



WIA State Annual Report

Commonwealth of Pennsylvania

PY 2011

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WIA State Annual Report

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The Department of Labor and Industry (L&I), in coordination with 22 local workforce investment boards (LWIBs) and the Pennsylvania Workforce Investment Board (WIB), form a partnership that administers state and federal workforce programs throughout the commonwealth. These programs allow for locally-driven innovative solutions to the workforce needs of Pennsylvania businesses.

The following report documents many of the programs and initiatives which have helped grow the workforce of Pennsylvania, thereby expanding business opportunity. In compliance with the Workforce Investment Act (WIA) of 1998, Title 1, Chapter 6, §134, §136 and §185, Pennsylvania compiled the WIA State Annual Report for Program Year (PY) 2011.

Section A – Required Narratives

A.1. Pennsylvania’s WIA Title 1 Performance Analysis

Pennsylvania successfully met all nine of its performance goals for the fifth year in a row during PY 2011. Seven of the nine common measures increased from their PY 2010 levels, with four advancing from meeting their negotiated goal to now exceeding goal. Overall, the commonwealth is exceeding the negotiated level in six measures. All youth measures showed significant gains from last year’s performance.

Pennsylvania’s workforce measures have begun to show improvement as the effects of the Great Recession settle. With the gains made in PY 2011, the commonwealth remains below pre-recession levels of PY 2008 in only two of the nine measures (adult and dislocated worker entered employment). Both performance measures remain over 6.5 percentage points below PY 2008 levels. This is an indication of the continued challenges faced by Pennsylvania’s job seekers. During the PY 2011 measurement period, the ratio of unemployed (in Pennsylvania) to online job postings was at 2.6. With over two competitors for every job, exiters in the entered employment rate measure face an uphill battle in finding employment. Further evidence of the struggle confronting unemployed Pennsylvanians can be seen in the total number of jobs available. Only a little more than half of jobs lost during the recession (of 2007) have been added back into the state’s economy (As of June 2012, Pennsylvania added 142,400 jobs of the 255,300 jobs lost).

From a cost effectiveness perspective, Pennsylvania’s cost to achieve positive outcomes was mixed, with costs for four of the common measures decreasing and five increasing during PY 2011. All of the youth measures experienced a decrease in their cost to achieve positive outcomes. Increases in the cost to achieve positive outcomes were the result of an 18.1 percent decrease in the number of participants and only a 7.8 percent drop in total federal spending from PY 2010. Following is a summary analysis of the cost effectiveness of each measure, including services provided within each cohort of participants.

A.1.a. Cost Comparison of Service and Outcomes

For the purposes of this cost comparison, funding stream expenditures were divided by the number of total participants for the program year to derive a tentative cost per participant. Using this method, the cost per participant by funding stream for the program year was estimated as follows: adults, \$1,903; dislocated workers, \$1,304; and youth, \$3,117. To determine the cost to be successful in attaining employment, retention, and/or six-month wage earnings, the cost per participant was multiplied by the total number of individuals eligible for the performance measure, and then divided by the number of participants who succeeded in attaining the performance level.

A.1.b. Adults and Dislocated Workers Common Measures

Adults. After a nearly 90 percent increase in the number of participants from PY 2009 to PY 2010, participation levels decreased 17.5 percent in PY 2011. Spending in the adult program also decreased from last program year, although at a slower rate (a difference of 9.8 percent), leading to an increase of \$163 for the cost per participant to \$1,903. For those adults eligible to be included in the entered employment rate, it cost the state approximately \$2,728 for a successful entered employment; \$2,296 for a successful retention; and \$2,980 to meet or exceed the negotiated wage level of \$12,500. While costs for both successful entered employment and retention increased (10.7 percent and 7.7 percent, respectively), the cost for a participant meeting or exceeding the earnings measure decreased 8.5 percent from last program year. Consequently, the percent of adult participants in the calculation that had six-month average wage earnings that either met or exceeded the negotiated level grew to 63.9 percent, 10.4 percentage points higher than PY 2010 results. The entry level wage in Pennsylvania (based on the Occupational Employment Statistics wage survey) increased 6.6 percent since calendar year 2008, making it easier for participants to achieve success in the earnings measures.

For those adults who received training services and were eligible for performance measurement, the average cost for a participant to become employed was \$2,460; and to be retained in employment, \$2,217. The average cost for a participant to achieve a wage at or above the state's negotiated level was \$2,677. The average six-month earnings for those who received training services increased to \$16,725, up \$4,359 from PY 2010. Seventy-one percent of participants had earnings that met or exceeded the negotiated goal, up 13 percentage points from PY 2010, showing the effectiveness of the training services. Another benefit of the training services is the higher average earnings gained by participants (\$16,725 compared to \$12,488 for those receiving core or intensive services). All costs for training are lower than for core/intensive services.

For those adults who received core (staff-assisted) or intensive services only, the average cost for a participant to become employed was \$2,916; to be retained, \$2,372; and to have a wage gain at or above the negotiated level, \$3,348. The average six-month earnings for those who received only core (staff-assisted) or intensive services increased by \$1,413 (12.8 percent) from what was observed in PY 2010 to \$12,488. Also increasing was the percentage of participants who had earnings that met or exceeded the average earnings goal of \$12,500 - up 7.8 percentage points from last year to 56.8 percent.

Additional analysis of adult performance by highest level of service received revealed that individuals who received training services showed a greater percentage of success in the measures than individuals who only received intensive and core services (see Table 1 below), indicating the increased benefits of training versus job search assistance. The data also showed an increase in each of the training category percentages from last program year.

Table 1 – Adult Participant Performance Outcome Success by Degree of Service

Measures	Core and Intensive	Training
Entered Employment Rate	65.3%	77.4%
Six Month Retention Rate	80.2%	85.8%
Exceed State Negotiated Six-Month Earnings Level (\$12,500)	41.4%	59.0%

Dislocated Workers. Pennsylvania experienced a 37.8 percent increase from PY 2010 in the cost per participant for its dislocated worker program. A 24.5 percent decrease in exiters, coupled with a 4.1 percent boost in spending, led to this increase. The state's costs for dislocated workers who had a successful outcome averaged \$1,755 for entered employment; \$1,474 for employment retention; and \$2,044 for average six-month wage earnings that either met or exceeded the state's negotiated level. Of the dislocated workers included in this measure, the percentage of participants who met or exceeded the negotiated wage of \$15,750 increased to 63.8 percent, a 3.7 percentage point change from PY 2010. While this percentage increased slightly, the cost of \$2,044 for each participant to meet or exceed the earnings measure increased 29.9 percent points from PY 2010. Therefore, while more people are meeting the goal, the cost of getting them to this successful status is increasing.

The commonwealth's average cost for dislocated workers who received training services to enter employment was \$1,577; to retain employment, \$1,444; and to meet or exceed the state's negotiated average six-month wage earnings, \$1,935. For those dislocated workers who received core (staff-assisted) and intensive services only, the average cost to enter employment was \$1,995; to retain employment, \$1,511, and to have passing average wage earnings, \$2,198. As seen with adults, those who received training have a lower cost per participant than those receiving core/intensive services. Average six-month earnings increased by \$2,428 over the year for those who received training, and the earnings for those who received core and intensive services increased by only \$344. For both training and core and intensive services, the percent of dislocated worker participants meeting or exceeding the earnings measure increased.

A comparison of performances based upon the degree of service provided for dislocated workers showed a very similar dynamic to the adult group (Table 2). Dislocated worker data also illustrated a shift toward more participants receiving training. Similar to the Table 1 for adult participants, the data shows that those that receive training services perform very well compared to those that only receive core and intensive services.

Table 2 - Dislocated Worker Participant Performance Outcome Success by Degree of Service

Measures	Core and Intensive	Training
Entered Employment Rate	65.4%	82.7%
Six Months Retention Rate	86.3%	90.3%
Exceeded State Negotiated Six-Month Earnings Level (\$15,750)	43.0%	51.3%

A.1.c. Youth Common Measures

For the second consecutive year, all three of the youth performance measures improved, with youth literacy and numeracy seeing the largest gain (a difference of 9.2 percentage points). The costs associated with obtaining an increased number of positive outcomes for these measures decreased from PY 2010. These declines can be attributed to a 15.3 percent drop in expenditures over PY 2010, while serving approximately the same number of participants in both years.

Youth Placement. Unlike last year, the out-of-school youth population was significantly higher than the in-school youth eligible for performance measurement during PY 2011. Both populations, however, were higher than PY 2010 levels. The placement rate for the in-school youth was 68.8 percent (up from

55.6 percent last program year), while out-of-school youth showed a placement rate of 62.8 percent (up 5.3 percentage points from last year). The state average for this measure was up 9.0 percentage points from the previous program year to 65.5 percent. The approximate cost per person to have a successful youth placement was \$4,758, down 26.7 percent from last year and 58.7 percent from PY 2009.

Youth Attainment of Degree or Certificate. The youth attainment measure was one of Pennsylvania's best outcomes for PY 2011. At 83.9 percent (9.1 percentage points higher than last year's level), the commonwealth was able to exceed its negotiated goal of 65 percent. This shows Pennsylvania's alignment with the workforce system's commitment to increase credential attainment. Overall, the number of participants who met the measure increased 32.3 percent from last year, while the number of total participants increased only 17.9 percent. Looking closer at the performance of in-school youth (74.5 percent) and the out-of-school youth (98.5 percent), out-of-school youth increased only slightly while in-school youth increased 13.3 percentage points. It cost the state approximately \$3,714 per participant for a successful attainment, down 24.2 percent from last year.

