



**Iowa
Workforce
Development**

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**Workforce Investment Act
Title I-B Report**

Program Year 2000



June 30, 2001

Implementation of Iowa's Workforce Development System

With the implementation of the Workforce Investment Act, July 1, 1999 through June 30, 2000 became a year of transition for Iowa's Workforce Development System. As a result, it is anticipated that a new, stronger and more regionally focused approach to employment and training services began in the State of Iowa.

The vision of the Iowa Workforce Development System is:

A prosperous, healthy and productive Iowa, well equipped to thrive in an increasingly competitive global economy. The primary prerequisite for this prosperity is a well-educated, skilled and productive workforce employed in safe and healthy high performance workplaces.

The following goals were developed to promote the State's vision:

Goal 1: Increase the size of the skilled workforce;

Goal 2: Increase Iowans' earned income; and

Goal 3: Grow targeted industries and needed workforce skills.

Through a collaborative effort of state and regional level partners, the Iowa Workforce Development System strives to meet and exceed these goals tying directly into the Governor's vision of strong economic and workforce growth for Iowa.

Iowa has sixteen (16) Service Delivery Regions, each with a Regional Workforce Investment Board (RWIB), Youth Advisory Council (YAC) and at least one locally designated One-Stop Center. The RWIBs and YACs have been instrumental in pooling their time and resources to develop local Regional Customer Service Plans (RCSPs) that are tailored to the specific workforce needs of each area. Each RWIB received funding for support in the implementation of WIA to move all partners in the Workforce Development System well beyond the customary coordination of programs and services to an integrated network. This network provides improved counseling, job search assistance and career and labor market information, which realize significant increases in employment earnings, retention and skills for the workforce, with net gains for employers and employees.

Iowa Workforce Development offered a variety of training opportunities to facilitate the implementation of WIA to all system partners. These opportunities were provided by private sector consultants as well as Regional DOL and state program staff. The training sessions ranged from two-day workshops to three-hour session over the Iowa Communications Network, (a statewide interactive video system). State and federal policy, implementation issues, comparisons between JTPA and WIA, reporting systems performance measures and tiers of service are some of the topics covered for both administrative and line staff employees.

The constraints encountered in Iowa's implementation of WIA are not significantly different than those encountered by other states. Initially, draft regulations and policies provided challenges in developing state policies for regional implementation and resulted in frustration at the state and local levels. Inconsistencies among federal partners in the system continue to provide stumbling blocks inhibiting the development of streamlined service delivery systems. Issues across federal agencies that could facilitate the process include such things as common definitions, eligibility guidelines, reporting and data collection requirements, planning cycles and timeframes, cost allocation policies, performance and evaluation criteria and incentives and sanctions policies.

With significant pools of employees and employers on all borders of the state, the difficulty in obtaining UI wage information impacts accurate performance comparisons between central and border regions and a fair administration of incentive awards. By participating in the national effort of WRIS, Iowa anticipates that this impediment will be alleviated.

Under the direction of the RWIBs, the new integrated system allows partners to leverage state, federal and local funds, reducing the duplication of services and providing a variety of employment and training activities including the necessary support services. Centrally located staff supported by technology and satellite centers, governmental agencies, community based organizations and private sector partners focus their collective resources to more efficiently meet the community's workforce needs. Single service offices are being replaced by One-Stop Workforce Centers bringing additional services and resources to one convenient location for an integrated, systematic approach to employment and training.

I. Narrative

A. Cost Effectiveness

The initial program year of operating WIA programs provides little solid data to offer any significant cost effectiveness analysis. As expected, a significant amount of effort during the year would be expended on simply implementing the new program, while providing a smooth transition from the Job Training Partnership Act. Program effectiveness, especially on the basis of cost, is a long term and continuous process that is yet to be well established for WIA.

In addition, the State of Iowa chose to broadly embrace the aspect of local control as a key philosophical underpinning of the legislation, and to offer a high degree of latitude to regional boards in designing program services. This action limits the ability to evaluate cost-effectiveness on a statewide basis when such services vary significantly from one region to another.

Nevertheless, it is possible to provide a very broad measure of cost effectiveness with a simple comparison of program outlays with improved earnings capacity of program participants. Obviously, the intent of this measurement is to achieve the “biggest bang for the buck.” The “bang” in employment and training programs is participants who become employed at wages that meet their self-sufficiency needs, and is best tracked by improved earning capacity.

