



Department of  
Job and Family Services

TO STRENGTHEN OHIO'S FAMILIES THROUGH THE DELIVERY OF INTEGRATED SOLUTIONS TO TEMPORARY CHALLENGES

# Program Year 2009

July 1, 2009—June 30, 2010

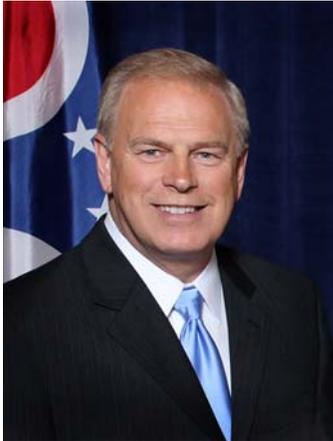


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## A Message from the Governor



I am pleased to present Ohio's Workforce Investment Act Annual Report for Program Year 2009, which highlights the successes of our many programs, initiatives, performance metrics, and personal stories.

This year's report is a testament to the commitment of Ohio's many partners and its workforce system during some challenging economic times. Working together, we continue to revitalize our training efforts and help Ohioans get the skills and education they need to find and keep employment in high growth industries both now and in the future.

During Program Year 2009, Ohio served a record number of employers and job seekers through our 30 One-Stop systems. With the infusion of \$138 million in American Recovery and Reinvestment Act funding, we were able to provide an additional 33,000 WIA adults, dislocated workers, and youth with job training, job search assistance, and employment opportunities. By working with state and local partners, Ohio expanded training and employment opportunities for more than 20,000 low-income youth through our *Summer Employment* and *Urban Youth Works* programs. This past year, we also broadened apprenticeship training programs for underserved adults and dislocated workers and linked employers and job seekers to training funds and tax credits through our statewide *Constructing Futures* and *Project Hometown Investment in Regional Economies* initiatives.

I am impressed by our strong partnerships with state and local government, business, economic development, education, and the public. Working together, we will continue to strengthen our economy and invest in what truly matters, the people of Ohio.

Sincerely,

A handwritten signature in black ink that reads "Ted Strickland". The signature is written in a cursive, flowing style.

Ted Strickland  
Governor

## A Message from the Chair

On behalf of the Governor's Workforce Policy Advisory Board, I am pleased to share with you Ohio's 2009 Workforce Investment Act Annual Report. The report provides policymakers and the general public with a snapshot of Ohio's workforce development system and our commitment to providing a highly skilled educated workforce that is vital to growing our economy.



This past year, we applied for and received a \$6 million grant to train Ohio's workforce for careers in the state's growing advanced energy manufacturing sector. Made possible through the American Recovery and Reinvestment Act's State Energy Sector Partnership Training Program, these funds are providing Ohioans with the academic skills, technical skills, and knowledge they need to succeed in a 21<sup>st</sup> century workforce.

The Board also worked to adopt *Ohio Means Jobs*, the state's online portal to virtual job-matching services, as the unified brand for Ohio's workforce system. To that end, we have recommended that *Ohio Means Jobs*:

- Serve as the official umbrella for Ohio's workforce system;
- Function as a web-based informational gateway and support system for primary customers;
- Market workforce services offered by state agencies and local partners; and
- Showcase statewide workforce development success stories and examples of excellence.

I am pleased with the progress we have made in Ohio and look forward to continued progress for Ohio.

Sincerely

A handwritten signature in black ink, appearing to read 'Nancy Kramer', written over a thin horizontal line.

Nancy Kramer, Chair  
Governor's Workforce Policy Advisory Board

## Workforce Investment Act in Ohio

### Introduction

The federal Workforce Investment Act (WIA) was signed into law in August 1998 and became effective in Ohio on July 1, 2000. This Program Year (PY) 2009 WIA Annual Report represents the 10th year of WIA Title I-B services in Ohio. The annual report provides a summary of WIA fiscal and performance information, programs, and state and local accomplishments for the period of July 1, 2009 through June 30, 2010.

### Ohio's Vision

Ohio will be a leader in talent development—in giving the state's employers a competitive edge by meeting and exceeding their needs for customized, flexible and industry-driven skill training, and in helping workers acquire the knowledge, skills and dispositions that will allow them to get good jobs that pay family-sustainable wages and to succeed in the 21st century global economy.

### Governance and Oversight

Ohio's primary workforce development programs are administered by the Ohio Department of Job and Family Services (ODJFS), Office of Workforce Development, the Ohio Department of Development (ODOD), and the Ohio Board of Regents (OBOR). This structure allows each individual agency to focus on the stakeholders they customarily serve.

ODJFS, which coordinates a variety of services for individual Ohioans, has primary responsibility for several workforce development programs and labor market services designed for WIA and Wagner-Peyser employers and job seekers. Some of these programs include the Ohio Veterans' Services Program; Apprenticeship; Rapid Response; Temporary Assistance through Needy Families (TANF), which provides job

training, employment assistance and work support services for low-income job seekers; Trade Adjustment Assistance, which provides retraining benefits; and Trade Readjustment Allowances, which offers extended unemployment benefits. ODJFS also administers Ohio's Unemployment Compensation Program, which provides short-term income to unemployed workers who lose their jobs through no fault of their own.

In Ohio, ODJFS has responsibility for overseeing a network of 30 full-service "One-Stop Centers" that provide free job training and other employment services to Ohioans looking for work. The One-Stops match job seekers with businesses looking to hire workers and assist laid-off workers to obtain new skills and find new jobs.

ODOD provides many services for the state's workforce development system. The agency connects Ohio's economic development and workforce development resources at the state, regional, and local levels. ODOD's Workforce and Talent Division provides comprehensive solutions for businesses through many initiatives and programs including the Ohio Workforce Guarantee Program; the Ohio Third Frontier Internship Program; the Appalachian Training Investment Partnership; Project Hometown Investment in Regional Economies (HIRE); and the Governor's Workforce Policy Advisory Board (GWPAB).

The GWPAB assists the Governor in directing workforce development resources to maximize return on investment and ensure optimal growth in Ohio's workforce economy. The Board regularly assesses Ohio's employment needs, advises the

*(Continued on page 7)*

## Workforce Investment Act in Ohio (Continued)

Governor on setting performance goals and priorities to improve the state's workforce development system, and helps leaders who shape workforce development policy at the local level. Board members include representatives from business and industry, organized labor, state legislature, education, social service agencies and others who have a stake in employment and training issues.

The GWPAB is comprised of six advisory committees: 1) **Credential Committee**; 2) **Emerging Workforce Committee**; 3) **External Partnerships Committee**; 4) **Marketing Committee**; 5) **Talent Development Committee**; and 6) **WIA Compliance Committee**. The **Credential Committee** identifies strong training and education pipelines that anticipate future workforce requirements and meets the demands of existing and emerging industries. The **Emerging Workforce Committee** identifies and promotes system-wide best practices for emerging workers and employers and aligns them within state agencies and local Workforce Investment Boards (WIBs).

Ohio's **External Partnership Committee** identifies connections and strengthens relationships among education, workforce, economic development, community development, and business groups. The **Marketing Committee** promotes and brands the workforce development system, the **Talent Development Committee** retains and attracts top talent to the State of Ohio, and the **Compliance Committee** strengthens and monitors Ohio's workforce system.

OBOR has responsibility for oversight of Ohio's colleges and universities and for workforce development related to skill development and job training. Developed in partnership with ODJFS and ODOD, OBOR's Ohio Skills Bank will be the information

resource that connects education and training to the jobs that will secure Ohio's future. Educators and workforce professionals work closely with Ohio employers to ensure that the state's public universities, community colleges, and adult career centers provide curriculum, programs, and training aligned with industry demand. Through the University System of Ohio, Ohio Skills Banks seamlessly links education, talent development, and the needs of business as Ohio's educational institutions become demand-driven engines of economic development. Ohio Skills Bank works to identify current and future skills gaps in Ohio's workforce and responds to those shortages with specialized training and certification programs.

Within Ohio, there are 20 designated local workforce investment areas (LWIAs). These LWIAs are part of a comprehensive workforce development system that integrates Ohio's economic development, workforce development, and education and training systems into a cohesive and effective system. Each of these local areas are governed by WIBs. These WIBs, with support from business, state and local partners and elected officials, administer WIA programs.



## The Economic Environment

Program Year 2009 brought many economic challenges for the nation and Ohio. Despite a stronger stock market and slight improvements in the job market, Ohio's unemployment rate consistently remained among the highest in the nation.

However, according to the ODJFS, Bureau of Labor Market Information's annual report, *2010 Economic Analysis: A New Beginning*, Ohio had little direct connection to the financial crisis that contributed to the collapse of financial institutions and declines in consumer wealth. Most economists agree that the financial downturn or "Great Recession," as it has been called, was caused by a liquidity shortfall in the U.S. banking system. Even so, Ohio's economy was adversely impacted by the recession, particularly the decline in manufacturing.



*A New Beginning* provides a realistic assessment of Ohio's economic challenges, characterizes the nature and impact of the recession, and provokes critical thinking about building a new future for Ohio.

Some of the challenges that face Ohio are:

- From March 2000 to March 2010, Ohio's total employment declined 11.1 percent—more than 627,100 jobs.
  - By March 2010, Ohio's total nonfarm employment was approximately 5.0 million, a decline of 8.2 percent from March 2006 and 11.2 percent below Ohio's all-time employment peak in May 2000.
  - Ohio's seasonally adjusted unemployment rate rose from 5.3 percent in March 2006 to 11.0 percent in March 2010.
  - Approximately 58.0 percent of the total employment decline from March 2006 to March 2010 was from goods-producing industries.
  - Pre-recession 2006 to 2016 Ohio industry projections predicted total employment growth of 5.0 percent between 2006 and 2016, but 2008 to 2010 industry projections indicate an employment decline of 4.6 percent over the two-year period.
- In spite of the harsh declines over the past two years, the *2010 Economic Analysis: A New Beginning* report reflects that Ohio is turning the corner and is poised for economic recovery. At the same time, it addresses four key points that workforce and economic development policymakers and strategists must take into account as Ohio's builds its future workforce:
- First, technology is a driver in the economy. Most job decline comes from technology change and automation, not from declining demand for products and services.
  - Second, the primary issue facing workforce development is a growing mismatch between the education or training attainment of adult workers and the jobs that will be created.
  - Third, blue collar occupations, as a path to middle-class status, are reducing or being completely eliminated.
  - Fourth, the nature of the structural/technological changes occurring in the economy combined with the depth of this recession, suggest that employment and wage recovery will not be remedied quickly.
- The *2010 Ohio Economic Analysis: A New Beginning* is available online at: <http://ohiolmi.com/research/research.htm>.

## Workforce Investment Act Programs

### WIA Adult Program

The WIA Adult Program helps thousands of adult workers receive workforce preparation assistance. Local workforce investment programs help employers find skilled workers and assist workers to obtain employment and training activities. The Adult Program serves the broadest range of individuals, including Unemployment Insurance claimants, people with disabilities, public assistance recipients, veterans, and migrant and seasonal farmworkers.

### Analysis

- The number of adults enrolled in the WIA Adult Program increased from 18,918 in PY 2008 to 24,043 in PY 2009.
- The number of participants receiving training services increased from 8,975 in PY 2008 to 9,846 in PY 2009.
- 3,656 adults obtained jobs.
- The Adult Program met the Entered Employment Rate and Employment Retention Rate performance goals and exceeded the Six-Month Average Earnings goal for PY 2009.
- The Entered Employment Rate decreased by 11.2 percentage points to 64.1 percent in PY 2009.
- The Employment Retention Rate for PY 2009 was 81.0 percent, which reflects a decrease of 3.4 when compared to PY 2008.
- At \$14,614, the Six-Month Average Earnings for PY 2009 was \$114 above the negotiated goal of \$14,500.
- Upsurges in the number of participants being served and receiving training services were most likely due to the increase in funding created by the American Recovery and Reinvestment Act.

Economic conditions and the recession must be considered when analyzing results for the Adult Program. Ohio's unemployment rate climbed to 10.7 percent during the first quarter of PY 2009, up from the 6.7 percent registered during the same time period in PY 2008. The average number of Ohioans unemployed per month was 634,000 (Source: ODJFS, Bureau of Labor Market Information).

### Adult Success Story Attitude Determines Altitude



Gary Elser with Trumbull One-Stop staffer John Virostko

Gary Elser applied for WIA assistance at the Trumbull County One-Stop (Area 18) in August 2009. His test scores were not quite up to recognized standards leaving Elser discouraged and ready to walk away. With encouragement from the One-Stop staff and his family, Gary attended Adult Basic and Literacy Education (ABLE) remediation classes. He worked hard, retested and brought up his scores.