Youth Literacy and Numeracy. The statewide performance level for literacy/numeracy improved from PY 2010 – up 9.2 percentage points to 59.0 percent. The number of youth meeting this measure increased from 776 to 953 (22.8 percent), while the total possible participants increased from 1,559 to 1,615. For these youth to attain a literacy/numeracy gain, it cost the commonwealth approximately \$5,282 per youth, down 28.3 percent from last year and 57.8 percent from PY 2009. This can be attributed to a decrease in funding coupled with an increase in the number of youth meeting this measure.

As was the case in previous years, 18 and 19 year olds were the two largest age groups in terms of literacy/numeracy participants and collectively made up over half of the total youth served (55.8 percent). All individual age groups had similar success rates, ranging from 46.9 percent (19 year olds) to 41.1 percent (17 year olds). Comparing older youth versus younger youth, older youth comprised the majority of participants (nearly 58 percent). However, the success rates were nearly equal (59.9 percent for younger youth compared to 58.3 percent for older youth).

PERFORMANCE OUTCOME TIME FRAMES

The U.S. Department of Labor Employment and Training Administration has mandated specific time frames for performance measure reporting. The youth literacy and numeracy performance cohort time frame was discussed earlier. The remaining performance time frames, including the Table M and Table O participant and exiter counts, are as follows:

Participant Levels

Participants. By funding stream, those WIA participants who were receiving reportable workforce development services at any time between July 1, 2011, through June 30, 2012.

Exiters. By funding stream, those WIA participants who exited between April 1, 2011, and March 31, 2012.

WIA Adult/Dislocated Worker

Entered Employment Rate. Those WIA participants who received either adult or dislocated worker funding and who were determined to have finished, or exited, reportable workforce development services between October 1, 2010, and September 30, 2011.

Six-Month Retention Rate. Those WIA participants who received either adult or dislocated worker funding and who were determined to have finished, or exited, reportable workforce development services between April 1, 2010, and March 31, 2011.

Six-Month Average Earnings. Those WIA participants who received either adult or dislocated worker funding and who were determined to have finished, or exited, reportable workforce development services between April 1, 2010, and March 31, 2011.

WIA Youth

Placement (in Employment or Education) Rate. Those WIA participants who received youth funding and who were determined to have finished, or exited, reportable workforce development services between October 1, 2010, and September 30, 2011.

Attainment of Degree or Certificate Rate. Those WIA participants who received youth funding and who were determined to have finished, or exited, reportable workforce development services between October 1, 2010, and September 30, 2011.

Literacy Numeracy Rate. Those WIA participants who received youth funding, who were out of school and basic skills deficient and who were determined to have finished, or exited, reportable workforce development services between July 1, 2010, and June 30, 2011.

A.1.d. Report Tables

The following report tables are provided, as modified due to waiver requirements: tables [B](#), [C](#), [D](#), [E](#), [F](#), [G](#), [H](#), [L](#), [M](#), [N](#), and [O](#). Table [H.1.A](#) has also been included, which contains subpopulation breakouts of the Youth Common Measures.

A.2. Waivers Evaluation

Pennsylvania evaluates WIA statutory and regulatory provisions to identify barriers that preclude or limit the effectiveness of the commonwealth's efforts to serve its businesses and citizens. When a barrier is identified, the commonwealth may pursue a waiver of the provision if it facilitates more effective implementation of Governor Corbett's workforce development strategy.

In August and September 2011, L&I conducted a waiver survey with all LWIBs. The survey results laid the groundwork for creation of a workgroup designed to evaluate workforce waivers.

The workgroup discussed: the degree to which waivers support the state's strategies and economic recovery and respond to supporting particular local needs; the policies in place to support each waiver's implementation; and whether programmatic outcomes can be achieved as a result of the waiver.

Recently, the workgroup reviewed current waivers to assess whether they support the governor's strategic goals articulated in Pennsylvania's State Integrated Workforce Plan for WIA and Wagner-Peyser Act Programs (2012-2017), and whether changes to existing waiver plans may be warranted based on experience with waiver usage.

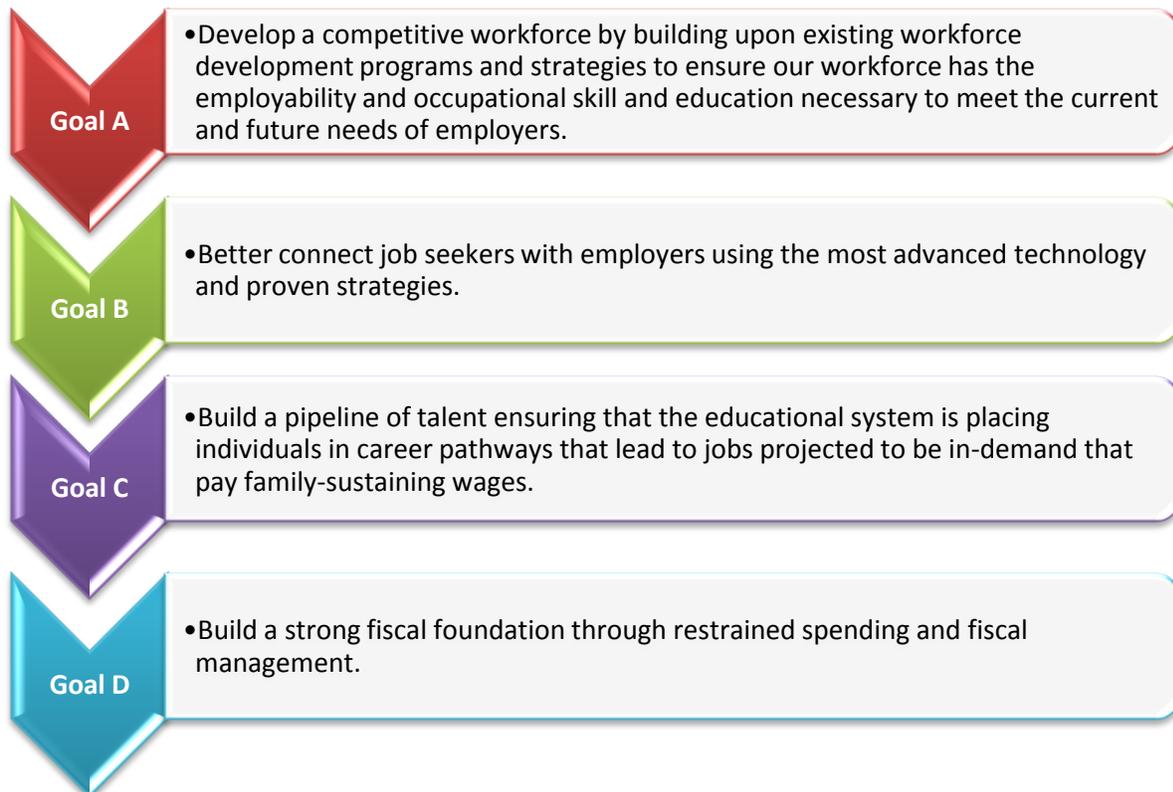
As a result, the previously-approved OJT waiver has been revised to include a new sliding scale and additional consideration for hiring targeted populations. Additionally, some previously approved waivers have not been requested for PY 2012.

Further information about Pennsylvania's approved waivers may be found in [Section D, Appendix II](#).

Section B – Optional Narratives

B.1. JOBSFirst PA

Governor Tom Corbett unveiled JOBSFirst PA, his comprehensive economic and workforce development strategy, during his 2012-2013 budget address in February. To achieve sustainable economic growth, JOBSFirst PA embraces innovation, prioritizes governmental reform and workforce development, and launches entrepreneurial initiatives to grow industries and establish a business climate that positions job creators to compete nationally and globally. Four broad goals have been identified to drive the workforce development strategy:



Certain JOBSFirst initiatives are already underway. At the end of PY 2011, the Pennsylvania General Assembly enacted **Keystone Works**, a program to connect unemployment insurance (UI) claimants with businesses in need of skilled employees. To participate, a business submits a proposal to L&I that details a training plan to place participants in open high priority occupations. Upon approval, the business provides training, not to exceed 24 hours per week for up to eight weeks, while the participant continues to receive UI benefits during the training period. Employers who hire participants upon completion of the training period will be eligible to receive a \$375 incentive payment every four weeks that the individual remains on the job full-time, up to \$1,500 in total incentive payments.

In addition, Pennsylvania's new [JobGateway](#)^(SM) matches employers to jobseekers through an improved, user-friendly web portal. Employer participation in a job matching system is key to its success. To ensure appropriate development of the portal, the commonwealth surveyed employers to determine how the Commonwealth Workforce Development System's (CWDS) job-matching feature was being used and to

identify desired functionality. Key business representatives from high-growth industries with multiple job postings shared how they recruit talent and how the commonwealth might assist in recruitment efforts. Business input will continue to shape modifications to [JobGateway](#)^(SM) in PY 2012-13.

B.2. Inter-Agency Workforce Development Task Force

The Interagency Workforce Development Task Force was created in September 2011 to increase collaboration and communication across state agencies. The task force was charged with making recommendations to the governor's office to improve workforce development programs and to better incorporate workforce development efforts into the larger economic development universe.

The task force includes representatives from nine agencies, all of which administer workforce development related programs.



