

Governor Rendell's Workforce Goals, Principles and Initiatives

In order for Pennsylvania to compete successfully in the global economy, the Commonwealth must have a world class, twenty-first century workforce. To achieve this, Governor Edward G. Rendell is implementing a Next Generation Workforce System and has established the following goals to guide policy makers and administrators in developing this comprehensive initiative:

- Use market and industry analysis to focus workforce programs;
- Raise educational attainment levels;
- Support emerging workforce;
- Strengthen delivery systems;
- Implement system-wide performance measures; and
- Integrate and align all workforce programs.

There are initiatives attached to each of these goals and over the last year a number of these have been implemented.

Market Based System

The Next Generation Workforce System requires a deeper understanding of the needs of employers and workers in the context of a global markets, new technology and intense competition. In order to achieve this understanding, Pennsylvania produced an analysis of its competitive sectors and has invested in the development of regional industry partnerships. Beginning in September 2004, these partnerships will be invited to submit proposals to access a \$5 million incumbent worker fund.

The key components of the market based approach are the following:

- Cluster analysis;
- Industry partnerships;
- Incumbent worker training; and
- Strengthened data systems.

Accomplishments

In April 2004 Pennsylvania published an award-winning cluster analysis called, *Pennsylvania's Targeted Industry Clusters*. This comprehensive study provides state and local workforce stakeholders with significant data on the concentrations of nine industry sectors where Pennsylvania has above average employment. Using this analysis, local WIBs, community colleges, economic developers, manufacturing extension partnerships and vocational institutions can begin to focus on developing a better understanding of the needs and opportunities for firms within specific clusters.

In order to encourage the development of intermediaries that would deepen this understanding, the Pennsylvania Workforce Investment Board awarded eleven seed grants to local WIBs covering fifteen workforce investment areas for the purpose of

developing regional industry partnerships in health care and manufacturing. The local WIBs and their partners are meeting with employers and workers to begin to develop a strategic plan for assisting in these clusters of firms.

At the state level, based upon the importance, pervasiveness and growth of Pennsylvania's life science sector, Governor Rendell created the Pennsylvania Center for Health Careers (PCHC) in March 2004. His charge to the Center was to:

1. Expand the capacity of Pennsylvania's nursing education system to produce more graduates who will successfully be licensed as RNs and LPNs, and who will choose to practice in Pennsylvania.
2. Substantially improve the percent of nurses who remain in health care over their professional career.
3. Increase the number of individuals who can successfully fill vacancies in other critical allied health professions.
4. Attract more direct care workers to important jobs that, quite often, do not pay family sustaining wages and benefits.

In June and July, 2004 the PCHC organized a series of five roundtables across the Commonwealth that focused on developing initiatives to address the nurse education capacity crisis, i.e. despite strong need for additional RNs and LPNs, nursing schools are turning away hundreds of qualified graduates because there is insufficient nurse faculty and clinical education opportunities.

In August 2004, in recognition of Pennsylvania's leadership in the development of sector-based initiatives in high-growth, demand-driven occupations, the Employment and Training Division of the U.S. Department of Labor in conjunction with the National Association of State Workforce Agencies (NASWA) and the National Association of Workforce Boards (NAWB) designated the Commonwealth as a Demand Driven Incubator Site. The sites were "chosen competitively for their demonstration of a strategic, demand-driven approach to workforce investment and their desire and ability to showcase their activities and partnerships to a wide variety of audiences and through various outreach mechanisms." Pennsylvania was one of only two states to receive this designation. Seven local workforce investment boards were selected as well, including the Lancaster Workforce Investment Board.

Raise Educational Attainment Levels

A major component of Pennsylvania's strategy for the development of the Next Generation Workforce is its commitment to significantly raise the educational attainment levels of all Pennsylvanians, but especially adults over twenty-five years of age. The following initiatives are focused on achieving this goal:

- ~~☞~~ Insisting on high standards and expectations for all students.
- ~~☞~~ Aligning resources with demand occupations.
- ~~☞~~ Combining academic and occupational instruction.
- ~~☞~~ Creating mechanisms for more training to count toward credit.
- ~~☞~~ Integrating work-based learning and education.
- ~~☞~~ Substantially increasing post-secondary enrollment and outcomes.

Accomplishments

In January 2004, Pennsylvania was selected as one of eight states to participate in the NGA Pathways to Advancement Policy Academy. This learning collaborative is focused on assisting states to develop a model for expanding opportunities for adults twenty-five and older to obtain post-secondary credentials. To take advantage of this Academy, Pennsylvania has invited a group of 25 education, business and administration leaders to work on developing a model for how PA can substantially improve the number of adults who have post-secondary credentials. To date, the Pennsylvania team has developed the following vision and goals:

Vision: To ensure that Pennsylvanians age twenty-five and older know the value of and have the ability to obtain post-secondary credentials in high-wage, high demand careers within targeted economic sectors.

Goal 1: Increase by 25% Pennsylvania adults aged twenty-five and older who possess industry-recognized credentials in high-wage, high demand careers within targeted economic sectors by the year 2015.

Goal 2: Increase attainment of portable, marketable, and transferable credentials recognized by academic institutions and industry.

Support Emerging Workforce

In order to create a pipeline of young people who are well informed and well-prepared for careers that will be important and available in the early 21st Century, the Commonwealth has established the following goals:

- ~~☞~~ Smaller, more personalized learning environments;
- ~~☞~~ Career education for all students;
- ~~☞~~ Multiple pathways to graduation and post-secondary education; and
- ~~☞~~ Post-secondary credentialing for all students.

Accomplishments

In the FY2003 and FY 2004 budgets, the Rendell administration obtained substantially increased funding for K-12 education. This has provided local school districts with additional funding for smaller class sizes, tutoring and full-day kindergarten.

Strengthen Delivery Systems

A key component of the Rendell Administration's reform of Pennsylvania's workforce system includes the goal of substantially improving the state systems for delivering workforce services to employers and workers. To accomplish this the Commonwealth has established the following goals for its workforce delivery system:

- Establishing standards and incentives for a High Performance Workforce Investment Board;
- Professional development for CareerLink staff; and
- Integrated funding and service delivery.