Elser, was interested in small engine repair, had many years experience in the field, but no formal training or certification. With WIA funding provided through the Trumbull County One-Stop, Elser was trained and obtained his basic and advanced small-engine repair certifications. Soon after, he was hired by the second largest small engine repair company in the United States.

### WIA Dislocated Worker Program

The WIA Dislocated Worker Program's intent is to quickly re-employ laid-off workers and increase their earnings by enhancing their occupational skills. The program also aims to increase the employment and retention of dislocated workers by increasing their work readiness, educational attainment, and occupational skills and by connecting them to jobs in demand.

## Dislocated Worker Program (Continued)

### Analysis

- The number of dislocated workers enrolled in the WIA Dislocated Worker Program increased from 14,765 in PY 2008 to 23,014 in PY 2009. This was a 36 percent increase over PY 2008.
- The program also saw increased numbers of dislocated workers receiving training services. The number of participants receiving training services increased from 7,443 in PY 2008 to 11,585 in PY 2009.
- 3,483 dislocated workers obtained jobs.
- The Dislocated Worker Program met or exceeded two of its three performance goals for PY 2009.
- The only performance measure that was below the negotiated goal was the Entered Employment Rate at 68.0 percent. This reflects a significant decrease from the 84.9 percent rate achieved in PY 2008.
- The Employment Retention Rate for PY 2009 was 86.0 percent, a decrease of 4.2 percent from the previous year.
- At \$17,079, the Six-Month Average Earnings measure was slightly above the negotiated goal of \$17,000.
- Like the Adult Program, the increased number of participants being served and receiving training services is most likely attributed to an increased demand for services during a period of high unemployment and the additional funding capacity that was created by the American Recovery and Reinvestment Act.

### *Dislocated Worker Success Story*

In 2009, Dan Edwards was laid off from his position with Goodrich Aircraft Wheels and Brakes in Troy, Ohio (Area 7). He was in need of a job and Innovative Scientific Solutions, Inc., an engineering research and development company, was looking to hire a new employee.

Edwards was hired through the WIA Project HIRE Program. The program, an ARRA-funded initiative, assists dislocated workers to find jobs by providing up to \$6,000 in on-the-job training (OJT) to employers. Through his OJT, Edwards now has a fulltime job with Innovative Scientific Solutions creating state-of-the-art prototypes to measure force.

### WIA Youth Program

The WIA Youth Program provides employment and education services to eligible low-income youth, ages 14 to 21 who face barriers to employment. Service strategies, developed by Ohio's workforce providers, prepare youth for employment and/or post-secondary education through strong linkages between academic and occupational learning. The program serves youth with disabilities, basic literacy skills deficient, school dropouts, pregnant or parenting, and homeless as well as others who may require additional assistance to complete an educational program or enter employment.

### Analysis

- During PY 2009, 14,384 youth were served in the year-round Youth Program.
- An additional 18,506 summer only youth were served with stimulus funds through September 30, 2009.
- 18,124 youth were placed in summer employment.
- 8,013 youth received training services.
- 2,782 older youth, ages 18 to 24, were placed in work experiences outside of the summer months.
- Ohio expended nearly \$81.4 million on its Youth Program.
- The Youth Program met all and exceeded two performance goals for PY 2009.
- The program achieved a 53.2 percent result for the Placement in Employment or Education measure.
- On the Attainment of a Degree or Certificate measure, the state achieved a result of 57.2 percent, which is 15.2 percentage points higher than the negotiated goal.
- For the Literacy/Numeracy measure, Ohio achieved a result of 39.1 percent, which is above the negotiated goal of 37.0.

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## WIA Youth Program (Continued)

### *Youth Connects 2 Success*



Will White with Terron Moton

Terron Moton knew he wanted to change his life. A dropout at age 16, hanging out with the “wrong crowd,” in trouble with the law, and without a job, Moton had hit a dead end. He knew it was up to him to take his life back.

Last October he walked into the SuperJobs Center (Area 13) hoping to find a job. He found much more — the stepping stones to a new life.

Moton, now 18, was referred to Connect2Success, a collaborative comprised of a number of social service agencies that work to get out-of-school youth into a GED program or back into high school. He met with Will White, a coordinator at Connect2Success. “Terron told me he wanted to find employment,” White said. So, White referred him to the Urban League of Greater Cincinnati, which offers a work readiness program called SOAR for individuals who face obstacles finding a job.

Moton graduated from SOAR in November 2009. He interviewed at the St. Bernard Soap Company and was hired in December 2009. In January 2010, he passed his GED.

Connect2Success and the Urban League of Greater Cincinnati are both funded by the Southwest Ohio Region Workforce Investment Board (Area 13).

### No Kidding Ohio: Straight Talk from Teen Parents

*No Kidding Ohio: Straight Talk from Teen Parents* is a peer education program supported by the ODJFS Offices of Workforce Development and Child Support, local WIA and child support agencies and other community organizations.



Implemented in PY 2009, *No Kidding Ohio* (NKO) utilizes a peer-to-peer education program to educate middle and high school students on the rights, responsibilities, and realities of teen parenting, including issues related to child support and paternity. NKO peer educators, who are themselves teen parents, receive instruction in work-readiness, employability and leadership skills through the WIA program while promoting responsible parenting and presenting their stories in school classrooms.

NKO peer educators, ages 16 to 21, speak to students about their experiences as new parents during three sessions and encourage high school students to delay becoming parents until later in life. The sessions: Telling Our Story; Understand Paternity; and Child Support and Money Matters are designed to be interactive, compelling, and cover the financial and emotional realities of young parenthood.

*No Kidding Ohio* is currently being piloted in Fairfield and Franklin counties. Fairfield County Job and Family Services (Area 20) and the Central Ohio Workforce Investment Corporation (Area 11) administer the local pilot programs. These agencies, often referred to as local workforce investment areas, help NKO youth to successfully transition into adult roles by supporting their educational and employment aspirations and by helping the young parents to obtain needed social services.

## American Recovery and Reinvestment Act

### Workforce Programs Benefit from Recovery Act Funds

The American Recovery and Reinvestment Act (ARRA) of 2009 made significant investments in Ohio's workforce programs. ARRA provided Ohio's WIA programs with \$138 million to provide job training, job search assistance, and employment opportunities to an additional 33,000 adults, dislocated workers, and youth.

The \$138 million included \$20.7 million for state-funded programs, \$14.6 million for rapid response efforts and \$102.7 million to support local programs. The funds supplemented existing WIA allocations.

### WIA ARRA Adult

WIA Adult programs funded under ARRA supported employment and training activities for adults, including occupational skills training, on-the-job training, skill upgrade and retraining, employment readiness training, and customized training. Funds helped adults access training and employment services that advance them along career pathways in high-growth industries with priority placed on serving recipients of public assistance, other low-income individuals, and veterans.

In PY 2009, Ohio served 7,870 adults with ARRA stimulus funds and placed 4,030 in training services.

### WIA ARRA Dislocated Worker

The WIA Dislocated Worker Program supported employment and training activities for workers who have been laid off. Services included worker occupational and vocational testing, counseling services, and employment readiness activities. Emphasis has been placed on providing supportive services and needs-related payments to support the employment and training needs of dislocated workers.

For PY 2009, the state served 6,228 dislocated workers with ARRA stimulus funds and placed 4,047 in training services.

### WIA ARRA Youth

#### *Dislocated Worker Success Story*

Shawn Eltringham of Salem had been in the workforce since graduating from Leetonia (Ohio) High School in 1993. However, all that changed in January 2009, when she was laid off from American Standard where she worked for 11 years.

With her layoff and her husband (who also worked at American Standard) being cut back to four days a week, Eltringham felt she needed to pursue higher education so she could move out of manufacturing and factory labor positions. She decided to pursue an associates degree in accounting at Kent State University.

In July 2009, Eltringham was determined eligible for Trade Readjustment Assistance (TAA/TRA), but she was told that funds would not be available until January 2010. Disappointed, she turned to Mahoning and Columbiana Training Association (MCTA) in Area 17. MCTA stepped in with ARRA stimulus funds and paid for her tuition until her TAA/TRA funding became available. In September 2009, thanks to MCTA and ARRA funds, Eltringham was able to begin her studies at Kent State University–Salem.

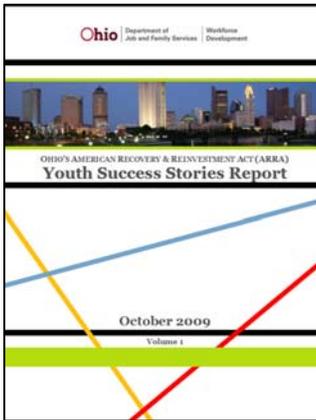
Under ARRA, USDOL expanded its youth focus and increased the age eligibility for stimulus funded youth projects and services from 21 to 24. ARRA youth funds were primarily targeted toward developing work-readiness and creating summer jobs and work experiences for youth ages 14 through 24. As of June 30, 2010, Ohio's local areas served 18,869 youth with ARRA stimulus funds. Throughout the summer, youth learned how to search for jobs, appropriate workplace behavior, and technical and soft skills, as well as gained valuable work experience in paid positions. The Recovery Act also placed a stronger emphasis on exposing young people to

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green jobs and green-related careers. Youth had the opportunity to work in jobs related to weatherization, energy efficiency, retro-fitting, and state park preservation and improvement projects. ARRA created an avenue for the private sector, public sector and non-profits to work together to help improve the state economy.

During the summer of 2009, ODJFS hired two interns as part of the summer employment

program; the interns created a report highlighting success stories of the summer youth employment program. The report can be found on the <http://jfs.ohio.gov/owd> website under GoodNews. Listed below are some of the report's success stories.



### *Determined to Succeed*



In PY 2009, the Madison County Youth Works Program (Area 7) served 32 youth in paid summer work experiences. As a young adult, Jacob Anderson was fortunate to participate in the stimulus program. At the age of 24, Anderson had worked a variety of different jobs, but had found it very difficult to secure meaningful employment. For his eight-week summer work experience, Anderson was placed at Buckeye Ford as a lot attendant. Within his first couple of weeks on the job, Anderson proved to his employer that he had the determination to do well and the skill set to match. His hard work paid off and he was offered a full-time position with Buckeye Ford.

### *Summer Youth Interns at Radio Station*



For 2009, Jalon Cleveland was one of two ARRA summer youth who interned at the Juice Radio Station (107.3) in Toledo (Area 9). Cleveland took broadcasting classes at her high school, which proved to be invaluable as she was able to take part in various aspects of radio production. Working behind the scenes, she assisted staff in creating commercials and kept the radio station organized and running efficiently. Cleveland now looks forward to a possible career in broadcasting.

### *Working with Hardware*

As part of the WIA Summer Youth Program, Austin Blind worked at Morris Hardware in McConnelsville (Area 15). Blind did a wonderful job. As a result, Morris Hardware hired Blind to work part-time while he continues his high school education.



## American Recovery and Reinvestment Act Initiatives

In Program Year 2009, the state used \$20.7 million in ARRA WIA funds to support four new statewide initiatives designed to put Ohioans back to work.

### Urban Youth Works

Ohio awarded \$6.7 million to 15 Urban Youth Works programs with awards ranging from \$168,000 to \$500,000. This statewide initiative addresses the needs of urban youth to successfully participate in education and training programs that will ultimately lead to a self-sufficient wage and occupation based on the local labor market demand. Grantees will serve low-income youth ages 16 to 24 who are disengaged from the educational system, offenders, youth in or aging out of foster care, youth with disabilities, migrant youth, homeless and/or runaways, or children of incarcerated parents.

The 15 grantees represent 12 non-profit organizations, 2 local workforce investment areas, and 1 state agency. Organizations represent low income youth in seven counties: Cuyahoga, Franklin, Hamilton, Lucas, Mahoning, Montgomery and Stark. The grant program began in October 2009, and more than 1,500 youth will be served from October 2009 to March 2011.

### Constructing Futures

Constructing Futures trains unemployed low-income and dislocated workers for new careers in the construction sector. In 2009, four local programs received grants to provide pre-apprenticeship training for 500 participants to prepare them for enrollment in full-scale Registered Apprenticeship.

