemakers
Entered Employment Rate	82.0%	77.0%	72.2%	85.4%
Employment Retention Rate	91.7%	92.9%	89.0%	91.8%
Average Earnings	\$15,638.2	\$12,752.9	\$12,639.6	\$10,988.3
Employment And Credential Attainment Rate	67.6%	58.7%	51.2%	72.7%

Table G - Other Outcome Information for the Dislocated Worker Program

Reported Information	Individuals Who Received Training Services	Individuals Who Received Only Core and Intensive Services
Entered Employment Rate	84.5%	85.0%
Employment Retention Rate	93.5%	92.8%
Average Earnings	\$14,981.8	\$14,112.5

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

Reported Information	Negotiated Performance Level	Actual Performance Level
Placement in Employment or Education Rate	n/a	67.8%
Attainment of Degree or Certificate Rate	n/a	69.5%
Literacy or Numeracy Gain	n/a	25.3%

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

Reported Information	Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	77.0%	80.9%
Employment Retention Rate	87.0%	80.4%
Six Months Earnings Change	\$4,575.0	\$4,715.1
Credential Attainment Rate	62.0%	54.1%

Table I - Outcomes for Older Youth Special Populations

Reported Information	Public Assistance Recipients	Veterans	Individuals With Disabilities	Out-of-School Youth
Entered Employment Rate	73.1%	100.0%	78.1%	81.1%
Employment Retention Rate	80.0%	100.0%	78.9%	79.8%
Average Earnings Rate	\$4,801.1	\$3,404.0	\$4,576.0	\$4,081.9
Credential Rate	50.0%	100.0%	44.0%	48.8%

Table J - Younger Youth Results (14 – 18) Results

Reported Information	Negotiated Performance Level	Actual Performance Level
Skill Attainment Rate	94.0%	84.6%
Diploma or Equivalent Attainment Rate	83.0%	73.3%
Retention Rate	77.7%	74.3%

Table K - Outcomes for Younger Youth Special Populations

Reported Information	Public Assistance Recipients	Individuals With Disabilities	Out-of-School Youth
Skill Attainment Rate	82.6%	84.4%	72.8%
Youth Diploma or Equivalent Rate	63.9%	80.7%	17.4%
Retention Rate	62.3%	72.1%	70.0%

Table L - Other Reported Information

Reported Information	12 Month Employment Retention Rate	12 Mo. Earning Increase (Adults and Older Youth) or 12 Mo. Earnings Replacement (Dislocated Workers)	Placement in Nontraditional 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	83.9%	\$5,399.8	1.4%	\$4,487.7	31.3%
Dislocated Workers	92.5%	117.5%	0.7%	\$6,924.5	20.3%
Older Youth	79.0%	\$4,973.9	0.7%	\$3,255.6	

Table M - Participation Levels

The participant count is based on required reporting criteria. This represents only a fraction of the total numbers of individuals being served through Wisconsin's Job Center System.

Reported Information	Total Participants Served	Total Participants Exited
Total Adult Customers	15,684	4,337
Total Adults (self-service only)	Not Reported	Not Reported
Adults	4,510	1,659
Dislocated Workers	11,288	2,715
Total Youth (14 – 21)	2,691	1,172
Younger Youth (14 – 18)	1,853	861
Older Youth (19 – 21)	838	311
Out-of-School Youth	913	340
In-School Youth	1,778	832

Table N - Cost of Program Activities

Program Activity	Total Federal Spending
Local Adults	\$7,432,310
Local Dislocated Workers	\$14,370,840
Local Youth	\$9,883,297
Rapid Response	\$5,535,548
Statewide Required Activities	\$2,521,750
Statewide Allowable Activities:	
Local Administration	\$3,005,521
State Administration	\$708,347
CWI Activities	\$21,078
State Selected Activities	\$1,162,270
Total	\$44,640,961