The task force first identified all state-administered workforce development programs and collected basic information about each program. In evaluating the results, it was determined that a number of populations were served by programs administered through multiple agencies.

With that in mind, subgroups were created to focus on improving and streamlining programming for specific populations including: veterans, persons with disabilities, the unemployed, ex-offenders, health care workers, incumbent/underemployed workers and youth. Each subgroup met multiple times and submitted recommendations for consideration. A total of 14 recommendations were made related to cost savings and efficiencies, program outreach, cooperation and collaboration, and service delivery.

B.3. Governor Corbett's Advisory Groups

B.3.a. Marcellus Shale Advisory Commission

Marcellus Shale is a large natural gas formation extending across roughly two-thirds of Pennsylvania. The amount of total recoverable natural gas located within the formation is currently unknown, although recoverable gas estimates in Marcellus Shale have recently ranged from 50 to 489 trillion cubic feet. Regardless of the estimates, most geologists place the recoverable gas reserve potential among the largest in the world.

On March 8, 2011, Governor Corbett established the Marcellus Shale Advisory Commission. The commission was tasked with conducting a complete review of existing and proposed statutes, legislation, regulations and policies that affected Marcellus Shale natural gas development.

The commission was also charged with providing recommendations in a number of areas, including workforce development needs and opportunities. The commission made a total of 26 recommendations in [their report](#) issued on July 22, 2011, regarding economic and workforce development, a number of which have already been implemented. These include the [Marcellus Shale Fast Facts](#), which describes labor market information pertaining to the natural gas industry; a "NG" marker on natural gas industry job postings in the CWDS system; and dissemination of a High Priority Occupations list to include in-demand careers in the natural gas industry.

B.3.b. Governor's Manufacturing Advisory Council

Recognizing manufacturing's importance to the Pennsylvania economy, Governor Corbett commissioned the Governor's Manufacturing Advisory Council to identify and prioritize ways the commonwealth can sustain and advance the manufacturing sector. The council was charged with providing practical recommendations to help Pennsylvania remain a competitive location for the growth of manufacturing industries.

The [Council's report](#), "Recommendations to encourage growth in the manufacturing sector" highlights suggestions for Talent & Workforce, such as:



B.3.c. Governor’s Advisory Commission on Postsecondary Education

In February 2012, Governor Corbett established the Advisory Commission on Postsecondary Education. The commission consists of 31 members who represent various interests associated with postsecondary education.

The commission will make recommendations related to the establishment and maintenance of a robust and responsive postsecondary education system to serve the students and citizens of the commonwealth. Specifically, the commission is in the process of identifying key issues and reviewing current policies, procedures, regulations and legislation that impact postsecondary education and developing long-range strategies to ensure the system is available, affordable and meaningful. Commissioners are evaluating trends in education, including the role of technology and how education can increase collaboration with the private sector and government. A final report is to be presented to the Governor by November 15, 2012.

B.4. Pennsylvania Workforce Investment Board

The Pennsylvania Workforce Investment Board (PA WIB) is the governor’s employer-driven workforce development advisor for programs and policies under the authority of WIA, and serves in an advisory capacity for the implementation of the governor’s strategy. The PA WIB assists the governor in:

- Formation of the state’s workforce development plan
- Developing and continually improving the statewide workforce system, including the PA CareerLinks®
- Commenting annually on measures pursuant to the Carl D. Perkins Vocational and Applied Technology Education Act
- Designating local workforce areas
- Developing allocation formulas for the distribution of employment and training funds
- Developing and continually improving comprehensive state performance measures
- Preparing an annual report to the Secretary of the U.S. Department of Labor
- Developing a statewide employment statistics system
- Developing applications for incentive grants

Members are appointed by the governor. Once notified of their appointment, members undergo a thorough background check before signing financial disclosure and conflict of interest statements. The governor selects a chairperson from those represented.

The Corbett Administration's WIB held its first meeting in April 2012. The governor addressed the group and outlined his vision for workforce development. Julia Hearthway, Secretary of Labor & Industry, informed the group that the governor's vision for workforce development will be achieved through a strategy to complement and expand the existing workforce development system through a comprehensive job-matching system, employer-driven training, talent development and best practices implementation across LWIBs. Board members also heard from a panel that discussed the connection between workforce and education.

B.5. Industry Partnerships

Industry Partnerships (I.P.s) are locally-driven programs where employers and workers from vital industries cooperate to collectively improve their competitive position in the marketplace. I.P.s identify specific training needs and skill gaps, help connect young people to careers, help educational and training institutions arrange curriculum to meet business demands, address worker recruitment and retention, develop career ladders within companies, highlight best practices, and promote communication among companies.

The 2011-2012 I.P. guidelines were revised to increase accountability through the collection and analysis of additional performance metrics including:

- Impact on workers: demographics; wage gains; retention percentages; promotions; credentials/certifications attained; and job placements;
- Impact on employers: safety incidents; productive man hours; cost savings; competitiveness; increased profits; insider knowledge; and networking;
- Effectiveness of the partnership: responsiveness of the partnership coordinators to meet employer and worker needs; extent to which employers are invested and engaged; and ability of the partnership to secure low-cost, high-quality training; and
- Impact on systems change: funding availability and appropriateness of funding distribution; ability of partnership to collaborate and leverage outside resources and partnership knowledge; and the ability of the partnership to develop best practices.

The new requirements, combined with a more critical evaluation process, resulted in a reduction in the number of I.P.s funded, from 71 in PY 10-11 to 39 in PY 11-12. As a result, scarce resources are concentrated in the I.P.s deemed most likely to produce positive outcomes.

B.6. Natural Gas Industry Impact on Pennsylvania



Currently, two hubs of intensive Marcellus Shale activity are centered in the Northern Tier and Southwestern Pennsylvania. These two areas of Marcellus comprise the core of development activity, although parts of Central Pennsylvania continue to see an increase in exploratory drilling activity.

Energy companies continue to invest billions of dollars in exploration and development programs throughout Pennsylvania. These investments

include: securing mineral rights and land; drilling; production stimulation; pipeline; compressor stations; processing; and a variety of other infrastructure investments necessary to maximize the potential of the Marcellus Shale play.

In 2010, two of the world’s largest energy firms purchased large stakes of Marcellus Shale, and all of the major firms active in the area continue to plan dramatic expansions of their development operations beyond 2010. The reasons for the planned Marcellus expansion by exploration and production companies relate to a number of factors, including the relative infancy of the Marcellus play, the close proximity of large consumer markets and major transmission lines, and the amount of natural gas thought to be recoverable.

In 2009, the Center for Workforce Information & Analysis (CWIA) defined the ongoing Marcellus Shale activities by NAICS codes. The definition included a “core” set of industries that perform the main work (drilling and extraction of natural gas), along with a set of “ancillary” industries that are impacted by or tied to this work. This includes subcontractors, distributors and suppliers of necessary equipment. That work formed a basis for the [Marcellus Shale Occupational Compendium](#), which contains one-page overviews of 67 occupations that could have impact in the core industry, as well as the supply chain identified by CWIA.

B.7. Grants

B.7.a. National Emergency Grants (NEGs) & B.7.b. On-the-Job Training NEG

Pennsylvania pursues NEGs, when appropriate, to expand Rapid Response and Dislocated Worker services for those affected by disaster, mass layoffs and plant closings. A table outlining Pennsylvania’s NEGs is below.

NEG	Award Amount	Current Balance	Description
ConocoPhillips & Sunoco NEG	\$5,000,000	\$4,940,000	Provides reemployment services, including core, intensive and supportive services, and training to those who lost their jobs at the ConocoPhillips oil refinery in Trainer, Delaware County and the Sunoco oil refinery in Marcus Hook, Delaware County. This will affect approximately 590 workers. The grant period runs from March 1, 2012, to March 1, 2014.
Federal Reserve Bank of Cleveland NEG	\$504,000	\$450,000	Provides programs and services to those who lost their jobs at the Federal Reserve Bank of Cleveland, Pittsburgh Branch. The affected workers served in the U.S. Savings Bond Division. The grant period runs from September 30, 2011, to June 30, 2013.
FTCA, Inc. NEG	\$334,864	\$167,000	Provides employment and training services to former Fleetwood Trailer employees who lost their jobs when the Somerset plant closed. The grant period runs from January 31, 2011, to June 30, 2013.
Hurricane Irene/Tropical Storm Lee NEG	\$6,660,000	\$230,000	Provides disaster assistance to 31 counties for damage caused by Hurricane Irene and Tropical Storm Lee. The grant period runs from June 30, 2010, to December 31, 2012.

Ocean Logistics NEG	\$306,838	\$188,000	Provides employment and training services to laid-off employees from a warehousing and general merchandiser of non-perishable grocery items such as health and beauty aids, light bulbs, batteries, etc. Employees held the following jobs: shipper, selector, utility worker, janitor, forklift operator and truck driver. The grant period runs from October 1, 2011, to September 30, 2013.
On-the Job Training NEG			
NEG	Award Amount	Current Balance	Description
On-the-Job Training NEG		\$5,484,377	Identifies and provides on-the-job training opportunities in Pennsylvania's eleven targeted industry clusters. The grant period runs from June 30, 2010, to June 20, 2014.

B.8. Youth Activity

Recent graduates, both high school and college, continue to struggle finding employment. Job prospects are worse for high school dropouts. The unemployment rate among youth far exceeds that of any other age group. Disconnected youth, including high school dropouts and youth with disabilities, can be re-engaged with proper and timely intervention. Two catalysts for reaching these goals are the *Opening Doors* initiative and the Regional Career Education Partnerships for Youth (RCEPs).