Constructing Futures emphasizes the recruitment of minority and female workers, two groups that are historically underrepresented in construction trades. A total of \$2.75 million in grants was awarded to four apprenticeship partnerships:

1. Associated Builders and Contractors of Central Ohio (Columbus) -- \$399,998
2. The Electrical Trades Center (Columbus) -- \$799,611
3. Heat and Frost Insulators Local Union 45 Joint

Apprenticeship and Training Committee (JATC) (Toledo) -- \$550,000

4. Laborers' International Union of North America Local Union 265 JATC (Cincinnati) -- \$998,976



Six graduates of the Constructing Futures Program

### *Constructing Futures Program Success Story*

After 12 weeks of instruction, 14 participants successfully completed the WSOS Constructing Futures Pre-Apprenticeship Program on June 15. Modeled on the Marine Mechanics and Water Operator programs, the participants received instruction and recognized certification in carpentry, roofing, masonry, welding, pipe-fitting, and other construction trades.

Classroom instruction included math skills, leadership and life skills, work ethics, job readiness and financial literacy, critical thinking skills, blue print reading, Labor 101, computer fundamentals and safety training.

WSOS is subcontracted through the Northwest Ohio Construction Education Center in Toledo.

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### Project HIRE

Project Hometown Investment in Regional Economies (HIRE) is a statewide initiative focused on assisting dislocated workers to find jobs. Project HIRE helps connect employers in targeted growth industries with current job openings to job seekers through events such as job fairs and other outreach activities. Up to \$7 million has been made available to match 1,200-2,000 eligible job seekers on a first-come, first-serve basis to hiring employers.



Project HIRE provides flexible Ohio Learning Accounts (OLA), valued at up to \$6,000 for short-term classroom training, on-the-job training, or a combination of both. Customers, who require training or certification as a condition of employment, are enrolled in learning accounts once there is a bona fide job offer in a targeted industry or demand occupation. There is no cost for employers to participate.

In PY 2009, there were 962 customers receiving OLA learning accounts totaling \$4,523,775 at a cost per participant of \$4,702. The program ends December 31, 2010.

#### **Workers Benefit from Project Hire**

Project HIRE has helped 100 dislocated workers in Trumbull, Mahoning and Columbiana counties get back to work. In Trumbull County, 75 Project HIRE contracts have been written for individuals at a total value of \$219,175. In Mahoning and Columbiana counties, 13 employers have signed Project HIRE contracts covering 25 employees. Total funds encumbered for these employers are \$119,331.

Project HIRE companies are reimbursed up to 50 percent of a new hire's wages during his/her initial on-the-job training period. New hires and companies must meet Project HIRE eligibility requirements.

### Recovery Conservation Corps



Ohio allocated \$2 million for the Recovery Conservation Corps (RCC) initiative, which offered work experiences in green jobs to youth ages 16 to 24 to improve Ohio's state parks and natural areas. Working in crews, the youth assisted with building recreation lands, boardwalks, observation areas and trails; curbing the spread of invasive species; and removing brush. All RCC youth achieved a "work readiness" credential to aid in future job search efforts.

This initiative was based on a partnership between ODJFS, the Ohio Department of Natural Resources, and the LWIAs. Approximately 358 youth participated in the program.



Jasmine Summerlin and Lee Johnson clear honeysuckle at Mt. Airy Forest.

#### **Youth Help Clear Mount Airy Forest**

Mount Airy Forest State Park is a lot cleaner thanks to the help of 100 young people who participated in the RCC work readiness program in Cincinnati. Funded under ARRA through the Career Works Program (Area 13), youth ages 18 to 24 helped to clean trails,

pull honeysuckle, and pick up debris at the 1,459 acre park. More than 50 acres of honeysuckle, an invasive plant that chokes out native growth, was cleared by the RCC park crews.

"It was a great opportunity for me," said team leader Deanna Franklin, 24. She did such a phenomenal job that Career Works kept her on as a crew leader after her summer work readiness program ended. "I'm happy it came my way. I love working outdoors," said Franklin.

Career Works was one of five programs selected by the Southwest Ohio Region Workforce Investment Board to provide work readiness training for youth.

## Ohio Wins ARRA Green Industry and Energy Grants



### Ohio Wins Two “Green Jobs” Grant Awards

ODJFS was the recipient of two ARRA Labor Market Information Improvement grants aimed at building a skilled workforce for “green jobs.” With the first grant, ODJFS partnered with the Governor’s Workforce Policy Advisory Board, the Ohio Board of Regents and the University System of Ohio. The partners received \$1 million to identify the skills most needed by green industries in order to develop curricula and training programs around those needs. Job seekers will be connected to green-related workforce development services, training providers, and job opportunities.

Ohio shares the second grant, a total of \$4 million, with Indiana and Michigan. As a result, all three states have coordinated their efforts to help dislocated auto industry workers pursue new career paths in green industries. To date, Indiana is working to identify the skills that auto industry workers currently have that might be useful in green industries. Michigan and Ohio have been gathering information from auto industry manufacturers and parts suppliers about their changing business environments and labor force needs. Ohio also has conducted a “green jobs survey” of Ohio employers to better identify the number of green jobs available in the state and the skills required to fill them.



### Energizing Careers Program

Through an application process initiated by the Governor’s Workforce Policy Advisory Board, the Ohio Department of Development has been awarded a \$6 million State Energy Sector Grant authorized under ARRA from the USDOL Employment and Training Administration. The grant will fund the newly created Energizing Careers Program in training Ohio’s workforce for green energy careers. The program supports customized training for improving skills in Ohio’s expanding advanced energy manufacturing sectors of wind, solar and biomass and helping Ohio businesses remain competitive.

The goals of the program are: 1) to develop a reliable, skilled workforce in the targeted sectors of wind, solar, and biomass; 2) to provide businesses with up to \$6,000 per individual for approved training and apprenticeship programs that end with certificates for occupations within the targeted sectors; and 3) to serve workers in need of updated training related to the advanced energy industry, dislocated workers, veterans, and historically underserved populations such as women, minorities, and Appalachian residents.

Through a Request for Proposal competitive process, preference will be given: 1) to businesses located in the 44 Ohio auto impacted counties (see map); 2) to businesses that pay employees \$18.00 to \$25.00 per hour excluding benefits; and/or 3) to businesses that serve the worker populations listed above.



## Ohio Branding and Information Resources

### Ohio Means Jobs

October 2009 marked the first anniversary of Ohio Means Jobs, Ohio's official online portal to virtual job-matching services and many other workforce resources. Ohio Means Jobs is a powerful tool that was created through a partnership between government and the private sector to respond to state workforce needs. **OhioMeansJobs.com** gives employers free access to millions of resumes from within a 50-mile radius of the state, and job seekers access to more than 100,000 job openings. Ohio developed and became the first state in the nation to adopt this groundbreaking model of public-private collaboration.



In November 2009, Governor Strickland charged his State Workforce Policy Advisory Board to develop a strategic, coordinated plan of action to promote and enhance the Ohio workforce system that builds upon the success of Ohio Means Jobs. This charge included adopting Ohio Means Jobs as a unified brand for Ohio's workforce system. The Ohio Means Jobs brand will assist Ohio in conveying the message that state and local workforce agencies are working in collaboration to function as a coordinated state workforce system.

#### **Ohio Means Jobs Success Story**

Assisted by the Columbiana County One-Stop (Area 17), Joy Mansell of East Palestine found her new job on **OhioMeansJobs.com**. Joy had been out of work for nearly a year and her unemployment benefits were about to run out. She routinely used Ohio Means Jobs to search for jobs. One day while searching Ohio Means Jobs for "office positions," she found a listing for a job at Thorne Management in Salem, Ohio. Joy immediately faxed her resume to the company. That very day, she received a telephone call for an interview. A few days later, she began working full-time at Thorne.

#### **Ohio launches OhioHeretoHelp.com**

Ohio recently introduced its newly created Internet site <http://www.ohioheretohelp.com> as a resource for unemployed workers and their families. **Ohio Here to Help** can quickly connect visitors to information on jobs, education, training, money, food assistance, health care, housing, transportation, child care, veteran's services, legal services, clothing assistance, youth employment and more.

Ohio Here to Help provides direct links to Ohio Means Jobs, employment and economic news, video tutorials, and online skill building courses.



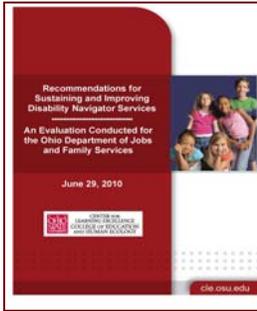
#### **OhioLMI.com**

During 2009, in an effort to better serve unemployed Ohioans, the state's Bureau of Labor Market Information (LMI) developed job, education, and career information menus for its Web site, **www.OhioLMI.com**. By utilizing the "Tools" tab, job seekers can now view or download everything from industry-specific wage information to local economic development profiles.

LMI staff also created three new data query tools for the "Tools" section. One is the "Career Exploration Tool," which summarizes occupational wages and projected openings, provides occupational summaries and training options, offers links to job openings listed in **OhioMeansJobs.com**, and identifies occupations with similar job duties and skills. Another tool, the "Industry Staffing Patterns and Occupational Employment Profiles Tool," lists occupations commonly employed within an industry for Ohio and the nation. The third tool, "Ohio Skills Bank Data Tool," provides economic indicators by industry and occupation for each of Ohio's 12 economic development regions.

## State Evaluation Activities

### Disability Navigator Services Evaluation



In Program Year 2009, an evaluation was conducted for the Ohio Department of Job and Family Services entitled, "Recommendations for Sustaining and Improving Disability Navigator Services."

The study was completed in June 2010 and provides an analysis of Ohio's Disability Navigator services within the One-Stop Centers.

The primary purpose of this evaluation was to assess the capacity of Ohio's One-Stop Centers in meeting the needs of job seekers with disabilities through several employment-related outcomes. These outcomes can be summarized as follows: 1) Increased customer satisfaction; 2) Improved coordination of services; 3) Expanded relations with employers; 4) Increased employment for individuals with disabilities; and 5) expanded partner relations with community organizations.

The Disability Navigator research effort was conducted by an independent evaluator, The Ohio State University, Center for Learning Excellence, College of Education and Human Ecology. Findings were based on qualitative data collected from telephone interviews with 18 One-Stop staff from several Navigator and Non-Navigator One-Stop sites. These individuals were selected based on their vast knowledge of One-Stop services related to individuals with disabilities.

Evaluation results suggest that the Disability Program Navigator positions have helped to implement new practices, which benefit people with disabilities. Data suggest that at

least in some cases, Disability Navigators successfully worked with other community agencies to provide resources and information for their customers.

Recommendations that emerged from the Disability Navigator Services Evaluation were categorized into the following four recommendations:

- Recommendation #1: Develop case examples based on successes experienced by Disability Navigators;
- Recommendation #2: Focus on the creation of Integrated Resource Teams within full-service, One-Stop Centers;
- Recommendation #3: Develop a rubric incorporating criteria for delivering services to individuals with disabilities based on the Disability Navigator Maturity Model Matrix (expertise, accessibility, solve emerging problems, and sphere of influence across the community); and
- Recommendation #4: Develop champions at the local level.

Recommendations and evaluation results will be used to improve services and polices for individuals with disabilities.

### Ohio's Rapid Response System

In Program Year 2009, as a result of a comprehensive evaluation of Ohio's rapid response service delivery system, the state implemented significant changes to its rapid response service delivery model. One of those changes, expansion of services, provided rapid response services to all workers affected by layoffs or closures,

*(Continued on page 19)*

## State Evaluation Activities (Continued)

regardless of whether the employers provided Worker Adjustment Retraining Notification (WARN) notices.

Another change that has improved Ohio's rapid response system is the requirement that each One-Stop System have a state/local area rapid response team made up of mandated partners: an ODJFS Regional Rapid Response Coordinator; a local area Rapid Response Coordinator; ODOD; and the state contracted designee if applicable. As a result, the ODJFS Regional Rapid Response Coordinators have been working closely with local teams and overseeing the newly created service delivery model. The teams work to ensure that a full range of services are considered for each layoff event, including potential layoff aversion strategies, to better assist the impacted workers.



Additionally, the state created [OhioRED.gov](http://OhioRED.gov), a website dedicated to providing rapid response information to workforce professionals,

employers, and job seekers. Through [OhioRED.gov](http://OhioRED.gov), employers can access training programs for their employees, find skilled job seekers, learn about layoff aversion strategies, and find out more about employment rights and regulations. Job seekers can access information on finding a job, education and training, financial assistance, health care options, food assistance, and other services. Workforce professionals can gather data to share with local partners to better tailor their services through the newly created database called Ohio Rapid Event Data.

This database assigns each dislocation event with a unique identifier, called a Rapid Response ID. When the rapid response team receives notification of a dislocation event, the team responds per the new model and team-defined protocol. The new model has ten process steps, which are reflected in the data for the specific event. As data is captured under the new model, the State Rapid Response Unit has the ability through the database to track the impact of the delivery model, which is called "opportunity metrics."

