



# WORKFORCE SYSTEM RESULTS

THIRD QUARTER, PROGRAM YEAR 2003

SECOND QUARTER, FISCAL YEAR 2004

JANUARY 1 – MARCH 31, 2004

EMPLOYMENT AND TRAINING ADMINISTRATION  
UNITED STATES DEPARTMENT OF LABOR

eta

# WORKFORCE

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## SYSTEM RESULTS

**The Employment and Training Administration (ETA)** is pleased to present a review of the public workforce system's performance information as of March 31, 2004. This review provides a snapshot of the results of ETA programs and their progress in achieving goals of helping people find jobs and connecting employers to workers. It serves as a starting point for further inquiry and analysis of program performance.

In general, this review presents program outcomes and results for the most recent quarter compared to the same quarter in the prior year. It begins with a look at the larger labor market, examines ETA success in achieving the goals it has established, and then reviews key performance indicators and outcomes for each program. Although the terminology is similar, the definitions of each measure vary by program, and this should be considered when comparing results from different programs. A Glossary of Performance Measures provides the specific definitions for each performance measure by program. Finally, the most recent state formula spending by program area under WIA is included in the Appendix.

**Our Mission...**to contribute to the more efficient functioning of the U.S. labor market by providing high quality job training, employment, labor market information, and income maintenance services primarily through state and local workforce development systems.

For further information about the review, contact the Performance and Results Office, (202) 693-3031. An electronic version can be found at [www.doleta.gov/performance](http://www.doleta.gov/performance).

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# NATIONAL EMPLOYMENT INDICATORS

## National Employment Indicators

	Time Period	Number	Rate
<b>Total Labor Force</b> <sup>1</sup>	March 2004	146,650,000	100.0%
	March 2003	145,793,000	100.0%
<b>Employed</b> <sup>1</sup>	March 2004	138,298,000	94.3%
	March 2003	137,348,000	94.2%
<b>Unemployed</b> <sup>1</sup>	March 2004	8,352,000	5.7%
	March 2003	8,445,000	5.8%
<b>New Initial UI</b> <sup>2</sup> <b>Claims</b>	March 2004	973,418	N/A
	March 2003	1,095,538	N/A
<b>Number of First UI Payments</b>	March 2004	714,128	N/A
	March 2003	832,058	N/A
<b>Average Duration of UI (weeks)</b>	March 2004	21.1	N/A
	March 2003	19.6	N/A

<sup>1</sup> Source: Bureau of Labor Statistics

<sup>2</sup> Unemployment Insurance

### Summary of Results

The size of the labor force increased 0.6% between March 2003 and March 2004, while the unemployment rate declined from 5.8% to 5.7%. During this same time period, new initial UI claims declined 11% and the number of first UI payments declined by 14%. However, the average duration of receipt of UI increased by 7.6%, representing an increase of about a week and half in time spent receiving UI.

## Business Relations Group

In March 2004, U.S. Secretary of Labor Elaine L. Chao announced a series of investments totaling more than \$24 million to counter health care labor shortages. For the past year, the U.S. Department of Labor has taken part in forums with health care industry leaders, educators, and the public workforce system.

DOL has been engaged in implementing industry-identified strategies to confront critical workforce shortages. DOL has listened at sessions conducted by associations representing thousands of health care institutions, and considered viewpoints expressed by over 300 health care leaders. Solutions that have been adopted as a result of eight forums will serve as national models through the President's High-Growth Job Training Initiative.

This set of solutions cuts across the national labor needs of the health care industry in acute care, long term care, and allied health care professions, as well as the unique challenges facing rural areas. Summaries of the 19 health care investments are listed below. The details of the health care grants and a copy of the report that was prepared for the Employment and Training Administration, "Identifying and Addressing Workforce Challenges," are available on ETA's Web site, [www.doleta.gov](http://www.doleta.gov).

**The New Americans in Nursing Program**, a \$1.4 million grant to Florida International University's School of Nursing, retrains unemployed or underemployed foreign-educated physicians as registered nurses. (\$60,150 in leveraged funds)

**Efficacy of Tutoring to Reduce Health Care Occupation Bottleneck**, a \$224,088 grant to Capital IDEA, Austin, TX, fills the health care pipeline by offering tutoring to students who fail a key course required for graduation in a nursing or allied health occupation. (over \$700,000 in leveraged funds)

**Oregon Governor's Healthcare Workforce Initiative**, a \$300,000 grant to the State of Oregon, is designed to enhance the capacity of educational institutions to provide health care clinical requirements by funding seven Sim Man<sup>®</sup> real-time interactive human patient simulators. This technology will be used by faculty and over the state's broadband Internet network. (\$450,000 in leveraged funds)

**Grow Our Own**, a \$4 million grant to the Rio Grande Valley Health Training Alliance for the region surrounding McCallum, TX, will enroll students in Post-Licensure Specialty Training, create a Skills Workforce Academy, and develop a comprehensive Faculty Sharing Program. (\$4.5 million in leveraged funds)

**Specialty Nurse Training** is a \$4 million grant to a partnership between the Hospital Corporation of America (HCA) and Broward Community College in Ft. Lauderdale, FL, and Austin Community College in Austin, TX. To address the nursing shortage, the Florida program will create a distance learning model; the Texas fellowship program will create an intensive, hands-on, accelerated learning setting similar to a medical residency program. Both programs provide approaches that produce quicker results than traditional on-the-job training. (over \$6 million in leveraged funds)

**The Hospice and Palliative Care Certificate Program**, a \$516,154 grant to Excelsior College, Albany, NY, will develop curriculum and deliver an online hospice and palliative care certificate program that can be accessed from any location.

**Johns Hopkins Health System's Incumbent Worker Career Acceleration Program**, a \$3 million grant to the Johns Hopkins Health System, Baltimore, MD, provides a continuum of solutions for incumbent entry-level workers to move up the health career ladder. (\$3.9 million in leveraged funds)

**Healthcare Career Lattice: A Model for Enhanced Learning**, a nearly \$1.9 million grant to Evangelical Lutheran Good Samaritan Society, addresses the need to attract more youth and other alternative labor pools into health care occupations, including non-nursing occupations. The project, which will operate in North Dakota, South Dakota and Minnesota, will also build the capacity of education providers. (\$1,204,000 in leveraged funds)

**The Maryland Healthcare Workforce Initiative** is a \$1.5 million grant to the State of Maryland and the Governor's Workforce Investment Board. The initiative provides strategies, including scholarships, to enhance the skill levels of nurses along the career ladder and to back fill the gaps left by nurses transitioning into teaching. (\$700,000 in leveraged funds)

**Developing Partnerships and Initiatives to Resolve Long-Term Care Workforce Challenges**, a \$113,296 grant to the American Health Care Association Foundation, will provide a practical "How To" or "Cookbook" for nursing home managers and administrators combating the nursing shortage in long-term care. The information can be used to spearhead the formation of partnerships across the country.

# WORKFORCE SYSTEM HIGHLIGHTS

**Recruitment and Retention of Direct-Care Workers**, a nearly \$1 million grant to the Paraprofessional Healthcare Institute, will focus on multiple workforce challenges related to recruitment and retention of direct care workers in the long-term care industry. The project, operating in New York, North Carolina and Pennsylvania, will demonstrate problem-solving training curriculum and publish a series of guidebooks and teaching manuals in both English and Spanish on effective paraprofessional workforce development practices. (\$999,902 in leveraged funds)

**Three-Year, Hospital-Based Degree Nursing At a Rural Community Hospital** is a \$200,000 grant to the Berger Health System in Circleville, OH. To increase the number of trained nurses, Berger Health System will provide instructors, space for training, and clinical experiences; Ohio University will supply curriculum and faculty for a three-year, university-based Associate Degree nursing program. (\$405,939 in leveraged funds)

**Pueblo Project HEALTH**, a \$715,402 grant to Pueblo Community College, Colorado, will assist counties designated as Health Professional Shortage Areas and Medically Underserved Areas. The program delivers training to rural areas through traditional classroom instruction, distance learning, and mobile clinical experiences.

**The Contextualized Literacy Pre-Licensed Practical Nurse (LPN) Program** is a \$192,500 grant to 1199 Service Employees International Union League Grant Corporation, New York. The grant will help entry-level health care workers out of school for a long period of time to enter LPN training by providing literacy and pre-LPN classes. (\$100,000 in leveraged funds)

**Rural Health Care Job Training Pilot Economic Recovery Demonstration Project** is a \$1.2 million grant to Columbia Gorge Community College, Oregon. The project will implement a health care career ladder program with multiple entry points to enable individuals, at any place in their career, to enter or move ahead in the health care field. (\$870,982 in leveraged funds)

**Healthcare Services Business Connection** is a \$762,659 grant to the Tacoma-Pierce County Workforce Development Council in the State of Washington. Ten regional health care organizations are partnering with the public workforce system to develop a Western Washington Invasive Cardiovascular Technologist Program, a Healthcare Educator Network, and strategies to reach out to minority populations and youth. (\$751,000 in leveraged funds)

**Project H.E.A.L.T.H.**, a \$1.5 million grant to the North Carolina Department of Commerce, is designed to help transition North Carolina workers in declining industries into health care jobs experiencing shortages. (\$170,504 in leveraged funds)

**Meeting America's Healthcare Employment Needs: The Job Corps/Community College Solution** is a \$1.5 million grant to Management and Training Corporation. The project will link Job Corps health care training with advanced training in community colleges, leading to certification for health care occupations. It will also provide easy access for Hispanic youth to take advantage of English courses and become part of a high-demand bilingual workforce.

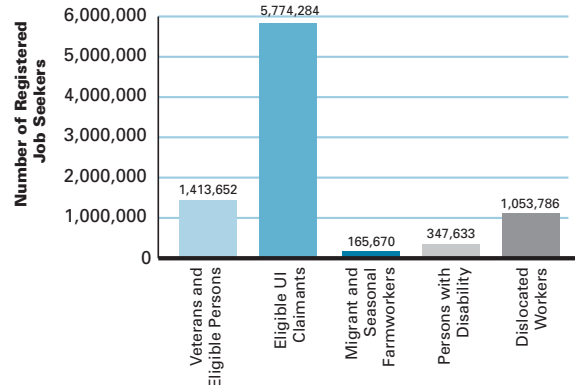
## Wagner-Peyser Act / Employment Service (ES)

Within the One-Stop delivery system, Wagner-Peyser Act/Employment Service (ES) programs meet the needs of job seekers and businesses by serving as the point of entry to the workforce investment system. Through the ES, many job seekers and businesses access high quality, non-fee-based labor exchange services, including labor market and workforce information, and work opportunity tax credit programs. All job seekers and businesses have universal access to labor exchange services. Public labor exchange services are delivered through State Workforce Agencies in coordination with One-Stop partner programs.

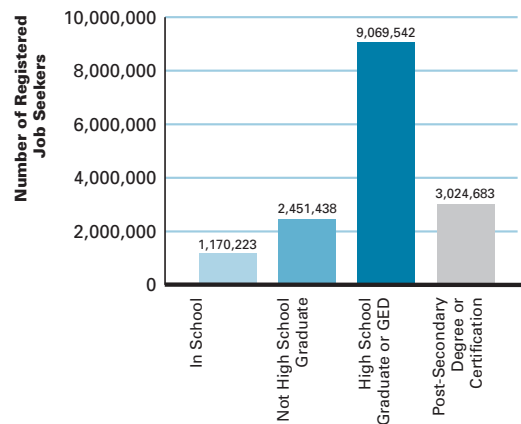
For the 12-month period ending March 31, 2004, the ES served 14.7 million job seekers. Job seekers served by the ES include veterans, unemployment insurance claimants, migrant and seasonal farmworkers, persons with disabilities, and dislocated workers (Table 1). Nearly 88% of registered job seekers were unemployed at the time of registration. While the majority of job seekers who use the ES have attained their high school diploma or GED, others have not completed high school, are still enrolled in school, and/or have attained a post-secondary degree or certification (Table 2).

The ES provides diverse labor exchange services and labor market and workforce information, such as career guidance, job search activities, and referrals to employment, WIA programs, and support services (Table 3). These services can be accessed by job seekers and businesses through self-service, facilitated self-help and staff-assisted services on-site and through the Internet.