This comparison can be made for each of the three major funding streams of Adults, Dislocated Workers, and Youth. The chart below provides information on total expenditures in each funding stream and numbers of participants. From that information is derived an average cost per participant, which is then compared to the average earnings change for participants over a six month period. That comparison provides the cost effectiveness ratio identified in the chart. Even at this early stage of WIA implementation, it is clear that the earnings change for all funding streams in the WIA program represents a positive return on investment.

Program	Expenditures	Number Participants Served	Avg. Cost/ Participant	Avg. 6 mos. Earnings Change	C-E Ratio
Adult	\$2,005,463	866	\$2,316	\$5,382	1:2.3
Youth	\$1,760,473	545	\$3,230	\$5,416	1:1.7
Dislocated Worker	\$2,719,977	1682	\$1,617	\$2,076**	1:1.3

** Since the national goal for Wage Replacement for Dislocated Workers is 90%, the Earnings Change for Dislocated Workers was calculated based on 90% of pre-program earnings.

II. Table Section

Table A -Workforce Investment Act Customer Satisfaction Results

Customer Satisfaction	Negotiated Performance Level	Actual Performance Level - American Customer Satisfaction Index	Number of Customers Surveyed	Number of Customers Eligible for the Survey
Program Participants	67%	0	0	0
Employers	67%	0	0	0

Table B - Adult Program Results At-A-Glance

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	70.00%	76.52%	251
			328
Employment Retention Rate	77.00%	87.35%	359
			411
Earnings Change in Six Months	\$3,800.00	\$5,381.60	1,453,032.24
			270
Employment and Credential Rate	51.00%	49.37%	236
			478

Table C - Outcomes for Adult Special Populations

	Public Assistance Recipients Receiving Intensive or Training Services		Veterans		Individuals With Disabilities		Older Individuals	
Entered Employment Rate	78.05%	160	81.82%	18	64.18%	43	#DIV/0!	0
		205		22		67		0
Employment Retention Rate	85.89%	213	91.67%	22	79.07%	34	100.00%	2
		248		24		43		2
Earnings Change in Six Months	\$5,678.54	919,923.34	\$6,448.53	122,522.04	\$6,762.26	270,490.40	\$7,429.51	7,429.51
		162		19		40		1
Employment and Credential Rate	50.17%	151	44.44%	12	46.07%	41	0.00%	0
		301		27		89		2

Table D - Other Outcome Information for the Adult Program

	Individuals Who Received Training Services		Individuals Who Received Only Core and Intensive Services	
Entered Employment Rate	77.20%	237	66.67%	14
		307		21
Employment Retention Rate	87.72%	343	80.00%	16
		391		20
Earnings Change in Six Months	\$5,540.58	1,412,847.56	\$2,678.98	40,184.68
		255		15
Employment and Credential Rate	49.37%	236	0	
		478		

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

	Negotiated Level	Actual Performance Level	
Entered Employment Rate	76.00%	87.14%	813
			933
Employment Retention Rate	87.00%	90.16%	733
			813
Earnings Replacement in Six Months	92.00%	110.77%	6,699,425.56
			6,048,204.10
Employment and Credential Rate	62.00%	35.97%	318
			884

Table F - Outcomes for Dislocated Worker Special Populations

	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	81.54%	53	77.78%	49	79.17%	38	85.71%	6
		65		63		48		7
Employment Retention Rate	83.02%	44	93.88%	46	84.21%	32	100.00%	6
		53		49		38		6
Earnings Replacement Rate	119.79%	563,084.56	168.61%	360,646.04	93.83%	252,142.88	#DIV/0!	41,771.89
		470,054.13		213,892.31		268,733.52		0
Employment and Credential Rate	32.79%	20	48.44%	31	25.58%	11	50.00%	3
		61		64		43		6

Table G - Other Outcome Information for the Dislocated Worker Program

	Individuals Who Received Training Services		Individuals Who Received Only Core and Intensive Services	
Entered Employment Rate	87.59%	755	81.69%	58
		862		71
Employment Retention Rate	90.07%	680	91.38%	53
		755		58
Earnings Replacement Rate	112.31%	6,172,224.26	95.40%	527,201.30
		5,495,607.53		552,596.57
Employment and Credential Rate	35.97%	318	0	
		884		