Once rapid response events are captured with the Rapid Response ID, workforce professionals are able to successfully record the workforce impact. This allows the state/local rapid response teams to quickly follow individuals through their services, which are captured through the state's management information system's (SCOTI) mini-registration. When the new model is properly used, One-Stop System teams have sufficient data for National Emergency Grant applications and can successfully apply for funding from various sources.

Finally, since getting improved and enhanced information to the dislocated worker is imperative to them successfully transitioning into services, the State Rapid Response Unit created the "We're Here" brochure. The brochure provides information on services and resources for dislocated workers and can be accessed on the [OhioRED.gov](http://OhioRED.gov) site.



## Statewide Workforce Development Services

### Rapid Response Services

Ohio's Rapid Response Unit receives WARN and non-WARN notices from employers experiencing plant closures and layoffs that will affect workers. The WARN Act provides protection to workers, their families and communities by requiring employers to provide notification 60 calendar days in advance of plant closings and mass layoffs.

The Rapid Response Unit provides vital help to both the affected workers and their communities. Rapid response staff help workers to obtain skills assessments, basic skills training, individual career counseling, short and long-term occupational skills training, and job seeking and placement assistance. Staff oversee the delivery of services to affected workers so they can quickly get the help they need to return to the labor force in sustainable jobs.

In PY 2009, the Rapid Response Unit received 222 WARN notices, which impacted 25,016 workers. During PY 2009, Ohio also responded to 695 non-WARN notices, which impacted 25,727 workers.

### Veterans' Services

In PY 2009, to better serve customers, the Veterans' Services Program was moved from the ODJFS Office of Local Operations to the ODJFS Office of Workforce Development. The Veterans' Services Program now resides in the same office that provides workforce policy direction and oversees WIA programs and the One-Stop delivery systems.

Core services offered to veterans include skill and need assessments, job search workshops, resume assistance, interview preparation, information about community resources, and information about local training and educational programs. To further meet veterans' needs, intensive career counseling and comprehensive assessments as well as training services are provided through the One-Stops. During PY 2009, the Veterans' Services Program served 86,514 veterans who were looking for jobs.

In addition to One-Stop services, some veterans

are eligible to receive a grant from the Military Injury Relief Fund (MIRF). This grant is provided to service members who were injured in the line of duty, including post traumatic stress disorder, while serving in Operation Iraqi Freedom or Operation Enduring Freedom (Afghanistan). During PY 2009, more than 1,000 MIRF grants totaling over \$1 million were provided to Ohio's veterans.

### Services for Job Seekers with Disabilities

Ohio's One-Stop System is designed to serve all Ohioans in need of employment and training services. One-Stops provide a broad range of workforce development resources and information in one location. Every One-Stop Center strives to make every customer's experience productive and rewarding by focusing on the needs of the customer and providing the right blend of services for success.



The *Passport for Job Seekers with Disabilities* guide has been written to assist disabled individuals to successfully access employment and training services through the One-Stops as required by the Americans with Disabilities Act (ADA).

The passport provides information about:

- The names and locations of all Ohio One-Stop Centers;
- The types of trainings and services available through the One-Stop Centers;
- Special services for youth with disabilities;
- Special services for veterans with disabilities;
- One-Stop services;
- The types of accommodations available through One-Stop Centers; and
- Other workforce and career development resources for individuals with disabilities.

The *Passport for Job Seekers with Disabilities* is available online at: <http://jfs.ohio.gov/owd/WorkforceProf/Disabilities-Job-Seekers.stm>.

## National Emergency Grants at a Glance

To respond to recent increases in lay-offs across the state, Ohio has worked closely with the United States Department of Labor (USDOL) to implement several National Emergency Grant projects this past year. These federal discretionary grants allow the state and local areas to temporarily increase employment and training services to better assist workers affected by large dislocations or disaster events.

### Wilmington Air Park Grant

In May 2008, DHL Express announced that it would shut down its shipping hub in Wilmington, Ohio beginning in 2009, which would idle as many as 8,000 workers. Ohio responded by requesting and receiving a National Emergency Grant of \$8.3 million to assist the affected workers in several ways:

- Resources and staff support to help laid-off workers find new jobs;
- Funds to pay for retraining, skill upgrades, and supportive services; and
- Opening several transition centers – easily accessible resource libraries with tools and information related to job search.

To date, over 1,600 affected workers from the Wilmington Air Park have been served using these dollars.

### Auto Industry Grants

With the state's economy built on a foundation of manufacturing, many Ohio workers have suffered from recent upheaval in the automotive industry. Several large plant closures have left thousands of workers jobless, and resulted in lower staffing needs at associated supplier companies. In May 2009, Ohio received a \$5 million grant to support an expected 2,300 workers facing layoffs at over 60 auto industry-related worksites. To date, this funding has allowed the workforce system to increase job search resources, training funds, and staff support to over 1,400 laid off auto workers. A smaller grant was received to help 75 workers at the GE Lighting Plant in Willoughby, Ohio in similar ways.

### Flood Clean-up Grant

Heavy rains in 2007 caused severe flooding of the Blanchard and Ottawa rivers in Northwest Ohio. A disaster grant of \$3.7 million has enabled the hiring of 170 unemployed Ohioans to remove debris from the waterways to prevent future flooding. These workers also learned valuable work skills and earned certifications that will assist them in finding new jobs after the clean-up work is completed.

### National Emergency Grants Statistical Summary

Grants	Total Funds Available	Total Funds Expended	Grant Period	Planned Participants
Wilmington	\$ 8,319,879	\$ 4,386,580	Oct. 2008 – Jun. 2011	1,461
Auto Industry	\$ 5,074,749	\$ 1,914,086	Apr. 2009 – Mar. 2011	2,388
GE Lighting	\$ 271,075	\$ -	May 2009 – Apr. 2011	75
Flood Clean-Up	\$ 3,706,768	\$ 3,122,448	Jan. 2008 – Dec. 2010	176
<b>Total</b>	<b>\$ 17,372,471</b>	<b>\$ 9,423,114</b>		<b>4,100</b>

## Program Year 2009 Ohio Waivers

### Approved Waivers

Ohio waivers provide local Workforce Investment Boards with the greatest flexibility possible to effectively design and deliver services that meet the needs of employers and job seekers. Waivers improve Ohio's capacity for developing the state's workforce investment system. Waiver authority is authorized in Section 189(i)(4)(B) of WIA.

In PY 2009, the USDOL granted 11 waivers to Ohio. Unless, otherwise noted, PY 2009 waiver duration was for the period of July 1, 2009 through June 30, 2010. Listed below are the approved waivers with information collected from the state's WIA database, fiscal data and reports, on-line surveys, and field research. The data supports how waivers have changed the activities of the state and local areas and have directly or indirectly affected performance outcomes.

#### ***1. Waiver to permit the state to replace the statutory performance measures at WIA Section 136(b) with common measures for reporting purposes***

Common measures have become an integral part of Ohio's performance accountability system. By replacing the current 17 statutory performance measures with the six common measures, Ohio has been able to simplify its service delivery process by streamlining data collection, data validation, and reporting.

**Outcomes:** As a result of reducing the reporting and performance measure requirements from 17 statutory performance measures to the common measures, Ohio has been able to have greater efficiency in service delivery as labor costs and paperwork have been reduced. Common measures have also enabled the state to simplify communicating performance results with key constituent groups.

Ohio's transition to common measures has

been fairly easy to implement except for the WIA Youth Literacy and Numeracy Gains measure. This performance measure has proven to be extremely complicated and has required additional technical assistance to local areas. Technical assistance for this measure, as well as the other youth measures, combined with a state emphasis on serving more hard-to-serve youth has resulted in local areas providing more services to out-of-school youth. During PY 2009, Ohio served 5,260 out-of-school youth, an increase of 1,523 (28 percent) out-of-school youth prior to waiver implementation in PY 2007.

With this waiver authority, common measures implementation has also assisted the State of Ohio to integrate its WIA and Trade Adjustment Act programs. Prior to implementation of common measures these two programs had different performance outcomes, which made it difficult for staff to work together. Common measures enabled the state to provide standard definitions, data, and reports for both programs making it easier for staff to coordinate activities and develop common forms.

Additionally, because local areas are no longer required to report on the Adult and Dislocated Worker Employment and Credential measure, Ohio is in a better position to serve customers laid off from the automotive industry with OJTs and customized training without jeopardizing performance. Under the Employment and Credential statutory measure, skills achieved in the OJT and customized training programs were not recognized as credentials and caused some local areas hesitation in pursuing these activities. In PY 2009, under common measures, Ohio has been able to provide 1,029 OJTs and placed over 500 employees in customized training.

(Continued on page 23)

## PY 2009 Ohio Waivers (Continued)



Chris Hocker works at the controls of the composite pre-preg coating machine. Photo by Ben French, Hi Velocity Media, September 24, 2009 (printed with permission)

### ***Laid-off Auto Worker Benefits from OJT***

Chris Hocker had always been the go-to-guy in his job at the Moraine DMAX plant, a supplier for General Motors near Dayton, Ohio. That was until he was laid-off in October 2008. Today, thanks to The Montgomery County Job Center's OJT program, Hocker has a new job. He was hired by Renegade Material Corp., a Springboro-based supplier to the aerospace industry, through the OJT program. The program reimbursed Renegade for 50 percent of Hocker's salary for six months while he learned his new job. Now, Hocker works as a chemical composite technician making materials for commercial and military aircraft.

### ***2. Waiver to permit up to 10 percent of local adult and 10 percent of local dislocated worker funds to be used by local areas to conduct allowable statewide activities as identified at WIA Section 134(a)(3) for incumbent worker training***

Incumbent worker training (IWT) represents a partnership of the public and private sector workforce system, which has proven to be an effective economic development tool for Ohio's local areas. The original waiver, in effect until November 2009, permitted local areas to use up to 20 percent of formula funds to provide statewide activities, including incumbent worker training.

When the waiver was modified in November 2009, local areas were permitted to transfer up to 10 percent of WIA dislocated worker funds and up to 10 percent of WIA adult funds for incumbent worker training only as part of a layoff aversion strategy. Use of WIA adult funds was restricted to serving low-income adults and all training delivered under this waiver was restricted to skill attainment activities.

**Outcomes:** Prior to November 2009 and the waiver modification, this waiver's flexibility allowed 13 Ohio WIBs to transfer adult and dislocated worker funds for IWTs. By providing short-term and job-specific training to employees, employers were able to increase employee productivity, increase profitability, increase the potential for company growth or expansion, and avoid job losses, relocation, consolidation, and closings. One LWIA, Medina Works (Area 2), used \$114,300 in formula funds to serve 265 incumbent workers from 15 companies. Of those receiving services, 221 are still employed with the same employer, 14 received promotions, 29 received vocational certificates, and 73 received other credentials. By operating an innovative IWT program, Medina Works linked workforce development, economic development, and higher education together to offer business certification programs. Another LWIA, Lorain County Workforce Development Agency (Area 4), used \$401,731 to provide 602 individuals from nine companies with IWT services through their Project TEN (Train Employees Now) Program. A different LWIA, Workforce Initiative Association (Area 6—Stark and Tuscarawas counties), greatly benefited from Ohio's original waiver. During PY 2009, Area 6 provided IWT services to 14 companies and 224 employees.

Since November 2009, under the modified IWT waiver, six WIBs have taken advantage of the waiver's authority and converted \$666,931 in formula funds into statewide activities. LWIAs 2 and 6, despite reaping excellent results with

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## PY 2009 Ohio Waivers (Continued)

incumbent workers, have chosen to discontinue the use of this waiver. When surveyed, these areas felt that the newly imposed waiver modifications placed an unnecessary burden on local programs to implement IWTs.

Although the modified IWT waiver has not proven as successful as the waiver in its original form, it is still an invaluable source of training support for both workers and employers. Teletech, a call center in LWIA 4, received incumbent worker training for its employees as part of a layoff aversion strategy. The training turned out to be a win-win situation for employer and employees as Teletech was able to rescind its WARN notice and save 350 jobs.

In general, employee outcomes included promotions, increased technical skills, improved wages, improved job performance, and increased productivity. For employers, outcomes included reduced turnover, increased productivity, decreased waste, increased quality and efficiency, improved safety performance, and increased business and profits.