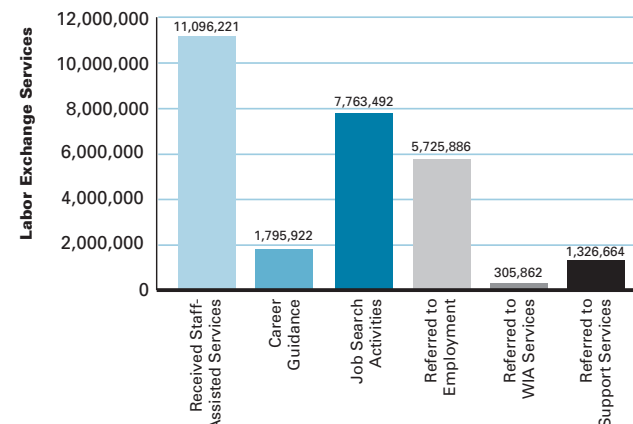
**Table 1**  
Demographic Information of Registered Job Seekers for the 12-month period ending March 31, 2004



**Table 2**  
Education Status of Registered Job Seekers for the 12-month period ending March 31, 2004



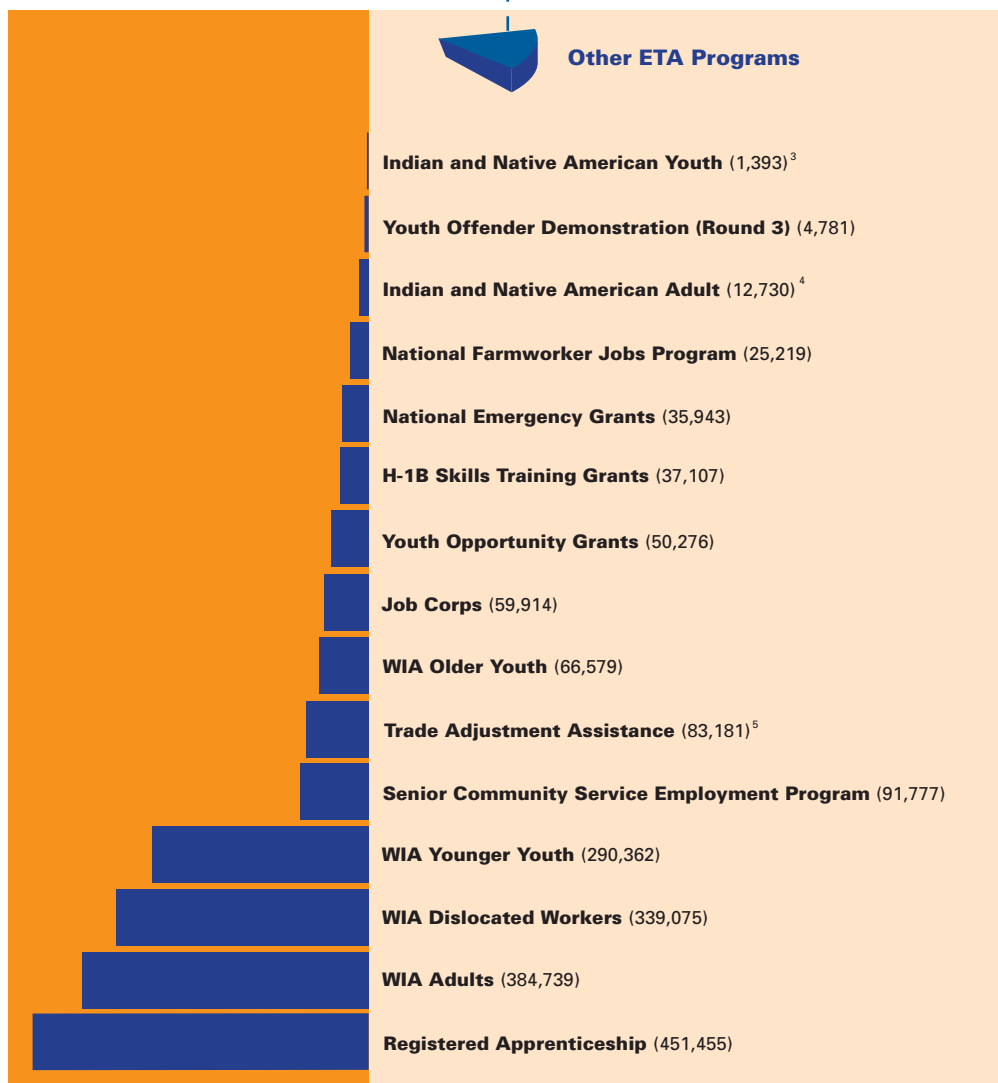
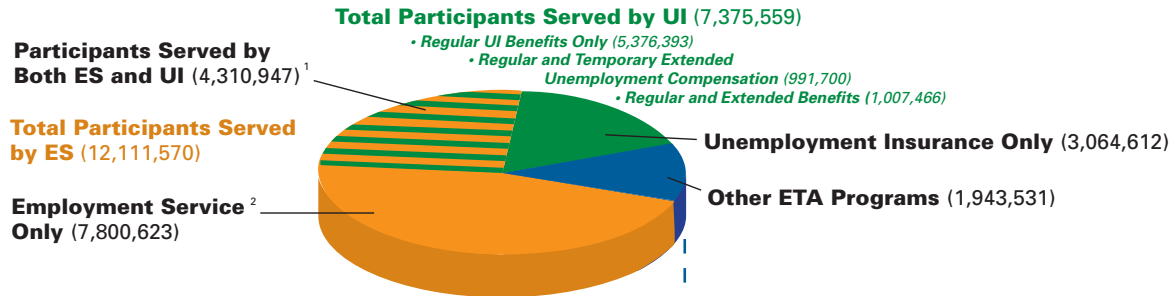
**Table 3**  
Labor Exchange Services Received by Registered Job Seekers for the 12-month period ending March 31, 2004



# PEOPLE SERVED BY PROGRAM

**In the period ending March 31, 2004, ETA programs served over 17.1 million people.**

The Employment Service (ES) and Unemployment Insurance (UI) served about 90 percent of all participants, and almost three-fifths of those receiving Unemployment Insurance were also registered with the Employment Service. ETA's targeted programs, described below as "Other ETA Programs," provided more comprehensive services to over 1.9 million people.



<sup>1</sup> Of the approximately 7.4 million Unemployment Insurance claimants, 58% were registered with the Employment Service.

<sup>2</sup> Under current ES data reporting standards, this figure includes only new participants from the July 1, 2003 through March 31, 2004 period, and not carry-over participants from previous quarters.

<sup>3</sup> This figure reflects data from 23 out of the 99 grantees that have reported to date. Complete annual program data for the period ending March 31, 2004 will be reflected in the June 30, 2004 Workforce System Results.

<sup>4</sup> This figure reflects the semi-annual period July 1, 2003 through December 31, 2003.

<sup>5</sup> This figure reflects the October 1, 2003 through March 31, 2004 period.



## Current Appropriations

In general, the following resources are used to operate authorized workforce investment programs. Although this report generally presents quarterly results, the figures below represent annual appropriations. FY 2003 appropriations are shown for the programs that run on the program year (July 1 through June 30), while FY 2004 appropriations are displayed for those programs that function on the fiscal year (October 1 through September 30).

<b>Apprenticeship <sup>1,2</sup></b>	\$21,494,000
<b>Dislocated Worker National Reserve (including National Emergency Grants) <sup>3</sup></b>	\$274,937,248
<b>H-1B Program Activities <sup>4</sup></b>	\$97,625,000
<b>Indian and Native Americans Adult Program <sup>5</sup></b>	\$47,180,679
<b>Job Corps (Operations) <sup>6</sup></b>	\$1,382,313,100
<b>National Farmworker Jobs Program <sup>7</sup></b>	\$72,213,541
<b>Senior Community Service Employment Program</b>	\$442,306,200
<b>Trade Adjustment Assistance <sup>1,8</sup></b>	\$259,200,000
<b>Trade Adjustment Assistance Training</b>	\$258,200,000
<b>NAFTA Training</b>	\$1,000,000
<b>Unemployment Insurance (UI) <sup>1</sup></b>	\$2,687,168,987
<b>Wagner-Peyser Act/Employment Service (ES)</b>	\$791,556,222
<b>WIA Adult</b>	\$894,577,200
<b>WIA Dislocated Workers Formula Grant</b>	\$1,150,149,247
<b>Youth Activities <sup>9</sup></b>	\$990,423,822
<b>Indian and Native American Youth Program <sup>9</sup></b>	\$10,881,976
<b>WIA Youth (Older and Younger)</b>	\$979,541,846
<b>Youth Offender Demonstration <sup>10</sup></b>	\$54,642,500
<b>Youth Opportunity Grants</b>	\$44,210,750
<b>TOTAL</b>	<b>\$9,209,998,496</b>

<sup>1</sup> Apprenticeship, TAA, and UI run on a fiscal year and March 31, 2004 is the end of the second quarter of FY 2004. All other programs run on the program year (PY), from July 1 to June 30, so March 31, 2004 is the end of the third quarter of PY 2003.

<sup>2</sup> Registered Apprenticeship programs are funded by employers and do not receive specific program appropriations. The resources listed above support Federal staff who provide technical assistance for Registered Apprenticeship programs.

<sup>3</sup> This amount represents the appropriation for the Dislocated Worker National Reserve (National Emergency Grants, Demonstration, and Technical Assistance and Training).

<sup>4</sup> This amount represents H-1B visa fees collected from employers which are projected to be warranted to DOL in FY 2003 for H-1B program activities.

<sup>5</sup> The total appropriation is \$55,636,000; \$8,455,321 was transferred to the Department of Interior/Bureau of Indian Affairs for those Indian and Native American grantees participating in the demonstration under Public Law 102-477.

<sup>6</sup> The total appropriation is \$1,509,094,025; \$126,780,925 of this total is an appropriation for construction.

<sup>7</sup> The total appropriation is \$77,330,066; \$5,116,525 is set aside for housing grants and technical assistance.

<sup>8</sup> The total appropriation is \$1,338,200,000; this total includes \$1,062,000,000 for TAA benefits and \$7,000,000 for NAFTA benefits.

<sup>9</sup> The total Youth Activities appropriation is \$994,458,727; the total Indian and Native American Youth Program appropriation is \$14,916,881, of which \$4,034,905 was transferred to the Department of Interior/Bureau of Indian Affairs for those Indian and Native American grantees participating in the demonstration under Public Law 102-477.

<sup>10</sup> The total appropriation is \$54,642,500; the Round Three Youth Offender Demonstration grant, for which participant and performance outcomes are reported in this review, was funded at \$31,500,000.

# GOVERNMENT PERFORMANCE AND RESULTS ACT GOALS

**The Government Performance and Results Act of 1993 (GPRA)** was designed to improve the American people's confidence in the capability of the Federal Government by holding Federal agencies accountable for achieving program results. Federal managers will ensure that program performance indicators and objectives are met and information about program results and service quality is made available to the public. These pages contain performance indicators, arrayed by program, which display the key results ETA programs work to achieve. Performance goals for the Employment and Training programs listed are established in the budget process and consistent with GPRA. The goals are usually set to be "ambitious" within the context of prior performance—that is, at the higher end. Since the program performance goals are nationwide goals, they may not apply in every instance to individual states or grantees, where different economic or other circumstances may demand an adjustment in performance expectations. The results displayed are for the quarter ending March 31, 2004, and reflect progress toward the annual goals.

	Goal	Results as of 3/31/2004
<b>Customer satisfaction with services received from workforce investment activities in connection with the One-Stop delivery system <sup>1</sup></b>		
Participant satisfaction	71	77
Employer satisfaction	69	72
<b>Foreign Labor Certification</b>		
Process employer labor condition applications for H-1B professional/specialty temporary program within 7 days	95%	99%
Process H-2B applications within 60 days of receipt	90%	50%
<b>Indian and Native American Adult Program <sup>2</sup></b>		
Entered employment rate	54%	49%
Positive outcomes at program exit	84%	76%
<b>Indian and Native American Youth Program <sup>3</sup></b>		
Attainment of at least two goals under established program activities	61%	59%
Attainment of a H.S. diploma, GED, or improvement of basic skills by at least two grade levels	66%	85%
<b>Job Corps</b>		
Employment/education retention rate	65%	63%
Graduate average hourly wage at six months	\$8.20	\$8.98
Attainment of high school diploma <sup>4</sup>	20%	34%
<b>National Farmworker Jobs Program (Adults)</b>		
Entered employment rate	64%	85%
Employment retention rate <sup>5</sup>	75%	76%
Earnings gain <sup>5</sup>	\$2,965	\$4,279
<b>Registered Apprenticeship</b>		
Number of new apprentices registered by Apprenticeship staff <sup>6</sup>	Increase from 67,401 to 68,592	28,302 <sup>8</sup>
Number of new programs in industries that comprise the High-Growth Job Training Initiative <sup>7</sup>	Increase from 359 to 366	218 <sup>8</sup>
<b>Senior Community Service Employment Program (Older Workers)</b>		
Placement into unsubsidized employment	35%	19% <sup>9</sup>
<b>Trade Adjustment Assistance (TAA)</b>		
Entered employment rate	70%	62%
Employment retention rate	88%	89%
Earnings replacement rate	90%	71%
<b>Unemployment Insurance</b>		
Percent of intrastate payments made timely	89%	89%
Detection of recoverable overpayments	59%	61%
Entered employment rate for UI claimants <sup>10</sup>	NA	Data unavailable
Percent of employer tax liability determinations made timely	82%	84%

# GOVERNMENT PERFORMANCE AND RESULTS ACT GOALS

	Goal	Results as of 3/31/2004
<b>Wagner-Peyser Act/Employment Service (ES)</b>		
Entered employment rate	58%	62%
Employment retention rate	72%	79%
Total number of job openings listed with State Workforce Agencies and on America's Job Bank	10,426,835 <sup>11</sup>	9,727,383
Total number of job searches conducted on America's Job Bank	Baseline under development	127,984,850 <sup>9</sup>
Total number of resume searches conducted on America's Job Bank	Baseline under development	5,861,740 <sup>9</sup>
<b>WIA Adult Program</b>		
Entered employment rate	71%	72%
Employment retention rate	82%	81%
Earnings change	\$3,100	\$3,168
<b>WIA Dislocated Worker Program</b>		
Entered employment rate	78%	80%
Employment retention rate	88%	85%
Earnings replacement rate	93%	87%
<b>WIA Youth Program</b>		
Entered employment rate (Older Youth)	65%	67%
Employment retention rate (Older Youth)	78%	82%
Diploma attainment rate (Younger Youth)	52%	59%
<b>Youth Opportunity Grants</b>		
Entered employment rate (Older Youth)	65%	61%
Employment retention rate (Older Youth)	78%	72%
Diploma attainment rate (Younger Youth)	52%	53%

<sup>1</sup> This represents a goal score based on the American Customer Satisfaction Index, not a rate.

<sup>2</sup> These results are for the semi-annual period July 1, 2003, through December 31, 2003.