Table H - Older Youth Results At-A-Glance

	Negotiated Level	Actual Performance Level	
Entered Employment Rate	65.00%	74.00%	37
			50
Employment Retention Rate	75.00%	87.80%	72
			82
Earnings Change in Six Months	\$2,600.00	\$5,415.64	308,691.40
			57
Employment and Credential Rate	50.00%	45.45%	45
			99

Table I - Outcomes for Older Youth Special Populations

	Public Assistance Recipients		Veterans		Individuals With Disabilities		Out-of-School Youth	
Entered Employment Rate	69.70%	23	#DIV/0!	0	80.00%	8	74.00%	37
		33		0		10		50
Employment Retention Rate	87.80%	36	#DIV/0!	0	100.00%	13	83.33%	40
		41		0		13		48
Earnings Change in Six Months	\$5,694.07	165,127.90	#DIV/0!	0.00	\$2,648.30	23,834.71	\$4,085.40	126,647.31
		29		0		9		31
Employment and Credential Rate	46.15%	24	#DIV/0!	0	44.44%	8	38.71%	24
		52		0		18		62

Table J - Younger Youth Results At-A-Glance

	Negotiated Level	Actual Performance Level	
Skill Attainment Rate	60.00%	25.93%	7
			27
Diploma or Equivalent Attainment	55.00%	25.00%	10
			40
Retention Rate	54.00%	62.50%	35.00
			56

Table K - Outcomes for Younger Youth Special Populations

	Public Assistance Recipients		Individuals With Disabilities		Out-of-School Youth	
Skill Attainment Rate	30.00%	3	0.00%	0	18.18%	2
		10		5		11
Diploma or Equivalent Attainment Rate	16.67%	2	25.00%	1	11.76%	2
		12		4		17
Retention Rate	58.33%	14	62.50%	10	70.83%	17
		24		16		24

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 Unsubsidized Employment		Entry Into Unsubsidized Employment Related to the Training of Those Who Completed Training Services	
Adults	0		0		3.16%	13	\$3,834.79	1,369,020.06	55.24%	216
						411		357		391
Dislocated Workers	0		0		1.72%	14	\$4,981.36	3,596,539.48	53.54%	408
						813		722		762
Older Youth	0		0		1.22%	1	\$3,433.46	254,076.07	56.10%	46
						82		74		82

Participant Levels

	Total Participants Served	Total Exiters
Adults	866	492
Dislocated Workers	1682	807
Older Youth	216	78
Younger Youth	329	69
All	3093	1446

Region 1	Total Participants Served	Adults	97
		Dislocated Workers	166
		Older Youth	36
		Younger	24

		Youth	
ETA Assigned #:	Total Exitters	Adults	60
		Dislocated Workers	70
		Older Youth	18
		Younger Youth	7
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants		
	Employers		
Entered Employment Rate	Adults	72.00%	69.23
	Dislocated Workers	77.00%	87.34
	Older Youth	63.00%	100
Retention Rate	Adults	78.00%	80.56
	Dislocated Workers	88.00%	91.3
	Older Youth	76.00%	80
	Younger Youth	54.00%	0
Earnings Change/Earnings Replacement in Six Months	Adults	\$4,500.00	5,963.45
	Dislocated Workers	92.00%	174.19
	Older Youth	\$2,800.00	5,791.11
Credential/Diploma Rate	Adults	51.00%	62.5
	Dislocated Workers	62.00%	50
	Older Youth	50.00%	60
	Younger Youth	55.00%	80
Skill Attainment Rate	Younger Youth	60.00%	0

Region 2	Total Participants Served	Adults	34
		Dislocated Workers	87
		Older Youth	4
		Younger Youth	23
ETA Assigned #:	Total Exitters	Adults	21
		Dislocated Workers	47
		Older Youth	1
		Younger Youth	7
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants		
	Employers		
Entered Employment Rate	Adults	73.00%	78.57
	Dislocated Workers	81.00%	92.86
	Older Youth	74.00%	100
Retention Rate	Adults	77.00%	85.71
	Dislocated Workers	84.00%	90.77
	Older Youth	80.00%	100
	Younger Youth	54.00%	75
Earnings Change/Earnings	Adults	\$4,000.00	5,914.17