### Employer Testimonials

*"In 2009, KS Associates Civil Engineers + Surveyors was facing a new technological challenge. If we weren't able to add 3-D mapping to our skill set, several opportunities in the healthcare market were going to pass us by. We were fortunate to be able to tap into Project TEN funding to train a number of our engineers in Civil 3D software. Improving our qualifications allowed us to compete for and win several new projects."*

*Lynn Miggins, President, KS Associates, Lorain*

*"Aultman Health Foundation has been the recipient of an Incumbent Worker Training grant for the past three years. The dollars we received were extremely helpful in the design and implementation of a training program for our Exploring Leader Program. To date, several employees have received a promotion, several moved to new jobs with an increase in pay within the organization and others continue to be a leader in their current role."*

*Vi Leggett, Vice President of Corporate Training, Aultman Health Foundation*

### ***3. Waiver to permit up to 20 percent of rapid response funds to conduct allowable statewide activities as defined under WIA Section 134(a)(3) for incumbent worker training as part of a layoff aversion strategy***

The original waiver, in effect until November 2009, permitted the state to use up to 50 percent of rapid response funds for statewide employment and training activities including incumbent worker training. On November 12, 2009, USDOL extended this waiver through June 30, 2010, with modifications. The modified waiver permitted the state to use up to 20 percent of rapid response funds for incumbent worker training only as part of a layoff aversion strategy. All training delivered under this waiver was restricted to skill attainment activities.

Administered by ODOD through its 12 Regional Workforce Directors, the Ohio Workforce Guarantee Program was able to provide a variety of customized training grants directly to employers to train workers. The program focused on creating and retaining jobs through the improvement of worker skills and abilities. It supported Ohio workers and companies by creating opportunities for them to stay competitive and current in their fields.

**Outcomes:** The flexibility created from this waiver has allowed for increased employer/local WIB collaboration in addressing industry needs, layoff aversion and training strategies, greater support to small businesses in accessing training resources, and greater opportunities for workers for skill upgrades and job retention. As a result of close relationships that have developed among workforce development, economic development, and business, One-Stops have greater credibility within the community. Based on a 2009 ODJFS statewide employer survey, 84 percent of the 648 respondents were familiar with One-Stops and 71 percent had used the services.

Through the Ohio Workforce Guarantee Program, the Gerstenslager Company, one of

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**PY 2009 Ohio Waivers (Continued)**

Ohio's oldest transportation companies, was able to remain competitive by adapting to the industry's changing needs. Through an incumbent worker grant in the amount of \$300,000, the company was able to train 360 incumbent workers. To date, because of skill upgrades and advances in technology, Gerstenslager has increased employment by 97 employees.

Another company, Libby Glass, trained 140 employees and retained all 1,405 employees at its World Headquarters in Toledo with the assistance of the Ohio Workforce Guarantee. The State of Ohio has also worked with the company on a grant that will create 50 jobs and allow the company to invest \$20 to \$30 million in new machinery and equipment during the next three years.

Last year, more than \$13 million in Ohio Workforce Guarantee grants were provided, resulting in training for nearly 1,600 new hires and more than 8,300 incumbent workers.

**Employer Testimonial**

*Incumbent worker training is a key element to the success of American companies. Without upgrading the skill set of those that are committed to being productive contributors to the US economy, our county is doomed to continuing the erosion of our domestic economy and dependence on foreign goods."*

*Michael Baach, President and CEO,  
Philpott Rubber, Medina*

**4. Waiver of 20 CFR 666 and 667.300(a) to reduce the collection of participant data for incumbent workers in the Workforce Investment Act Standardized Record Data (WIASRD) system**

Through this waiver, the state has been able to minimize its data collection requirements for incumbent workers so employers are not unnecessarily burdened with federal data requirements. This has allowed for greater coordination of state and local Workforce

Investment Board activities with state and regional local economic development efforts.

**Outcomes:** Businesses are able to easily access, with minimal red tape, incumbent worker training programs that can assist them to quickly and effectively respond to changes in the economy and technology. Results include the increased enhancement of existing employee skills, increased productivity, averted layoffs, reduced plant closures, and potential company growth. In short, it has resulted in stronger working relationships and partnerships between workforce development and business.

**5. Waiver to increase the transfer of funds between the adult and dislocated worker local formula funds as authorized at WIA Section 133(b)(4) and 20 CFR Section 667.140 from 30 percent to 50 percent**

This waiver provides needed flexibility to WIBs by allowing local areas to successfully serve the program most in need of services. By having the option to transfer up to 50 percent of adult and dislocated worker funds, WIBs are able to respond directly to changes and priorities within their local labor markets, meet the demands of their customers, and maximize customer services.

**Outcomes:** This waiver's flexibility allowed six WIBs to transfer \$667,875 in dislocated worker funds to adult funds and 16 WIBs to transfer \$4,855,127 in adult funds to dislocated worker funds in PY 2009.

**6. Waiver of the prohibition at 20 CFR Section 664.510 on the use of individual training accounts for older and out-of-school youth, ages 16 to 21**

This waiver supports the principles of streamlining services, individual opportunity and empowerment, customer choice, and an improved youth program by allowing the 16 to 21 youth population to benefit from services provided by Ohio's eligible training providers.

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## **PY 2009 Ohio Waivers (Continued)**

Under this waiver, older, out-of-school youth have the same access as adults and dislocated workers to individual training accounts (ITAs) without the additional barrier of having to meet adult or dislocated worker eligibility requirements. With this waiver authority, local WIBs have increased flexibility to provide services that best meet the needs of older and out-of-school youth utilizing the eligibility training provider list.

**Outcomes:** This waiver provides greater empowerment and financial power to youth and access to Ohio's 1,789 eligible training provider on-line (ETPO) providers. In PY 2009, nine of the state's 20 WIBs used this waiver to provide ITAs to WIA youth.

### ***7. Waiver of the provision at 20 CFR 663.530 that prescribes a time limit on the period of initial eligibility of training providers***

This waiver continues the suspension of subsequent eligibility certification requirements and permits training providers to update and resubmit their initial application for approval. This waiver minimizes the management burden for the local areas and Ohio's Postsecondary Title IV eligible training providers. Without this waiver, Ohio's eligible training providers would be unduly burdened with administrative and data collection costs associated with subsequent eligibility certification requirements.

**Outcomes:** With this waiver, Ohio is able to maintain a robust, ETPO list. Hence, this waiver assists Ohio to broaden customer choice, increase the availability of training, and increases the use of ITAs. During PY 2009, Ohio had 1,789 ETPO providers and 6,283 active training programs approved for demand and emerging occupations.

### ***8. Waiver of the required 50 percent employer match for customized training at WIA Section 101(8)(c) and 20 CFR 663.715 to a sliding scale of 10 percent***

In Ohio, a majority of private sector employment is provided by small business. This waiver was designed to serve those small businesses that desire to provide customized training for their employees but find it extremely difficult, if not impossible, to provide a 50 percent match.

Under this waiver, the following employer match sliding scale applies: 1) no less than 10 percent match for employers with 50 or fewer employees, and 2) no less than 25 percent match for employers with 51 to 100 employees. For employers with more than 100 employees, the current statutory requirements (50 percent match) continue to apply.

**Outcomes:** The employer match sliding scale provides the necessary flexibility for Ohio's small businesses to participate in the WIA Customized Training Program. The ability to use customized training as an option to employers has allowed the state to improve its ability to respond to employer and industry changes. Overall, Ohio has seen an increase in the number of employers using customized training and the number of participants receiving customized training. Since waiver implementation in PY 2007, Ohio has served 539 participants in customized training.

### ***9. Waiver of the requirement at WIA Section 123 to competitively procure youth service providers for three program elements (paid and unpaid work experience, supportive services, and follow-up services)***

This waiver provides Ohio's WIBs with the flexibility in deciding to competitively procure certain youth program elements thus ensuring coordination, continuity and ease of administration in providing youth activities. By permitting certain youth elements to be categorized as part of the state's program design framework, local areas have greater flexibility in designing customer service strategies.

**Outcomes:** As a result, this waiver has allowed local WIBs to implement innovative and

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**PY 2009 Ohio Waivers (Continued)**

comprehensive youth programs and services tailored to meet the particular needs of the local labor market, community, and youth. In PY 2009, four of Ohio’s 20 WIBs utilized this waiver.

**American Recovery and Reinvestment Act (ARRA) Waivers**

The State of Ohio requested and received approval of the following ARRA waivers:

**10. Waiver of the common measures for ARRA funded out-of-school youth, ages 18 to 24 who participate in work experience only outside of the summer months (October 1, 2009 to March 31, 2010)**

This waiver allowed the state to waive the common measures performance for out-of-school youth ages 18 to 24, who participated in work experience only that occurred outside the summer months (May 1 to September 30, 2010). The waiver also allowed the state to use the work-readiness indicator as the only indicator of performance for these youth. Waiver authority was granted through March 31, 2010, only applied to the work experience element, and was only applicable to WIA youth program funds made available through ARRA.

**Outcomes:** This waiver permitted local areas to serve 2,850 out-of school youth, ages 18 to 24, in work experience only activities from October 1, 2009 to March 31, 2010. Eighty-one percent of youth participating received work-readiness outcomes.

**11. Waiver of the procurement requirements under WIA Sections 123 and 20 CFR 664.610 regarding the competitive selection of youth providers**

This waiver was designed to allow for the expeditious implementation of Ohio’s ARRA Summer Youth Program. Waiver authority was granted through September 30, 2009 to expand existing, competitively procured contracts or to conduct expedited limited competitive

procurement under 29 CFR 97.36. The waiver was only applicable to WIA youth programs and funds made available through ARRA for the summer employment program.

**Outcomes:** On June 8, 2009, USDOL responded positively to Ohio’s request to waive competitive procurement for ARRA youth providers. As a result, many of Ohio’s WIBs that had struggled to quickly implement the procurement process were able to expand their existing competitively procured contracts and timely enroll youth into summer employment. During the period of May 1 through September 30, 2009, Ohio served 18,506 ARRA participants and placed 18,124 into summer employment opportunities.

**Figure 1: ARRA Youth Participants/Placements**

Area	ARRA Youth Participants	Summer Employment
1	424	415
2	1,031	1,026
3	4,718	4,700
4	262	260
5	171	171
6	527	507
7	4,192	4,038
8	125	116
9	1,078	1,073
10	382	344
11	2,103	2,087
12	485	485
13	677	649
14	178	147
15	229	223
16	333	317
17	554	532
18	380	380
19	435	432
20	222	222
<b>Total</b>	<b>18,506</b>	<b>18,124</b>

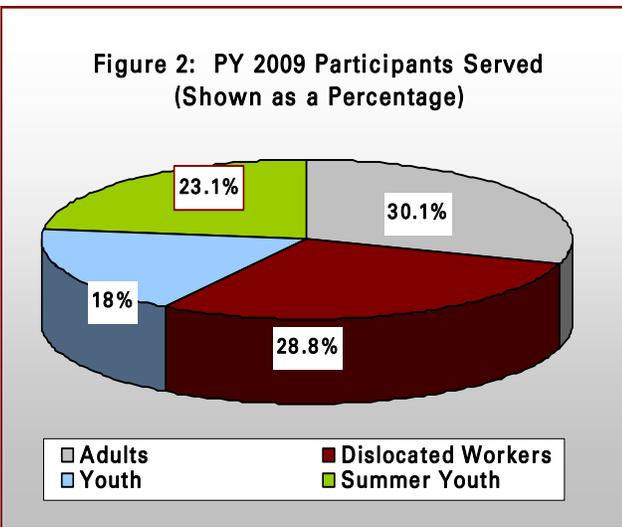
## Program Year 2009 Participation Summary

During PY 2009, Ohio served 61,441 year-round WIA participants; placed 7,139 adults and dislocated workers into jobs; placed 1,955 youth into jobs or education; and assisted 2,255 youth to obtain recognized certificates and diplomas. Ohio served 5,260 out-of-school youth, a 17.5 percent increase over PY 2008, and served 9,124 in-school youth. The state also served 18,506 ARRA summer only youth participants.

Overall, the state provided 39,790 core, intensive, and training services to WIA participants. Of these services, 29,444 participants received training services. Ohio also provided assistance to a record 432,121 self-service only customers through the One-Stop System.

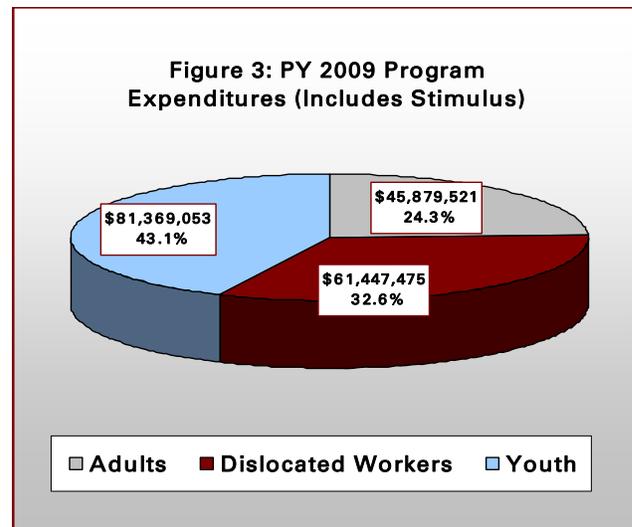
and training services over PY 2008. The Youth Program served 14,384 WIA formula customers (also up from PY 2008) as well as the 18,506 ARRA summer only youth. These numbers are shown as percentages in Figure 2. The substantial jump in participant numbers over PY 2008 programs is most likely due to the increased demand for services and the additional funding made available by the Recovery Act.