<sup>3</sup> These results reflect outcomes for 23 out of the 99 grantees that have reported to date. Complete annual program data for the period ending March 31, 2004 will be reflected in the June 30, 2004 Workforce System Results.

<sup>4</sup> This measures the percentage increase over PY 2002 outcomes.

<sup>5</sup> These results reflect outcomes from the July 1 through September 30, 2003 quarter.

<sup>6</sup> These measures reflect Federal staff activities only.

<sup>7</sup> Registered Apprenticeship excluded construction from the industries identified as High-Growth.

<sup>8</sup> This result represents two quarters' worth of data toward the annual goal.

<sup>9</sup> This result represents three quarters' worth of data toward the annual goal.

<sup>10</sup> Baseline of 52% was established based on pilot results.

<sup>11</sup> This goal is a 1% increase over the total number of job openings listed in PY 2002 (10,323,559).

## Summary of Results

Overall, ETA programs continue to build on their successes in improving employment outcomes for program participants despite changing economic conditions. While some ETA programs are not quite meeting their GPRA goals for the quarter, many are reaching or exceeding the majority of their goals.

The youth programs are maintaining solid progress in helping youth develop skills, earn diplomas, and find and retain employment. The youth programs have shown varied results. The WIA Youth Program is exceeding the goals on all of its measures, while the other programs are not. All four ETA youth programs (Indian and Native American Youth Program, Job Corps, WIA Youth Program, and Youth Opportunity Grants) are exceeding goals for high school diploma attainment rates.

The adult programs continue to demonstrate mixed results. Almost all adult programs are meeting their entered employment and/or their employment retention goals, and half of the programs that report an earnings measure are exceeding their goals. The Unemployment Insurance program is now meeting its challenging goals for payment timeliness, timely tax liability determinations, and overpayment detection.

# ADULT PROGRAM RESULTS

## **National Farmworker Jobs Program (NFJP)**

The NFJP provides employment, training and related assistance services to migrant and seasonal farmworkers who depend on agricultural employment, and who are often characterized by chronic unemployment or underemployment. Through these services, the NFJP assists migrant and seasonal farmworkers to enter training, retain employment, or upgrade their skills for jobs likely to provide stable, year-round employment, both within and outside agriculture.

## **Trade Adjustment Assistance (TAA)**

The TAA program assists individuals who have become unemployed as a result of increased imports from, or shifts in production to, foreign countries. A goal is to help trade-affected workers return to suitable employment. The TAA program was amended by the TAA Reform Act of 2002. The outcomes shown here reflect services delivered under the TAA program and the North American Free Trade Agreement-Transitional Adjustment Assistance (NAFTA-TAA) program prior to the reform.

## **Wagner-Peyser Act/Employment Service (ES)**

Within the One-Stop delivery system, Wagner-Peyser Act programs, also called the Employment Service, serve as the portal through which many job seekers and businesses access high quality, non-fee based labor exchange services, such as labor market and workforce information, and work opportunity tax credit programs. All job seekers and businesses – including migrant and seasonal farmworkers, UI claimants, veterans, persons with disabilities, and dislocated workers – have universal access to labor exchange services. Public labor exchange services are delivered through State Workforce Agencies in coordination with One-Stop partner programs.

## **WIA Adult Program**

The Adult Program under title I of the Workforce Investment Act (WIA) provides workforce investment activities that increase the employment, retention, earnings and occupational skill attainment of the participants. The program aims to improve the quality of the workforce, reduce welfare dependency, and enhance the productivity and competitiveness of the nation's economy.

## **WIA Dislocated Worker Program**

The Dislocated Worker Program under title I of WIA is tailored to assist experienced workers who have been laid off. The program offers employment and training assistance for workers affected by shutdowns or downsizing.

## **Senior Community Service Employment Program (SCSEP)**

The SCSEP, authorized by Title V of the Older Americans Act, is the only grant program designed specifically to serve low-income older workers age 55 and older by providing job training through community-based organizations and government agencies. The goals of the program are to provide community service and to promote self-sufficiency by placing individuals in unsubsidized employment.

## **Indian and Native American Adult Program**

This program supports employment and training activities for American Indian, Alaska Native, and Native Hawaiian individuals.

## **Summary of Results**

As shown by the data displayed on the next page, the NJFP saw a two percentage point increase in the entered employment rate between March 31, 2003, and March 31, 2004. The average earnings gains for program participants rose 12% between September 30, 2002, and September 30, 2003, from \$3,819 to \$4,279, while the retention rate dropped somewhat from 80% to 76% during the same time period. Entry into employment declined from 65% to 62% for the TAA program between March 31, 2003, and March 31, 2004. TAA participants also showed a decline in percentage of earnings recovered, from 76% to 71%. TAA's retention rate increased from 82% to 89%, however.

When looking at the percentages, outcomes for the WIA Adult and Dislocated Worker Programs overall declined slightly in the quarter ending March 31, 2004, when compared to the same period in 2003. The employment rate declined one percentage point in each program, while the retention rate also declined slightly. However, the number of exiters who had a positive outcome on these measures increased significantly. Nearly 26,000 more Adults and 25,000 more Dislocated Workers entered employment, and nearly 13,500 more Adults and 8,900 more Dislocated Workers were still employed six months after completing the program. While the WIA Dislocated Workers replaced a lower percentage of their pre-dislocation earnings (92% compared to 87%), average earnings gain rose from \$2,922 to \$3,168 for WIA Adults.

The SCSEP experienced a decline in the placement rate from 25% to 19% between March 31, 2003, and March 31, 2004. The service level also declined from 154% to 142%. These variances may be attributed to the addition of four new grantees that are building capacity in the program and the fact that some of the national sponsors are now operating in new service areas and are adjusting to the service capacity in those areas.

The Indian and Native American Adult Program data is from the period July 1, 2003, through December 31, 2003. The rates for employment, employment enhancement and positive termination all declined between 4 and 6 percentage points compared to the same period the prior year.

# ADULT PROGRAM RESULTS

## Outcomes Reported as of 3/31/2004 and 3/31/2003

		Employment	Earnings	Retention
<b>NFJP<sup>1</sup></b>	2004	85%		
	2003	83%	\$4,279 <sup>2</sup>	76%
	2002		\$3,819 <sup>2</sup>	80%
<b>TAA</b>	2004	62%	71% <sup>3</sup>	89%
	2003	65%	76% <sup>3</sup>	82%
<b>Wagner-Peyser Act/ Employment Service (ES)</b>	2004	62%	Not a measure for ES	79%
	2003	Data unavailable	Not a measure for ES	Data unavailable
<b>WIA Adult Program</b>	2004	72%	\$3,168 <sup>2</sup>	81%
	2003	73%	\$2,922 <sup>2</sup>	83%
<b>WIA Dislocated Worker Program</b>	2004	80%	87% <sup>3</sup>	85%
	2003	81%	92% <sup>3</sup>	89%

		Placement Rate	Service Level
<b>SCSEP</b>	2004	19%	142%
	2003	25%	154%

		Employment	Employability Enhancement Rate	Positive Termination Rate
<b>Indian and Native American Adult Program<sup>4</sup></b>	2003	49%	43%	76%
	2002	53%	49%	82%

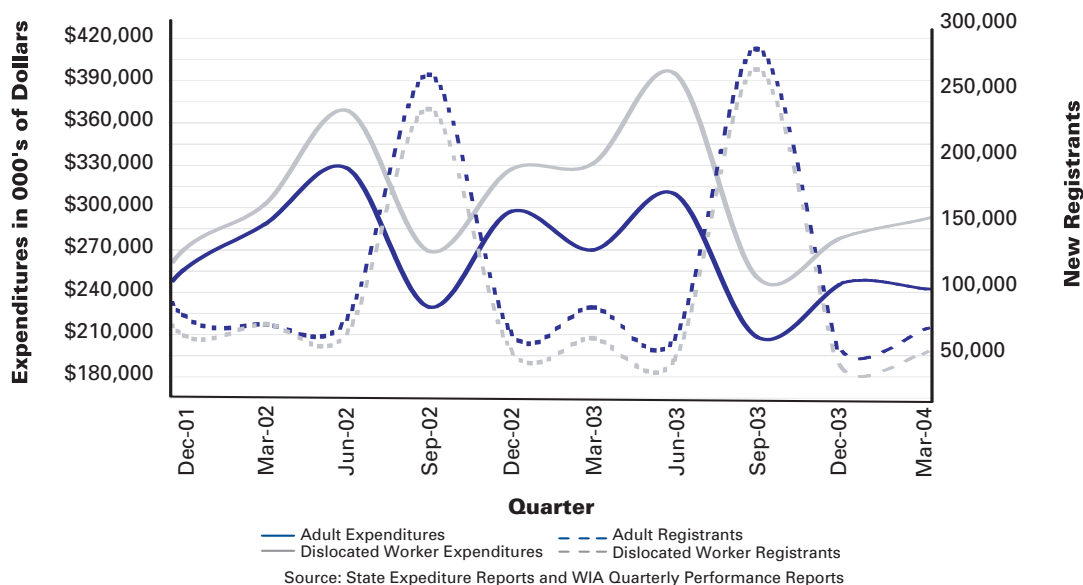
<sup>1</sup> The earnings and retention measure outcomes for the National Farmworker Jobs Program reflect the July 1 through September 30 quarter.

<sup>2</sup> Average earnings change

<sup>3</sup> Earnings replacement rate

<sup>4</sup> Indian and Native American program data is reported semi-annually. Data presented here reflect outcomes for the July 1 through December 31 period of each year.

### Net Expenditures and Registrants by Quarter for the WIA Adult and Dislocated Worker Programs



# ADULT PROGRAM RESULTS

## **H-1B Technical Skills Training Program**

The H-1B Technical Skills Training Program has the long term goal of raising the skill levels of domestic workers in order to fill specialty occupations presently being filled by temporary workers admitted to the United States under the provisions of the H-1B visa.

## **Registered Apprenticeship Program**

The Registered Apprenticeship System is a Federal-State partnership. Registered Apprenticeship combines on-the-job learning with theoretical related instruction provided by various educational institutions and sponsors to prepare workers for job opportunities in several industries.

## **National Emergency Grants (NEG)**

National Emergency Grants are discretionary funds distributed at states' request to assist and retrain workers affected by plant closings and other drastic events.

There are four NEG project types:

**Regular**, which encompasses plant closures, mass layoffs, and multiple layoffs in a single community.

**Disaster**, which includes all eligible FEMA-declared natural and manmade disaster events.

**Trade-WIA Dual Enrollment**, which provides supplemental funding to ensure that a full range of services is available to trade-impacted individuals eligible under the Trade Adjustment Assistance program provisions of the Trade Adjustment Assistance Reform Act of 2002.

**Trade Health Insurance Coverage Assistance**, which provides specialized health coverage, support services, and income assistance to targeted individuals defined in the Trade Adjustment Assistance Reform Act of 2002.

## **Summary of Results**

H-1B Technical Skills training grants showed a substantial increase in the total to be trained and the number who had completed training as of the quarter ending March 31, 2004, with increases of about 50% and 100% respectively compared to the same period last year. The total in training decreased approximately 6% during the same period. A major focus of the training has been on the High Tech/Information Technology field, followed by the Health Care and Biotechnology fields.

Over 63,000 new apprentices were registered in the Registered Apprenticeship System by the end of the second quarter. The Registered Apprenticeship Information System (RAIS), which highlights programs registered by federal field staff and by participating state-coordinated programs, reflects a total of over 31,400 new apprentices registered in nine major industries.

# ADULT PROGRAM RESULTS

## H-1B Technical Skills Training Grants

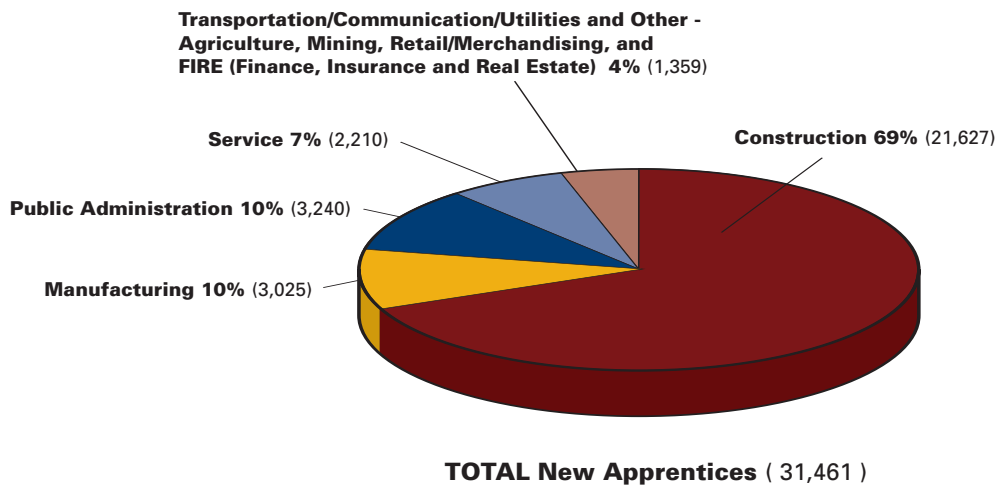
Grant Funding through 3/31/2004: \$328,303,894 <sup>1</sup>	
<b>Total Grants <sup>1</sup></b>	<b>129</b>
<b>Start-up</b>	25
<b>Operational</b>	63
<b>Ended</b>	41
Project Focus <sup>1,2</sup>	
<b>High-Tech/Information Technology</b>	100
<b>BioTech</b>	11
<b>Health Care</b>	29

Training		
<b>Total to be Trained</b>	2004	88,534
	2003	58,655
<b>Total in Training</b>	2004	15,986
	2003	16,998
<b>Training Completed</b>	2004	54,438
	2003	27,022

<sup>1</sup> Grant funding, number of grants and focus information is cumulative since March 31, 2000.