Replacement in Six Months			
	Dislocated Workers	92.00%	113.74
	Older Youth	\$2,900.00	0
Credential/Diploma Rate	Adults	51.00%	56.25
	Dislocated Workers	62.00%	49.3
	Older Youth	50.00%	0
	Younger Youth	55.00%	0
Skill Attainment Rate	Younger Youth	60.00%	40
Region 3	Total Participants Served	Adults	10
		Dislocated Workers	27
		Older Youth	2
		Younger Youth	0
ETA Assigned #:	Total Exiters	Adults	5
		Dislocated Workers	12
		Older Youth	0
		Younger Youth	0
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants		
	Employers		
Entered Employment Rate	Adults	68.00%	83.33
	Dislocated Workers	63.00%	85.71
	Older Youth	62.00%	0
Retention Rate	Adults	83.00%	100
	Dislocated Workers	88.00%	91.67
	Older Youth	65.00%	100
	Younger Youth	54.00%	0
Earnings Change/Earnings Replacement in Six Months	Adults	\$4,500.00	-249.72
	Dislocated Workers	92.00%	100.84
	Older Youth	\$2,600.00	8,335.73
Credential/Diploma Rate	Adults	51.00%	77.78
	Dislocated Workers	62.00%	64.29
	Older Youth	50.00%	100
	Younger Youth	55.00%	0
Skill Attainment Rate	Younger Youth	60.00%	0

Region 4	Total Participants Served	Adults	2
		Dislocated Workers	22
		Older Youth	1
		Younger Youth	1
ETA Assigned #:	Total Exiters	Adults	1
		Dislocated Workers	4
		Older Youth	0
		Younger Youth	1
		Negotiated Performance Level	Actual Performance Level

Customer Satisfaction	Program Participants		
	Employers		
Entered Employment Rate	Adults	68.00%	100
	Dislocated Workers	70.00%	100
	Older Youth	65.00%	0
Retention Rate	Adults	77.00%	100
	Dislocated Workers	75.00%	100
	Older Youth	75.00%	0
	Younger Youth	54.00%	100
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,800.00	13,423.22
	Dislocated Workers	92.00%	128.88
	Older Youth	\$2,600.00	0
Credential/Diploma Rate	Adults	51.00%	100
	Dislocated Workers	62.00%	100
	Older Youth	50.00%	0
	Younger Youth	55.00%	0
Skill Attainment Rate	Younger Youth	60.00%	0

Region 5	Total Participants Served	Adults	34
		Dislocated Workers	28
		Older Youth	1
		Younger Youth	10
ETA Assigned #:	Total Exiters	Adults	24
		Dislocated Workers	24
		Older Youth	1
		Younger Youth	0
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants		
	Employers		
Entered Employment Rate	Adults	65.00%	83.33
	Dislocated Workers	79.00%	86.11
	Older Youth	74.00%	33.33
Retention Rate	Adults	78.00%	100
	Dislocated Workers	87.00%	80.65
	Older Youth	78.00%	100
	Younger Youth	54.00%	100
Earnings Change/Earnings Replacement in Six Months	Adults	\$4,000.00	7,148.14
	Dislocated Workers	92.00%	113.29
	Older Youth	\$2,800.00	10,369.42
Credential/Diploma Rate	Adults	51.00%	60.71
	Dislocated Workers	62.00%	30.56
	Older Youth	50.00%	20
	Younger Youth	55.00%	0
Skill Attainment Rate	Younger Youth	60.00%	0

Region 6	Total Participants Served	Adults	25
		Dislocated Workers	56
		Older Youth	2
		Younger Youth	4
ETA Assigned #:	Total Exiters	Adults	13
		Dislocated Workers	27
		Older Youth	2
		Younger Youth	1
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants		
	Employers		
Entered Employment Rate	Adults	76.00%	100
	Dislocated Workers	75.00%	100
	Older Youth	63.00%	100
Retention Rate	Adults	82.00%	100
	Dislocated Workers	87.00%	88.46
	Older Youth	60.00%	100
	Younger Youth	54.00%	50
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,800.00	6,338.19
	Dislocated Workers	92.00%	108.3
	Older Youth	\$2,000.00	-1,711.28
Credential/Diploma Rate	Adults	51.00%	90
	Dislocated Workers	62.00%	61.54
	Older Youth	50.00%	100
	Younger Youth	55.00%	0
Skill Attainment Rate	Younger Youth	60.00%	0