Table O - Local Program Activities

Local Area Name Southeast WDA 01	Total Participants Served	Adults	315	
		Dislocated Workers	492	
		Older Youth	25	
		Younger Youth	186	
ETA Assigned # 55030	Total Exiters	Adults	96	
		Dislocated Workers	151	
		Older Youth	11	
		Younger Youth	67	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	78.9%	71.2%	
	Employers	79.8%	77.8%	
Entered Employment Rate	Adults	78.0%	71.9%	
	Dislocated Workers	90.4%	81.4%	
	Older Youth	73.9%	88.9%	
Retention Rate	Adults	86.0%	82.5%	
	Dislocated Workers	93.0%	87.7%	
	Older Youth	87.0%	75.0%	
	Younger Youth	78.5%	66.2%	
Average Earnings/Six Months Earnings Change	Adults	\$9,800.0	\$9,591.6	
	Dislocated Workers	\$14,985.0	\$17,439.2	
	Older Youth	\$2,500.0	\$1,542.4	
Credential/Diploma Attainment Rate	Adults	67.7%	73.9%	
	Dislocated Workers	80.6%	77.1%	
	Older Youth	71.0%	36.4%	
	Younger Youth	81.3%	66.0%	
Skill Attainment Rate	Younger Youth	83.1%	79.7%	
Placement in Employment or Education Rate	Youth 14 - 21	n/a	72.1%	
Attainment of a Degree or Certificate Rate	Youth 14 - 21	n/a	55.9%	
Literacy or Numeracy Gain	Youth 14 - 21	n/a	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")				
LEAVE BLANK -- STATE TO INSERT DESCRIPTION (O52)				
LEAVE BLANK -- STATE TO INSERT DESCRIPTION (O53)				
Overall Status of Local Performance		Not Met	Met	Exceeded
		2	12	3

Table O - Local Program Activities

Local Area Name Milwaukee WDA 02	Total Participants Served	Adults	1,108	
		Dislocated Workers	2,273	
		Older Youth	134	
		Younger Youth	448	
ETA Assigned # 55015	Total Exiters	Adults	563	
		Dislocated Workers	707	
		Older Youth	19	
		Younger Youth	256	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	78.9%	59.4%	
	Employers	79.8%	74.5%	
Entered Employment Rate	Adults	74.4%	69.7%	
	Dislocated Workers	84.6%	79.0%	
	Older Youth	71.4%	70.0%	
Retention Rate	Adults	85.1%	77.5%	
	Dislocated Workers	93.7%	88.8%	
	Older Youth	87.0%	77.8%	
	Younger Youth	77.7%	73.1%	
Average Earnings/Six Months Earnings Change	Adults	\$8,274.0	\$9,829.9	
	Dislocated Workers	\$14,152.0	\$14,363.5	
	Older Youth	\$4,502.0	\$4,596.9	
Credential/Diploma Attainment Rate	Adults	74.0%	57.9%	
	Dislocated Workers	70.5%	52.3%	
	Older Youth	58.0%	57.1%	
	Younger Youth	85.9%	66.5%	
Skill Attainment Rate	Younger Youth	93.0%	84.5%	
Placement in Employment or Education Rate	Youth 14 - 21	n/a	60.4%	
Attainment of a Degree or Certificate Rate	Youth 14 - 21	n/a	65.0%	
Literacy or Numeracy Gain	Youth 14 - 21	n/a	40.0%	
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")				
LEAVE BLANK -- STATE TO INSERT DESCRIPTION (O52)				
LEAVE BLANK -- STATE TO INSERT DESCRIPTION (O53)				
		Not Met	Met	Exceeded
Overall Status of Local Performance		4	10	3