<sup>2</sup> Projects can have more than one focus area.

## New Programs and New Apprentices by Industry



The Registered Apprenticeship System is making great strides alongside the President's High-Growth Job Training Initiative as evidenced by the following cumulative highlights on new program and new apprentice registration activities:

- **Automotive Industry:** 30 new programs, 186 new apprentices
- **Hospitality Industry:** 36 new programs, 105 new apprentices
- **Retail/Merchandising Industry:** 36 new programs, 67 new apprentices

## National Emergency Grants

During the first three quarters of PY 2003, ETA awarded 52 NEG's totaling \$176,256,875, to serve 35,943 dislocated workers. The 52 grants consisted of 35 regular projects, ten trade/dual enrollment projects, six natural disaster projects, and one project for Department of

Defense civilians and military spouses. Additionally, ETA awarded 22 Health Care Infrastructure Grants totaling \$2,762,878 and six Health Care Bridge Grants, which amounted to \$22,214,044, and which will assist 15,750 workers.

# ADULT PROGRAM RESULTS

## **Unemployment Insurance**

The Unemployment Insurance program, a Federal-State partnership, helps laid-off workers through the transitional period between jobs by providing temporary income support.

## **Permanent Foreign Labor Certification Program**

The Permanent Foreign Labor Certification Program allows employers to hire foreign workers permanently when there are not sufficient numbers of U.S. workers who are able, willing,

qualified, and available to perform the job. In addition, the program ensures that the employment of the foreign worker does not adversely affect the wages and working conditions of U.S. workers who are similarly employed.

## **H-2B Temporary Nonimmigrant Program**

The H-2B Nonimmigrant Program permits employers to hire foreign workers to come to the U.S. and perform temporary non-agricultural work, which may be one-time, seasonal, peak load or intermittent.

## **Work Incentive Grants**

Work Incentive Grants (WIGs) are part of a systems change initiative to increase, enhance and improve services for jobseekers with disabilities through One-Stop Career Centers. The grants, each with a two-year period of performance, are competitively awarded to state and local workforce investment entities. Increasingly, these grants, now in their fourth award cycle, are underscoring the importance of innovative programs for serving jobseekers with disabilities and integration of multi-agency benefits through a "Navigator" who can forge new partnerships with these agencies.

### **Quarterly Highlights:**

ETA worked extensively to coordinate implementation of new WIG projects and products with technical assistance to the growing number of Disability Program Navigators – now over 120, assigned to specific One-Stop Career Centers. Additional activities supported by grants include:

- Train-the-Trainer initiatives are successful in maximizing and coordinating services to jobseekers with disabilities by integrating employers, service providers, One-Stop staff, and other community agencies.
- Grantees are developing cross-training guides and practical manuals for serving jobseekers with a range of disabilities, including psychiatric and other hidden disabilities. These products are then posted on state disability Web sites as well as on ETA's electronic Toolkit for serving jobseekers with disabilities.
- Grantees are establishing productive relationships with local Chambers of Commerce and co-sponsoring employer events to educate employers to the benefits of employing jobseekers with disabilities.

## **Summary of Results**

The graphs on the next page indicate that the 12-month average UI recipiency rate has been steadily declining over the past two years, meaning that a lower percentage of unemployed persons received UI payments. The 12-month average of the exhaustion rate rose from 31.9% to 43.6% between July 1, 2001, and June 1, 2003, but has since declined slightly through the end of March 31, 2004.

The number of Permanent Labor Certification applications received by the ETA Regional Offices from the State Workforce Agencies during the second quarter of fiscal year 2004 decreased by 45% compared to the same period in 2003. This decrease is partly due to the concentration of resources on processing applications for temporary labor certification in order to meet statutory and administrative timeframes, coupled with increased employer demand for temporary workers. In addition, State Workforce Agencies are preparing for the transition to a re-engineered Permanent Labor Certification program where they would no longer be accepting applications. Therefore, positions are not being filled and state-level productivity has declined during this period. The balance of applications on hand, which measures the number of applications pending processing by the Regional Offices, increased by 26% since the end of the second quarter of fiscal year 2003.

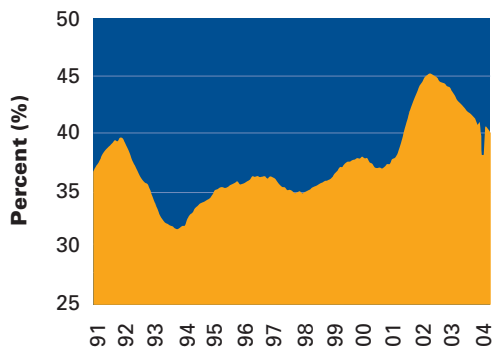
The number of new applications received by the Regional Offices for H-2B Temporary Labor Certification increased by 18% in the second quarter of fiscal year 2004 compared to the same period in 2003. The balance of applications on hand also rose due to the continual increase in employer demand for H-2B nonagricultural workers.



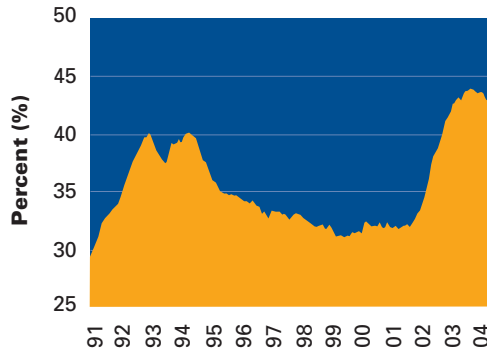
# ADULT PROGRAM RESULTS

## Unemployment Insurance

Reciency Rate (12-Month Average)



Exhaustion Rate (12-Month Average)



**For the 12 months ending March 31, 2004, UI claimants exhibited the following demographic characteristics:**

- About 72% of UI claimants were of prime working age (25-54), and about 14% were ages 55 and older. Since FY 2003, there has been a slight decline in the prime age component and a corresponding rise in that of older workers.
- Approximately 43% of UI claimants are female. This proportion has been in the range of 42% to 44% since 1999.

**The Reciency Rate** shows what fraction of the unemployed receives UI payments.

**The Exhaustion Rate** shows what fraction of UI beneficiaries reaches the end of their benefit entitlement before finding work.

## Permanent Foreign Labor Certification Outcomes Reported as of 3/31/2004 and 3/31/2003

		Regional Office Activity
<b>New applications received</b> <sup>1</sup>	2004	12,822
	2003	23,313
<b>Applications completed</b> <sup>1</sup>	2004	16,052
	2003	21,071
<b>Balance on hand</b>	2004	58,577
	2003	46,449

## H-2B Temporary Nonimmigrant Program Outcomes Reported as of 3/31/2004 and 3/31/2003

		Regional Office Activity
<b>New applications received</b> <sup>1</sup>	2004	4,304
	2003	3,642
<b>Applications completed</b> <sup>1</sup>	2004	4,495
	2003	3,801
<b>Balance on hand</b>	2004	1,191
	2003	840

<sup>1</sup> Counts shown are cumulative from January 1 through March 31.

# YOUTH PROGRAM RESULTS

## Job Corps

Job Corps is a national, primarily residential, training program serving disadvantaged youth ages 16 through 24. The 118 Job Corps centers nationwide provide an integrated, comprehensive array of services that include: academic, vocational, and life skills training; career planning and work-based learning; health care; and post-program placement and transitional support.

## Indian and Native American Youth Program

The Indian and Native American Youth Program supports employment and training activities for American Indian, Alaska Native, and Native Hawaiian individuals between the ages of 14 and 21.

## Youth Opportunity Grants

Youth Opportunity Grants are designed to increase levels of high school graduation, college enrollment, and employment for youth ages 14-21 living in designated high-poverty communities.

## WIA Youth

Youth programs under title I of WIA serve eligible low-income youth between the ages of 14-21 who face barriers to employment, including those who have deficiencies in basic skills or meet one or more of these criteria: homeless, a runaway, pregnant, parenting, an offender, school dropout, or a foster child. The programs also serve youth with disabilities and others who may require additional assistance to complete an educational program or to secure and hold employment.

## Youth Offender Demonstration Project

In 1999, the Employment and Training Administration initiated the multi-phased Youth Offender Demonstration Project to increase employability and employment of 14-24 year-old youth offenders, gang members, and youth at risk of court or gang involvement. Demonstration findings are designed to identify institutional change that, if replicated in local areas, will assist youth offenders and youth at risk of court or gang involvement to reenter the labor market. The Demonstration has been implemented in three consecutive rounds of grants. The first round was completed December 31, 2002. The second round of Youth Offender Demonstration grants completed the last phase of its 30-month period of performance in December 2003. A third round of these grants is currently underway. Highlights from Round Three activities' selected totals as of March 31, 2004 are as follows:

### Round Three of the Youth Offender Demonstration Project

- 4,781 youth are enrolled in Round Three Youth Offender Demonstration Projects.
- 88% of youth offenders have participated in a project activity during the second month of the quarter.
- Only 9% of youth offenders were re-arrested after entering the project.
- 1,411 youth (53%) were placed in unsubsidized employment, long-term occupational skills training, and post-secondary education. The percentage represents the proportion of older youth (18-24 years old) enrollees who have been placed in employment or post-secondary education.
- 266 youth (19%) attained a diploma or GED. The percentage represents the proportion of all youth who enrolled without a diploma or GED and have attained a diploma or GED since enrollment. In addition, many youth are still working toward their GED or high school diploma.

## Summary of Results

Most of the program outcomes reported showed minor improvements between March 31, 2003, and March 31, 2004. The Job Corps Program showed slight increases in entered employment (90% compared to 89%), average hourly earnings (\$8.06 compared to \$8.03), and retention (63% compared to 62%). Since Job Corps students are staying longer in the program, receiving more comprehensive services, and attaining more high school diplomas and GEDs, they are able to secure better jobs and earn higher wages through career advancement. Additionally, through the implementation of career transition services and networking available to Job Corps graduates, the program's post-center outcomes have continued to show increases.

The slight increase for all WIA youth measures is consistent with the overall trend over the past three years with the exception of the Older Youth earnings change, which had been declining but is now on the upswing. In the quarter ending March 31, 2004, the WIA youth programs posted increases across all reported measures compared to the equivalent quarter in 2003. The WIA Older Youth Program's earnings change measure rose from \$2,897 in 2003 to \$3,107 in 2004, for a difference of \$210 more in earnings over a 6-month period. The diploma attainment measure for WIA Younger Youth rose from 54% to 59% in the same time period, which amounts to 1,994 participants obtaining diplomas.

The Indian and Native American Youth Program experienced a decline in the percentage of participants who attained two or more goals in the period ending March 31, 2004, compared to the same period a year ago. This outcome declined from 80% to 59%, and the educational attainment for dropouts also fell from 96% to 85%. These declines may be due to the fact that outcomes for the March 31, 2004 quarter reflect less than a fourth of the program's grantees. For the Youth Opportunity Grants Program, skill attainment declined from 72% to 70% while the placed or in progress measure increased from 71% to 74%. Long term placements increased from 10,262 to 11,795, a 15% increase. This significant increase can be attributed to the maturing of the Youth Opportunity Grants Program. Now in its fourth year of operation, the program is seeing more youth successfully move into long term placements in unsubsidized employment and post-secondary education. The other two program measures have remained fairly constant compared to this point last year.

# YOUTH PROGRAM RESULTS

## Outcomes Reported as of 3/31/2004 and 3/31/2003 <sup>1</sup>

		Employment	Earnings	Retention
<b>Job Corps</b>	2004	90%	\$8.06 <sup>2</sup>	63%
	2003	89%	\$8.03 <sup>2</sup>	62%
<b>WIA Older Youth</b>	2004	67%	\$3,107 <sup>3</sup>	82%
	2003	65%	\$2,897 <sup>3</sup>	79%

		Diploma Attainment	Skill Attainment	Retention
<b>WIA Younger Youth</b>	2004	59%	79%	61%
	2003	54%	76%	59%

		Attainment of 2 or More Goals	Educational Attainment for Dropouts
<b>Indian and Native American Youth Program <sup>4</sup></b>	2004	59%	85%
	2003	80%	96%

		Long Term Placements	Placed or in Progress	Skill Attainment
<b>Youth Opportunity Grants</b>	2004	11,795	74%	70%
	2003	10,262	71%	72%

<sup>1</sup> Despite similar terminology, definitions of each measure vary by program. Please see the Glossary of Performance Measures for the specific program definition.