Accomplishments

Under the Rendell administration, Pennsylvania has promoted the integration of services and staff development at the Pennsylvania CareerLinks, a new training program for CareerLink staff and protocols for CareerLink evaluation and chartering.

In addition, Pennsylvania secured millions of additional dollars for Trade Adjustment Act funding for workers affected by imports and offshoring, provided 629 rapid response interventions to assist workers at mass lay-off sites, and received the only National Emergency Grant of its kind for dislocated airline workers.

System-wide Performance Measures

One of the most important workforce goals of the Rendell Administration is the development and implementation of an accountability mechanism that will provide reliable information for judging the outcomes of Pennsylvania's investments in workforce development. Among the components of the plan are the following:

- Economic, Education and Workforce Indicators;
- Quantitative Measures; and
- Strategic Measures.

Accomplishments

Over the course of the last year, the Rendell administration has created and developed a system of common quantitative and strategic performance measures covering approximately \$630 million of workforce programs over six state departments. The proposed measures were developed and circulated among all workforce stakeholders and were then refined and rewritten. These measures were implemented on July 1, 2004. A comprehensive report detailing the data collected on these programs for FY05 will be published early in 2006. An interim report will be published by December 2004.

Integrate Workforce System

In order to implement the Next Generation workforce system, Pennsylvania is emphasizing the alignment of all workforce programs. The goal is to take advantage of each program's strengths and ensure that there is collaboration and cooperation. The Pennsylvania State Workforce Investment Board (PA WIB) will play a key role in this integration effort. Key objectives include:

- ☞ Engaging State and Local WIBs as policy drivers;
- ☞ Focusing scarce resources;
- ☞ Requiring coordination;
- ☞ Coordinating and leveraging resources; and
- ☞ Investing in long-term outcomes.

Accomplishments

In 2004 Governor Rendell reorganized the PA WIB by appointing a new Chair and 25 new private sector, education and labor members. He challenged the new board to think of new ways to reform and organize Pennsylvania's workforce system. The Board has established a group of committees that will take the lead in these efforts: the Alignment Committee, the K-12 Committee and the Performance Management Committee.

In addition, the Department of Labor and Industry consolidated three workforce bureaus into one bureau, assisted in the reorganization of one local workforce investment board, and instituted a resource mapping project to identify all workforce resources available in each local workforce investment area.

Title I Workforce Investment Act Performance Results for Program Year 2003

Background

WIA Title I performance outcomes in Pennsylvania have improved over Program Year (PY) 2003. However, a slow economic recovery drained Dislocated Worker funding resources, forcing more dislocated workers into the Adult funding stream. This has impacted negatively on Adult Wage Earnings measures and will continue to do so in the future.

Slow economic growth has also negatively affected the ability of WIA participants to obtain and retain sustainable living wage jobs. Pennsylvania's Secretary of Labor and Industry recently commented on the job losses and halting market. He made the point that smaller metropolitan areas and many non-metropolitan parts of the state have been especially hard hit. These are areas where manufacturing remains the bedrock of the middle class because salaries are significantly higher than those for service-sector jobs. "Overall, Pennsylvania manufacturing jobs are down 16,900 from last year, accounting for about one third of the net U. S. manufacturing jobs lost since July 2003. The Pennsylvania manufacturing sector is now 160,300 jobs below its January 2001 total, with nearly one out of every five manufacturing jobs in the state disappearing since then."

"Another job market indicator, the labor force participation rate of prime working-age (aged 25-54) Pennsylvania residents, underscores the weakness of our current recovery. This rate declined from 84.3 percent in January 2004 to 83.3 percent in July 2004. This means that, in July, for every 100 prime working-age Pennsylvanians, 83.3 were either working or encouraged enough about the job market to be looking for work. However, in the first seven months of 2004, the labor force participation rate was 83.5 percent compared to 85 percent in the first seven months of 2001. This means that a smaller percentage of people are either working or looking for work because of the frail economy. In fact, it would take about an additional 80,000 prime working-age Pennsylvanians working, or at least looking for work, to boost the labor force participation rate to its level in the first seven months of 2001."

In order to capture as many of the Title I participants who may have sought employment outside the state, Pennsylvania actively participated in the use of the Wage Record Interchange System (WRIS) and a regional UC wage record exchange system to obtain wage record follow-up data. Additionally, the use of these data exchange systems also serves to capture the employment of the many commuters in the state, estimated from 2000 Census data as being approximately 4.65 percent of the state workforce. The percent of WIA Title I participants with wages received from other states (for the time period of this report) is greater than 15 percent of all exiters. (This does not include those participants for whom the pre-registration wage data was obtained from other states.)

Cost Effectiveness: Funding Vs. Outcomes

Individual financial information such as a cost sub-breakout by level of service and additional costs that were incurred outside of direct Title I funding, such as

infrastructure, appropriate partner costs, etc. is not currently available. Therefore, based solely upon the Title I funding as found on Table N of this report, and using the participant data on Table M of this report, the Cost Per Participant for Adult-funded WIA participants is \$2,803, for Dislocated Worker (DLW) funded WIA participants is \$2,342, and for Youth-funded WIA participants is \$2,203. This calculation reflects decreases for Adult-funded participants (\$703 per person) and increases in DLW-funded participants (\$129 per person) and Youth-funded participants (\$83 per person) since PY 2002.

A WIA participant may have been provided services for only a short time or over a period of years. Because the actual financial cost per individual is not available, it is not possible to calculate a definitive Cost Effectiveness number for Title I exiters. We can approximate the cost effectiveness for achieving certain outcomes. To do this, we acknowledge:

- ?? The time period for the various performance measures and the Table N financial data do not cover the same period of time;
- ?? Assumption that costs will average out over a long span of time; and
- ?? There are some participants funded by Other Statewide or Additional Rapid Response monies that may be counted in the participant numbers on Table M along with those exiting WIA for reasons such as death, health, etc. The time period on Table M also will not necessarily match the time frame of the performance measure.