Region 7	Total Participants Served	Adults	75
		Dislocated Workers	59
		Older Youth	12
		Younger Youth	14
ETA Assigned #:	Total Exiters	Adults	30
		Dislocated Workers	26
		Older Youth	6
		Younger Youth	3
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants		
	Employers		
Entered Employment Rate	Adults	72.00%	73.47
	Dislocated Workers	80.00%	87.04
	Older Youth	69.00%	76.92
Retention Rate	Adults	79.00%	84.62
	Dislocated Workers	85.00%	89.36
	Older Youth	76.00%	82.35

	Younger Youth	54.00%	85.71
Earnings Change/Earnings Replacement in Six Months	Adults	\$4,500.00	6,636.02
	Dislocated Workers	92.00%	123.37
	Older Youth	\$2,800.00	3,963.76
Credential/Diploma Rate	Adults	51.00%	49.25
	Dislocated Workers	62.00%	64
	Older Youth	50.00%	47.62
	Younger Youth	55.00%	50
Skill Attainment Rate	Younger Youth	60.00%	0

Region 8	Total Participants Served	Adults	13
		Dislocated Workers	46
		Older Youth	4
		Younger Youth	4
ETA Assigned #:	Total Exitors	Adults	3
		Dislocated Workers	32
		Older Youth	0
		Younger Youth	1
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants		
	Employers		
Entered Employment Rate	Adults	70.00%	100
	Dislocated Workers	76.00%	60
	Older Youth	65.00%	0
Retention Rate	Adults	77.00%	100
	Dislocated Workers	87.00%	100
	Older Youth	75.00%	0
	Younger Youth	54.00%	0
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,800.00	404.93
	Dislocated Workers	92.00%	125.52
	Older Youth	\$2,600.00	0
Credential/Diploma Rate	Adults	51.00%	50
	Dislocated Workers	62.00%	20
	Older Youth	50.00%	0
	Younger Youth	55.00%	100
Skill Attainment Rate	Younger Youth	60.00%	100

Region 9	Total Participants Served	Adults	137
		Dislocated Workers	322
		Older Youth	41
		Younger Youth	70
ETA Assigned #:	Total Exitors	Adults	89
		Dislocated Workers	168
		Older Youth	4
		Younger Youth	6

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants		
	Employers		
Entered Employment Rate	Adults	70.00%	80.65
	Dislocated Workers	80.00%	87.74
	Older Youth	65.00%	50
Retention Rate	Adults	77.00%	88.1
	Dislocated Workers	88.00%	91.18
	Older Youth	75.00%	80
	Younger Youth	54.00%	66.67
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,800.00	3,558.50
	Dislocated Workers	92.00%	91.6
	Older Youth	\$2,400.00	4,875.97
Credential/Diploma Rate	Adults	51.00%	25.58
	Dislocated Workers	62.00%	6.99
	Older Youth	50.00%	50
	Younger Youth	55.00%	0
Skill Attainment Rate	Younger Youth	60.00%	0

Region 10	Total Participants Served	Adults	71
		Dislocated Workers	100
		Older Youth	8
		Younger Youth	6
ETA Assigned #:	Total Exiters	Adults	21
		Dislocated Workers	61
		Older Youth	3
		Younger Youth	0
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants		
	Employers		
Entered Employment Rate	Adults	70.00%	75
	Dislocated Workers	77.00%	94
	Older Youth	55.00%	66.67
Retention Rate	Adults	78.00%	85.29
	Dislocated Workers	90.00%	91.49
	Older Youth	73.00%	60
	Younger Youth	54.00%	100
Earnings Change/Earnings Replacement in Six Months	Adults	\$4,000.00	4,786.36
	Dislocated Workers	92.00%	108.48
	Older Youth	\$2,600.00	8,576.70
Credential/Diploma Rate	Adults	51.00%	23.81
	Dislocated Workers	62.00%	36.73
	Older Youth	50.00%	66.67