<sup>2</sup> Average hourly earnings

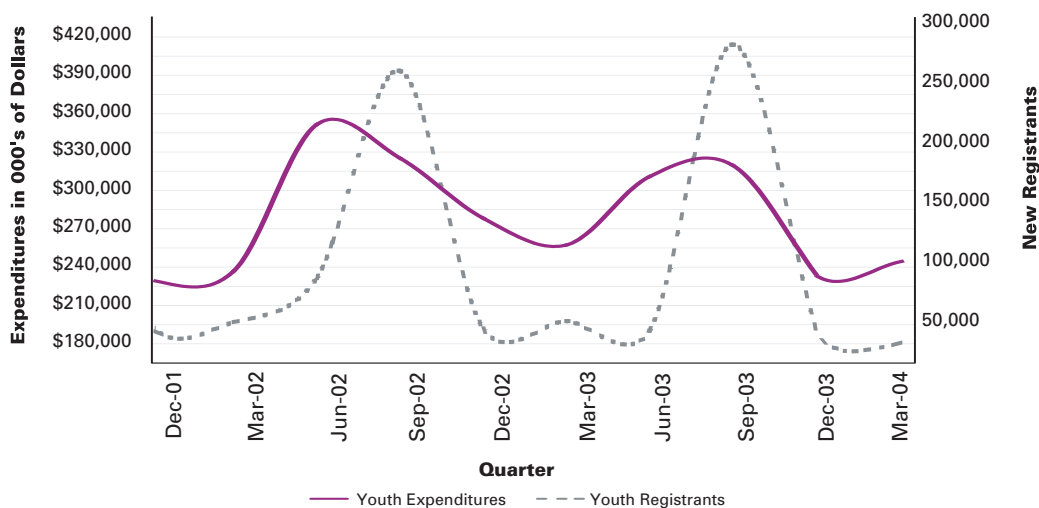
<sup>3</sup> Average earnings change

<sup>4</sup> These figures reflect data from 23 out of the 99 grantees that have reported to date. Complete annual program data for the period ending March 31, 2004, will be reflected in the June 30, 2004 Workforce System Results.

## Additional Job Corps Program Outcomes

<b>Number of Students Served</b>	2004	59,914
	2003	60,129
<b>Graduate Job Training Placement Wage</b>	2004	\$8.62
	2003	\$8.63
<b>Attainment of High School Diplomas</b>	2004	16%
	2003	12%
<b>Hispanic Participation</b>	2004	17%
	2003	17%
<b>Small Business Activity</b>	2004	17%
	2003	16%

**Net Expenditures and Registrants by Quarter for the WIA Youth Programs (Older and Younger)**



Source: State Expenditure Reports and WIA Quarterly Performance Reports

# ETA INTERNET-BASED ASSISTANCE

## The CareerOneStop Portal

The CareerOneStop Portal, [www.careeronestop.org](http://www.careeronestop.org), provides a single point of access to the content of the national electronic tools by customer and topic area. These tools consist of:

**America's Job Bank**, [www.ajb.org](http://www.ajb.org), an electronic labor exchange where employers can post their jobs and search for resumes and job seekers can search for jobs and post their resumes, all without charge.

**America's CareerInfoNet**, [www.acinet.org](http://www.acinet.org), a site that offers a wide array of current and accurate career and labor market information, as well as an array of career planning tools.

**America's Service Locator**, [www.servicelocator.org](http://www.servicelocator.org), a tool that directs citizens to available workforce services and information at the Federal, state and local level; it is the link between the "clicks" of virtual service delivery and the "bricks" of the physical One-Stop system.

**Workforce Tools of the Trade**, [www.workforcetools.org](http://www.workforcetools.org), a web site designed to support the professional growth of those that help business and citizens meet their workforce development needs. The site provides information for professionals at all levels of the workforce development system – front-line staff, managers, administrators and partners – to help enhance their knowledge and performance.

**O\*NET OnLine**, <http://online.onetcenter.org>, a site that provides detailed information on occupational characteristics and skill requirements, and provides the common occupational language that serves as the underpinnings of the CareerOneStop, as well as the workforce information system as a whole.

## Summary of Results

Usage of the services provided by the CareerOneStop (COS) by businesses and individuals continues to be high throughout this period, while the costs to deliver these services remain low.

The number of visits to the COS sites increased by 18.4 percent in the January 1 – March 31, 2004 period, compared to the previous quarter. Page views also increased by 21.7 percent this period compared to the previous quarter. The cost per page view declined from \$.04 last quarter to \$.03 this quarter.

In the table, the number of job openings posted on America's Job Bank (AJB) and the number of new employer registrations with the site both increased in the third quarter of Program Year 2003 compared to the same quarter in Program Year 2002. The number of new resumes posted on AJB decreased in the third quarter of Program Year 2003 compared to the same quarter in Program Year 2002.

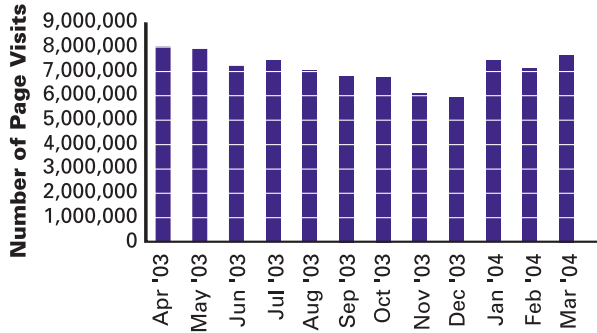
Visits to the O\*NET Web sites increased slightly this quarter from last quarter, averaging 237,000 per month, with 73% of those visits to O\*NET OnLine. Combined page views of O\*NET web sites continue to be over the million mark for each month. Downloads of the O\*NET Career Exploration Tools continue to average 6,000 monthly; the Ability Profiler and the Interest Profiler being two of the most popular.

*Correction to Previous Edition: In the Workforce System Results, October 1 - December 31, 2003 edition, the text about the visits and page views charts should have read: "The number of visits to the COS sites fell to 18.8 million in the quarter ending December 31, 2003 from 21.3 million in the previous quarter, an 11.8% decrease. There was a 1.6% decrease in the number of page views..."*

# ETA INTERNET-BASED ASSISTANCE

## CareerOneStop

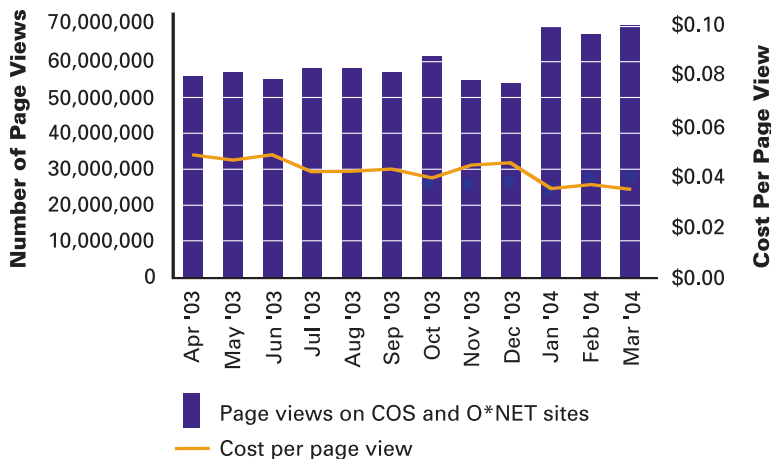
**Number of Visits to CareerOneStop and O\*NET sites**



## America's Job Bank

<b>Job Postings (AJB-Originated)</b>	Quarter ending 3/31/04	1,496,007
	Quarter ending 3/31/03	1,123,917
<b>New Resumes</b>	Quarter ending 3/31/04	146,972
	Quarter ending 3/31/03	197,646
<b>New Employer Registrations</b>	Quarter ending 3/31/04	12,659
	Quarter ending 3/31/03	11,912

**Number and Cost of Page Views**



**A Visit** begins when a visitor views their first web page on a site and ends when the visitor leaves the site. It is a better indicator of how much traffic a site is getting than "hits."

**A Page View** is what appears on the screen after a user performs an action on the sites and serves as a proxy for the quantity of information services provided to customers using the sites.

**Cost per Page View** is the cost of operating the sites divided by the number of page views; a proxy for cost per delivered service.

## O\*NET Analysis

**O\*NET Product Downloads**



**Database Downloads** are a means of making O\*NET data available. Both public and private vendors develop systems using O\*NET that reach millions of customers.

**Tool Downloads** provide an alternative method for the public to access the O\*NET Career Exploration Tools, in addition to purchasing them through the Government Printing Office or private parties.

The Business Relations Group (BRG) serves America's workers and employers by creating partnerships between the workforce system and businesses. Using innovative approaches, it helps business and industry better access the services of the workforce investment system and promotes strategic partnerships between the workforce investment system, business and industry, and education and training providers to ensure that workers have the skills needed for the 21st century economy. Two primary initiatives of the Business Relations Group are Partnerships for Jobs and The President's High Growth Job Training Initiative.

## Partnerships for Jobs

The Partnerships for Jobs Initiative brokers the connection of large, national in scope businesses to the resources of the 1,900 One-Stop Centers nationwide to meet their workforce needs, from hiring to assistance with downsizing. The initiative helps these partners learn about state and local training resources provided through the workforce system. Other partners learn about these resources, and look to the workforce system to help address various workforce needs, including increasing employee retention and connecting with older workers, veterans, Native Americans, and migrant and seasonal farmworker populations. The BRG has forged relationships with 23 national business partners.

### Accomplishments

- To date, the twenty-three (23) national business partners have hired approximately 15,000 individuals from the public workforce system.
- Over twenty-five (25) local partnership meetings and events connecting business partners' HR personnel to One-Stop Center staff and Workforce Investment Boards (WIBs) were held across the country from January to March 2004. Partners who participated in these events include Adecco, CVS, First Data Corporation, Express Personnel, HCA, Verizon, and Werner Enterprises.
- Downsizing assistance was also provided by the public workforce system for Kids "R" Us and Imaginarium stores, Shell Corporation, and Gateway computer retail outlets.

### Current National Business Partners

- Adecco
- Aramark
- Allstate Insurance
- Bank of America
- Citigroup
- CVS Pharmacy
- Diamond Triumph Auto Glass, Inc.
- Express Personnel
- First Data Corporation
- Good Samaritan Society
- Hospital Corporation of America (HCA)
- The Home Depot
- IBM
- Jiffy Lube
- Manpower
- Menlo Worldwide
- Petco
- Saks Incorporated
- Shell Corporation
- Swift Transportation
- Toys "R" Us
- Verizon
- Werner Enterprises

## The President's High-Growth Job Training Initiative

The President's High-Growth Job Training Initiative is designed to provide national leadership for a demand driven workforce system that ensures no worker is left behind. It is a strategic effort to prepare workers to take advantage of new and increasing job opportunities in high-growth/high demand and economically vital sectors of the American economy. The foundation of this initiative is partnerships that include the public workforce system, business and industry, education and training providers, and economic development organizations working collaboratively to develop solutions to the workforce challenges facing these industries and to develop maximum access for American workers to gain the competencies they need to get good jobs in these industries.

During this quarter, the Business Relations Group has listened to industry leaders at Executive Forums with the advanced manufacturing and biotechnology industries to determine their industries' critical workforce issues. The BRG conducted Workforce Solutions Forums with the geospatial and biotechnology industries. During the Workforce Solutions Forums, leaders from the industry, the public workforce system, and the community and technical colleges systems validated the nature and extent of their workforce needs and identified a range of actual and potential solutions that would address their industry's workforce needs.

Under the Initiative, BRG is investing in national models and demonstrations of solution sets in each of the targeted industries. To date, ETA has funded 38 High-Growth Job Training Initiative pilot and demonstration grant projects totaling \$70,557,957 in the following industry areas: health-care services, retail trade, automotive, advanced manufacturing, geospatial technology, biotechnology, information technology, energy, and aerospace. During this quarter, ETA funded 19 health care solutions totaling \$24.3 million. (See Workforce System Highlights section of this report for more information).

The high-growth projects funded are implementing innovative workforce solutions based on industry priorities that address issues such as:

- expanding the pipeline of youth entering high-growth industries;
- helping alternative labor pools gain industry-defined skills and competencies;
- developing alternative training strategies for educating and training industry-specific professionals, such as apprenticeship, distance learning, and accelerated training;
- developing tools and curriculum for enhancing the skills of industry-specific professionals for nationwide distribution;

- enhancing the capacity of educational institutions to train to industry-defined competencies;
- developing industry-defined career ladders and lattices and corresponding competency models and curriculum;
- developing strategies to retain and help incumbent workers move into higher level positions; and
- assisting transitioning individuals from declining industries to high-growth industries by building on their existing skills and training for high-growth occupations.

A key component of ETA's capacity-building strategy is the broad, national dissemination of the products, models, and effective approaches that result from investments in national models and demonstrations. The results and knowledge gained from these demonstrations will be invaluable in affecting ETA's broader efforts under the Initiative. ETA expects that demonstration grantee learning and achievement will be translated into replicable, sustainable, and responsive training and skills development models that can be shared with and implemented by the public workforce system, industry leaders, and education leaders.

# GLOSSARY OF PERFORMANCE MEASURES

Q = quarter

## Indian and Native American Adults

### Employability Enhancement Rate

As a rate, the total number of terminees who obtained an employability enhancement (whether or not they entered employment), divided by the total number of terminees enrolled in the program year.

### Entered Employment Rate

The number of terminees who entered unsubsidized employment at termination divided by the total number of terminees.

### Positive Termination Rate

As a rate, those who either entered unsubsidized employment at termination or attained an employability enhancement, divided by all terminees enrolled in the program year.

## Indian and Native American Youth

### Attainment of Two or More Goals

The total number of youth participants enrolled in the Grantee's Supplemental Youth Services Program who attained at least two of the thirteen goals listed in the legislation divided by the total number of Supplemental Youth Services participants enrolled during the report period.

### Educational Attainment for Dropouts

The number of dropouts who have obtained a high school diploma, GED, or increased their literacy and numeracy by two grade levels divided by the total number of dropouts.

## Job Corps

### Attainment of High School Diplomas

The percentage of students who attain a high school diploma while enrolled in Job Corps.

### Earnings

The average hourly wage of graduates initially placed in a job or the military.

### Entered Employment Rate

The percentage of graduates who are initially placed in a job, the military, and/or an education program.

### Graduate Job Training Placement Wage

The average hourly wage of vocational completers initially placed in training-related jobs or the military.

### Hispanic Participation

The percentage of enrollees that are Hispanic.

### Retention Rate

The percentage of graduates who are placed in a job, the military, and/or an education program at six months after initial placement.