Given the above acknowledgements and assumptions, we are using our approximated cost per person as a starting basis for determining the cost effectiveness for achieving Title I performance outcomes. We then multiply that cost basis by the number of exiters included in the calculation of each measure in order to reestablish a total cost base for only the population being measured. That number is then divided by the number of Title I participants who achieved the measure under discussion to reach a cost effectiveness dollar amount. Only those funded specifically by the identified program-funding stream are included in these measures.

Cost Effectiveness of Entered Employment Rate and Six Month Retention Rate

	Employed 1 st Quarter After Exit (EER)	Cost Effectiveness EER	Employed Both 1 st and 3 rd Qtr After Exit (Retention)	Cost Effectiveness Retention
Adult	2,771	\$3,459	2,892	\$3,350
Dislocated Worker	4,374	\$2,693	3,728	\$2,543
Older Youth	433	\$3,521	398	\$2,801
Younger Youth	N/A	N/A	938 ^{Note 1}	\$3,617

Note 1: Younger Youth represents only retained in employment, training, etc., in the third quarter after exit.

Cost Effectiveness of Attainment of Negotiated Six Months Earning Change

	Exceeded Negotiated Earnings Change	Cost Effectiveness to Exceed	Met/Exceeded Negotiated Earnings Change	Cost Effectiveness to Meet or Exceed
Adult	>\$3,100	\$6,862	>\$2,479	\$6,391
Dislocated Worker	>93.8	\$5,204	>75.0	\$3,926
Older Youth	>\$2,200	\$5,491	>\$1,759	\$5,090

The following tables represent a comparison of where you get the greatest return on investment when comparing level of service for Adults and then Dislocated Workers. As was expected, training proved to be the most cost effective of the service levels provided. The positive impact of training services upon the Adult-funded worker was most strongly emphasized in the Earnings Change outcomes. The Dislocated Worker comparison did not show as high a variance for Entered Employment, Retention, or Meeting negotiated Earnings Replacement. However, the results would indicate that exceeding negotiated levels and achieving higher earnings replacement rates are strongly impacted by the provision of training services.

Cost Effectiveness of Adult-Funded Title I Exiters by Level of Service

	Cost Effectiveness EER	Cost Effectiveness Retention	Cost Effectiveness To Exceed Negotiated Earnings	Cost Effectiveness To Meet Or Exceed Negotiated Earnings
Core/Intensive	\$3,633	\$3,465	\$7,043	\$6,516
Training	\$3,389	\$3,300	\$5,438	\$5,092

Cost Effectiveness of Dislocated Worker-Funded Title I Exiters by Level of Service

	Cost Effectiveness EER	Cost Effectiveness Retention	Cost Effectiveness To Exceed Negotiated Earnings	Cost Effectiveness To Meet Or Exceed Negotiated Earnings
Core/Intensive	\$2,771	\$2,565	\$6,000	\$4,081
Training	\$2,663	\$2,535	\$4,955	\$3,870

Comparison of Incumbent and Non-Incumbent Adult WIA Title I Participants

For the purpose of this discussion, an incumbent worker is one recorded as being employed at the time of registration. The enrollment of these already-employed workers into Adult-funded programs has, at times, been viewed with caution as being a potentially negative factor in meeting negotiated earnings change levels. The Adult exiters covered in this program year’s reporting include a substantial number of dislocated workers, including 48 who are also enrolled as Dislocated Workers. (Of those incumbent workers included in this program year’s performance measurement, 31 are also enrolled under Dislocated Worker funding.) The effect of enrolling so many dislocated workers under Adult programs has been detrimental to the achievement of negotiated performance levels for Earnings Change.

While one would expect that the Adult WIA participants unemployed at the time of registration would have the higher earnings change, for PY 03 performance data, this has proven to be untrue. Incumbent workers averaged \$3,772 for six months earnings change while those not employed at registration (non-incumbents) averaged only \$2,576; a difference of about \$1,200. While both incumbent workers (46.6%) and non-incumbent adult workers (46.6%) had almost 50 percent of their population exceed the state’s negotiated performance level of \$3,100, 50 percent of the remaining non-incumbent workers failed to meet (earnings change less than \$2,480) the negotiated level range as compared to 39.2 percent of the incumbent workers. The higher failure rate of the non-incumbents is attributable to the larger proportion of dislocated workers being served under Adult funding.

This can be explained to a certain extent by comparing the average pre-registration and post-exit wages between Adult incumbent and non-incumbent workers. The incumbent workers had average six month pre-registration earnings approximately \$200 higher than the remainder of the Adult-funding exiters (\$5,510 and \$5,308, respectively), but had average six month post-exit earnings of almost \$1,400 more than those not employed at registration (\$9,282 and \$7,884, respectively). If those WIA participants not employed at registration excluded those dislocated workers who earned greater than \$15,000 or greater than \$20,000 for the six-month period for pre-registration wages, non-incumbent workers would have had earnings change averaging \$3,562 or \$3,162, respectively. This compares to \$2,576 with them included.

Adult Funding Comparison of Cost Effectiveness Between Incumbent and Non-Incumbent Title I Exiters

	Cost Effectiveness EER	Cost Effectiveness Retention	Cost Effectiveness To Exceed Negotiated Earnings	Cost Effectiveness To Meet Or Exceed Negotiated Earnings
Incumbent	\$3,108	\$3,166	\$5,410	\$4,967
Non-Incumbent	\$3,459	\$3,410	\$6,008	\$5,640

Younger Youth Diploma or Equivalency Cost Effectiveness

Younger Youth Diploma or Equivalency attainment rate lends itself easily to a cost effectiveness assessment when using the estimated per person cost basis as calculated from Tables M and N. Based upon that methodology, the Cost Effectiveness for those attaining a Diploma or Equivalency certificate is \$2,810. The remaining Title I performance level, Skill Attainment Rate, is more difficult to assess and work continues to determine a reasonable estimate.

What You Need to Know About the Attached Tables

The Department of Labor adjusted the time frames for performance measurement for the performance measures appearing on the ETA– 9091 report tables. Those reviewing the tables should be aware of the time periods they currently reflect.

Table A – Customer Satisfaction information reflects services for employers and those who have completed WIA Title I services for the Calendar Year 2003. This will include six months worth of data that was previously reported for the PY 2002 report.