**Figure 2: PY 2009 Participants Served (Shown as a Percentage)**



The Adult Program served the highest number of year-round participants with 24,043, a 21 percent increase over PY 2008. The Dislocated Worker Program served 23,014, a substantial increase of 8,249 more participants receiving employment

**Figure 3: PY 2009 Program Expenditures (Includes Stimulus)**



In PY 2009, Ohio spent more than \$105.2 million in WIA formula funds and close to \$83.5 million in ARRA funds on adult, dislocated worker, and youth program activities. This amount does not include obligations. Ohio's Youth Program incurred the largest portion of expenditures (see Figure 3). The Youth Program expended approximately \$81.4 million, the Adult Program close to \$45.9 million, and the Dislocated Worker Program expended \$61.4 million.

## WIA Assurance Statement

The State of Ohio assures USDOL that all required elements of the PY 2009 WIA Annual Report have been reported accurately and uniformly to permit state-by-state comparisons across WIA programs.

Additionally, the state assures USDOL that the WIA Annual Report complies with the Act and federal regulations.

## WIA Statewide Performance

Ohio's PY 2009 WIA Annual Report includes statewide performance on individuals in PY 2009 (July 1, 2009 to June 30, 2010). This report contains information on participants served, services provided, and the outcomes obtained by participants.

For PY 2009, Ohio met or exceeded eight of its nine negotiated performance levels for common measures. The Adult and Dislocated Worker Entered Employment Rates have decreased significantly, due to unprecedented, economic conditions caused by the

"Great Recession" of 2007 to 2009. The Employment Retention Rates are slightly lower than in PY 2008. Average Earnings, despite the economic downturn, remain consistent with historical trends.

Figure 4 presents a summary of Ohio's WIA performance for the adult, dislocated worker, and youth programs. Figure 4 also depicts Ohio's actual performance for its National Emergency Grant Program.

**Figure 4: Summary of Ohio's WIA Performance**

WIA Common Measures	Negotiated Goal	80% of Negotiated Goal	Actual Performance	Performance Status
<b>Adults</b>				
Entered Employment Rate	78.0	62.4	64.1	Met
Employment Retention Rate	87.0	69.6	81.0	Met
Average Earnings	\$14,500	\$11,600	\$14,614	Exceeded
<b>Dislocated Workers</b>				
Entered Employment Rate	87.0	69.6	68.0	Not Met
Employment Retention Rate	92.0	73.6	86.0	Met
Average Earnings	\$17,000	\$13,600	\$17,079	Exceeded
<b>Youth (14-21)</b>				
Placement in Employment or Education	63.0	50.4	53.2	Met
Attainment of Degree or Certificate	42.0	33.6	57.2	Exceeded
Literacy and Numeracy Gains	37.0	29.6	39.1	Exceeded
<b>National Emergency Grants</b>				
Entered Employment Rate			70.2	
Employment Retention Rate			83.3	
Average Earnings			\$21,067	

## Program Year 2009 WIA Financial Statement

Funding Source	Total Funds Available	Total Funds Expended	Total Funds Obligated	Balance	Percent Obligated and Expended
<b>Workforce Investment Act (Formula Funds)</b>					
Adult	\$ 44,770,909.52	\$ 29,466,340.15	\$ 4,862,513.28	\$ 10,442,056.09	76.7%
Dislocated Worker	\$ 48,745,790.89	\$ 33,802,291.35	\$ 7,209,338.84	\$ 7,734,160.70	84.1%
Youth	\$ 54,922,314.03	\$ 41,948,605.31	\$ 9,278,818.98	\$ 3,694,889.74	93.3%
Rapid Response	\$ 21,483,824.14	\$ 11,771,138.66	\$ 5,952,434.64	\$ 3,760,250.84	82.5%
Statewide 15%	\$ 36,912,239.53	\$ 23,407,076.11	\$ 1,224,711.83	\$ 12,280,451.59	66.7%
<b>Total Formula Funds</b>	<b>\$ 206,835,078.11</b>	<b>\$ 140,395,451.58</b>	<b>\$ 28,527,817.57</b>	<b>\$ 37,911,808.96</b>	<b>81.7%</b>
<b>Workforce Investment Act (ARRA Stimulus Funds)</b>					
Stimulus Adult	\$ 17,976,168.27	\$ 16,413,180.90	\$ -	\$ 1,562,987.37	91.3%
Stimulus Dislocated Worker	\$ 31,440,114.27	\$ 27,645,183.85	\$ -	\$ 3,794,930.42	87.9%
Stimulus Youth	\$ 43,162,713.03	\$ 39,420,448.20	\$ -	\$ 3,742,264.83	91.3%
Stimulus Rapid Response	\$ 14,627,813.00	\$ 9,641,623.27	\$ 1,854,085.81	\$ 3,132,103.92	78.6%
Stimulus Statewide 15%	\$ 22,004,506.51	\$ 6,305,925.75	\$ 5,221,301.96	\$ 10,477,278.80	52.4%
<b>Total ARRA Stimulus Funds</b>	<b>\$ 129,211,315.08</b>	<b>\$ 99,426,361.97</b>	<b>\$ 7,075,387.77</b>	<b>\$ 22,709,565.34</b>	<b>82.4%</b>

## Program Year 2009 Cost Effectiveness Analysis

In PY 2009, Ohio served 79,947\* adults, dislocated workers, and youth at an average cost per participant of \$2,360. This cost efficiency measure is calculated by taking the total program expenditures divided by the total number of participants served during PY 2009. For the year, Ohio expended an average cost of \$1,908 per adult, \$2,670 per dislocated worker, and \$2,474 per youth participant. As shown below, the state expended \$188,696,050 on services for the WIA adult, dislocated workers, and youth programs.

During the summer of 2009, the state and local workforce investment areas worked hard to implement ARRA youth services with a focus on summer employment. Through

September 30, 2009, a total of 18,506 summer youth were served with ARRA funds, including 18,124 in summer employment opportunities. The number of adults, dislocated workers, and youth enrolled in PY 2009 increased from 45,903 in PY 2008 to 79,947\*. Those who received training services also increased from 23,163 in PY 2008 to 29,444 in PY 2009 (a 21 percent increase). The increase in enrollment numbers and participants receiving training services has been attributed to the increased demand for services and the additional funding provided through ARRA.

\*Total participant numbers include the 18,506 youth in stimulus activities (May 1 through September 30, 2009).

Reported Information	Total Expenditures	Total Participants	Cost Per Participant	Total Participants Receiving Training Services			Youth Receiving Summer Employment
				Formula	Stimulus	Total Unduplicated	
Adult (Includes Stimulus)	\$ 45,879,521.05	24,043	\$ 1,908	7,103	4,030	9,846	
Dislocated Worker (Includes Stimulus)	\$ 61,447,475.20	23,014	\$ 2,670	8,766	4,047	11,585	
Youth (Includes Stimulus)	\$ 81,369,053.51	32,890*	\$ 2,474	7,768	308	8,013	18,124
<b>Program Strategies</b>	<b>\$188,696,049.76</b>	<b>79,947*</b>	<b>\$ 2,360</b>	<b>23,637</b>	<b>8,385</b>	<b>29,444</b>	

## Statewide Performance Tables

### Table B – Adult Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level		Performance Status
Entered Employment Rate	78.0	64.1	3,656	Met
			5,708	
Employment Retention Rate	87.0	81.0	4,753	Met
			5,869	
Average Earnings	\$14,500	\$14,614	\$37,558,382	Exceeded
			2,570	

### 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	62.0	1,014	58.5	240	37.9	33	59.8
		1,636	410		87		403	
Employment Retention Rate	78.8	1,139	77.1	252	78.3	36	78.3	242
		1,445		327		46		309
Average Earnings	\$13,156	\$6,499,187	\$15,655	\$2,301,275	\$14,685	\$190,906	\$15,517	\$1,815,434
		494		147		13		117

### 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	69.8	2,163	57.2	1,493
		3,100		2,608
Employment Retention Rate	83.5	3,234	76.1	1,519
		3,872		1,997
Average Earnings	\$15,057	\$27,403,813	\$13,539	\$10,154,569
		1,820		750

**Table E – Dislocated Worker Program Results**

Reported Information	Negotiated Performance Level	Actual Performance Level		Performance Status
Entered Employment Rate	87.0	68.0	3,483	Not Met
			5,119	
Employment Retention Rate	92.0	86.0	2,691	Met
			3,128	
Average Earnings	\$17,000	\$17,079	\$28,163,110	Exceeded
			1,649	

**Table F – Outcomes for Dislocated Worker Special Populations**

Reported Information	Veterans		Individuals with Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	67.2	370	58.1	18	59.9	427	64.3	27
		551		31		713		42
Employment Retention Rate	81.8	248	86.4	19	78.4	313	85.7	48
		303		22		399		56
Average Earnings	\$19,091	\$2,939,964	\$16,993	\$186,921	\$17,909	\$3,241,561	\$16,043	\$449,193
		154		11		181		28

**Table G – Other Outcome Information for the Dislocated Worker Program**

Reported Information	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services	
Entered Employment Rate	70.2	2,187	64.6	1,296
		3,114		2,005
Employment Retention Rate	87.1	1,722	84.2	969
		1,977		1,151
Average Earnings	\$16,283	\$17,015,355	\$18,457	\$11,147,755
		1,045		604

**Table H.1 – Youth (14 to 21) Program Results**

Reported Information	Negotiated Performance Level	Actual Performance Level		Performance Status
Placement in Employment or Education	63.0	53.2	1,955	Met
			3,674	
Attainment of Degree or Certificate	42.0	57.2	2,255	Exceeded
			3,945	
Literacy and Numeracy Gains	37.0	39.1	554	Exceeded
			1,417	

**Table L – Other Reported Information**

Reported Information	12 Month Employment Retention Rate		12 Month Earnings Increase (Adults and Older Youth) or 12 Month Earnings Replacement (Dislocated Workers)		Placements 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	77.4	4,468	\$3,813	\$6,153,684	0.1	4	\$6,486	\$13,381,138	24.8	537
		5,769		1,614		3,656		2,063		2,163
Dislocated Workers	83.1	2,427	88.2	\$19,373,974	0.1	4	\$8,098	\$19,816,402	23.0	503
		2,920		\$21,973,996		3,483		2,447		2,187

**Table M – Participation Levels**

Participant Populations	Total Participants Served	Total Exiters
<b>Total Adult Customers</b>	477,131	14,830
Total Adults (Self-Service Only)	432,121	0
WIA Adults	24,043	8,980
WIA Dislocated Workers	23,014	6,322
<b>Total Youth (14 to 21)</b>	14,384	4,728
Out-of-School Youth	5,260	1,861
In-School Youth	9,124	2,867

**Table N – Cost of Program Activities (PY 2009)**

Program Activity		Total Federal Spending
Local Adult		\$45,879,521
Local Dislocated Workers		\$61,447,475
Local Youth		\$81,369,054
Rapid Response (up to 25%) WIA Section 134(a)(2)(A)		\$21,412,762
Statewide Required Activities (Up to 15%) WIA Section 134(a)(2)(B)		\$29,713,002
Statewide Allowable Activities WIA Section 134(a)(3)	<b>Program Activity Description</b>	
	*Recovery Conservation Corps	
	*Urban Youth Works	
	*Constructing Futures	
	*Project HIRE	
	*Ohio Learning Accounts	
	* Technical Assistance and Capacity Building	
<b>Total of All Federal Spending Listed Above</b>		<b>\$239,821,814</b>

Table N—Cost of Program Activities includes formula and stimulus spending.

\* The Statewide Required Activities “Total Federal Spending” includes the following Statewide Allowable Activities: Recovery Conservation Corps, Urban Youth Works, Constructing Futures, Project HIRE, Ohio Learning Accounts, and Technical Assistance and Capacity Building.