## Small Business Activity

The dollar value of Job Corps contracts awarded/obligated to small businesses during the period.

## National Farmworker Jobs Program (NFJP)

### Earnings Gain

The "Earnings Gain" measure applies to each NFJP participant placed in unsubsidized employment. It is the average increase (or decrease) to income earned from all employment sources during the six months following placement, compared to pre-participation employment income. The Earnings Gain is computed by subtracting from all income earned during the six months following placement, one-half the total income from employment during the full year prior to NFJP enrollment.

### Entered Employment Rate

The number of migrant and seasonal farmworkers who enter unsubsidized employment divided by the sum of the number who receive intensive or training services and have exited the program (during the program year).

### Retention Rate

The number who are employed at any time within the last 90 days of the six-month-follow-up date divided by the number of migrant and seasonal farmworkers placed in unsubsidized employment.

## Senior Community Service Employment Program (SCSEP)

### Placement Rate

The number of participants during the report period who were placed in unsubsidized employment divided by the number of authorized grantee community service positions. Placement in unsubsidized employment may be either part-time or full-time.

### Service Level

The count of participants during the report period divided by the total number of authorized grantee community service positions.

## Trade Adjustment Assistance (TAA)

### Earnings Replacement Rate

Of those dislocated workers who are employed in Q1 after exit: Total Post-Program Earnings (earnings in Q2 + Q3 after exit) divided by Pre-Dislocation Earnings (earnings in Q2 and Q3 prior to dislocation).

## Entered Employment Rate

The number of dislocated workers who have entered employment by the end of Q1 after exit divided by the number of dislocated workers who exit during the quarter.

### Retention Rate

Of those who are employed in Q1 after exit: the number of dislocated workers who are employed in Q3 after exit divided by the number of dislocated workers who exit during the quarter.

## Unemployment Insurance (UI)

### Percent of Intrastate Payments Made Timely

The percentage of intrastate UI benefit first payments for full weeks of unemployment issued within 14 days following the first compensable week in states with a waiting week, and 21 days in non-waiting week states.

### Detection of Recoverable Overpayments

The amount of overpayments (dollars) established through state operations as a percent of the estimated amount states can detect and establish for recovery.

### Entered Employment Rate

The percent of persons receiving an intrastate first payment in a given quarter who had earnings in the next quarter. Approval to collect data from all states is being sought.

### Percent of Employer Tax Liability Determinations Made Timely

The percent of new employer determinations made within 90 days of the end of the quarter in which employers became liable to pay unemployment taxes.

## Wagner-Peyser Act/Employment Service (ES)

### Entered Employment Rate

The number of registered job seekers who, in Q1 or Q2 following the registration quarter, earned wages from a new employer divided by the total number of registered job seekers minus the number of registered job seekers whose only wages earned in Q1 and Q2 following registration were exclusively with the same employer from which wages were earned in the quarter prior to the registration quarter.

### Employment Retention Rate

The number of registered job seekers who retained employment for two quarters after entering employment with a new employer in Q1 or Q2 following the registration quarter divided by the total number of registered job seekers who entered employment with a new employer in the first or second quarter following the registration quarter.



## **Workforce Investment Act Adult Program**

### **Entered Employment Rate**

Of those who are not employed at registration: the number of adults who have entered employment by the end of Q1 after exit divided by the number of adults who exit during the quarter.

### **Employment Retention Rate at Six Months**

Of those who are employed in Q1 after exit: the number of adults who are employed in Q3 after exit divided by the number of adults who exit during the quarter.

### **Average Earnings Change in Six Months**

Of those who are employed in Q1 after exit: the total post-program earnings (earnings in Q2 + Q3 after exit) minus pre-program earnings (earnings in Q2 + Q3 prior to registration) divided by the number of adults who exit during the quarter.

## **Workforce Investment Act Customer Satisfaction Measures**

### **Employer Satisfaction**

The weighted average of employer ratings on each of the three American Customer Satisfaction Index (ACSI) questions regarding overall satisfaction are reported on a 0-100 point scale. The score is a weighted average, not a percentage.

### **Participant Satisfaction**

The weighted average of participant ratings on each of the three American Customer Satisfaction Index (ACSI) questions regarding overall satisfaction are reported on a 0-100 point scale. The score is a weighted average, not a percentage.

## **Workforce Investment Act Dislocated Worker Program**

### **Entered Employment Rate**

The number of dislocated workers who have entered employment by the end of Q1 after exit divided by the number of dislocated workers who exit during the quarter.

### **Employment Retention Rate at Six Months**

Of those who are employed in Q1 after exit: the number of dislocated workers who are employed in Q3 after exit divided by the number of dislocated workers who exit during the quarter.

## **Earnings Replacement Rate in Six Months**

Of those who are employed in Q1 after exit: the total post-program earnings (earnings in Q2 + Q3 after exit) divided by the pre-dislocation earnings (earnings in Q2 + Q3 prior to dislocation).

## **Workforce Investment Act Older Youth Program**

### **Entered Employment Rate**

Of those who are not employed at registration and who are not enrolled in post-secondary education or advanced training in Q1 after exit: the number of older youth who have entered employment by the end of Q1 after exit divided by the number of older youth who exit during the quarter.

### **Employment Retention Rate at Six Months**

Of those who are employed in Q1 after exit and who are not enrolled in post-secondary education or advanced training in Q3 after exit: the number of older youth who are employed in Q3 after exit divided by the number of older youth who exit during the quarter.

### **Average Earnings Change in Six Months**

Of those who are employed in Q1 after exit and who are not enrolled in post-secondary education or advanced training in the third quarter after exit: the total post-program earnings (earnings in Q2 + Q3 after exit) minus pre-program earnings (earnings in Q2 + Q3 prior to registration) divided by the number of older youth who exit during the quarter.

## **Workforce Investment Act Younger Youth Program**

### **Diploma or Equivalent Rate**

Of those who register without a diploma or equivalent: the number of younger youth who attained a secondary school diploma or equivalent by the end of Q1 after exit divided by the number of younger youth who exit during the quarter (except those still in secondary school at exit).

## **Skill Attainment Rate**

Of all in-school youth and any out-of-school youth assessed to be in need of basic skills, work readiness skills, and/or occupational skills: the total number of basic skills goals attained by younger youth plus number of work readiness skills goals attained by younger youth divided by the total number of basic skills goals plus the number of work readiness skills plus the number of occupational skills goals set.

### **Retention Rate**

The number of younger youth found in one of the following categories in Q3 following exit – post-secondary education, advanced training, employment, military service, or qualified apprenticeships – divided by the number of younger youth who exit during the quarter (except those still in secondary school at exit).

## **Youth Opportunity Grants**

### **Long Term Placements**

The total number of placements in long-term outcomes. Placement types include long-term unsubsidized employment, secondary or post-secondary education, and long-term occupational skills training (including vocational/technical school, CBO/proprietary training, pre-apprenticeship training, and Job Corps).

### **Placed or in Progress**

Percentage of youth within the quarter who are either in a long-term placement or still progressing in the program. Progressing is defined by participation in a program element within the last three months.

### **Skill Attainment**

Of all youth who are assessed to be in need of basic, work readiness, and/or occupational skills: the total number of attained basic skills plus number of attained work readiness skills plus the number of attained occupational skills, divided by the number of basic skills goals plus the number of work readiness skills goals plus the number of occupational skills goals.

Following are the latest quarterly spending reports for the WIA title IB programs. Please note that the outcomes for these resources have not yet been reported.

State	Unexpended Carry-In to PY 2003	PY 2003 Availability				Expenditures 7/01/03 - 3/31/04*	Expenditures as % of Total Balance	Unexpended Balance 3/31/04*
		PY 2003 Allotment 7/01/03	FY 2004 Allotment 10/01/03	Total PY 2003 Availability	Total Available 7/01/03 - 6/30/04*			
<b>Total</b>	<b>\$1,405,153,223</b>	<b>\$1,466,979,242</b>	<b>\$1,555,748,673</b>	<b>\$3,022,727,915</b>	<b>\$4,427,881,138</b>	<b>\$2,299,312,955</b>	<b>51.9%</b>	<b>\$2,128,568,183</b>
Alabama	36,963,823	25,387,837	27,088,574	52,476,411	89,440,234	38,034,764	42.5%	51,405,470
Alaska	12,087,096	4,807,535	5,083,234	9,890,769	21,977,865	13,037,610	59.3%	8,940,255
Arizona	18,092,528	24,297,238	25,659,884	49,957,122	68,049,650	32,328,846	47.5%	35,720,804
Arkansas	14,241,361	13,199,477	12,947,464	26,146,941	40,388,302	20,074,038	49.7%	20,314,264
California	211,352,798	219,218,293	235,955,231	455,173,524	666,526,322	387,561,823	58.1%	278,964,499
Colorado	9,903,396	13,012,050	14,405,996	27,418,046	37,321,442	17,584,985	47.1%	19,736,457
Connecticut	2,917,591	10,371,347	8,934,836	19,306,183	22,223,774	12,313,640	55.4%	9,910,134
Delaware	1,709,626	3,621,573	2,978,494	6,600,067	8,309,693	4,655,469	56.0%	3,654,224
District of Columbia	7,978,789	4,825,369	4,956,466	9,781,835	17,760,624	8,543,178	48.1%	9,217,446
Florida	27,158,074	68,021,119	75,485,796	143,506,915	170,664,989	91,287,999	53.5%	79,376,990
Georgia	35,564,764	26,807,518	27,721,429	54,528,947	90,093,711	49,594,603	55.0%	40,499,108
Hawaii	8,547,449	6,184,871	5,906,102	12,090,973	20,638,422	10,563,574	51.2%	10,074,848
Idaho	3,675,742	5,691,719	6,181,923	11,873,642	15,549,384	9,179,748	59.0%	6,369,636
Illinois	68,182,424	73,869,263	81,728,647	155,597,910	223,780,334	108,197,079	48.3%	115,583,255
Indiana	13,244,969	23,074,753	23,298,180	46,372,933	59,617,902	30,195,314	50.6%	29,422,588
Iowa	4,988,112	5,777,037	6,263,059	12,040,096	17,028,208	9,005,924	52.9%	8,022,284
Kansas	9,331,425	8,188,876	8,481,677	16,670,553	26,001,978	12,439,971	47.8%	13,562,007
Kentucky	22,771,819	23,066,828	23,271,344	46,338,172	69,109,991	28,671,637	41.5%	40,438,354
Louisiana	68,337,443	32,002,045	28,565,082	60,567,127	128,904,570	52,651,634	40.8%	76,252,936
Maine	1,388,138	4,213,116	3,789,571	8,002,687	9,390,825	6,128,133	65.3%	3,262,692
Maryland	13,078,552	17,669,337	19,071,508	36,740,845	49,819,397	30,590,296	61.4%	19,229,101
Massachusetts	9,037,732	18,951,946	19,287,565	38,239,511	47,277,243	29,392,130	62.2%	17,885,113
Michigan	16,048,068	61,521,386	65,908,345	127,429,731	143,477,799	76,759,638	53.5%	66,718,161
Minnesota	6,904,834	13,603,670	14,707,493	28,311,163	35,215,997	22,452,546	63.8%	12,763,451
Mississippi	15,284,708	20,277,051	20,886,886	41,163,937	56,448,645	29,388,610	52.1%	27,060,035
Missouri	8,251,730	23,987,122	24,935,521	48,922,643	57,174,373	33,440,413	58.5%	23,733,960
Montana	2,631,946	4,415,211	4,067,692	8,482,903	11,114,849	6,134,959	55.2%	4,979,890
Nebraska	5,610,067	3,957,168	3,905,771	7,862,939	13,473,006	6,018,154	44.7%	7,454,852
Nevada	5,148,430	9,346,530	11,247,320	20,593,850	25,742,280	11,014,742	42.8%	14,727,538
New Hampshire	3,051,451	3,854,316	3,620,063	7,474,379	10,525,830	6,072,072	57.7%	4,453,758
New Jersey	39,080,582	35,492,583	38,395,308	73,887,891	112,968,473	55,520,414	49.1%	57,448,059
New Mexico	17,315,557	10,061,478	10,096,146	20,157,624	37,473,181	13,699,782	36.6%	23,773,399
New York	153,116,277	102,490,303	114,457,028	216,947,331	370,063,608	196,806,997	53.2%	173,256,611
North Carolina	30,662,667	43,863,844	52,519,212	96,383,056	127,045,723	55,235,393	43.5%	71,810,330
North Dakota	923,147	3,441,797	2,477,569	5,919,366	6,842,513	4,250,070	62.1%	2,592,443
Ohio	90,445,476	58,088,152	58,567,876	116,656,028	207,101,504	97,048,672	46.9%	110,052,832
Oklahoma	9,083,393	10,941,230	10,442,620	21,383,850	30,467,243	16,655,004	54.7%	13,812,239
Oregon	21,296,900	25,428,466	30,801,853	56,230,319	77,527,219	45,138,140	58.2%	32,389,079
Pennsylvania	41,733,800	51,554,043	58,376,767	109,930,810	151,664,610	83,405,565	55.0%	68,259,045
Puerto Rico	122,953,357	62,225,724	60,711,534	122,937,258	245,890,615	115,873,450	47.1%	130,017,165
Rhode Island	1,636,222	3,875,717	3,680,575	7,556,292	9,192,514	5,852,981	63.7%	3,339,533
South Carolina	17,334,984	22,141,847	23,818,431	45,960,278	63,295,262	30,032,147	47.4%	33,263,115
South Dakota	2,744,595	3,528,899	2,717,323	6,246,222	8,990,817	4,495,425	50.0%	4,495,392
Tennessee	22,067,463	26,657,875	26,825,099	53,482,974	75,550,437	39,550,720	52.4%	35,999,717
Texas	71,650,664	122,809,111	126,425,168	249,234,279	320,884,943	165,391,026	51.5%	155,493,917
Utah	4,099,280	6,814,091	7,559,781	14,373,872	18,473,152	9,102,839	49.3%	9,370,313
Vermont	106,419	3,534,332	2,733,408	6,267,740	6,374,159	5,521,806	86.6%	852,353
Virginia	18,794,753	20,771,226	20,879,251	41,650,477	60,445,230	26,856,123	44.4%	33,589,107
Washington	37,944,904	43,427,436	49,636,051	93,063,487	131,008,391	70,989,154	54.2%	60,019,237
West Virginia	23,988,920	11,943,381	11,559,300	23,502,681	47,491,601	29,875,590	62.9%	17,616,011
Wisconsin	11,537,786	21,223,100	24,246,016	45,469,116	57,006,902	28,696,627	50.3%	28,310,275
Wyoming	3,151,192	3,443,006	2,481,204	5,924,210	9,075,402	6,001,501	66.1%	3,073,901

\* Includes PY 2003 Youth beginning 4/1/03

NOTE: Unexpended Carry-in can vary from that reported for previous quarter due to revisions in state reports.