	Younger Youth	55.00%	0
Skill Attainment Rate	Younger Youth	60.00%	0

Region 11	Total Participants Served	Adults	86
		Dislocated Workers	209
		Older Youth	37
		Younger Youth	94
ETA Assigned #:	Total Exiters	Adults	41
		Dislocated Workers	87
		Older Youth	14
		Younger Youth	12
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants		
	Employers		
Entered Employment Rate	Adults	66.00%	75
	Dislocated Workers	76.00%	87.02
	Older Youth	71.00%	50
Retention Rate	Adults	83.00%	84.85
	Dislocated Workers	87.00%	88.6
	Older Youth	82.00%	75
	Younger Youth	54.00%	75
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,800.00	3,560.41
	Dislocated Workers	92.00%	112.55
	Older Youth	\$2,600.00	2,377.81
Credential/Diploma Rate	Adults	51.00%	26.83
	Dislocated Workers	62.00%	27.34
	Older Youth	50.00%	0
	Younger Youth	55.00%	0
Skill Attainment Rate	Younger Youth	60.00%	0

Region 12	Total Participants Served	Adults	51
		Dislocated Workers	274
		Older Youth	19
		Younger Youth	13
ETA Assigned #:	Total Exiters	Adults	35
		Dislocated Workers	99
		Older Youth	7
		Younger Youth	9
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants		
	Employers		
Entered Employment Rate	Adults	65.00%	82.14
	Dislocated Workers	70.00%	85.87
	Older Youth	59.00%	60

Retention Rate	Adults	75.00%	94.29
	Dislocated Workers	88.00%	82.28
	Older Youth	75.00%	88.89
	Younger Youth	54.00%	50
Earnings Change/Earnings Replacement in Six Months	Adults	\$4,000.00	4,218.06
	Dislocated Workers	92.00%	121.8
	Older Youth	\$2,600.00	5,274.90
Credential/Diploma Rate	Adults	51.00%	53.66
	Dislocated Workers	62.00%	41.67
	Older Youth	50.00%	54.55
	Younger Youth	55.00%	28.6
Skill Attainment Rate	Younger Youth	60.00%	0

Region 13	Total Participants Served	Adults	49
		Dislocated Workers	75
		Older Youth	9
		Younger Youth	8
ETA Assigned #:	Total Exiters	Adults	29
		Dislocated Workers	32
		Older Youth	3
		Younger Youth	4
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants		
	Employers		
Entered Employment Rate	Adults	65.00%	95
	Dislocated Workers	67.00%	92.31
	Older Youth	65.00%	100
Retention Rate	Adults	63.00%	96.3
	Dislocated Workers	82.00%	100
	Older Youth	74.00%	100
	Younger Youth	54.00%	50
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,900.00	7,736.63
	Dislocated Workers	93.00%	130.37
	Older Youth	\$2,700.00	4,085.28
Credential/Diploma Rate	Adults	51.00%	78.57
	Dislocated Workers	65.00%	65.38
	Older Youth	50.00%	60
	Younger Youth	55.00%	66.67
Skill Attainment Rate	Younger Youth	60.00%	100

Region 14	Total Participants Served	Adults	68
		Dislocated Workers	90
		Older Youth	13
		Younger Youth	5
ETA Assigned #:	Total Exiters	Adults	57

		Dislocated Workers	38
		Older Youth	11
		Younger Youth	3
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants		
	Employers		
Entered Employment Rate	Adults	72.00%	80
	Dislocated Workers	75.00%	78.26
	Older Youth	71.00%	100
Retention Rate	Adults	76.00%	77.14
	Dislocated Workers	89.00%	96.3
	Older Youth	79.00%	100
	Younger Youth	54.00%	100
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,800.00	7,675.35
	Dislocated Workers	92.00%	110.2
	Older Youth	\$2,700.00	6,768.82
Credential/Diploma Rate	Adults	51.00%	62.5
	Dislocated Workers	62.00%	43.59
	Older Youth	50.00%	38.46
	Younger Youth	55.00%	0
Skill Attainment Rate	Younger Youth	60.00%	0