Table O - Local Program Activities

Local Area Name WOW WDA 03	Total Participants Served	Adults	308	
		Dislocated Workers	1,401	
		Older Youth	58	
		Younger Youth	163	
ETA Assigned # 55045	Total Exitters	Adults	107	
		Dislocated Workers	282	
		Older Youth	19	
		Younger Youth	70	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	75.0%	65.3%	
	Employers	74.3%	73.9%	
Entered Employment Rate	Adults	80.0%	81.5%	
	Dislocated Workers	90.4%	87.5%	
	Older Youth	83.4%	90.0%	
Retention Rate	Adults	85.0%	84.7%	
	Dislocated Workers	96.8%	94.3%	
	Older Youth	83.1%	90.0%	
	Younger Youth	86.7%	80.0%	
Average Earnings/Six Months Earnings Change	Adults	\$12,952.0	\$11,946.4	
	Dislocated Workers	\$15,497.0	\$15,660.5	
	Older Youth	\$2,822.0	\$4,759.1	
Credential/Diploma Attainment Rate	Adults	67.7%	66.7%	
	Dislocated Workers	78.4%	64.5%	
	Older Youth	64.6%	57.1%	
	Younger Youth	66.7%	90.2%	
Skill Attainment Rate	Younger Youth	91.0%	83.4%	
Placement in Employment or Education Rate	Youth 14 - 21	n/a	85.7%	
Attainment of a Degree or Certificate Rate	Youth 14 - 21	n/a	91.2%	
Literacy or Numeracy Gain	Youth 14 - 21	n/a	n/a	
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")				
LEAVE BLANK -- STATE TO INSERT DESCRIPTION (O52)				
LEAVE BLANK -- STATE TO INSERT DESCRIPTION (O53)				
		Not Met	Met	Exceeded
Overall Status of Local Performance		0	11	6

Table O - Local Program Activities

Local Area Name Fox Valley WDA 04	Total Participants Served	Adults	122
		Dislocated Workers	1,201
		Older Youth	52
		Younger Youth	83
ETA Assigned # 55090	Total Exiters	Adults	40
		Dislocated Workers	292
		Older Youth	19
		Younger Youth	46
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	78.9%	68.7%
	Employers	79.8%	77.9%
Entered Employment Rate	Adults	87.5%	80.0%
	Dislocated Workers	90.4%	80.4%
	Older Youth	78.4%	71.4%
Retention Rate	Adults	94.0%	94.6%
	Dislocated Workers	95.7%	93.8%
	Older Youth	87.0%	100.0
	Younger Youth	77.7%	67.3%
Average Earnings/Six Months Earnings Change	Adults	\$9,800.0	\$13,514.5
	Dislocated Workers	\$14,400.0	\$15,017.9
	Older Youth	\$3,400.0	\$4,843.0
Credential/Diploma Attainment Rate	Adults	81.0%	85.7%
	Dislocated Workers	77.6%	64.5%
	Older Youth	62.0%	55.6%
	Younger Youth	83.0%	80.6%
Skill Attainment Rate	Younger Youth	94.0%	81.8%
Placement in Employment or Education Rate	Youth 14 - 21	n/a	71.2%
Attainment of a Degree or Certificate Rate	Youth 14 - 21	n/a	78.8%
Literacy or Numeracy Gain	Youth 14 - 21	n/a	25.0%
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")			
LEAVE BLANK -- STATE TO INSERT DESCRIPTION (O52)			
LEAVE BLANK -- STATE TO INSERT DESCRIPTION (O53)			
Overall Status of Local Performance		Not Met	Met
		0	11
		Exceeded	6