# APPENDIX

## WIA STATE FORMULA SPENDING FOR PROGRAM YEAR 2003 - ADULT ACTIVITIES PROGRAM

State	Total	PY 2003 Availability				Total PY 2003 Availability	Total Available 7/01/03 - 6/30/04	Expenditures 7/01/03 - 3/31/04	Expenditures as % of Total Available	Unexpended Balance 3/31/04
		PY 2003		FY 2004						
		Allotment/ NOO 7/01/03	Transfers	Allotment/ NOO 10/01/03	Transfers					
Alabama	12,667,981	3,285,504	280,213	12,524,381	773,626	16,863,724	29,531,705	12,990,032	44.0%	16,541,673
Alaska	1,437,550	641,897	0	2,446,917	0	3,088,814	4,526,364	3,358,096	74.2%	1,168,268
Arizona	5,313,360	3,086,175	405,610	11,764,536	1,664,825	16,921,146	22,234,506	11,016,265	49.5%	11,218,241
Arkansas	5,415,306	1,768,662	0	6,742,163	0	8,510,825	13,926,131	6,656,326	47.8%	7,269,805
California	50,201,370	26,673,331	982,393	101,679,067	6,934,464	136,269,255	186,470,625	108,641,085	58.3%	77,829,540
Colorado	2,663,304	1,326,923	381,463	5,058,247	1,218,400	7,985,033	10,648,337	5,252,516	49.3%	5,395,821
Connecticut	773,040	1,072,994	0	4,090,265	0	5,163,259	5,936,299	3,236,169	54.5%	2,700,130
Delaware	419,540	465,778	0	1,775,550	0	2,241,328	2,660,868	1,199,358	45.1%	1,461,510
District of Columbia	1,847,473	632,442	209,118	2,410,877	578,844	3,831,281	5,678,754	3,064,664	54.0%	2,614,090
Florida	11,176,774	8,833,409	0	33,673,064	2,989,085	45,495,558	56,672,332	30,489,087	53.8%	26,183,245
Georgia	12,037,804	3,411,540	0	13,004,834	0	16,416,374	28,454,178	17,065,487	60.0%	11,388,691
Hawaii	2,966,480	867,111	0	3,305,436	0	4,172,547	7,139,027	3,518,467	49.3%	3,620,560
Idaho	1,101,679	726,314	0	2,768,720	0	3,495,034	4,596,713	2,638,356	57.4%	1,958,357
Illinois	19,009,845	9,043,315	1,532,126	34,473,228	0	45,048,669	64,058,514	33,013,741	51.5%	31,044,773
Indiana	4,040,968	2,490,270	0	9,492,940	142,872	12,126,082	16,167,050	8,142,896	50.4%	8,024,154
Iowa	1,224,901	723,160	0	2,756,695	0	3,479,855	4,704,756	2,467,954	52.5%	2,236,802
Kansas	2,630,507	1,085,963	80,386	4,139,706	69,382	5,375,437	8,005,944	4,415,946	55.2%	3,589,998
Kentucky	8,384,086	3,130,783	293,789	11,934,583	400,000	15,759,155	24,143,241	9,991,470	41.4%	14,151,771
Louisiana	14,472,679	4,278,072	47,787	16,308,063	136,408	20,770,330	35,243,009	17,497,925	49.6%	17,745,084
Maine	560,464	525,763	0	2,004,216	(34,353)	2,495,626	3,056,090	1,902,079	62.2%	1,154,011
Maryland	3,640,097	2,315,211	95,916	8,825,615	0	11,236,742	14,876,839	8,899,281	59.8%	5,977,558
Massachusetts	2,665,234	1,900,773	0	7,245,768	(278,956)	8,867,585	11,532,819	7,168,798	62.2%	4,364,021
Michigan	6,439,968	7,777,748	1,096,874	29,648,868	917,055	39,440,545	45,880,513	23,230,328	50.6%	22,650,185
Minnesota	2,439,800	1,756,424	0	6,695,509	0	8,451,933	10,891,733	6,338,040	58.2%	4,553,693
Mississippi	3,548,285	2,563,014	585,114	9,770,239	0	12,918,367	16,466,652	7,643,690	46.4%	8,822,962
Missouri	1,204,095	3,170,299	45,017	12,085,217	128,501	15,429,034	16,633,129	10,061,080	60.5%	6,572,049
Montana	943,771	664,103	0	2,531,569	0	3,195,672	4,139,443	2,339,616	56.5%	1,799,827
Nebraska	1,564,378	465,778	0	1,775,550	216,950	2,458,278	4,022,656	1,600,778	39.8%	2,421,878
Nevada	1,668,492	1,138,865	0	4,341,368	2,246,791	7,727,024	9,395,516	3,424,682	36.5%	5,970,834
New Hampshire	636,993	465,778	0	1,775,550	(200,000)	2,041,328	2,678,321	1,424,475	53.2%	1,253,846
New Jersey	10,358,971	4,252,437	(176,172)	16,210,340	0	20,286,605	30,645,576	12,482,351	40.7%	18,163,225
New Mexico	7,418,891	1,328,785	0	5,065,340	0	6,394,125	13,813,016	3,004,832	21.8%	10,808,184
New York	39,427,671	13,473,189	0	51,359,961	5,823,201	70,656,351	110,084,022	58,555,513	53.2%	51,528,509
North Carolina	7,893,799	5,367,562	54,004	20,461,210	(299,685)	25,583,091	33,476,890	15,766,684	47.1%	17,710,206
North Dakota	365,874	465,778	0	1,775,550	0	2,241,328	2,607,202	1,586,139	60.8%	1,021,063
Ohio	29,291,579	7,772,343	52,801	29,628,265	51,245	37,504,654	66,796,233	30,095,191	45.1%	36,701,042
Oklahoma	2,718,750	1,510,051	21,821	5,756,333	(191,344)	7,096,861	9,815,611	5,528,605	56.3%	4,287,006
Oregon	4,976,326	3,096,350	0	11,803,323	133,000	15,032,673	20,008,999	10,965,925	54.8%	9,043,074
Pennsylvania	11,407,310	6,613,722	0	25,211,591	94,145	31,919,458	43,326,768	24,163,055	55.8%	19,163,713
Puerto Rico	24,483,305	8,699,356	0	33,162,049	1,721,246	43,582,651	68,065,956	32,194,995	47.3%	35,870,961
Rhode Island	460,640	465,778	0	1,775,550	0	2,241,328	2,701,968	1,576,250	58.3%	1,125,718
South Carolina	6,186,979	2,830,763	76,618	10,790,902	285,140	13,983,423	20,170,402	9,913,310	49.1%	10,257,092
South Dakota	584,445	465,778	0	1,775,550	0	2,241,328	2,825,773	1,488,937	52.7%	1,336,836
Tennessee	6,705,996	3,606,001	58,999	13,746,118	162,887	17,574,005	24,280,001	12,174,083	50.1%	12,105,918
Texas	31,080,939	15,478,205	200,000	59,003,107	2,524,444	77,205,756	108,286,695	55,425,724	51.2%	52,860,971
Utah	1,208,604	733,998	0	2,798,011	35,607	3,567,616	4,776,220	2,321,234	48.6%	2,454,986
Vermont	(6,238)	465,778	0	1,775,550	0	2,241,328	2,235,090	1,675,298	75.0%	559,792
Virginia	5,078,641	2,764,986	0	10,540,159	(279,441)	13,025,704	18,104,345	8,247,291	45.6%	9,857,054
Washington	9,506,652	5,373,576	0	20,484,136	740,000	26,597,712	36,104,364	20,200,761	56.0%	15,903,603
West Virginia	6,740,611	1,681,496	0	6,409,884	0	8,091,380	14,831,991	7,568,096	51.0%	7,263,895
Wisconsin	3,718,889	2,610,091	0	9,949,701	0	12,559,792	16,278,681	7,775,640	47.8%	8,503,041
Wyoming	1,066,788	465,778	0	1,775,550	0	2,241,328	3,308,116	2,083,255	63.0%	1,224,861

NOTE: Unexpended Carry-in can vary from that reported for previous quarter due to revisions in state reports.