B.8.a. Opening Doors Initiative

The commonwealth is prioritizing drop-out prevention and reengagement. In June 2012, Pennsylvania's First Lady, Susan Corbett, announced a new initiative, *Opening Doors: Promising Futures for Pennsylvania's Youth*, which focuses on increasing the high school graduation rate in Pennsylvania.

In partnership with the Department of Education and the Team Pennsylvania Foundation, *Opening Doors* kicked off by convening a forum of experts – teachers, school administrators, program directors, researchers and others who work directly with students – from around the commonwealth and the nation. Initial efforts focus on an Early Warning Indicator and Intervention System (EWS) to identify middle school age youth at risk of dropping out of school, as well as strategies to intercede.

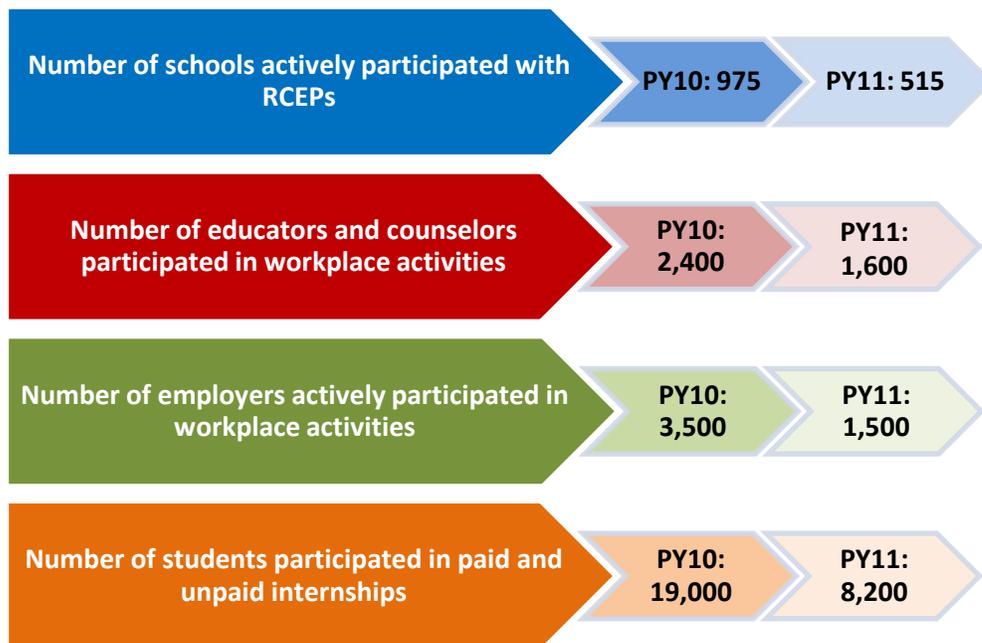
This initiative is supported by representatives from the Department of Corrections, Department of Community and Economic Development, Department of Public Welfare and L&I.

B.8.b. Regional Career Education Partnerships for Youth (RCEPs)

For youth currently engaged in learning, the commonwealth is preparing the highly skilled workforce of tomorrow through the use of mentoring and work-based learning opportunities. Pennsylvania's Regional Career Education Partnerships (RCEPs) for Youth are intermediary organizations that support and extend the high school reform agenda and career preparation strategies.

RCEPs connect businesses and industry, educational institutions and organizations, and community members, to tailor regional youth initiatives that prepare Pennsylvania's future workforce. Due to the lack of federal appropriation of statewide activity funding for PY 2011, RCEP activities are currently limited in their scope and influence and will remain so until funding is restored.

Comparing RCEP activity between PY 2011 (no funding support) and PY 2010 (funding support), the impact of the lack of funding support can be clearly observed:



B.9. Veterans Services

A range of program strategies are used to serve veterans wishing to return to work. Special recruitment and outreach are conducted to ensure that veterans are informed of the services available through PA CareerLink® offices. To promote the hiring of veterans, workforce development partners present business partners with information about return on investment and other benefits of hiring veterans.

Core and intensive services available to veterans in PA CareerLinks® are provided by the Disabled Veterans' Outreach Program (DVOP) and Local Veterans' Employment Representatives (LVER). Veterans who require additional training/education to obtain employment are referred to various training providers following assessment of interests and needs. In order to help promote priority of service to returning veterans, the commonwealth is coordinating the following activities targeting veterans:

- Unemployment Compensation for Ex-Military (UCX) Pilot Program
- Veterans Retraining Assistance Program (VRAP)
- Gold Card Initiative

B.9.a. Unemployment Compensations for Ex-Military (UCX) Pilot Program

Pennsylvania was asked to participate in a UCX pilot project that would identify UCX claimants and provide them additional information about services offered at PA CareerLink® offices. There are approximately 300-400 UCX financial determinations issued per month in Pennsylvania. Coordination among UC, CWIA and the Bureau of Workforce Development Partnership (BWDP) will help identify and track UCX claimant activities and provide information on the success of this effort for veterans.

B.9.b. Veterans Retraining Assistance Program, Gold Card

Veterans Retraining Assistance Program

On November 21, 2011, President Obama signed the VOW to Hire Heroes Act of 2011 into law, establishing the Veterans Retraining Assistance Program (VRAP). The program pays for up to 12 months of training in a high-demand occupation for unemployed, eligible veterans between the ages of 35 and 60. Upon completion or termination of training, follow-up activities are conducted. Veterans must be contacted within five working days to expedite the employment process and the veteran is contacted at least once every two weeks after initial contact until employed.

Gold Card Initiative

When a veteran identifies him/herself as a “Gold Card” veteran, they receive enhanced, in-person services at a PA CareerLink[®] center, including:

- Job readiness assessment, including interviews and testing;
- Development of an Individual Development Plan ;
- Career guidance through group or individual counseling that helps veterans in making training and career decisions;
- Provision of labor market, occupational and skills transferability information to help guide educational, training, and occupational decisions;
- Referral to job banks, job portals and job openings;
- Referral to employers and registered apprenticeship sponsors;
- Referral to training by WIA-funded or third-party service providers; and
- Monthly follow-up by an assigned case manager for up to six months.

The assigned PA CareerLink[®] case manager must meet with the veteran no less than twice within the first thirty days. The case manager then provides follow-up services at least once every thirty days until the client is employed, or for up to six months. Services, contacts or attempts to contact are entered into CWDS as long as the veteran is receiving services. The monthly case management follow-up is a new service beyond what is currently provided at the PA CareerLink[®].

B.10. Reemployment and Training Services for Unemployment Compensation Claimants

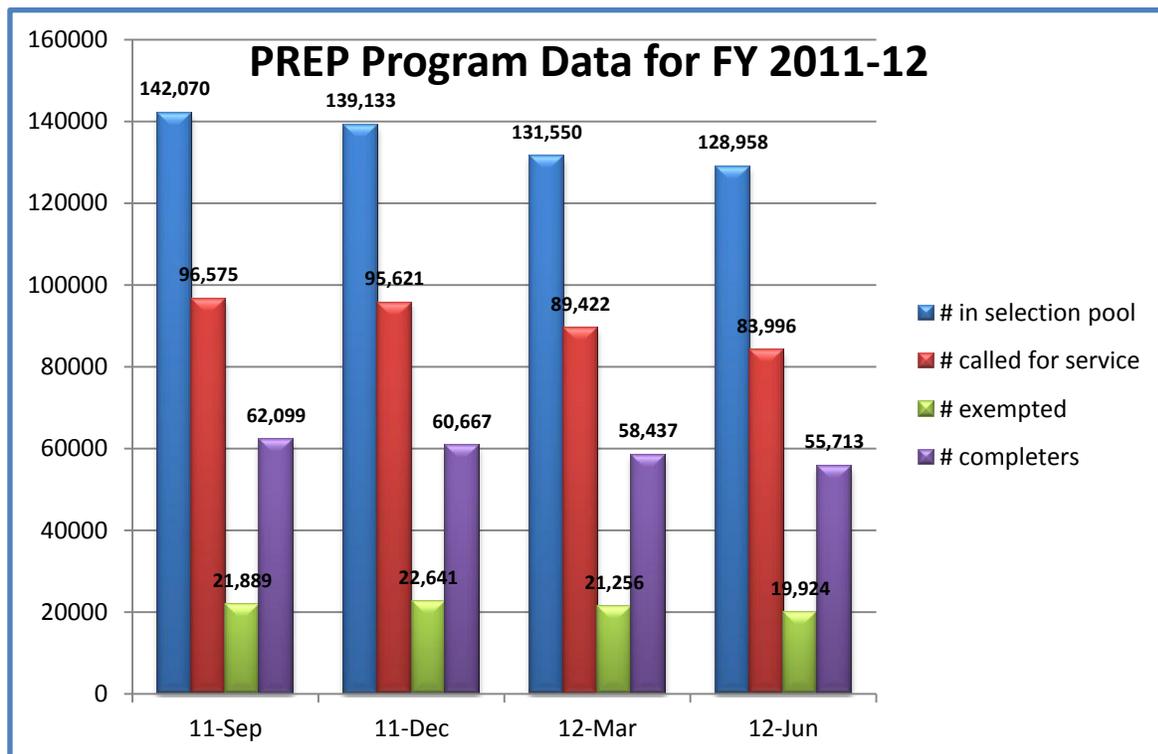
The ability of Pennsylvania's workforce development system to help individuals who exhaust their Unemployment Compensation (UC) benefits retool their skills or reconnect with the labor force is crucial to increasing the pool of skilled workers available to businesses and industries. Reemployment services and information offered through the PA CareerLink[®] offices are available to all UC claimants.