Tables B through K, the time frames reflected in the performance reports per performance measure are as follows:

- ?? All Entered Employment Rates and all Employment and Credential Rates cover those Title I participants who exited the WIA program from October 1, 2002, through September 30, 2003.
- ?? All Employment Retention and Earnings Change/Replacement in Six Months cover those Title I participants who exited the WIA program from April 1, 2002 through March 31, 2003. This means that six months of data reported on PY 2002 were included in the PY 2003 report.
- ?? Younger Youth Skill Attainment Rate and the Diploma or Equivalent Attainment Rate now cover the period April 1, 2003, through March 31, 2003. This means that three months of data reported on PY 2002 were included in the PY 2003 report.

Table L, time frames remain consistent with previous years with the 12-Month Retention and Earnings Change covering Title I participants who exited in the time frame October 1, 2001, through September 30, 2002, and the remaining categories on Table L covering the time period October 1, 2002, through September 30, 2003.

Table M – The total participant count remains consistent with previous years and reflects the time frame July 1, 2003, through June 30, 2004. However, the Total Exiters count has changed to cover time frame April 1, 2003, through March 31, 2004.

Table N – No changes. Reflects July 1, 2003, through June 30, 2004 program year financial data.

Table O – the various measures have been changed to reflect the time frames as listed separately above.

WIA Annual Report Data

State Name: PA

Program Year: 2003

Table A: Workforce Investment Act Customer Satisfaction Results

Customer Satisfaction	Negotiated Performance Level	Actual Performance - Level - American Customer Satisfaction Index	Number of Surveys Completed	Number of Customers Eligible for the Survey	Number of Customers Included in the Sample	Response Rate
Participants	69.4	70.5	517	5,039	962	53.7
Employers	67.3	74.4	528	19,715	733	72

Table B: Adult Program Results At-A-Glan

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	73.4	81	2,772
			3,422
Employment Retention Rate	82	83.7	2,893
			3,458
Earnings Change in Six Month	3,100	2,853	9,864,694
			3,458
Employment and Credential Rate	61.2	73.5	2,247
			3,056

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	63.4	104	80.7	209	71.8	112	78.3	137
		164		259		156		175
Employment Retention Rate	79.6	117	87.7	243	82.6	123	86.2	137
		147		277		149		159
Earnings Change in Six Months	3,213	472,375	2,697	747,076	3,251	484,425	769	122,295
		147		277		149		159
Employment and Credential Rate	64.6	64	70.4	143	60.6	57	66.7	84
		99		203		94		126

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	82.7	1,979	77.1	793
		2,394		1,028
Employment Retention Rate	84.9	2,012	80.9	881
		2,369		1,089
Earnings Change in Six Months	3,329	7,886,701	1,816	1,977,993
		2,369		1,089

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

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	82.6	87	4,374
			5,030
Employment Retention Rate	91.8	92	3,977
			4,321
Earnings Replacement in Six Months	93.8	85.4	53,141,063
			62,260,537
Employment and Credential Rate	61.2	73.7	2,742
			3,719

Table F: Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	86.4	547	98.1	53	83.1	439	75	6
		633		54		528		8
Employment Retention Rate	90.8	472	96.9	62	92.1	372	100	6
		520		64		404		6
Earnings Replacement Rate	73.2	6,575,736	88.1	750,756	73.7	4,625,468	2,108.6	67,960
		8,980,550		852,083		6,273,941		3,223
Employment And Credential Rate	72.9	322	71.9	23	74	251	66.7	4
		442		32		339		6

Table G: Other Outcome Information for the Dislocated Worker Program

Reported Information	Individuals Who Received Training Services		Individuals Who Received Core and Intensive Services	
	Entered Employment Rate	87.8	3,267	84.4
3,719			1,311	
Employment Retention Rate	92.3	2,910	91.4	1,067
		3,153		1,168
Earnings Replacement Rate	87	39,087,154	81.1	14,053,909
		44,929,471		17,331,066

Table H: Older Youth Results At-A-Glance

	Negotiated Performance Level	Actual Performance Level	
		Entered Employment Rate	65
Employment Retention Rate	78	78.7	692
			398
Earnings Change in Six Months	2,200	2,045	1,034,848
			506
Credential Rate	42	46.8	382
			816

Table I: Outcomes for Older Youth Special Populations

Reported Information	Public Assistance Recipients		Veterans		Individuals With Disabilities		Out-of-School Youth	
	Entered Employment Rate	48.1	52	50	1	51.8	71	66.4
108			2		137		568	
Employment Retention Rate	78.2	43	100	1	84	89	78	337
		55		1		106		432
Earnings Change in Six Months	2,721	149,632	-10,474	-10,474	2,670	283,017	2,034	878,752
		55		1		106		432
Credential Rate	36.2	42	0	0	40.4	65	47.9	325
		116		2		161		679

Table J: Younger Youth Results At-A-Glance

	Negotiated Performance Level	Actual Performance Level	
		Skill Attainment Rate	73.4
			13,469
Diploma or Equivalent Attainment Rate	52	78.4	1,187
			1,514
Retention Rate	56.1	60.9	938
			1,540

Table K: Outcomes for Younger Youth Special Populations

Reported Information	Public Assistance Recipients		Individuals Disabilities		Out-of-School Youth	
Skill Attainment Rate	82.1	1,548	84.5	3,249	74.6	1,084
		1,886		3,847		1,453
Diploma or Equivalent Attainment Rate	78.5	146	75	402	61.9	244
		186		536		394
Retention Rate	51.9	95	62.7	266	57.8	339
		183		424		587

Table L: Other Reported Information

	12 Month Employment Retention Rate		12 Mo. 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 Employment Unsubsidized Employment		Entry Into Unsubsidized Employment Related to the Training Received of Those Who Completed Training Services	
Adults	79	2,805	2,745	9,750,013	0	0	4,198	11,635,648	0	0
		3,552		3,552		2,772		2,772		1,979
Dislocated Workers	88	3,448	86.5	47,424,706	0	0	6,448	28,205,361	0	0
		3,918		54,849,091		4,374		4,374		3,267
Older Youth	72	309	1,927	826,491	0	0	2,134	924,144		
		429		429		433		433		