Table O - Local Program Activities

Local Area Name Bay Area WDA 05	Total Participants Served	Adults	705	
		Dislocated Workers	1,399	
		Older Youth	141	
		Younger Youth	110	
ETA Assigned # 55095	Total Exiters	Adults	158	
		Dislocated Workers	201	
		Older Youth	38	
		Younger Youth	75	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	78.9%	69.0%	
	Employers	79.8%	78.3%	
Entered Employment Rate	Adults	76.0%	81.3%	
	Dislocated Workers	89.0%	85.4%	
	Older Youth	77.0%	88.9%	
Retention Rate	Adults	86.0%	85.7%	
	Dislocated Workers	94.0%	94.1%	
	Older Youth	87.0%	82.1%	
	Younger Youth	77.0%	75.0%	
Average Earnings/Six Months Earnings Change	Adults	\$9,975.0	\$10,312.4	
	Dislocated Workers	\$13,063.0	\$13,792.5	
	Older Youth	\$4,751.0	\$5,283.5	
Credential/Diploma Attainment Rate	Adults	67.0%	61.5%	
	Dislocated Workers	75.0%	71.5%	
	Older Youth	62.0%	53.8%	
	Younger Youth	74.0%	82.4%	
Skill Attainment Rate	Younger Youth	94.0%	87.2%	
Placement in Employment or Education Rate	Youth 14 - 21	n/a	74.4%	
Attainment of a Degree or Certificate Rate	Youth 14 - 21	n/a	66.7%	
Literacy or Numeracy Gain	Youth 14 - 21	n/a	15.4%	
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")				
LEAVE BLANK -- STATE TO INSERT DESCRIPTION (O52)				
LEAVE BLANK -- STATE TO INSERT DESCRIPTION (O53)				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	10	7

Table O - Local Program Activities

Local Area Name North Central WDA 06	Total Participants Served	Adults	136	
		Dislocated Workers	823	
		Older Youth	55	
		Younger Youth	147	
ETA Assigned # 55100	Total Exiters	Adults	43	
		Dislocated Workers	153	
		Older Youth	15	
		Younger Youth	44	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	81.6%	79.9%	
	Employers	79.8%	77.2%	
Entered Employment Rate	Adults	84.9%	71.4%	
	Dislocated Workers	84.3%	95.6%	
	Older Youth	86.7%	84.6%	
Retention Rate	Adults	97.9%	97.4%	
	Dislocated Workers	95.8%	96.4%	
	Older Youth	87.0%	85.7%	
	Younger Youth	82.4%	88.2%	
Average Earnings/Six Months Earnings Change	Adults	\$12,230.0	\$13,310.9	
	Dislocated Workers	\$14,386.0	\$16,243.5	
	Older Youth	\$6,859.0	\$8,930.3	
Credential/Diploma Attainment Rate	Adults	66.5%	54.8%	
	Dislocated Workers	84.5%	84.9%	
	Older Youth	75.6%	62.5%	
	Younger Youth	83.0%	69.4%	
Skill Attainment Rate	Younger Youth	87.2%	81.5%	
Placement in Employment or Education Rate	Youth 14 - 21	n/a	90.0%	
Attainment of a Degree or Certificate Rate	Youth 14 - 21	n/a	93.0	
Literacy or Numeracy Gain	Youth 14 - 21	n/a	44.4%	
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")				
LEAVE BLANK -- STATE TO INSERT DESCRIPTION (O52)				
LEAVE BLANK -- STATE TO INSERT DESCRIPTION (O53)				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	10	7

Table O - Local Program Activities

Local Area Name Northwest WDA 07	Total Participants Served	Adults	552	
		Dislocated Workers	461	
		Older Youth	76	
		Younger Youth	214	
ETA Assigned # 55040	Total Exitors	Adults	183	
		Dislocated Workers	65	
		Older Youth	22	
		Younger Youth	73	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	86.0%	76.2%	
	Employers	81.0%	73.8%	
Entered Employment Rate	Adults	85.1%	88.9%	
	Dislocated Workers	92.0%	91.1%	
	Older Youth	77.0%	78.6%	
Retention Rate	Adults	89.4%	89.8%	
	Dislocated Workers	94.0%	97.6%	
	Older Youth	86.0%	90.5%	
	Younger Youth	77.7%	77.3%	
Average Earnings/Six Months Earnings Change	Adults	\$11,116.0	\$13,564.0	
	Dislocated Workers	\$11,901.0	\$12,899.9	
	Older Youth	\$4,838.0	\$5,930.9	
Credential/Diploma Attainment Rate	Adults	72.4%	72.1%	
	Dislocated Workers	73.0%	60.0%	
	Older Youth	60.0%	63.6%	
	Younger Youth	88.1%	89.8%	
Skill Attainment Rate	Younger Youth	94.0%	93.1%	
Placement in Employment or Education Rate	Youth 14 - 21	n/a	68.3%	
Attainment of a Degree or Certificate Rate	Youth 14 - 21	n/a	91.0%	
Literacy or Numeracy Gain	Youth 14 - 21	n/a	77.8%	
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")				
LEAVE BLANK -- STATE TO INSERT DESCRIPTION (O52)				
LEAVE BLANK -- STATE TO INSERT DESCRIPTION (O53)				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	7	10