B.10.a. Profile Reemployment Program (PREP)

PREP is a collaborative effort between L&I's UC and Workforce Development systems to identify the UC claimants most likely to exhaust their benefits and to provide job assistance to expedite their re-employment. Placement into PREP occurs automatically when individuals file a new application for UC and receive their first payment.

PREP participants receive an assessment of employment needs and develop an individual employment plan. PA CareerLink® staff conduct a thorough review of each claimant’s work history, education and skills to determine the appropriate level of service required. Services include reemployment program orientation, enrollment into CWDS, job search assistance, labor market information, resume preparation, and career guidance services. When a reemployment plan contains a need for training services, these may include training such as GED, ESL, basic computer skills or OJT.

UC claimants identified through PREP who fail to participate in PREP activities may be disqualified for UC benefits. PA CareerLink® staff report to the UC Service Centers any potentially disqualifying information to determine continuing claimant UC eligibility. Participation in reemployment services is tracked until exhaustion of UC benefits or termination of reemployment services.



B.10.b. Emergency Unemployment Compensation (EUC), Reemployment and Eligibility Assessment (REA) and other programs

The “Middle Class Tax Relief and Job Creation Act of 2012” extended EUC benefits and added a requirement for reemployment and eligibility assessments (REA) for individuals receiving EUC benefits. Pennsylvania implemented this initiative in May 2012, to assist individuals receiving EUC benefits to become reemployed more quickly.

Similar to the PREP, where regular UC claimants are identified and called to the PA CareerLink® office for services, EUC claimants are informed that they are required to participate in the REA. PA CareerLink® staff have access to a list of EUC claimants needing the REA services. Staff is then able to schedule the EUC claimant for services and send them a call-in letter.

The EUC work search activity review includes an evaluation of the claimant's work search log to ensure they are complying with the active search for work requirements. The claimant must bring documentation of their work search activities for the two most recent claimed weeks to the REA meeting. Staff perform a basic review to check that the individual is conducting work search activities or participating in services offered to assist them return to work. Failure to provide properly documented work search may result in disqualification for EUC benefits.

From May 2012 until July 31, 2012, PA CareerLink® staff scheduled 13,777 EUC-REA interviews. During the same period, 5,964 EUC claimants completed all required REA services.

B.11. Layoff Aversion / SEWN

In conjunction with L&I, the Strategic Early Warning Network (SEWN), administered by the Steel Valley Authority, provides free and confidential turnaround and financial assistance for small to medium-sized manufacturers that are at risk of layoffs and plant closures or relocations. During PY 2011, SEWN expanded its operations to all 67 counties to provide immediate engagement (within 48 hours of notification), quick diagnosis and development of a layoff aversion/retention plan. SEWN receives referrals from economic development and L&I Rapid Response partners, as well as from the private sector, unions and other sources.

SEWN's layoff aversion services include:

- Pre-Feasibility Studies and Situation Analysis
- Financial Restructuring
- Operational Restructuring and Cost Management
- Ownership Transition & Buyouts
- High Performance Workplace Strategies
- New Market Strategies

During PY 2011, SEWN representatives invested time in 103 companies, resulting in the retention of 1,097 jobs and impacting companies located in all regions of the state. The cost-per-job saved was approximately \$950.

Section C – Appendix

C.1. Performance: Tables B – M

Table B – Adult Program Results At-A-Glance

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	73.0	69.8	4,458 ----- 6,391
Employment Retention Rate	82.0	82.9	4,936 ----- 5,954
Six Months Average Earnings	12,500	14,571	71,942,035 ----- 4,936

Table C – Outcomes for Adult Special Populations

Reported Information	Public Assistance Recipients Receiving Intensive or Training Services		Veterans		Individuals With Disabilities		Older Individuals	
Entered Employment Rate	63.9	877 ----- 1,372	67.0	355 ----- 530	51.1	142 ----- 278	57.4	408 ----- 711
Employment Retention Rate	89.2	1,087 ----- 1,219	83.5	339 ----- 406	78.7	129 ----- 164	84.2	390 ----- 463
Six Months Average Earnings	9,328	10,140,046 ----- 1,087	17,736	6,012,593 ----- 339	13,357	1,723,046 ----- 129	16,908	6,594,027 ----- 390

Table D – Other Outcome Information for the Adult Program

Reported Information	Individuals Who Received Training Services		Individuals Who Received Only Core and Intensive Services	
Entered Employment Rate	77.4	1,834 ----- 2,371	65.3	2,624 ----- 4,020
Employment Retention Rate	85.8	2,431 ----- 2,832	80.2	2,505 ----- 3,122
Six Months Average Earnings	16,725	40,658,476 ----- 2,431	12,488	31,283,559 ----- 2,505

Table E – Dislocated Worker Program Results At-A-Glance

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	75.0	74.3	8,727 ----- 11,743
Employment Retention Rate	90.0	88.5	8,869 ----- 10,024
Six Months Average Earnings	15,750	17,412	154,424,164 ----- 8,869

Table F– Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	70.6	781 ----- 1,106	58.8	151 ----- 257	62.3	1,212 ----- 1,944	65.8	25 ----- 38
Employment Retention Rate	95.4	883 ----- 926	87.5	161 ----- 184	86.1	1,175 ----- 1,365	87.5	35 ----- 40
Six Months Average Earnings	17,994	15,888,270 ----- 883	16,514	2,658,826 ----- 161	17,229	20,244,213 ----- 1,175	18,365	642,767 ----- 35

Table G– Other Outcome Information for the Dislocated Worker Program

Reported Information	Individuals Who Received Training Services		Individuals Who Received Only Core and Intensive Services	
	Entered Employment Rate	82.7	5,018 ----- 6,069	65.4
Employment Retention Rate	90.3	4,927 ----- 5,456	86.3	3,941 ----- 4,567
Six Months Average Earnings	18,450	90,901,588 ----- 4,927	16,116	63,511,339 ----- 3,941

Table H – Youth Program Results At-A-Glance

	Negotiated Performance Level	Actual Performance Level	
		Placement in Employment or Education	58.0
Attainment of Degree or Certificate	65.0	83.9	2,594 ----- 3,091
Literacy or Numeracy Gains	52.0	59.0	953 ----- 1,615

Table H.1A – Outcomes for Youth Special Populations

Reported Information	Public Assistance Recipients		Individuals With Disabilities		Out-of-School Youth		In-School Youth	
	Placement in Employment or Education	63.8	1,002 ----- 1,570	62.1	599 ----- 965	62.8	1,313 ----- 2,091	68.8
Attainment of Degree or Certificate	81.7	979 ----- 1,198	80.3	729 ----- 908	98.5	1,208 ----- 1,226	74.5	1,377 ----- 1,849
Literacy or Numeracy Gains		-----		-----		-----		-----

Table L – Other Reported Information

	12 Month Employment Retention Rate		12 Month Earnings Change (Adults and Older Youth) or 12 Mo. Earnings Replacement (Dislocated Workers)		Placements for Participants in Nontraditional Employment		Wages at Entry into Employment for Those Individuals Who Entered Unsubsidized Employment		Entry into Unsubsidized Employment Related to the Training Received of Those Who Completed Training Services	
Adults	83.3	4,509 ----- 5,410	5,417	29,306,55 7 ----- 5,410	1.0	45 ----- 4,458	5,916	26,375,4 79 ----- 4,458	57.2	1,049 ----- 1,833
Dislocated Workers	89.9	8,467 ----- 9,420	112	147,984,1 48 ----- 132,161,2 13	1.1	98 ----- 8,727	7,844	68,456,0 68 ----- 8,727	50.9	2,536 ----- 4,985

Table M – Participation Levels

	Total Participants Served	Total Exiters
Total Adult Customers	259,936	212,187
Total Adults (Self-Service Only)	159,917	193,317
WIA Adults	242,746	201,542
WIA Dislocated Workers	19,513	12,019
Total Youth (14-21)	8,667	4,749
Younger Youth (14-18)	6,036	3,059
Older Youth (19-21)	2,631	1,690
Out-of-School	4,042	2,604
In-School	4,625	2,145

C.2. Expenditures: Table N

Program Activity		Total Federal Spending	
Local Adults		\$22,406,549	
Local Dislocated Workers		\$25,449,871	
Local Youth		\$27,012,793	
Rapid Response (up to 25%) Sec134 (a) (2) (A)		\$9,153,647	
Total Statewide Expenditures		\$12,659,976	
Statewide Required Activities (up to 15%) Sec134 (a) (2) (B)			
	Administrative Costs	\$8,020,254	
	AGA and Misc Grants	\$1,900,502	
Statewide Allowable Activities Sec134 (a) (3)	PA Partner Projects	\$486,469	
	PC's to support CRP	\$494,560	
	Labor Mgmt Partnership AGA	\$528,025	
	RCEP	\$265,979	
	IP projects	\$621,664	
	Pennsylvania Conservation Corps	\$79,026	
	Regional Workforce Collaborations	\$100,000	
	Misc.	\$163,497	
	Subtotal	\$4,639,722	
Total of All Federal Spending Listed Above		\$96,682,836	