Table M: Participation Levels

	Total Participants Served	Total Exiters
Adults	9,328	4,397
Dislocated Workers	10,441	4,765
Older Youth	1,911	803
Younger Youth	11,994	4,021

Table N: Cost of Program Activities

Program Activity		Total Federal Spending
Local Adults		\$26,144,541.00
Local Dislocated Workers		\$24,449,544.00
Local Youth		\$30,632,327.00
Rapid Response (up to 25%) 134 (a) (2) (A)		\$9,257,589.00
Statewide Required Activities (up to 25%) 134 (a) (2) (B)		\$9,875,046.00
Statewide Allowable Activities 134 (a) (3)	Kvaerner	\$5,000,000.00
	Critical Job Training Grants	\$3,011,306.00
	Miscellaneous	\$1,123,390.00
Total of All Federal Spending Listed Above		\$109,493,743.00

WIA Annual Report Data

State Name: PA

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Allegheny County Workforce Investment Area	Total Participants Served	Adults	176
		Dislocated Workers	237
		Older Youth	98
		Younger Youth	780
	Total Exiters	Adults	130
		Dislocated Workers	113
		Older Youth	61
		Younger Youth	555

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	75	0	
	Employers	70	0	
Entered Employment Rate	Adults	72	69.9	
	Dislocated Workers	81.5	79.5	
	Older Youth	54	79.2	
Retention Rate	Adults	80	82.3	
	Dislocated Workers	91	91.7	
	Older Youth	70	75	
	Younger Youth	42	55.9	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	2,100	2,985	
	Dislocated Workers	80	76.9	
	Older Youth (\$)	1,400	947	
Credential / Diploma Rate	Adults	47	83.3	
	Dislocated Workers	61.2	64.9	
	Older Youth	41	48	
	Younger Youth	50	72.4	
Skill Attainment Rate	Younger Youth	71	66.3	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		3	4	10

WIA Annual Report Data

State Name: PA

Program Year: 2003

Table O: Summary of Participants

Local Area Name: City of Pittsburgh Workforce Investment Area	Total Participants Served	Adults	153
		Dislocated Workers	94
		Older Youth	58
		Younger Youth	258
	Total Exiters	Adults	104
		Dislocated Workers	87
		Older Youth	54
		Younger Youth	177

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	75	0	
	Employers	70	0	
Entered Employment Rate	Adults	72	62.1	
	Dislocated Workers	81.5	78.1	
	Older Youth	54	55.4	
Retention Rate	Adults	80	79.6	
	Dislocated Workers	91	95.8	
	Older Youth	70	61.3	
	Younger Youth	42	52.4	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	2,100	3,135	
	Dislocated Workers	80	83.4	
	Older Youth (\$)	1,400	1,593	
Credential / Diploma Rate	Adults	47	50	
	Dislocated Workers	61.2	63.5	
	Older Youth	41	49.2	
	Younger Youth	50	82.4	
Skill Attainment Rate	Younger Youth	71	86.6	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		2	4	11

WIA Annual Report Data

State Name: PA

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Lehigh Valley Workforce Investment Board	Total Participants Served	Adults	76
		Dislocated Workers	322
		Older Youth	11
		Younger Youth	169
	Total Exiters	Adults	49
		Dislocated Workers	178
		Older Youth	6
		Younger Youth	99

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	70	0	
	Employers	67	0	
Entered Employment Rate	Adults	67	93.1	
	Dislocated Workers	81	91.1	
	Older Youth	65.5	85.7	
Retention Rate	Adults	81	82	
	Dislocated Workers	88.5	95.7	
	Older Youth	76	100	
	Younger Youth	55	93.8	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,490	5,187	
	Dislocated Workers	81	90.4	
	Older Youth (\$)	2,590	6,109	
Credential / Diploma Rate	Adults	58	87.9	
	Dislocated Workers	58	84.3	
	Older Youth	40.5	57.1	
	Younger Youth	51	100	
Skill Attainment Rate	Younger Youth	72	93	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		2	0	15

WIA Annual Report Data

State Name: PA

Program Year: 2003

Table O: Summary of Participants

Local Area Name: North Central Workforce Investment Board	Total Participants Served	Adults	264
		Dislocated Workers	268
		Older Youth	75
		Younger Youth	410
	Total Exiters	Adults	127
		Dislocated Workers	120
		Older Youth	17
		Younger Youth	81

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	69	0
	Employers	62	0
Entered Employment Rate	Adults	67	93.1
	Dislocated Workers	78	95.6
	Older Youth	63	85.7
Retention Rate	Adults	75	88.5
	Dislocated Workers	85	90.7
	Older Youth	75	88.9
	Younger Youth	47	59.1
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	2,400	6,558
	Dislocated Workers	87	90.4
	Older Youth (\$)	1,450	3,408
Credential / Diploma Rate	Adults	51	91.9
	Dislocated Workers	51	87.9
	Older Youth	41	75
	Younger Youth	50	92.3
Skill Attainment Rate	Younger Youth	70	95.2
Description of Other State Indicators of Performance			
Overall Status of Local Performance		Not Met	Met
		2	0
		Exceeded	15

WIA Annual Report Data

State Name: PA

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Lackawanna County Workforce Investment Board	Total Participants Served	Adults	173
		Dislocated Workers	503
		Older Youth	37
		Younger Youth	102
	Total Exiters	Adults	100
		Dislocated Workers	340
		Older Youth	26
		Younger Youth	62

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	0	
	Employers	66	0	
Entered Employment Rate	Adults	72	86.8	
	Dislocated Workers	77	91.8	
	Older Youth	60	54.5	
Retention Rate	Adults	79	81.1	
	Dislocated Workers	87	94.2	
	Older Youth	50	84.2	
	Younger Youth	42	67.9	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	2,300	3,028	
	Dislocated Workers	71	70.1	
	Older Youth (\$)	1,000	485	
Credential / Diploma Rate	Adults	56	77.5	
	Dislocated Workers	56	84.4	
	Older Youth	41	32.1	
	Younger Youth	35	50	
Skill Attainment Rate	Younger Youth	68	81.9	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		4	2	11