Table O - Local Program Activities

Local Area Name West Central WDA 08	Total Participants Served	Adults	361
		Dislocated Workers	799
		Older Youth	60
		Younger Youth	177
ETA Assigned # 55065	Total Exitors	Adults	108
		Dislocated Workers	188
		Older Youth	15
		Younger Youth	50
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	89.0%	75.6%
	Employers	79.0%	75.9%
Entered Employment Rate	Adults	84.9%	75.9%
	Dislocated Workers	93.6%	90.6%
	Older Youth	77.0%	94.1%
Retention Rate	Adults	86.3%	90.6%
	Dislocated Workers	95.7%	96.8%
	Older Youth	87.0%	81.3%
	Younger Youth	77.7%	75.0%
Average Earnings/Six Months Earnings Change	Adults	\$9,800.0	\$10,155.1
	Dislocated Workers	\$14,400.0	\$14,320.7
	Older Youth	\$4,575.0	\$4,968.5
Credential/Diploma Attainment Rate	Adults	69.2%	67.4%
	Dislocated Workers	76.4%	72.0%
	Older Youth	62.0%	54.5%
	Younger Youth	74.0%	88.5%
Skill Attainment Rate	Younger Youth	94.0%	92.2%
Placement in Employment or Education Rate	Youth 14 - 21	n/a	69.6%
Attainment of a Degree or Certificate Rate	Youth 14 - 21	n/a	56.0%
Literacy or Numeracy Gain	Youth 14 - 21	n/a	20.0%
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")			
LEAVE BLANK -- STATE TO INSERT DESCRIPTION (O52)			
LEAVE BLANK -- STATE TO INSERT DESCRIPTION (O53)			
Overall Status of Local Performance		Not Met	Met
		0	11
		Exceeded	6

Table O - Local Program Activities

Local Area Name Western WDA 09	Total Participants Served	Adults	201	
		Dislocated Workers	564	
		Older Youth	74	
		Younger Youth	77	
ETA Assigned # 55085	Total Exitors	Adults	68	
		Dislocated Workers	141	
		Older Youth	38	
		Younger Youth	32	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	82.8%	71.0%	
	Employers	79.8%	76.8%	
Entered Employment Rate	Adults	79.9%	80.0%	
	Dislocated Workers	90.2%	95.7%	
	Older Youth	77.0%	84.6%	
Retention Rate	Adults	89.0%	93.0%	
	Dislocated Workers	95.7%	96.1%	
	Older Youth	90.0%	87.5%	
	Younger Youth	81.8%	88.9%	
Average Earnings/Six Months Earnings Change	Adults	\$9,800.0	\$12,989.7	
	Dislocated Workers	\$14,400.0	\$14,075.7	
	Older Youth	\$4,575.0	\$4,773.4	
Credential/Diploma Attainment Rate	Adults	72.6%	65.6%	
	Dislocated Workers	77.6%	79.6%	
	Older Youth	73.0%	85.0%	
	Younger Youth	83.0%	80.8%	
Skill Attainment Rate	Younger Youth	94.0%	89.6%	
Placement in Employment or Education Rate	Youth 14 - 21	n/a	84.4%	
Attainment of a Degree or Certificate Rate	Youth 14 - 21	n/a	95.1%	
Literacy or Numeracy Gain	Youth 14 - 21	n/a	28.6%	
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")				
LEAVE BLANK -- STATE TO INSERT DESCRIPTION (O52)				
LEAVE BLANK -- STATE TO INSERT DESCRIPTION (O53)				
		Not Met	Met	Exceeded
Overall Status of Local Performance		0	7	10