C.3. LWIA Performance: Table O

**WIA Title I Annual Report for Program Year 2010
Table O – Local Performance**

PA-Modified Pilot ETA 90910

Local Area Name: Allegheny County Workforce Investment Area	Total Participants Served:	Adults	479
		Dislocated Workers	467
		Older Youth	222
		Younger Youth	414
ETA ASSIGNED #: 42005	Total Exiters:	Adults	583
		Dislocated Workers	369
		Older Youth	168
		Younger Youth	265
		Negotiated Performance Level	Actual Performance level
Entered Employment Rate	Adults	65.0	64.0
	Dislocated Workers	75.0	81.5
Retention Rate	Adults	70.0	75.3
	Dislocated Workers	89.0	88.8
Six Months Average Earnings	Adults	10,000	10,951
	Dislocated Workers	17,000	19,276
Placement in Employment of Education	Youth (14-21)	56.0	51.4
Attainment of Degree or Certificate	Youth (14-21)	70.0	95.1
Literacy or Numeracy Gains	Youth (14-21)	50.0	56.1
Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.			
Overall Status of Local Performance		Not Met	Met
Comments:		x	

**WIA Title I Annual Report for Program Year 2010
Table O – Local Performance**

PA-Modified Pilot ETA 90910

Local Area Name: Berks County Workforce Investment Area	Total Participants Served:	Adults	161
		Dislocated Workers	359
		Older Youth	62
		Younger Youth	266
ETA ASSIGNED #: 42005	Total Exiters:	Adults	133
		Dislocated Workers	104
		Older Youth	27
		Younger Youth	148
		Negotiated Performance Level	Actual Performance level
Entered Employment Rate	Adults	71.0	92.3
	Dislocated Workers	78.0	88.6
Retention Rate	Adults	83.0	82.1
	Dislocated Workers	90.0	90.4
Six Months Average Earnings	Adults	13,000	15,522
	Dislocated Workers	15,000	16,883
Placement in Employment of Education	Youth (14-21)	72.0	81.6
Attainment of Degree or Certificate	Youth (14-21)	82.0	78.9
Literacy or Numeracy Gains	Youth (14-21)	55.0	70.4
Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.			
Overall Status of Local Performance		Not Met	Met
			Exceeded
Comments:			x

**WIA Title I Annual Report for Program Year 2010
Table O – Local Performance**

PA-Modified Pilot ETA 90910

Local Area Name: Bucks County Workforce Investment Area	Total Participants Served:	Adults	348
		Dislocated Workers	334
		Older Youth	30
		Younger Youth	98
ETA ASSIGNED #: 42005	Total Exiters:	Adults	360
		Dislocated Workers	188
		Older Youth	20
		Younger Youth	46
		Negotiated Performance Level	Actual Performance level
Entered Employment Rate	Adults	73.0	77.3
	Dislocated Workers	78.0	86.4
Retention Rate	Adults	86.0	84.6
	Dislocated Workers	89.0	91.9
Six Months Average Earnings	Adults	12,000	16,319
	Dislocated Workers	17,300	21,482
Placement in Employment of Education	Youth (14-21)	63.0	63.5
Attainment of Degree or Certificate	Youth (14-21)	80.0	100.0
Literacy or Numeracy Gains	Youth (14-21)	60.0	64.3
Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.			
Overall Status of Local Performance		Not Met	Met
			Exceeded
Comments:			x

**WIA Title I Annual Report for Program Year 2010
Table O – Local Performance**

PA-Modified Pilot ETA 90910

Local Area Name: Central Workforce Investment Area	Total Participants Served:	Adults	2,580
		Dislocated Workers	2,656
		Older Youth	227
		Younger Youth	637
ETA ASSIGNED #: 420175	Total Exiters:	Adults	2,397
		Dislocated Workers	1,985
		Older Youth	153
		Younger Youth	288
		Negotiated Performance Level	Actual Performance level
Entered Employment Rate	Adults	73.0	62.9
	Dislocated Workers	69.0	58.3
Retention Rate	Adults	83.5	84.7
	Dislocated Workers	90.0	84.7
Six Months Average Earnings	Adults	11,250	12,795
	Dislocated Workers	14,250	14,859
Placement in Employment of Education	Youth (14-21)	67.0	65.6
Attainment of Degree or Certificate	Youth (14-21)	80.0	80.5
Literacy or Numeracy Gains	Youth (14-21)	55.0	37.3
Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.			
Overall Status of Local Performance		Not Met	Met
			Exceeded
Comments:		x	

**WIA Title I Annual Report for Program Year 2010
Table O – Local Performance**

PA-Modified Pilot ETA 90910

Local Area Name: Chester County Workforce Investment Area	Total Participants Served:	Adults	116
		Dislocated Workers	151
		Older Youth	59
		Younger Youth	110
ETA ASSIGNED #: 42030	Total Exiters:	Adults	94
		Dislocated Workers	100
		Older Youth	41
		Younger Youth	91
		Negotiated Performance Level	Actual Performance level
Entered Employment Rate	Adults	73.0	69.6
	Dislocated Workers	78.0	81.0
Retention Rate	Adults	84.0	90.5
	Dislocated Workers	90.0	88.7
Six Months Average Earnings	Adults	13,500	17,788
	Dislocated Workers	16,750	19,673
Placement in Employment of Education	Youth (14-21)	46.0	57.6
Attainment of Degree or Certificate	Youth (14-21)	63.0	79.5
Literacy or Numeracy Gains	Youth (14-21)	53.0	51.1
Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.			
Overall Status of Local Performance		Not Met	Met
			Exceeded
Comments:			x

**WIA Title I Annual Report for Program Year 2010
Table O – Local Performance**

PA-Modified Pilot ETA 90910

Local Area Name: City of Pittsburgh Workforce Investment Area	Total Participants Served:	Adults	186
		Dislocated Workers	165
		Older Youth	77
		Younger Youth	141
ETA ASSIGNED #: 42095	Total Exiters:	Adults	169
		Dislocated Workers	115
		Older Youth	68
		Younger Youth	113
		Negotiated Performance Level	Actual Performance level
Entered Employment Rate	Adults	65.0	50.4
	Dislocated Workers	75.0	73.8
Retention Rate	Adults	70.0	70.5
	Dislocated Workers	89.0	85.9
Six Months Average Earnings	Adults	10,000	8,444
	Dislocated Workers	17,000	15,988
Placement in Employment of Education	Youth (14-21)	56.0	66.9
Attainment of Degree or Certificate	Youth (14-21)	70.0	93.6
Literacy or Numeracy Gains	Youth (14-21)	50.0	67.0
Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.			
Overall Status of Local Performance		Not Met	Met
			Exceeded
Comments:		x	

**WIA Title I Annual Report for Program Year 2010
Table O – Local Performance**

PA-Modified Pilot ETA 90910

Local Area Name: Delaware County Workforce Investment Area	Total Participants Served:	Adults	438
		Dislocated Workers	57
		Older Youth	15
		Younger Youth	130
ETA ASSIGNED #: 42035	Total Exiters:	Adults	507
		Dislocated Workers	59
		Older Youth	18
		Younger Youth	191
		Negotiated Performance Level	Actual Performance level
Entered Employment Rate	Adults	73.0	80.7
	Dislocated Workers	75.0	76.9
Retention Rate	Adults	80.0	71.6
	Dislocated Workers	90.0	93.1
Six Months Average Earnings	Adults	12,250	11,997
	Dislocated Workers	17,500	18,001
Placement in Employment of Education	Youth (14-21)	48.0	46.6
Attainment of Degree or Certificate	Youth (14-21)	55.0	47.6
Literacy or Numeracy Gains	Youth (14-21)	50.0	78.7
Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.			
Overall Status of Local Performance		Not Met	Met
			Exceeded
Comments:		x	

**WIA Title I Annual Report for Program Year 2010
Table O – Local Performance**

PA-Modified Pilot ETA 90910

Local Area Name: Lackawanna County Workforce Investment Area	Total Participants Served:	Adults	257
		Dislocated Workers	169
		Older Youth	65
		Younger Youth	20
ETA ASSIGNED #: 42055	Total Exiters:	Adults	227
		Dislocated Workers	83
		Older Youth	50
		Younger Youth	14
		Negotiated Performance Level	Actual Performance level
Entered Employment Rate	Adults	73.0	77.9
	Dislocated Workers	79.0	91.5
Retention Rate	Adults	88.0	79.3
	Dislocated Workers	91.0	89.4
Six Months Average Earnings	Adults	12,500	11,896
	Dislocated Workers	14,250	16,169
Placement in Employment of Education	Youth (14-21)	67.0	77.6
Attainment of Degree or Certificate	Youth (14-21)	70.0	100.0
Literacy or Numeracy Gains	Youth (14-21)	48.0	62.2
Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.			
Overall Status of Local Performance		Not Met	Met
			Exceeded
Comments:		x	

**WIA Title I Annual Report for Program Year 2010
Table O – Local Performance**

PA-Modified Pilot ETA 90910

Local Area Name: Lancaster County Workforce Investment Area	Total Participants Served:	Adults	690
		Dislocated Workers	506
		Older Youth	132
		Younger Youth	101
ETA ASSIGNED #: 42060	Total Exiters:	Adults	760
		Dislocated Workers	414
		Older Youth	133
		Younger Youth	90
		Negotiated Performance Level	Actual Performance level
Entered Employment Rate	Adults	73.0	67.2
	Dislocated Workers	79.0	81.5
Retention Rate	Adults	82.0	79.3
	Dislocated Workers	92.5	90.2
Six Months Average Earnings	Adults	11,700	11,302
	Dislocated Workers	16,700	17,800
Placement in Employment of Education	Youth (14-21)	52.0	62.9
Attainment of Degree or Certificate	Youth (14-21)	72.0	98.7
Literacy or Numeracy Gains	Youth (14-21)	44.0	45.8
Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.			
Overall Status of Local Performance		Not Met	Met
			Exceeded
Comments:		x	