# APPENDIX

## WIA STATE FORMULA SPENDING FOR PROGRAM YEAR 2003 - DISLOCATED WORKERS PROGRAM

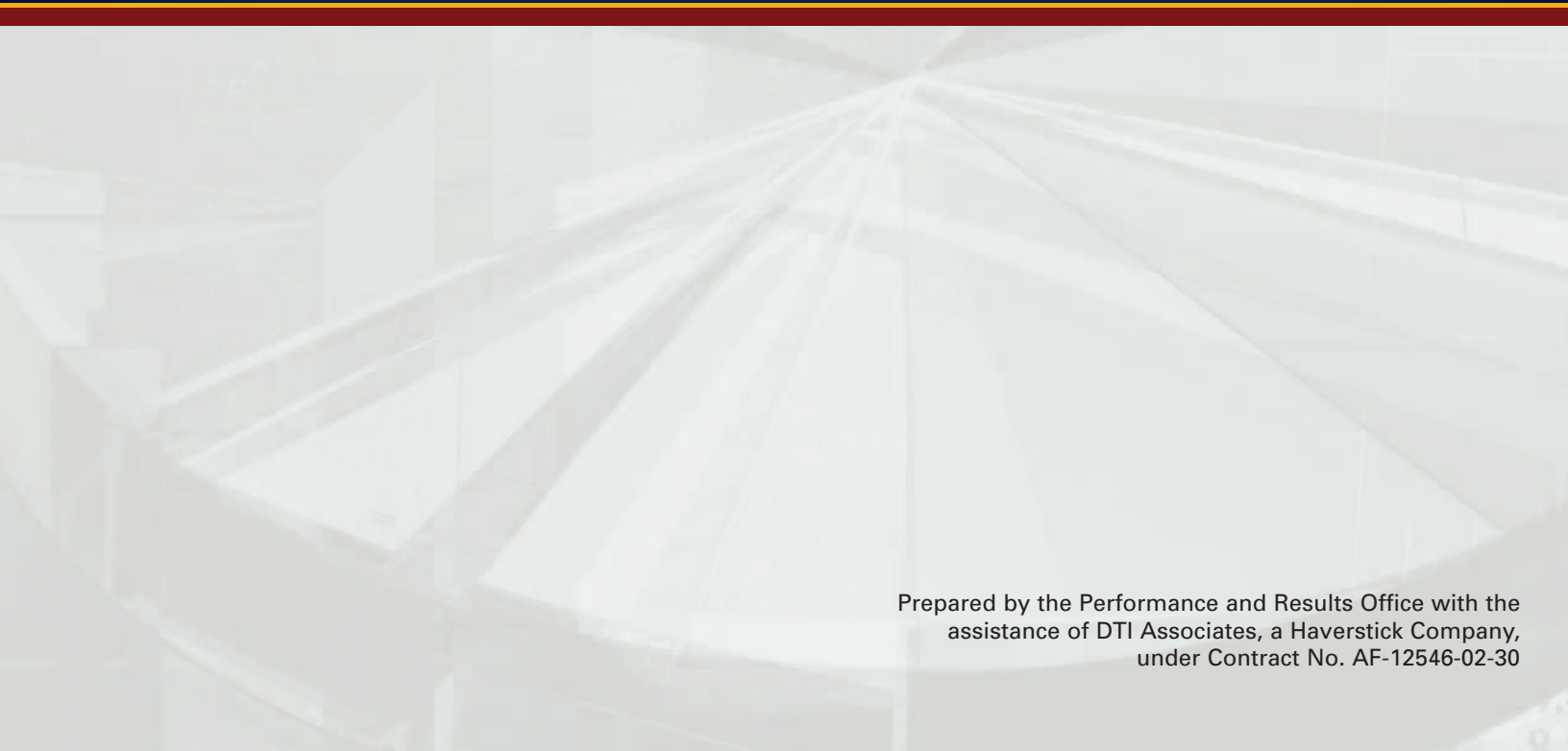
State	Total	PY 2003 Availability				Total PY 2003 Availability	Total Available 7/01/03 - 6/30/04	Expenditures 7/01/03 - 3/31/04	Expenditures as % of Total Available	Unexpended Balance 3/31/04
		PY 2003		FY 2004						
		Allotment/ NOO 7/01/03	Transfers	Allotment/ NOO 10/01/03	Transfers					
	\$619,252,720	\$306,950,967	(\$6,323,877)	\$847,441,752	(\$28,704,339)	\$1,119,364,503	\$1,738,617,223	\$807,901,735	46.5%	\$930,715,488
Alabama	17,661,453	5,247,201	(280,213)	14,564,193	(773,626)	18,757,555	36,419,008	12,163,854	33.4%	24,255,154
Alaska	7,931,058	943,394	0	2,636,317	0	3,579,711	11,510,769	5,888,206	51.2%	5,622,563
Arizona	7,038,751	5,017,539	(405,610)	13,895,348	(1,664,825)	16,842,452	23,881,203	9,164,100	38.4%	14,717,103
Arkansas	3,443,908	2,238,349	0	6,205,301	0	8,443,650	11,887,558	5,247,454	44.1%	6,640,104
California	98,725,534	48,367,641	(982,393)	134,276,164	(6,934,464)	174,726,948	273,452,482	155,178,027	56.7%	118,274,455
Colorado	3,842,705	3,376,774	(381,463)	9,347,749	(1,218,400)	11,124,660	14,967,365	6,136,700	41.0%	8,830,665
Connecticut	982,616	1,748,129	0	4,844,571	0	6,592,700	7,575,316	3,032,269	40.0%	4,543,047
Delaware	502,772	432,582	0	1,202,944	0	1,635,526	2,138,298	1,221,304	57.1%	916,994
District of Columbia	3,936,950	911,191	(209,118)	2,545,589	(578,844)	2,668,818	6,605,768	2,859,809	43.3%	3,745,959
Florida	9,955,959	15,095,704	0	41,812,732	(2,989,085)	53,919,351	63,875,310	28,525,455	44.7%	35,349,855
Georgia	13,625,009	5,307,105	0	14,716,595	0	20,023,700	33,648,709	16,647,612	49.5%	17,001,097
Hawaii	2,836,317	936,772	0	2,600,666	0	3,537,438	6,373,755	3,359,029	52.7%	3,014,726
Idaho	1,337,231	1,228,468	0	3,413,203	0	4,641,671	5,978,902	3,965,657	66.3%	2,013,245
Illinois	35,549,549	17,003,767	(1,532,126)	47,255,419	0	62,727,060	98,276,609	40,644,346	41.4%	57,632,263
Indiana	4,893,030	4,985,319	0	13,805,240	(142,872)	18,647,687	23,540,717	10,697,463	45.4%	12,843,254
Iowa	2,331,533	1,264,095	0	3,506,364	0	4,770,459	7,101,992	3,334,927	47.0%	3,767,065
Kansas	2,743,801	1,564,854	(80,386)	4,341,971	(69,382)	5,757,057	8,500,858	3,636,931	42.8%	4,863,927
Kentucky	6,500,714	4,092,507	(293,789)	11,336,761	(400,000)	14,735,479	21,236,193	6,724,727	31.7%	14,511,466
Louisiana	36,181,680	5,903,627	(47,787)	12,257,019	(136,408)	17,976,451	54,158,131	16,391,654	30.3%	37,766,477
Maine	667,850	642,538	0	1,785,355	34,353	2,462,246	3,130,096	2,034,941	65.0%	1,095,155
Maryland	6,685,144	3,690,331	(95,916)	10,245,893	0	13,840,308	20,525,452	11,756,811	57.3%	8,768,641
Massachusetts	2,920,821	4,346,507	0	12,041,797	278,956	16,667,260	19,588,081	10,747,001	54.9%	8,841,080
Michigan	5,112,943	13,099,553	(1,096,874)	36,259,477	(917,055)	47,345,101	52,458,044	21,925,493	41.8%	30,532,551
Minnesota	4,055,993	2,887,971	0	8,011,984	0	10,899,955	14,955,948	8,073,702	54.0%	6,882,246
Mississippi	8,116,318	4,002,315	(585,114)	11,116,647	0	14,533,848	22,650,166	10,192,295	45.0%	12,457,871
Missouri	4,079,935	4,635,105	(45,017)	12,850,304	(128,501)	17,311,891	21,391,826	12,157,483	56.8%	9,234,343
Montana	837,253	552,344	0	1,536,123	0	2,088,467	2,925,720	1,682,080	57.5%	1,243,640
Nebraska	2,183,868	768,177	0	2,130,221	(216,950)	2,681,448	4,865,316	1,738,756	35.7%	3,126,560
Nevada	2,051,565	2,493,241	0	6,905,952	(2,246,791)	7,152,402	9,203,967	3,566,609	38.8%	5,637,358
New Hampshire	509,401	665,325	0	1,844,513	200,000	2,709,838	3,219,239	2,012,660	62.5%	1,206,579
New Jersey	16,560,961	8,003,030	176,172	22,184,968	0	30,364,170	46,925,131	21,405,410	45.6%	25,519,721
New Mexico	5,160,557	1,801,195	0	5,030,806	0	6,832,001	11,992,558	6,038,307	50.4%	5,954,251
New York	54,505,093	22,771,512	0	63,097,067	(5,823,201)	80,045,378	134,550,471	66,807,113	49.7%	67,743,358
North Carolina	11,274,052	11,578,319	(54,004)	32,058,002	299,685	43,882,002	55,156,054	20,657,275	37.5%	34,498,779
North Dakota	214,937	252,806	0	702,019	0	954,825	1,169,762	732,814	62.6%	436,948
Ohio	26,198,798	10,440,356	(52,801)	28,939,611	(51,245)	39,275,921	65,474,719	27,712,627	42.3%	37,762,092
Oklahoma	2,933,188	1,689,464	(21,821)	4,686,287	191,344	6,545,274	9,478,462	4,660,902	49.2%	4,817,560
Oregon	13,806,370	6,844,943	0	18,998,530	(133,000)	25,710,473	39,516,843	22,545,478	57.1%	16,971,365
Pennsylvania	17,404,583	11,961,591	0	33,165,176	(94,145)	45,032,622	62,437,205	29,547,102	47.3%	32,890,103
Puerto Rico	85,268,405	9,829,927	0	27,549,485	(1,721,246)	35,658,166	120,926,571	50,173,749	41.5%	70,752,822
Rhode Island	246,321	686,726	0	1,905,025	0	2,591,751	2,838,072	1,836,343	64.7%	1,001,729
South Carolina	5,090,789	4,703,959	(76,618)	13,027,529	(285,140)	17,369,730	22,460,519	8,886,878	39.6%	13,573,641
South Dakota	251,622	339,908	0	941,773	0	1,281,681	1,533,303	765,680	49.9%	767,623
Tennessee	6,901,805	4,720,229	(58,999)	13,078,981	(162,887)	17,577,324	24,479,129	11,632,335	47.5%	12,846,794
Texas	24,870,612	24,347,452	(200,000)	67,422,061	(2,524,444)	89,045,069	113,915,681	46,417,692	40.7%	67,497,989
Utah	1,857,787	1,719,433	0	4,761,770	(35,607)	6,445,596	8,303,383	3,941,677	47.5%	4,361,706
Vermont	6,238	345,341	0	957,858	0	1,303,199	1,309,437	1,062,438	81.1%	246,999
Virginia	8,737,029	3,731,265	0	10,339,092	279,441	14,349,798	23,086,827	8,326,135	36.1%	14,760,692
Washington	20,057,689	10,475,175	0	29,151,915	(740,000)	38,887,090	58,944,779	29,325,037	49.8%	29,619,742
West Virginia	15,790,355	1,846,439	0	5,149,416	0	6,995,855	22,786,210	14,143,744	62.1%	8,642,466
Wisconsin	4,188,137	5,159,457	0	14,296,315	0	19,455,772	23,643,909	9,706,017	41.1%	13,937,892
Wyoming	685,731	254,015	0	705,654	0	959,669	1,645,400	869,627	52.9%	775,773

NOTE: Unexpended Carry-in can vary from that reported for previous quarter due to revisions in state reports.

	Unexpended Carry-In to PY 2003	PY 2003 Availability		Expenditures 4/01/03 - 3/31/04	Expenditures as % of Total Balance	Unexpended Balance 3/31/04	
		PY 2003 Allotment/NOO 4/01/03	Total Available 4/01/03 - 6/30/04				
<b>State</b>	<b>Total</b>	<b>\$392,128,857</b>	<b>\$974,219,075</b>	<b>\$1,366,347,932</b>	<b>\$807,929,364</b>	<b>59.1%</b>	<b>\$558,418,568</b>
Alabama	6,634,389	16,855,132	23,489,521	12,880,878	54.8%	10,608,643	
Alaska	2,718,488	3,222,244	5,940,732	3,791,308	63.8%	2,149,424	
Arizona	5,740,417	16,193,524	21,933,941	12,148,481	55.4%	9,785,460	
Arkansas	5,382,147	9,192,466	14,574,613	8,170,258	56.1%	6,404,355	
California	62,425,894	144,177,321	206,603,215	123,742,711	59.9%	82,860,504	
Colorado	3,397,387	8,308,353	11,705,740	6,195,769	52.9%	5,509,971	
Connecticut	1,161,935	7,550,224	8,712,159	6,045,202	69.4%	2,666,957	
Delaware	787,314	2,723,213	3,510,527	2,234,807	63.7%	1,275,720	
District of Columbia	2,194,366	3,281,736	5,476,102	2,618,705	47.8%	2,857,397	
Florida	6,025,341	44,092,006	50,117,347	32,273,457	64.4%	17,843,890	
Georgia	9,901,951	18,088,873	27,990,824	15,881,504	56.7%	12,109,320	
Hawaii	2,744,652	4,380,988	7,125,640	3,686,078	51.7%	3,439,562	
Idaho	1,236,832	3,736,937	4,973,769	2,575,735	51.8%	2,398,034	
Illinois	13,623,030	47,822,181	61,445,211	34,538,992	56.2%	26,906,219	
Indiana	4,310,971	15,599,164	19,910,135	11,354,955	57.0%	8,555,180	
Iowa	1,431,678	3,789,782	5,221,460	3,203,043	61.3%	2,018,417	
Kansas	3,957,117	5,538,059	9,495,176	4,387,094	46.2%	5,108,082	
Kentucky	7,887,019	15,843,538	23,730,557	11,955,440	50.4%	11,775,117	
Louisiana	17,683,084	21,820,346	39,503,430	18,762,055	47.5%	20,741,375	
Maine	159,824	3,044,815	3,204,639	2,191,113	68.4%	1,013,526	
Maryland	2,753,311	11,663,795	14,417,106	9,934,204	68.9%	4,482,907	
Massachusetts	3,451,677	12,704,666	16,156,343	11,476,331	71.0%	4,680,012	
Michigan	4,495,157	40,644,085	45,139,242	31,603,817	70.0%	13,535,425	
Minnesota	409,041	8,959,275	9,368,316	8,040,804	85.8%	1,327,512	
Mississippi	3,620,105	13,711,722	17,331,827	11,552,625	66.7%	5,779,202	
Missouri	2,967,700	16,181,718	19,149,418	11,221,850	58.6%	7,927,568	
Montana	850,922	3,198,764	4,049,686	2,113,263	52.2%	1,936,423	
Nebraska	1,861,821	2,723,213	4,585,034	2,678,620	58.4%	1,906,414	
Nevada	1,428,373	5,714,424	7,142,797	4,023,451	56.3%	3,119,346	
New Hampshire	1,905,057	2,723,213	4,628,270	2,634,937	56.9%	1,993,333	
New Jersey	12,160,650	23,237,116	35,397,766	21,632,653	61.1%	13,765,113	
New Mexico	4,736,109	6,931,498	11,667,607	4,656,643	39.9%	7,010,964	
New York	59,183,513	66,245,602	125,429,115	71,444,371	57.0%	53,984,744	
North Carolina	11,494,816	26,917,963	38,412,779	18,811,434	49.0%	19,601,345	
North Dakota	342,336	2,723,213	3,065,549	1,931,117	63.0%	1,134,432	
Ohio	34,955,099	39,875,453	74,830,552	39,240,854	52.4%	35,589,698	
Oklahoma	3,431,455	7,741,715	11,173,170	6,465,497	57.9%	4,707,673	
Oregon	2,514,204	15,487,173	18,001,377	11,626,737	64.6%	6,374,640	
Pennsylvania	12,921,907	32,978,730	45,900,637	29,695,408	64.7%	16,205,229	
Puerto Rico	13,201,647	43,696,441	56,898,088	33,504,706	58.9%	23,393,382	
Rhode Island	929,261	2,723,213	3,652,474	2,440,388	66.8%	1,212,086	
South Carolina	6,057,216	14,607,125	20,664,341	11,231,959	54.4%	9,432,382	
South Dakota	1,908,528	2,723,213	4,631,741	2,240,808	48.4%	2,390,933	
Tennessee	8,459,662	18,331,645	26,791,307	15,744,302	58.8%	11,047,005	
Texas	15,699,113	82,983,454	98,682,567	63,547,610	64.4%	35,134,957	
Utah	1,032,889	4,360,660	5,393,549	2,839,928	52.7%	2,553,621	
Vermont	106,419	2,723,213	2,829,632	2,784,070	98.4%	45,562	
Virginia	4,979,083	14,274,975	19,254,058	10,282,697	53.4%	8,971,361	
Washington	8,380,563	27,578,685	35,959,248	21,463,356	59.7%	14,495,892	
West Virginia	1,457,954	8,415,446	9,873,400	8,163,750	82.7%	1,709,650	
Wisconsin	3,630,760	13,453,552	17,084,312	11,214,970	65.6%	5,869,342	
Wyoming	1,398,673	2,723,213	4,121,886	3,048,619	74.0%	1,073,267	

NOTE: Unexpended Carry-in can vary from that reported for previous quarter due to revisions in state reports.





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