Region 15	Total Participants Served	Adults	67
		Dislocated Workers	75
		Older Youth	15
		Younger Youth	36
ETA Assigned #:	Total Exiters	Adults	37
		Dislocated Workers	50
		Older Youth	4
		Younger Youth	11
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants		
	Employers		
Entered Employment Rate	Adults	70.00%	70.37
	Dislocated Workers	77.00%	87.8
	Older Youth	71.00%	75
Retention Rate	Adults	75.00%	88.57
	Dislocated Workers	87.00%	91.67
	Older Youth	72.00%	100
	Younger Youth	54.00%	50
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,800.00	5,934.76
	Dislocated Workers	92.00%	109.82
	Older Youth	\$2,300.00	4,811.37

Credential/Diploma Rate	Adults	51.00%	53.49
	Dislocated Workers	62.00%	32.91
	Older Youth	50.00%	16.67
	Younger Youth	55.00%	0
Skill Attainment Rate	Younger Youth	60.00%	20
Region 16	Total Participants Served	Adults	47
		Dislocated Workers	47
		Older Youth	12
		Younger Youth	17
ETA Assigned #:	Total Exiters	Adults	26
		Dislocated Workers	30
		Older Youth	4
		Younger Youth	2
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants		
	Employers		
Entered Employment Rate	Adults	65.00%	55
	Dislocated Workers	79.00%	75
	Older Youth	65.00%	66.67
Retention Rate	Adults	75.00%	75
	Dislocated Workers	87.00%	93.33
	Older Youth	71.00%	100
	Younger Youth	54.00%	60
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,800.00	2,527.29
	Dislocated Workers	92.00%	104.71
	Older Youth	\$2,400.00	6,491.67
Credential/Diploma Rate	Adults	51.00%	22.22
	Dislocated Workers	62.00%	23.08
	Older Youth	50.00%	50
	Younger Youth	55.00%	0
Skill Attainment Rate	Younger Youth	60.00%	0

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WIA Negotiated Performance Levels

Region	ADULT				DISLOCATED WORKER			
	EER	ERR	EC6Mo	E&CR	EER	ERR	ERepR	E&CR
1	72%	78%	\$4,500	51%	77%	88%	92%	62%
2	73%	77%	\$4,000	51%	81%	84%	92%	62%
3	68%	83%	\$4,500	51%	63%	88%	92%	62%
4	68%	77%	\$3,800	51%	70%	75%	92%	62%
5	65%	78%	\$4,000	51%	79%	87%	92%	62%
6	76%	82%	\$3,800	51%	75%	87%	92%	62%
7	72%	79%	\$4,500	51%	80%	85%	92%	62%
8	70%	77%	\$3,800	51%	76%	87%	92%	62%
9	70%	77%	\$3,800	51%	80%	88%	92%	62%

10	70%	78%	\$4,000	51%	77%	90%	92%	62%
11	66%	83%	\$3,800	51%	76%	87%	92%	62%
12	65%	75%	\$4,000	51%	70%	88%	92%	62%
13	65%	63%	\$3,900	51%	67%	82%	93%	65%
14	72%	76%	\$3,800	51%	75%	89%	92%	62%
15	70%	75%	\$3,800	51%	77%	87%	92%	62%
16	65%	75%	\$3,800	51%	79%	87%	92%	62%
State	70%	77%	\$3,800	51%	76%	87%	92%	62%

Region	EER	OLDER YOUTH			YOUNGER YOUTH		
		ERR	EC6Mo	E&CR	SAR	DEAR	RR
1	63%	76%	\$2,800	50%	60%	55%	54%
2	74%	80%	\$2,900	50%	60%	55%	54%
3	62%	65%	\$2,600	50%	60%	55%	54%
4	65%	75%	\$2,600	50%	60%	55%	54%
5	74%	78%	\$2,800	50%	60%	55%	54%
6	63%	60%	\$2,000	50%	60%	55%	54%
7	69%	76%	\$2,800	50%	60%	55%	54%
8	65%	75%	\$2,600	50%	60%	55%	54%
9	65%	75%	\$2,400	50%	60%	55%	54%
10	55%	73%	\$2,600	50%	60%	55%	54%
11	71%	82%	\$2,600	50%	60%	55%	54%
12	59%	75%	\$2,600	50%	60%	55%	54%
13	65%	74%	\$2,700	50%	60%	55%	54%
14	71%	79%	\$2,700	50%	60%	55%	54%
15	71%	72%	\$2,300	50%	60%	55%	54%
16	65%	71%	\$2,400	50%	60%	55%	54%
State	65%	75%	\$2,600	50%	60%	55%	54%