WIA Annual Report Data

State Name: PA

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Luzerne/Schuykill Counties Workforce Investment Board	Total Participants Served	Adults	356
		Dislocated Workers	425
		Older Youth	142
		Younger Youth	421
	Total Exiters	Adults	246
		Dislocated Workers	246
		Older Youth	90
		Younger Youth	99

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	0	
	Employers	64	0	
Entered Employment Rate	Adults	78	80.6	
	Dislocated Workers	87	87	
	Older Youth	58	70.1	
Retention Rate	Adults	80	80.8	
	Dislocated Workers	88	94.7	
	Older Youth	80	86.4	
	Younger Youth	55	68	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	2,200	2,504	
	Dislocated Workers	85	89.4	
	Older Youth (\$)	1,800	2,023	
Credential / Diploma Rate	Adults	60	61.9	
	Dislocated Workers	60	70.5	
	Older Youth	50	53.3	
	Younger Youth	55	80.6	
Skill Attainment Rate	Younger Youth	72	74.8	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		2	1	14

WIA Annual Report Data

State Name: PA

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Pocono Counties Workforce Investment Board	Total Participants Served	Adults	314
		Dislocated Workers	441
		Older Youth	87
		Younger Youth	522
	Total Exiters	Adults	195
		Dislocated Workers	328
		Older Youth	45
		Younger Youth	148

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	68	0
	Employers	66	0
Entered Employment Rate	Adults	72	71
	Dislocated Workers	81	80.9
	Older Youth	64	70.6
Retention Rate	Adults	80	76.6
	Dislocated Workers	90	88.1
	Older Youth	77	72.7
	Younger Youth	55	66.7
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,390	3,574
	Dislocated Workers	92	94.2
	Older Youth (\$)	2,560	1,089
Credential / Diploma Rate	Adults	60	55.4
	Dislocated Workers	60	60.9
	Older Youth	50	43.1
	Younger Youth	50	80
Skill Attainment Rate	Younger Youth	72	90.4
Description of Other State Indicators of Performance			
Overall Status of Local Performance		Not Met	Met
		3	7
		Exceeded	7

WIA Annual Report Data

State Name: PA

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Northern Tier Workforce Investment Board	Total Participants Served	Adults	133
		Dislocated Workers	209
		Older Youth	30
		Younger Youth	247
	Total Exiters	Adults	89
		Dislocated Workers	112
		Older Youth	19
		Younger Youth	101

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	67	0
	Employers	60	0
Entered Employment Rate	Adults	62.1	70.8
	Dislocated Workers	67.8	72.7
	Older Youth	25	33.3
Retention Rate	Adults	72.3	80.7
	Dislocated Workers	85.4	92.1
	Older Youth	75	100
	Younger Youth	45	78.9
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	2,806	2,691
	Dislocated Workers	89	113.8
	Older Youth (\$)	1,136	2,329
Credential / Diploma Rate	Adults	50	67.4
	Dislocated Workers	50	74.1
	Older Youth	20	37.5
	Younger Youth	50	73.9
Skill Attainment Rate	Younger Youth	68	77.1
Description of Other State Indicators of Performance			
Overall Status of Local Performance		Not Met	Met
		2	1
		Exceeded	14

WIA Annual Report Data

State Name: PA

Program Year: 2003

Table O: Summary of Participants

Local Area Name: West Central Workforce Investment Board	Total Participants Served	Adults	306
		Dislocated Workers	264
		Older Youth	69
		Younger Youth	219
	Total Exiters	Adults	128
		Dislocated Workers	113
		Older Youth	20
		Younger Youth	51

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	0	
	Employers	66	0	
Entered Employment Rate	Adults	72	81.2	
	Dislocated Workers	81	92.7	
	Older Youth	59	57.1	
Retention Rate	Adults	80	82.1	
	Dislocated Workers	90	91.6	
	Older Youth	77	78.6	
	Younger Youth	55	66.7	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,100	3,254	
	Dislocated Workers	90	99.4	
	Older Youth (\$)	2,250	3,258	
Credential / Diploma Rate	Adults	60	65.6	
	Dislocated Workers	60	86.8	
	Older Youth	40.5	66.7	
	Younger Youth	50	100	
Skill Attainment Rate	Younger Youth	72	85.5	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		2	1	14

WIA Annual Report Data

State Name: PA

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Northwest Workforce Investment Board	Total Participants Served	Adults	389
		Dislocated Workers	905
		Older Youth	85
		Younger Youth	421
	Total Exiters	Adults	240
		Dislocated Workers	296
		Older Youth	24
		Younger Youth	174

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	70	0	
	Employers	67	0	
Entered Employment Rate	Adults	63	74.5	
	Dislocated Workers	75	87.2	
	Older Youth	61	35.3	
Retention Rate	Adults	71	87.3	
	Dislocated Workers	72	90	
	Older Youth	76	88.2	
	Younger Youth	55	52.9	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	2,230	3,513	
	Dislocated Workers	59	82.8	
	Older Youth (\$)	1,424	1,059	
Credential / Diploma Rate	Adults	51	64.8	
	Dislocated Workers	51	67.6	
	Older Youth	41	16.2	
	Younger Youth	50	60	
Skill Attainment Rate	Younger Youth	72	81	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		5	1	11

WIA Annual Report Data

State Name: PA

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Southern Alleghenies Workforce Investment Board	Total Participants Served	Adults	411
		Dislocated Workers	388
		Older Youth	240
		Younger Youth	868
	Total Exiters	Adults	202
		Dislocated Workers	227
		Older Youth	83
		Younger Youth	201

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	69	0	
	Employers	69	0	
Entered Employment Rate	Adults	73	83.9	
	Dislocated Workers	83	91.8	
	Older Youth	58	64.7	
Retention Rate	Adults	82	88.9	
	Dislocated Workers	92	94.5	
	Older Youth	78	82.3	
	Younger Youth	57	64.8	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	2,550	2,552	
	Dislocated Workers	93	86	
	Older Youth (\$)	2,000	2,457	
Credential / Diploma Rate	Adults	65	78.5	
	Dislocated Workers	65	78	
	Older Youth	43	50.9	
	Younger Youth	50	74.8	
Skill Attainment Rate	Younger Youth	73	82.3	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		2	1	14