**Table O – Local Performance Area 1 (Adams, Brown, Pike, & Scioto)**

LWIA 1—Adams, Brown, Pike, & Scioto	Total Participants Served	Adults	482
		Dislocated Workers	205
		Youth	412
ETA Assigned # 39175	Total Exiters	Adults	213
		Dislocated Workers	69
		Youth	37
Reported Information		Negotiated	Actual
Entered Employment Rates	Adults	78.0	76.3
	Dislocated Workers	87.0	85.7
Employment Retention Rates	Adults	87.0	82.4
	Dislocated Workers	92.0	89.9
Average Earnings	Adults	\$13,000*	\$12,727
	Dislocated Workers	\$15,560*	\$14,997
Placement in Employment or Education	Youth (14-21)	63.0	77.1
Attainment of Degree or Certificate	Youth (14-21)	42.0	68.0
Literacy or Numeracy Gains	Youth (14-21)	37.0	42.9
Description of Other State Indicators of Performance (WIA 136(d)(1))		N/A	N/A
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	6	3

**Table O – Local Performance Area 2 (Medina & Summit)**

LWIA 2—Medina & Summit	Total Participants Served	Adults	1565
		Dislocated Workers	925
		Youth	720
ETA Assigned # 39255	Total Exiters	Adults	864
		Dislocated Workers	235
		Youth	301
Reported Information		Negotiated	Actual
Entered Employment Rates	Adults	78.0	64.9
	Dislocated Workers	87.0	80.3
Employment Retention Rates	Adults	87.0	74.6
	Dislocated Workers	92.0	78.9
Average Earnings	Adults	\$14,500	\$14,148
	Dislocated Workers	\$17,000	\$17,066
Placement in Employment or Education	Youth (14-21)	63.0	40.5
Attainment of Degree or Certificate	Youth (14-21)	42.0	62.8
Literacy or Numeracy Gains	Youth (14-21)	37.0	29.8
Description of Other State Indicators of Performance (WIA 136(d)(1))		N/A	N/A
Overall Status of Local Performance	Not Met	Met	Exceeded
	1	6	2

**Table O – Local Performance Area 3 (City of Cleveland & Cuyahoga County)**

LWIA 3—City of Cleveland & Cuyahoga County	Total Participants Served	Adults	3709	
		Dislocated Workers	2433	
		Youth	2219	
ETA Assigned # 39010	Total Exiters	Adults	687	
		Dislocated Workers	461	
		Youth	735	
Reported Information		Negotiated	Actual	
Entered Employment Rates	Adults	78.0	53.1	
	Dislocated Workers	87.0	62.3	
Employment Retention Rates	Adults	87.0	82.6	
	Dislocated Workers	92.0	87.2	
Average Earnings	Adults	\$14,500	\$14,015	
	Dislocated Workers	\$17,000	\$16,532	
Placement in Employment or Education	Youth (14-21)	63.0	41.4	
Attainment of Degree or Certificate	Youth (14-21)	42.0	47.7	
Literacy or Numeracy Gains	Youth (14-21)	37.0	37.5	
Description of Other State Indicators of Performance (WIA 136(d)(1))		N/A	N/A	
Overall Status of Local Performance		Not Met	Met	Exceeded
		3	4	2

**Table O – Local Performance Area 4 (Lorain)**

LWIA 4—Lorain	Total Participants Served	Adults	420	
		Dislocated Workers	528	
		Youth	266	
ETA Assigned # 39090	Total Exiters	Adults	237	
		Dislocated Workers	144	
		Youth	110	
Reported Information		Negotiated	Actual	
Entered Employment Rates	Adults	78.0	57.5	
	Dislocated Workers	87.0	67.6	
Employment Retention Rates	Adults	87.0	80.2	
	Dislocated Workers	92.0	86.3	
Average Earnings	Adults	\$14,500	\$16,647	
	Dislocated Workers	\$17,000	\$17,227	
Placement in Employment or Education	Youth (14-21)	63.0	48.4	
Attainment of Degree or Certificate	Youth (14-21)	42.0	55.4	
Literacy or Numeracy Gains	Youth (14-21)	37.0	33.3	
Description of Other State Indicators of Performance (WIA 136(d)(1))		N/A	N/A	
Overall Status of Local Performance		Not Met	Met	Exceeded
		3	3	3

**Table O – Local Performance Area 5 (Lake)**

LWIA 5—Lake	Total Participants Served	Adults	355	
		Dislocated Workers	434	
		Youth	130	
ETA Assigned # 39085	Total Exiters	Adults	46	
		Dislocated Workers	49	
		Youth	29	
Reported Information		Negotiated	Actual	
Entered Employment Rates	Adults	78.0	90.9	
	Dislocated Workers	87.0	96.8	
Employment Retention Rates	Adults	87.0	100.0	
	Dislocated Workers	92.0	100.0	
Average Earnings	Adults	\$14,500	\$18,044	
	Dislocated Workers	\$15,099*	\$18,494	
Placement in Employment or Education	Youth (14-21)	55.0*	70.8	
Attainment of Degree or Certificate	Youth (14-21)	42.0	54.5	
Literacy or Numeracy Gains	Youth (14-21)	37.0	20.0	
Description of Other State Indicators of Performance (WIA 136(d)(1))		N/A	N/A	
Overall Status of Local Performance		Not Met	Met	Exceeded
		1	0	8

**Table O – Local Performance Area 6 (Stark & Tuscarawas)**

LWIA 6—Stark & Tuscarawas	Total Participants Served	Adults	966	
		Dislocated Workers	646	
		Youth	360	
ETA Assigned # 39165	Total Exiters	Adults	138	
		Dislocated Workers	59	
		Youth	163	
Reported Information		Negotiated	Actual	
Entered Employment Rates	Adults	73.0*	62.9	
	Dislocated Workers	65.0*	64.3	
Employment Retention Rates	Adults	87.0	85.8	
	Dislocated Workers	92.0	92.9	
Average Earnings	Adults	\$14,500	\$15,231	
	Dislocated Workers	\$17,000	\$14,255	
Placement in Employment or Education	Youth (14-21)	63.0	57.7	
Attainment of Degree or Certificate	Youth (14-21)	42.0	55.8	
Literacy or Numeracy Gains	Youth (14-21)	37.0	66.7	
Description of Other State Indicators of Performance (WIA 136(d)(1))		N/A	N/A	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	5	4

**Table O – Local Performance Area 7**

LWIA 7—WIA Area 7	Total Participants Served	Adults	4917	
		Dislocated Workers	8232	
		Youth	4943	
ETA Assigned # 39195	Total Exiters	Adults	2573	
		Dislocated Workers	2275	
		Youth	1591	
Reported Information		Negotiated	Actual	
Entered Employment Rates	Adults	78.0	64.6	
	Dislocated Workers	87.0	67.4	
Employment Retention Rates	Adults	87.0	83.1	
	Dislocated Workers	92.0	86.9	
Average Earnings	Adults	\$14,500	\$13,878	
	Dislocated Workers	\$17,000	\$16,189	
Placement in Employment or Education	Youth (14-21)	63.0	57.3	
Attainment of Degree or Certificate	Youth (14-21)	42.0	56.8	
Literacy or Numeracy Gains	Youth (14-21)	37.0	38.3	
Description of Other State Indicators of Performance (WIA 136(d)(1))		N/A	N/A	
Overall Status of Local Performance		Not Met	Met	Exceeded
		1	6	2

**Table O – Local Performance Area 8 (Auglaize, Hardin, Mercer, & Van Wert)**

LWIA 8—Auglaize, Hardin, Mercer & Van Wert	Total Participants Served	Adults	177	
		Dislocated Workers	164	
		Youth	201	
ETA Assigned # 39190	Total Exiters	Adults	49	
		Dislocated Workers	31	
		Youth	68	
Reported Information		Negotiated	Actual	
Entered Employment Rates	Adults	78.0	92.0	
	Dislocated Workers	87.0	87.5	
Employment Retention Rates	Adults	87.0	90.3	
	Dislocated Workers	92.0	91.7	
Average Earnings	Adults	\$14,500	\$22,768	
	Dislocated Workers	\$16,670*	\$14,199	
Placement in Employment or Education	Youth (14-21)	63.0	54.3	
Attainment of Degree or Certificate	Youth (14-21)	42.0	47.7	
Literacy or Numeracy Gains	Youth (14-21)	37.0	50.0	
Description of Other State Indicators of Performance (WIA 136(d)(1))		N/A	N/A	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	3	6

**Table O – Local Performance Area 9 (Lucas)**

LWIA 9—Lucas	Total Participants Served	Adults	750	
		Dislocated Workers	555	
		Youth	603	
ETA Assigned # 39200	Total Exiters	Adults	385	
		Dislocated Workers	294	
		Youth	208	
Reported Information		Negotiated	Actual	
Entered Employment Rates	Adults	74.0*	61.2	
	Dislocated Workers	80.0*	65.2	
Employment Retention Rates	Adults	80.0*	78.2	
	Dislocated Workers	85.0*	85.5	
Average Earnings	Adults	\$14,500	\$20,369	
	Dislocated Workers	\$16,000*	\$15,640	
Placement in Employment or Education	Youth (14-21)	42.0*	37.9	
Attainment of Degree or Certificate	Youth (14-21)	42.0	50.5	
Literacy or Numeracy Gains	Youth (14-21)	37.0	58.0	
Description of Other State Indicators of Performance (WIA 136(d)(1))		N/A	N/A	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	5	4

**Table O – Local Performance Area 10 (Crawford & Richland)**

LWIA 10—Crawford & Richland	Total Participants Served	Adults	364	
		Dislocated Workers	381	
		Youth	275	
ETA Assigned # 39205	Total Exiters	Adults	193	
		Dislocated Workers	109	
		Youth	78	
Reported Information		Negotiated	Actual	
Entered Employment Rates	Adults	78.0	54.0	
	Dislocated Workers	87.0	63.3	
Employment Retention Rates	Adults	87.0	73.5	
	Dislocated Workers	92.0	85.1	
Average Earnings	Adults	\$14,500	\$11,731	
	Dislocated Workers	\$17,000	\$12,935	
Placement in Employment or Education	Youth (14-21)	63.0	73.0	
Attainment of Degree or Certificate	Youth (14-21)	42.0	71.9	
Literacy or Numeracy Gains	Youth (14-21)	37.0	40.6	
Description of Other State Indicators of Performance (WIA 136(d)(1))		N/A	N/A	
Overall Status of Local Performance		Not Met	Met	Exceeded
		3	3	3

**Table O – Local Performance Area 11 (Franklin)**

LWIA 11 – Franklin	Total Participants Served	Adults	3577	
		Dislocated Workers	1318	
		Youth	855	
ETA Assigned # 39210	Total Exiters	Adults	600	
		Dislocated Workers	239	
		Youth	331	
Reported Information		Negotiated	Actual	
Entered Employment Rates	Adults	77.0*	63.1	
	Dislocated Workers	87.0	81.6	
Employment Retention Rates	Adults	87.0	75.4	
	Dislocated Workers	92.0	86.5	
Average Earnings	Adults	\$14,500	\$12,262	
	Dislocated Workers	\$17,000	\$22,903	
Placement in Employment or Education	Youth (14-21)	63.0	51.8	
Attainment of Degree or Certificate	Youth (14-21)	42.0	68.3	
Literacy or Numeracy Gains	Youth (14-21)	37.0	20.0	
Description of Other State Indicators of Performance (WIA 136(d)(1))		N/A	N/A	
Overall Status of Local Performance		Not Met	Met	Exceeded
		1	6	2

**Table O – Local Performance Area 12 (Butler, Clermont, & Warren)**

LWIA 12 – Butler, Clermont, & Warren	Total Participants Served	Adults	681	
		Dislocated Workers	944	
		Youth	377	
ETA Assigned # 39215	Total Exiters	Adults	347	
		Dislocated Workers	364	
		Youth	136	
Reported Information		Negotiated	Actual	
Entered Employment Rates	Adults	71.0*	67.2	
	Dislocated Workers	70.0*	59.0	
Employment Retention Rates	Adults	76.0*	73.3	
	Dislocated Workers	85.0*	82.6	
Average Earnings	Adults	\$14,500	\$15,419	
	Dislocated Workers	\$17,000	\$19,824	
Placement in Employment or Education	Youth (14-21)	63.0	63.9	
Attainment of Degree or Certificate	Youth (14-21)	42.0	67.7	
Literacy or Numeracy Gains	Youth (14-21)	37.0	45.2	
Description of Other State Indicators of Performance (WIA 136(d)(1))		N/A	N/A	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	4	5