**WIA Title I Annual Report for Program Year 2010
Table O – Local Performance**

PA-Modified Pilot ETA 90910

Local Area Name: Lehigh Valley Workforce Investment Area	Total Participants Served:	Adults	217
		Dislocated Workers	687
		Older Youth	95
		Younger Youth	285
ETA ASSIGNED #: 42070	Total Exiters:	Adults	168
		Dislocated Workers	402
		Older Youth	49
		Younger Youth	166
		Negotiated Performance Level	Actual Performance level
Entered Employment Rate	Adults	83.0	80.0
	Dislocated Workers	88.0	87.3
Retention Rate	Adults	83.0	86.0
	Dislocated Workers	89.0	89.1
Six Months Average Earnings	Adults	13,700	15,625
	Dislocated Workers	16,500	19,276
Placement in Employment of Education	Youth (14-21)	67.0	74.8
Attainment of Degree or Certificate	Youth (14-21)	80.0	59.4
Literacy or Numeracy Gains	Youth (14-21)	53.0	31.7
Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.			
Overall Status of Local Performance		Not Met	Met
			Exceeded
Comments:		x	

**WIA Title I Annual Report for Program Year 2010
Table O – Local Performance**

PA-Modified Pilot ETA 90910

Local Area Name: Luzerne-Schuylkill Workforce Investment Area	Total Participants Served:	Adults	3,494
		Dislocated Workers	798
		Older Youth	175
		Younger Youth	267
ETA ASSIGNED #: 42075	Total Exiters:	Adults	3,818
		Dislocated Workers	361
		Older Youth	123
		Younger Youth	166
		Negotiated Performance Level	Actual Performance level
Entered Employment Rate	Adults	73.0	81.9
	Dislocated Workers	79.0	76.5
Retention Rate	Adults	82.0	82.5
	Dislocated Workers	90.0	90.3
Six Months Average Earnings	Adults	11,500	12,908
	Dislocated Workers	15,250	15,308
Placement in Employment of Education	Youth (14-21)	61.0	68.1
Attainment of Degree or Certificate	Youth (14-21)	65.0	71.3
Literacy or Numeracy Gains	Youth (14-21)	51.0	66.9
Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.			
Overall Status of Local Performance		Not Met	Met
			Exceeded
Comments:		x	

**WIA Title I Annual Report for Program Year 2010
Table O – Local Performance**

PA-Modified Pilot ETA 90910

Local Area Name: Montgomery County Workforce Investment Area	Total Participants Served:	Adults	184
		Dislocated Workers	407
		Older Youth	57
		Younger Youth	365
ETA ASSIGNED #: 42080	Total Exiters:	Adults	199
		Dislocated Workers	237
		Older Youth	40
		Younger Youth	117
		Negotiated Performance Level	Actual Performance level
Entered Employment Rate	Adults	73.0	93.8
	Dislocated Workers	78.0	88.7
Retention Rate	Adults	84.0	91.2
	Dislocated Workers	89.0	91.9
Six Months Average Earnings	Adults	13,000	11,688
	Dislocated Workers	17,750	22,681
Placement in Employment of Education	Youth (14-21)	61.0	81.3
Attainment of Degree or Certificate	Youth (14-21)	75.0	93.5
Literacy or Numeracy Gains	Youth (14-21)	56.0	94.2
Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.			
Overall Status of Local Performance		Not Met	Met
			Exceeded
Comments:			x

**WIA Title I Annual Report for Program Year 2010
Table O – Local Performance**

PA-Modified Pilot ETA 90910

Local Area Name: North Central Workforce Investment Area	Total Participants Served:	Adults	817
		Dislocated Workers	720
		Older Youth	196
		Younger Youth	169
ETA ASSIGNED #: 42125	Total Exiters:	Adults	661
		Dislocated Workers	479
		Older Youth	91
		Younger Youth	56
		Negotiated Performance Level	Actual Performance level
Entered Employment Rate	Adults	73.0	77.4
	Dislocated Workers	81.0	84.9
Retention Rate	Adults	82.0	80.9
	Dislocated Workers	90.0	92.0
Six Months Average Earnings	Adults	11,200	13,244
	Dislocated Workers	14,500	17,949
Placement in Employment of Education	Youth (14-21)	66.0	58.2
Attainment of Degree or Certificate	Youth (14-21)	80.0	78.3
Literacy or Numeracy Gains	Youth (14-21)	51.0	42.9
Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.			
Overall Status of Local Performance		Not Met	Met
			Exceeded
Comments:		x	

**WIA Title I Annual Report for Program Year 2010
Table O – Local Performance**

PA-Modified Pilot ETA 90910

Local Area Name: Northern Tier Workforce Investment Area	Total Participants Served:	Adults	513
		Dislocated Workers	137
		Older Youth	21
		Younger Youth	60
ETA ASSIGNED #: 42130	Total Exiters:	Adults	552
		Dislocated Workers	90
		Older Youth	11
		Younger Youth	21
		Negotiated Performance Level	Actual Performance level
Entered Employment Rate	Adults	69.0	71.0
	Dislocated Workers	77.0	86.5
Retention Rate	Adults	80.0	78.9
	Dislocated Workers	91.0	87.5
Six Months Average Earnings	Adults	12,300	13,641
	Dislocated Workers	14,500	17,183
Placement in Employment of Education	Youth (14-21)	63.0	87.1
Attainment of Degree or Certificate	Youth (14-21)	80.0	95.7
Literacy or Numeracy Gains	Youth (14-21)	57.0	81.8
Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.			
Overall Status of Local Performance		Not Met	Met
			Exceeded
Comments:			x

**WIA Title I Annual Report for Program Year 2010
Table O – Local Performance**

PA-Modified Pilot ETA 90910

Local Area Name: Northwest Workforce Investment Area	Total Participants Served:	Adults	1,353
		Dislocated Workers	647
		Older Youth	111
		Younger Youth	179
ETA ASSIGNED #: 42170	Total Exiters:	Adults	1,454
		Dislocated Workers	375
		Older Youth	47
		Younger Youth	79
		Negotiated Performance Level	Actual Performance level
Entered Employment Rate	Adults	73.0	74.1
	Dislocated Workers	78.0	82.1
Retention Rate	Adults	86.0	93.4
	Dislocated Workers	92.0	91.4
Six Months Average Earnings	Adults	11,000	13,576
	Dislocated Workers	14,250	18,636
Placement in Employment of Education	Youth (14-21)	67.0	81.1
Attainment of Degree or Certificate	Youth (14-21)	70.0	81.3
Literacy or Numeracy Gains	Youth (14-21)	50.0	62.2
Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.			
Overall Status of Local Performance		Not Met	Met
			Exceeded
Comments:			x

**WIA Title I Annual Report for Program Year 2010
Table O – Local Performance**

PA-Modified Pilot ETA 90910

Local Area Name: Philadelphia County Workforce Investment Area	Total Participants Served:	Adults	3,206
		Dislocated Workers	1,730
		Older Youth	281
		Younger Youth	746
ETA ASSIGNED #: 42090	Total Exiters:	Adults	3,638
		Dislocated Workers	1,531
		Older Youth	247
		Younger Youth	407
		Negotiated Performance Level	Actual Performance level
Entered Employment Rate	Adults	73.0	70.8
	Dislocated Workers	75.0	66.8
Retention Rate	Adults	84.0	81.7
	Dislocated Workers	87.0	83.2
Six Months Average Earnings	Adults	12,250	11,178
	Dislocated Workers	15,250	14,323
Placement in Employment of Education	Youth (14-21)	44.0	63.6
Attainment of Degree or Certificate	Youth (14-21)	50.0	95.8
Literacy or Numeracy Gains	Youth (14-21)	42.0	65.1
Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.			
Overall Status of Local Performance		Not Met	Met
			Exceeded
Comments:		x	

**WIA Title I Annual Report for Program Year 2010
Table O – Local Performance**

PA-Modified Pilot ETA 90910

Local Area Name: Pocono Counties Workforce Investment Area	Total Participants Served:	Adults	311
		Dislocated Workers	519
		Older Youth	77
		Younger Youth	157
ETA ASSIGNED #: 42135	Total Exiters:	Adults	216
		Dislocated Workers	317
		Older Youth	46
		Younger Youth	51
		Negotiated Performance Level	Actual Performance level
Entered Employment Rate	Adults	71.0	65.2
	Dislocated Workers	75.0	71.3
Retention Rate	Adults	81.0	78.0
	Dislocated Workers	87.0	86.2
Six Months Average Earnings	Adults	10,750	12,638
	Dislocated Workers	14,500	14,636
Placement in Employment of Education	Youth (14-21)	52.0	58.3
Attainment of Degree or Certificate	Youth (14-21)	62.0	74.7
Literacy or Numeracy Gains	Youth (14-21)	50.0	66.7
Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.			
Overall Status of Local Performance		Not Met	Met
			Exceeded
Comments:		x	