Table O - Local Program Activities

Local Area Name South Central WDA 10	Total Participants Served	Adults	491
		Dislocated Workers	1,175
		Older Youth	103
		Younger Youth	198
ETA Assigned # 55105	Total Exiters	Adults	217
		Dislocated Workers	412
		Older Youth	73
		Younger Youth	96
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	77.9%	68.6%
	Employers	72.6%	75.7%
Entered Employment Rate	Adults	78.0%	74.4%
	Dislocated Workers	87.6%	85.6%
	Older Youth	73.4%	74.4%
Retention Rate	Adults	87.5%	86.8%
	Dislocated Workers	95.7%	93.4%
	Older Youth	93.3%	72.2%
	Younger Youth	66.9%	73.6%
Average Earnings/Six Months Earnings Change	Adults	\$9,800.0	\$10,384.6
	Dislocated Workers	\$14,400.0	\$14,534.3
	Older Youth	\$4,230.0	\$2,522.1
Credential/Diploma Attainment Rate	Adults	67.7%	75.0%
	Dislocated Workers	75.0%	61.5%
	Older Youth	58.0%	30.2%
	Younger Youth	68.5%	52.2%
Skill Attainment Rate	Younger Youth	79.0%	69.9%
Placement in Employment or Education Rate	Youth 14 - 21	n/a	68.8%
Attainment of a Degree or Certificate Rate	Youth 14 - 21	n/a	69.0%
Literacy or Numeracy Gain	Youth 14 - 21	n/a	14.3%
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
LEAVE BLANK -- STATE TO INSERT DESCRIPTION (O52)			
LEAVE BLANK -- STATE TO INSERT DESCRIPTION (O53)			
Overall Status of Local Performance		Not Met	Met
		4	7
		Exceeded	6

Table O - Local Program Activities

Local Area Name Southwest WDA 11	Total Participants Served	Adults	211	
		Dislocated Workers	685	
		Older Youth	60	
		Younger Youth	50	
ETA Assigned # 55110	Total Exitters	Adults	76	
		Dislocated Workers	122	
		Older Youth	42	
		Younger Youth	52	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	78.7%	72.0%	
	Employers	79.4%	73.6%	
Entered Employment Rate	Adults	81.3%	70.0%	
	Dislocated Workers	89.0%	85.0%	
	Older Youth	76.0%	75.8%	
Retention Rate	Adults	86.0%	85.4%	
	Dislocated Workers	94.0%	94.7%	
	Older Youth	87.0%	81.3%	
	Younger Youth	76.0%	68.0%	
Average Earnings/Six Months Earnings Change	Adults	\$9,800.0	\$11,299.3	
	Dislocated Workers	\$11,899.0	\$13,437.9	
	Older Youth	\$5,076.0	\$5,986.3	
Credential/Diploma Attainment Rate	Adults	74.9%	68.1%	
	Dislocated Workers	71.0%	58.1%	
	Older Youth	69.0%	62.5%	
	Younger Youth	87.7%	91.7%	
Skill Attainment Rate	Younger Youth	81.0%	92.9%	
Placement in Employment or Education Rate	Youth 14 - 21	n/a	50.7%	
Attainment of a Degree or Certificate Rate	Youth 14 - 21	n/a	49.5%	
Literacy or Numeracy Gain	Youth 14 - 21	n/a	50.0%	
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")				
LEAVE BLANK -- STATE TO INSERT DESCRIPTION (O52)				
LEAVE BLANK -- STATE TO INSERT DESCRIPTION (O53)				
		Not Met	Met	Exceeded
Overall Status of Local Performance		0	11	6