**Table O – Local Performance Area 13 (Hamilton)**

LWIA 13—Hamilton	Total Participants Served	Adults	2423	
		Dislocated Workers	2028	
		Youth	692	
ETA Assigned # 39220	Total Exiters	Adults	1462	
		Dislocated Workers	874	
		Youth	301	
Reported Information		Negotiated	Actual	
Entered Employment Rates	Adults	62.0*	62.4	
	Dislocated Workers	65.0*	61.1	
Employment Retention Rates	Adults	87.0	76.0	
	Dislocated Workers	92.0	78.5	
Average Earnings	Adults	\$14,500	\$14,151	
	Dislocated Workers	\$17,000	\$17,594	
Placement in Employment or Education	Youth (14-21)	63.0	72.4	
Attainment of Degree or Certificate	Youth (14-21)	42.0	77.9	
Literacy or Numeracy Gains	Youth (14-21)	37.0	38.2	
Description of Other State Indicators of Performance (WIA 136(d)(1))		N/A	N/A	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	4	5

**Table O – Local Performance Area 14 (Athens, Hocking, Meigs, Perry, & Vinton)**

LWIA 14—Athens, Hocking, Meigs, Perry, & Vinton	Total Participants Served	Adults	351	
		Dislocated Workers	257	
		Youth	494	
ETA Assigned # 39225	Total Exiters	Adults	126	
		Dislocated Workers	58	
		Youth	119	
Reported Information		Negotiated	Actual	
Entered Employment Rates	Adults	78.0	73.3	
	Dislocated Workers	87.0	74.6	
Employment Retention Rates	Adults	87.0	90.4	
	Dislocated Workers	92.0	98.5	
Average Earnings	Adults	\$14,500	\$14,670	
	Dislocated Workers	\$17,000	\$15,583	
Placement in Employment or Education	Youth (14-21)	40.0*	41.3	
Attainment of Degree or Certificate	Youth (14-21)	42.0	40.5	
Literacy or Numeracy Gains	Youth (14-21)	37.0	72.7	
Description of Other State Indicators of Performance (WIA 136(d)(1))		N/A	N/A	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	4	5

**Table O – Local Performance Area 15 (Monroe, Morgan, Noble, & Washington)**

LWIA 15—Monroe, Morgan, Noble, & Washington	Total Participants Served	Adults	233	
		Dislocated Workers	379	
		Youth	136	
ETA Assigned # 39230	Total Exiters	Adults	117	
		Dislocated Workers	97	
		Youth	49	
Reported Information		Negotiated	Actual	
Entered Employment Rates	Adults	78.0	82.8	
	Dislocated Workers	87.0	81.8	
Employment Retention Rates	Adults	87.0	96.1	
	Dislocated Workers	92.0	87.5	
Average Earnings	Adults	\$14,500	\$17,049	
	Dislocated Workers	\$17,000	\$16,380	
Placement in Employment or Education	Youth (14-21)	63.0	88.5	
Attainment of Degree or Certificate	Youth (14-21)	42.0	85.0	
Literacy or Numeracy Gains	Youth (14-21)	37.0	71.4	
Description of Other State Indicators of Performance (WIA 136(d)(1))		N/A	N/A	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	3	6

**Table O – Local Performance Area 16 (Belmont, Carroll, Harrison, & Jefferson)**

LWIA 16—Belmont, Carroll, Harrison, & Jefferson	Total Participants Served	Adults	367	
		Dislocated Workers	355	
		Youth	294	
ETA Assigned # 39235	Total Exiters	Adults	122	
		Dislocated Workers	62	
		Youth	92	
Reported Information		Negotiated	Actual	
Entered Employment Rates	Adults	78.0	63.3	
	Dislocated Workers	87.0	78.1	
Employment Retention Rates	Adults	87.0	89.4	
	Dislocated Workers	92.0	80.0	
Average Earnings	Adults	\$14,500	\$16,517	
	Dislocated Workers	\$17,000	\$17,654	
Placement in Employment or Education	Youth (14-21)	63.0	53.7	
Attainment of Degree or Certificate	Youth (14-21)	42.0	57.1	
Literacy or Numeracy Gains	Youth (14-21)	37.0	5.9	
Description of Other State Indicators of Performance (WIA 136(d)(1))		N/A	N/A	
Overall Status of Local Performance		Not Met	Met	Exceeded
		1	4	4

**Table O – Local Performance Area 17 (Columbiana & Mahoning)**

LWIA 17—Columbiana & Mahoning	Total Participants Served	Adults	689	
		Dislocated Workers	865	
		Youth	475	
ETA Assigned # 39240	Total Exiters	Adults	123	
		Dislocated Workers	118	
		Youth	138	
Reported Information		Negotiated	Actual	
Entered Employment Rates	Adults	78.0	71.0	
	Dislocated Workers	87.0	71.4	
Employment Retention Rates	Adults	87.0	93.4	
	Dislocated Workers	92.0	86.2	
Average Earnings	Adults	\$14,500	\$14,561	
	Dislocated Workers	\$15,500*	\$15,087	
Placement in Employment or Education	Youth (14-21)	63.0	84.5	
Attainment of Degree or Certificate	Youth (14-21)	42.0	71.0	
Literacy or Numeracy Gains	Youth (14-21)	37.0	50.0	
Description of Other State Indicators of Performance (WIA 136(d)(1))		N/A	N/A	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	4	5

**Table O – Local Performance Area 18 (Trumbull)**

LWIA 18—Trumbull	Total Participants Served	Adults	464	
		Dislocated Workers	443	
		Youth	136	
ETA Assigned # 39245	Total Exiters	Adults	235	
		Dislocated Workers	165	
		Youth	40	
Reported Information		Negotiated	Actual	
Entered Employment Rates	Adults	78.0	75.8	
	Dislocated Workers	87.0	72.7	
Employment Retention Rates	Adults	87.0	89.2	
	Dislocated Workers	83.0*	79.7	
Average Earnings	Adults	\$14,000*	\$13,809	
	Dislocated Workers	\$14,000*	\$13,178	
Placement in Employment or Education	Youth (14-21)	63.0	52.3	
Attainment of Degree or Certificate	Youth (14-21)	42.0	42.1	
Literacy or Numeracy Gains	Youth (14-21)	37.0	34.4	
Description of Other State Indicators of Performance (WIA 136(d)(1))		N/A	N/A	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	7	2

**Table O – Local Performance Area 19 (Ashtabula, Geauga, & Portage)**

LWIA 19—Ashtabula, Geauga, & Portage	Total Participants Served	Adults	513	
		Dislocated Workers	676	
		Youth	383	
ETA Assigned # 39250	Total Exiters	Adults	281	
		Dislocated Workers	409	
		Youth	113	
Reported Information		Negotiated	Actual	
Entered Employment Rates	Adults	78.0	74.7	
	Dislocated Workers	87.0	89.1	
Employment Retention Rates	Adults	87.0	89.6	
	Dislocated Workers	92.0	90.6	
Average Earnings	Adults	\$14,500	\$15,552	
	Dislocated Workers	\$17,000	\$20,428	
Placement in Employment or Education	Youth (14-21)	50.0*	42.1	
Attainment of Degree or Certificate	Youth (14-21)	42.0	50.3	
Literacy or Numeracy Gains	Youth (14-21)	37.0	0.0	
Description of Other State Indicators of Performance (WIA 136(d)(1))		N/A	N/A	
Overall Status of Local Performance		Not Met	Met	Exceeded
		1	3	5

**Table O – Local Performance Area 20 (Fairfield, Pickaway, & Ross)**

LWIA 20—Fairfield, Pickaway, & Ross	Total Participants Served	Adults	422	
		Dislocated Workers	473	
		Youth	364	
ETA Assigned # 39280	Total Exiters	Adults	149	
		Dislocated Workers	87	
		Youth	82	
Reported Information		Negotiated	Actual	
Entered Employment Rates	Adults	78.0	73.8	
	Dislocated Workers	86.0*	76.6	
Employment Retention Rates	Adults	86.0*	77.2	
	Dislocated Workers	91.0*	88.9	
Average Earnings	Adults	\$14,000*	\$13,494	
	Dislocated Workers	\$16,670*	\$14,124	
Placement in Employment or Education	Youth (14-21)	50.0*	54.0	
Attainment of Degree or Certificate	Youth (14-21)	42.0	52.6	
Literacy or Numeracy Gains	Youth (14-21)	37.0	42.9	
Description of Other State Indicators of Performance (WIA 136(d)(1))		N/A	N/A	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	6	3

## State of Ohio Performance Summary: LWIAs 1—20

Measures	Adult Entered Employment Rate	Dislocated Worker Entered Employment Rate	Adult Employment Retention Rate	Dislocated Worker Retention Rate	Adult Average Earnings	Dislocated Worker Average Earnings	Youth Placement in Employment or Education	Youth Attainment of Degree or Certificate	Youth Literacy and Numeracy Gains	Overall Status of Local Performance		
										Not Met	Met	Exceeded
State Negotiated Performance	78.0	87.0	87.0	92.0	\$14,500	\$17,000	63.0	42.0	37.0	Note: An asterisk indicates that the standard for this performance measure was renegotiated by the LWIA and approved for PY 2009.		
80% of State Negotiated Performance	62.4	69.6	69.6	73.6	\$11,600	\$13,600	50.4	33.6	29.6			
State Actual Performance	64.1	68.0	81.0	86.0	\$14,614	\$17,079	53.2	57.2	39.1	1	4	4
<b>LWIA 1</b>	76.3	85.7	82.4	89.9	\$12,727*	\$14,997*	77.1	68.0	42.9	0	6	3
<b>LWIA 2</b>	64.9	80.3	74.6	78.9	\$14,148	\$17,066	40.5	62.8	29.8	1	6	2
<b>LWIA 3</b>	53.1	62.3	82.6	87.2	\$14,015	\$16,532	41.4	47.7	37.5	3	4	2
<b>LWIA 4</b>	57.5	67.6	80.2	86.3	\$16,647	\$17,227	48.4	55.4	33.3	3	3	3
<b>LWIA 5</b>	90.9	96.8	100.0	100.0	\$18,044	\$18,494*	70.8*	54.5	20.0	1	0	8
<b>LWIA 6</b>	62.9*	64.3*	85.8	92.9	\$15,231	\$14,255	57.7	55.8	66.7	0	5	4
<b>LWIA 7</b>	64.6	67.4	83.1	86.9	\$13,878	\$16,189	57.3	56.8	38.3	1	6	2
<b>LWIA 8</b>	92.0	87.5	90.3	91.7	\$22,768	\$14,199*	54.3	47.7	50.0	0	3	6
<b>LWIA 9</b>	61.2*	65.2*	78.2*	85.5*	\$20,369	\$15,640*	37.9*	50.5	58.0	0	5	4
<b>LWIA 10</b>	54.0	63.3	73.5	85.1	\$11,731	\$12,935	73.0	71.9	40.6	3	3	3
<b>LWIA 11</b>	63.1*	81.6	75.4	86.5	\$12,262	\$22,903	51.8	68.3	20.0	1	6	2
<b>LWIA 12</b>	67.2*	59.0*	73.3*	82.6*	\$15,419	\$19,824	63.9	67.7	45.2	0	4	5
<b>LWIA 13</b>	62.4*	61.1*	76.0	78.5	\$14,151	\$17,594	72.4	77.9	38.2	0	4	5
<b>LWIA 14</b>	73.3	74.6	90.4	98.5	\$14,670	\$15,583	41.3*	40.5	72.7	0	4	5
<b>LWIA 15</b>	82.8	81.8	96.1	87.5	\$17,049	\$16,380	88.5	85.0	71.4	0	3	6
<b>LWIA 16</b>	63.3	78.1	89.4	80.0	\$16,517	\$17,654	53.7	57.1	5.9	1	4	4
<b>LWIA 17</b>	71.0	71.4	93.4	86.2	\$14,561	\$15,087*	84.5	71.0	50.0	0	4	5
<b>LWIA 18</b>	75.8	72.7	89.2	79.7*	\$13,809*	\$13,178*	52.3	42.1	34.4	0	7	2
<b>LWIA 19</b>	74.7	89.1	89.6	90.6	\$15,552	\$20,428	42.1*	50.3	0.0	1	3	5
<b>LWIA 20</b>	73.8	76.6*	77.2*	88.9*	\$13,494*	\$14,124*	54.0*	52.6	42.9	0	6	3
<b>Total Number of Local Areas That Exceeded, Met, or Did Not Meet Each Common Performance Measure</b>												
<b>Exceeded</b>	4	3	8	4	11	8	9	19	13	>= State Negotiated Performance Level		
<b>Met</b>	13	13	12	16	9	11	8	1	3	>= 80% of State Negotiate Level but <= State Negotiated Performance Level		
<b>Not Met</b>	3	4	0	0	0	1	3	0	4	< 80% of State Negotiated Level		

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