WIA Annual Report Data

State Name: PA

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Southcentral Workforce Investment Board	Total Participants Served	Adults	413
		Dislocated Workers	364
		Older Youth	52
		Younger Youth	425
	Total Exiters	Adults	161
		Dislocated Workers	136
		Older Youth	17
		Younger Youth	128

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	0	
	Employers	66	0	
Entered Employment Rate	Adults	79	91.9	
	Dislocated Workers	89	95.2	
	Older Youth	66	77.8	
Retention Rate	Adults	85	89.6	
	Dislocated Workers	93	94.5	
	Older Youth	85	85.7	
	Younger Youth	55	56	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	2,450	425	
	Dislocated Workers	91	97	
	Older Youth (\$)	2,200	1,443	
Credential / Diploma Rate	Adults	60	50.9	
	Dislocated Workers	60	58.6	
	Older Youth	40.5	35	
	Younger Youth	56	54.2	
Skill Attainment Rate	Younger Youth	73	86.9	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		4	4	9

WIA Annual Report Data

State Name: PA

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Berks County Workforce Investment Board	Total Participants Served	Adults	130
		Dislocated Workers	166
		Older Youth	39
		Younger Youth	253
	Total Exiters	Adults	69
		Dislocated Workers	151
		Older Youth	23
		Younger Youth	208

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	78	0
	Employers	67	0
Entered Employment Rate	Adults	72	89
	Dislocated Workers	82	83.8
	Older Youth	58	53.3
Retention Rate	Adults	80	91.1
	Dislocated Workers	91	92.9
	Older Youth	74	76.9
	Younger Youth	55	58.8
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	2,400	2,525
	Dislocated Workers	85	79.4
	Older Youth (\$)	1,750	1,451
Credential / Diploma Rate	Adults	60	88.4
	Dislocated Workers	60	79.7
	Older Youth	40	27.8
	Younger Youth	50	100
Skill Attainment Rate	Younger Youth	72	77.9
Description of Other State Indicators of Performance			
Overall Status of Local Performance		Not Met	Met
		3	3
		Exceeded	11

WIA Annual Report Data

State Name: PA

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Bucks County Workforce Investment Board	Total Participants Served	Adults	161
		Dislocated Workers	417
		Older Youth	20
		Younger Youth	75
	Total Exiters	Adults	95
		Dislocated Workers	260
		Older Youth	19
		Younger Youth	70

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	71	0	
	Employers	64	0	
Entered Employment Rate	Adults	65	64.6	
	Dislocated Workers	80	85.7	
	Older Youth	68	83.3	
Retention Rate	Adults	80	80	
	Dislocated Workers	80	89.4	
	Older Youth	72	66.7	
	Younger Youth	50	84.6	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,390	4,229	
	Dislocated Workers	86	78.2	
	Older Youth (\$)	2,000	1,294	
Credential / Diploma Rate	Adults	50	62.9	
	Dislocated Workers	60	75	
	Older Youth	40.5	21.1	
	Younger Youth	50	4.5	
Skill Attainment Rate	Younger Youth	72	91.3	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		5	4	8

WIA Annual Report Data

State Name: PA

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Chester County Workforce Investment Board	Total Participants Served	Adults	56
		Dislocated Workers	121
		Older Youth	19
		Younger Youth	95
	Total Exiters	Adults	45
		Dislocated Workers	112
		Older Youth	22
		Younger Youth	90

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	69	0	
	Employers	67	0	
Entered Employment Rate	Adults	73	73.7	
	Dislocated Workers	82	75.3	
	Older Youth	61	50	
Retention Rate	Adults	81	90.9	
	Dislocated Workers	91	93.8	
	Older Youth	78	76.9	
	Younger Youth	56	70	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	4,460	-881	
	Dislocated Workers	93	84.4	
	Older Youth (\$)	2,610	2,439	
Credential / Diploma Rate	Adults	60	61.5	
	Dislocated Workers	60	71	
	Older Youth	42	52.2	
	Younger Youth	50	60	
Skill Attainment Rate	Younger Youth	73	91.5	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		3	5	9

WIA Annual Report Data

State Name: PA

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Delaware County Workforce Investment Board	Total Participants Served	Adults	137
		Dislocated Workers	156
		Older Youth	9
		Younger Youth	171
	Total Exiters	Adults	119
		Dislocated Workers	81
		Older Youth	28
		Younger Youth	161

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	71	0	
	Employers	64	0	
Entered Employment Rate	Adults	76	79.4	
	Dislocated Workers	80.5	76.5	
	Older Youth	71	71.4	
Retention Rate	Adults	83	84.8	
	Dislocated Workers	91	90	
	Older Youth	65	66.7	
	Younger Youth	55	57.6	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	2,025	-2,173	
	Dislocated Workers	80	71.1	
	Older Youth (\$)	2,015	2,684	
Credential / Diploma Rate	Adults	60	67.4	
	Dislocated Workers	55	60	
	Older Youth	40.5	63	
	Younger Youth	50	100	
Skill Attainment Rate	Younger Youth	72	93.3	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		3	3	11

WIA Annual Report Data

State Name: PA

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Lancaster County Workforce Investment Board	Total Participants Served	Adults	139
		Dislocated Workers	211
		Older Youth	9
		Younger Youth	86
	Total Exiters	Adults	87
		Dislocated Workers	171
		Older Youth	8
		Younger Youth	51

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	67	0
	Employers	60	0
Entered Employment Rate	Adults	78	82.4
	Dislocated Workers	87	89.7
	Older Youth	65	62.5
Retention Rate	Adults	85	86
	Dislocated Workers	90	91.2
	Older Youth	72	84.6
	Younger Youth	56	60.3
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	2,800	2,682
	Dislocated Workers	90	86.8
	Older Youth (\$)	2,600	2,575
Credential / Diploma Rate	Adults	60	80
	Dislocated Workers	60	78.6
	Older Youth	40.5	20
	Younger Youth	45	25
Skill Attainment Rate	Younger Youth	74	88
Description of Other State Indicators of Performance			
Overall Status of Local Performance		Not Met	Met
		4	4
		Exceeded	9