**WIA Title I Annual Report for Program Year 2010
Table O – Local Performance**

PA-Modified Pilot ETA 90910

Local Area Name: Southern Alleghenies Workforce Investment Area	Total Participants Served:	Adults	1,522
		Dislocated Workers	1,679
		Older Youth	97
		Younger Youth	337
ETA ASSIGNED #: 42100	Total Exiters:	Adults	1,343
		Dislocated Workers	888
		Older Youth	33
		Younger Youth	79
		Negotiated Performance Level	Actual Performance level
Entered Employment Rate	Adults	74.0	73.8
	Dislocated Workers	81.0	86.1
Retention Rate	Adults	90.0	81.5
	Dislocated Workers	93.0	89.4
Six Months Average Earnings	Adults	11,500	13,439
	Dislocated Workers	14,500	15,709
Placement in Employment of Education	Youth (14-21)	64.0	76.0
Attainment of Degree or Certificate	Youth (14-21)	71.0	83.1
Literacy or Numeracy Gains	Youth (14-21)	47.0	62.5
Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.			
Overall Status of Local Performance		Not Met	Met
			Exceeded
Comments:			x

**WIA Title I Annual Report for Program Year 2010
Table O – Local Performance**

PA-Modified Pilot ETA 90910

Local Area Name: South Central Workforce Investment Area	Total Participants Served:	Adults	5,091
		Dislocated Workers	3,223
		Older Youth	291
		Younger Youth	584
ETA ASSIGNED #: 42180	Total Exiters:	Adults	4,841
		Dislocated Workers	1,843
		Older Youth	203
		Younger Youth	272
		Negotiated Performance Level	Actual Performance level
Entered Employment Rate	Adults	73.0	64.5
	Dislocated Workers	79.0	69.9
Retention Rate	Adults	84.0	87.9
	Dislocated Workers	90.0	90.8
Six Months Average Earnings	Adults	13,900	20,897
	Dislocated Workers	16,500	19,679
Placement in Employment of Education	Youth (14-21)	63.0	61.5
Attainment of Degree or Certificate	Youth (14-21)	61.0	70.6
Literacy or Numeracy Gains	Youth (14-21)	35.0	42.5
Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.			
Overall Status of Local Performance		Not Met	Met
			Exceeded
Comments:			x

**WIA Title I Annual Report for Program Year 2010
Table O – Local Performance**

PA-Modified Pilot ETA 90910

Local Area Name: Southwest Corner Workforce Investment Area	Total Participants Served:	Adults	588
		Dislocated Workers	214
		Older Youth	79
		Younger Youth	226
ETA ASSIGNED #: 42005	Total Exiters:	Adults	613
		Dislocated Workers	144
		Older Youth	17
		Younger Youth	84
		Negotiated Performance Level	Actual Performance level
Entered Employment Rate	Adults	75.0	90.7
	Dislocated Workers	82.0	89.7
Retention Rate	Adults	88.0	88.5
	Dislocated Workers	93.0	94.4
Six Months Average Earnings	Adults	13,250	23,079
	Dislocated Workers	16,250	26,502
Placement in Employment of Education	Youth (14-21)	65.0	78.0
Attainment of Degree or Certificate	Youth (14-21)	75.0	96.9
Literacy or Numeracy Gains	Youth (14-21)	60.0	90.0
Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.			
Overall Status of Local Performance		Not Met	Met
			Exceeded
Comments:			x

**WIA Title I Annual Report for Program Year 2010
Table O – Local Performance**

PA-Modified Pilot ETA 90910

Local Area Name: Tri-County Workforce Investment Area	Total Participants Served:	Adults	483
		Dislocated Workers	619
		Older Youth	44
		Younger Youth	72
ETA ASSIGNED #: 42110	Total Exiters:	Adults	526
		Dislocated Workers	306
		Older Youth	24
		Younger Youth	53
		Negotiated Performance Level	Actual Performance level
Entered Employment Rate	Adults	73.0	80.4
	Dislocated Workers	83.0	91.8
Retention Rate	Adults	81.0	79.3
	Dislocated Workers	91.0	92.0
Six Months Average Earnings	Adults	11,000	12,640
	Dislocated Workers	14,250	17,581
Placement in Employment of Education	Youth (14-21)	64.0	61.6
Attainment of Degree or Certificate	Youth (14-21)	80.0	92.0
Literacy or Numeracy Gains	Youth (14-21)	52.0	83.3
Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.			
Overall Status of Local Performance		Not Met	Met
			Exceeded
Comments:			x

**WIA Title I Annual Report for Program Year 2010
Table O – Local Performance**

PA-Modified Pilot ETA 90910

Local Area Name: West Central Workforce Investment Area	Total Participants Served:	Adults	1,714
		Dislocated Workers	616
		Older Youth	69
		Younger Youth	330
ETA ASSIGNED #: 42145	Total Exiters:	Adults	1,732
		Dislocated Workers	312
		Older Youth	37
		Younger Youth	119
		Negotiated Performance Level	Actual Performance level
Entered Employment Rate	Adults	73.0	85.7
	Dislocated Workers	78.0	89.1
Retention Rate	Adults	84.0	86.5
	Dislocated Workers	88.0	95.7
Six Months Average Earnings	Adults	12,500	13,514
	Dislocated Workers	14,250	19,385
Placement in Employment of Education	Youth (14-21)	63.0	79.2
Attainment of Degree or Certificate	Youth (14-21)	80.0	95.9
Literacy or Numeracy Gains	Youth (14-21)	51.0	70.4
Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.			
Overall Status of Local Performance		Not Met	Met
			Exceeded
Comments:			x

**WIA Title I Annual Report for Program Year 2010
Table O – Local Performance**

PA-Modified Pilot ETA 90910

Local Area Name: Westmoreland and Fayette Workforce Investment Area	Total Participants Served:	Adults	906
		Dislocated Workers	600
		Older Youth	149
		Younger Youth	342
ETA ASSIGNED #: 42045	Total Exiters:	Adults	532
		Dislocated Workers	198
		Older Youth	45
		Younger Youth	143
		Negotiated Performance Level	Actual Performance level
Entered Employment Rate	Adults	76.0	88.0
	Dislocated Workers	81.0	89.1
Retention Rate	Adults	84.0	87.3
	Dislocated Workers	91.0	91.2
Six Months Average Earnings	Adults	13,000	18,033
	Dislocated Workers	15,200	19,892
Placement in Employment of Education	Youth (14-21)	65.0	67.2
Attainment of Degree or Certificate	Youth (14-21)	80.0	78.0
Literacy or Numeracy Gains	Youth (14-21)	54.0	72.3
Description of Other State Indicators of Performance (WIA "136 (d) (1) (Insert additional rows if there are more than two Other State Indicators of Performance.			
Overall Status of Local Performance		Not Met	Met
			Exceeded
Comments:			x

Section D – Appendix II

D.1. Summary of Pennsylvania’s Active Waivers

Waiver to permit the commonwealth to replace the performance measures at WIA Section 136(b) with the common measures

The waiver to replace the Workforce Investment Act of 1998 (WIA) performance measures with a set of common performance measures will continue to move Pennsylvania’s programs to higher accountability standards across systems, programs and agencies. The commonwealth’s request for waiver of the current WIA performance measures in order to implement the Common Measures developed by OMB was approved by USDOL on January 31, 2005. Pennsylvania is requesting continued authority for this waiver.

Waiver to exempt the commonwealth from the requirements to conduct evaluations and provide local workforce investment area incentive grants

The commonwealth was previously granted a waiver of the requirement to conduct evaluations of workforce investment activities for adults, dislocated workers and youth in order to establish and promote continuous improvement of the statewide workforce investment system. The commonwealth was also previously granted a waiver of the requirement to provide local workforce investment areas incentive grants to reward regional cooperation, local coordination of activities and exemplary performance.

The reduction of the WIA allotment for Program Year 2011 Governor’s Reserve funds from fifteen to five percent restricted the commonwealth’s ability to effectively fund and carry out all of the required statewide workforce investment activities. The current funding level in the Governor’s Reserve was insufficient to cover the cost of evaluations and incentive grants to local areas.

Waiver of the prohibition on the use of Individual Training Accounts (ITAs) for older and out-of-school youth

The waiver of the prohibition on the use of ITAs for Out-of-School Youth (OSY) expands consumer choice while providing relevant High Priority Occupation skills training for youth in need of a pathway to career employment. OSY continue to be one of the most difficult populations to serve because their interest often lies in obtaining full-time employment rather than being involved in a typical structured setting that youth contracts provide. This waiver provides flexibility by opening the approved training provider list to OSY. This waiver was approved by USDOL. Pennsylvania is requesting continued authority for this waiver.

Waiver to increase the employer reimbursement for On-the-Job Training (OJT)

OJTs can address the skill mismatch challenge by bridging the divide between unemployment and employment. The OJT waiver request has been modified to include a variable rate training reimbursement based upon the skills gaps between the trainee’s past training and experience and the requirements of the new job. The waiver also seeks to provide additional incentive for offering OJT opportunities to job seekers who are long-term unemployed, veterans, ex-offenders, displaced homemakers, and low-income individuals such as those receiving public assistance, migrant workers,

seasonal farm workers, and/or individuals with multiple barriers to employment, including older individuals, persons with limited English proficiency, and persons with disabilities. Concurrently, employers are able to hire workers and expand their operations, which will lead to a reinvigorated local economy. Pennsylvania is requesting continued authority of this waiver as amended.