WIA Annual Report Data

State Name: PA

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Montgomery County Workforce Investment Board	Total Participants Served	Adults	99
		Dislocated Workers	255
		Older Youth	27
		Younger Youth	193
	Total Exiters	Adults	81
		Dislocated Workers	146
		Older Youth	7
		Younger Youth	180

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	67	0	
	Employers	60	0	
Entered Employment Rate	Adults	68.5	68.6	
	Dislocated Workers	80.1	75.9	
	Older Youth	71.4	75	
Retention Rate	Adults	82.8	82.5	
	Dislocated Workers	90	94.7	
	Older Youth	81.1	66.7	
	Younger Youth	45	49.2	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	2,250	785	
	Dislocated Workers	85	82.9	
	Older Youth (\$)	2,000	1,176	
Credential / Diploma Rate	Adults	50	67.2	
	Dislocated Workers	50	71	
	Older Youth	40	45.5	
	Younger Youth	35.3	100	
Skill Attainment Rate	Younger Youth	68	94.7	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		4	4	9

WIA Annual Report Data

State Name: PA

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Philadelphia Workforce Investment Board	Total Participants Served	Adults	2,959
		Dislocated Workers	1,686
		Older Youth	490
		Younger Youth	4,641
	Total Exiters	Adults	1,436
		Dislocated Workers	396
		Older Youth	107
		Younger Youth	785

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	68	0
	Employers	67	0
Entered Employment Rate	Adults	72	84.8
	Dislocated Workers	82	89.2
	Older Youth	53	44.8
Retention Rate	Adults	80	80.6
	Dislocated Workers	89	89.1
	Older Youth	74	73.9
	Younger Youth	55	55.3
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,640	3,618
	Dislocated Workers	92	99.7
	Older Youth (\$)	2,000	2,033
Credential / Diploma Rate	Adults	60	80.8
	Dislocated Workers	60	83.3
	Older Youth	42	33
	Younger Youth	50	95.9
Skill Attainment Rate	Younger Youth	72	79.4
Description of Other State Indicators of Performance			
Overall Status of Local Performance	Not Met	Met	Exceeded
	3	3	11

WIA Annual Report Data

State Name: PA

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Westmoreland/Fayette Workforce Investment Board	Total Participants Served	Adults	1,299
		Dislocated Workers	514
		Older Youth	127
		Younger Youth	877
	Total Exiters	Adults	174
		Dislocated Workers	136
		Older Youth	45
		Younger Youth	378

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	0	
	Employers	66	0	
Entered Employment Rate	Adults	71.5	86.9	
	Dislocated Workers	83.8	94.5	
	Older Youth	64.5	72.9	
Retention Rate	Adults	80.5	88.9	
	Dislocated Workers	92.5	96.2	
	Older Youth	77.6	78.9	
	Younger Youth	55	63.4	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	2,388	4,352	
	Dislocated Workers	85.9	94.1	
	Older Youth (\$)	2,560	2,153	
Credential / Diploma Rate	Adults	60	77.8	
	Dislocated Workers	60	90.5	
	Older Youth	50	71.9	
	Younger Youth	60	93.6	
Skill Attainment Rate	Younger Youth	72	83.7	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		2	1	14

WIA Annual Report Data

State Name: PA

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Central Pennsylvania Workforce Investment Board	Total Participants Served	Adults	375
		Dislocated Workers	385
		Older Youth	95
		Younger Youth	318
	Total Exiters	Adults	194
		Dislocated Workers	120
		Older Youth	40
		Younger Youth	106

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	0	
	Employers	66	0	
Entered Employment Rate	Adults	72	85.8	
	Dislocated Workers	83	90	
	Older Youth	64	72.2	
Retention Rate	Adults	76.9	85.1	
	Dislocated Workers	91	90.9	
	Older Youth	75	100	
	Younger Youth	49	75.9	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	2,015	1,983	
	Dislocated Workers	92	89	
	Older Youth (\$)	2,700	5,136	
Credential / Diploma Rate	Adults	55	53.7	
	Dislocated Workers	55	59.6	
	Older Youth	45	76.2	
	Younger Youth	30	70.3	
Skill Attainment Rate	Younger Youth	69	84.9	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		2	4	11

WIA Annual Report Data

State Name: PA

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Tri-County Workforce Investment Board	Total Participants Served	Adults	295
		Dislocated Workers	433
		Older Youth	49
		Younger Youth	235
	Total Exiters	Adults	134
		Dislocated Workers	191
		Older Youth	22
		Younger Youth	57

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	0	
	Employers	66	0	
Entered Employment Rate	Adults	69	83.5	
	Dislocated Workers	79	88.9	
	Older Youth	60	72	
Retention Rate	Adults	80	80.7	
	Dislocated Workers	90	91	
	Older Youth	77	68.4	
	Younger Youth	55	56.5	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,390	3,703	
	Dislocated Workers	87	92.7	
	Older Youth (\$)	2,560	2,834	
Credential / Diploma Rate	Adults	60	69.9	
	Dislocated Workers	60	64.2	
	Older Youth	40.5	53.3	
	Younger Youth	50	72.7	
Skill Attainment Rate	Younger Youth	72	96.7	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		2	1	14

WIA Annual Report Data

State Name: PA

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Southwest Corner Workforce Investment Board	Total Participants Served	Adults	395
		Dislocated Workers	194
		Older Youth	43
		Younger Youth	207
	Total Exiters	Adults	188
		Dislocated Workers	112
		Older Youth	20
		Younger Youth	59

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	0	
	Employers	66	0	
Entered Employment Rate	Adults	72	79.5	
	Dislocated Workers	81	86.5	
	Older Youth	64	66.7	
Retention Rate	Adults	80	88.5	
	Dislocated Workers	90	90.3	
	Older Youth	65	83.3	
	Younger Youth	55	56.8	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,000	2,618	
	Dislocated Workers	80	82.5	
	Older Youth (\$)	2,000	3,324	
Credential / Diploma Rate	Adults	60	73	
	Dislocated Workers	60	76.5	
	Older Youth	50	53.3	
	Younger Youth	50	84	
Skill Attainment Rate	Younger Youth	72	71.9	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		2	2	13