



# WORKFORCE SYSTEM RESULTS

SECOND QUARTER, PROGRAM YEAR 2004

FIRST QUARTER, FISCAL YEAR 2005

OCTOBER 1 – DECEMBER 31, 2004

EMPLOYMENT AND TRAINING ADMINISTRATION  
UNITED STATES DEPARTMENT OF LABOR



# 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 December 31, 2004. This review provides a snapshot of the results of ETA programs and their progress in achieving the goals to help people find jobs and connect 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 across 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 the Workforce Investment Act 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 Office of Performance and Technology, (202) 693-3031. An electronic version can be found at [www.doleta.gov/performance](http://www.doleta.gov/performance).

**Elaine L. Chao**  
Secretary of Labor

**Emily Stover DeRocco**  
Assistant Secretary, U.S. Department of Labor  
Employment and Training Administration



**United States Department of Labor**  
200 Constitution Avenue, NW  
Washington, DC 20210  
[www.dol.gov](http://www.dol.gov)

# TABLE OF CONTENTS

## **National Employment Indicators / Workforce System Highlights** 2

## **People Served by Program / Appropriations** 6

## **Government Performance and Results Act Goals** 8

## **Adult Program Results** 10

National Farmworker Jobs Program  
Trade Adjustment Assistance  
Wagner-Peyser Act/Employment Service  
Workforce Investment Act Adult Program  
Workforce Investment Act Dislocated Worker Program  
Senior Community Service Employment Program  
Indian and Native American Adult Program  
H-1B Technical Skills Training Grants  
Registered Apprenticeship Program  
National Emergency Grants  
Unemployment Insurance Program  
Permanent Foreign Labor Certification  
H-2B Temporary Nonimmigrant Program  
Work Incentive Grants

## **Youth Program Results** 16

Job Corps  
Workforce Investment Act Older Youth Program  
Workforce Investment Act Younger Youth Program  
Indian and Native American Youth Program  
Youth Opportunity Grants  
Youth Offender Demonstration Projects

## **ETA Internet-Based Assistance** 18

CareerOneStop  
• *O\*NET*  
• *America's Job Bank*

## **ETA Business Relations Group** 20

High Growth Job Training Initiative  
Partnerships for Jobs

## **Glossary of Performance Measures** 22

## **Appendix** i

WIA State Formula Spending for Program Year 2004 - All Programs Combined  
WIA State Formula Spending for Program Year 2004 - Adult Program  
WIA State Formula Spending for Program Year 2004 - Dislocated Worker Program  
WIA State Formula Spending for Program Year 2004 - Youth Program

# NATIONAL EMPLOYMENT INDICATORS

## National Employment Indicators

	Time Period	Number	Rate
<b>Total Labor Force</b> <sup>1</sup>	December 2004	148,203,000	100.0%
	December 2003	146,808,000	100.0%
<b>Employed</b>	December 2004	140,156,000	94.6%
	December 2003	138,409,000	94.3%
<b>Unemployed</b>	December 2004	8,047,000	5.4%
	December 2003	8,399,000	5.7%
<b>New Initial UI</b> <sup>2</sup> <b>Claims</b>	December 2004	1,286,839	N/A
	December 2003	1,487,351	N/A
<b>Number of First UI Payments</b>	December 2004	784,052	N/A
	December 2003	930,877	N/A
<b>Average Duration of UI (weeks)</b>	December 2004	16.2	N/A
	December 2003	16.5	N/A

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

<sup>2</sup> Unemployment Insurance

### Summary of Results

The total labor force increased by a little under 1% between December 2003 and December 2004. The number employed increased 1.3% from 138,409,000 to 140,156,000 during that period, or over 1.7 million persons. The unemployment rate fell from 5.7% to 5.4% during this same period. The number of new, initial unemployment compensation claims decreased by 13.5% during this period. Similarly, the number of first UI payments decreased by 15.8%. The average length of time that unemployment compensation recipients collected benefits declined 1.8% from 16.5 to 16.2 weeks between the quarter ending December 31, 2003 and the one ending December 31, 2004.

The economic outlook is improving for college graduates. A survey conducted in August 2004 indicated that employers expected to increase the number of new college graduates hired in the 2004-05 academic year by 13.5% over last year. A follow-up survey conducted in December showed that 62.5% of the original responders confirmed their hiring projections, and 25% revised them upward. Only 10.4% of respondents revised their projections downward.

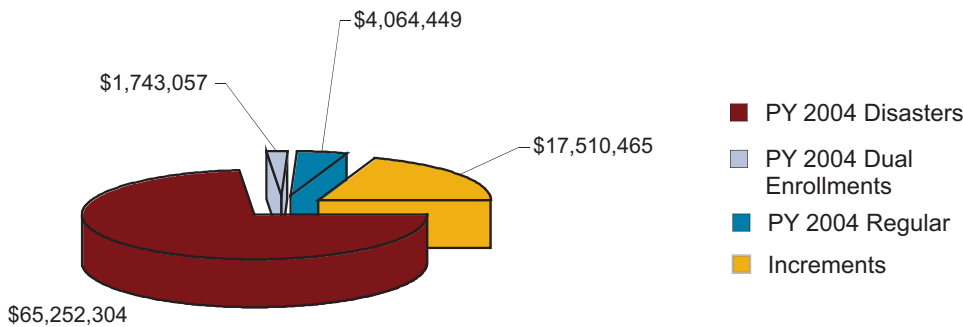
# WORKFORCE SYSTEM HIGHLIGHTS

## Business Relations Group

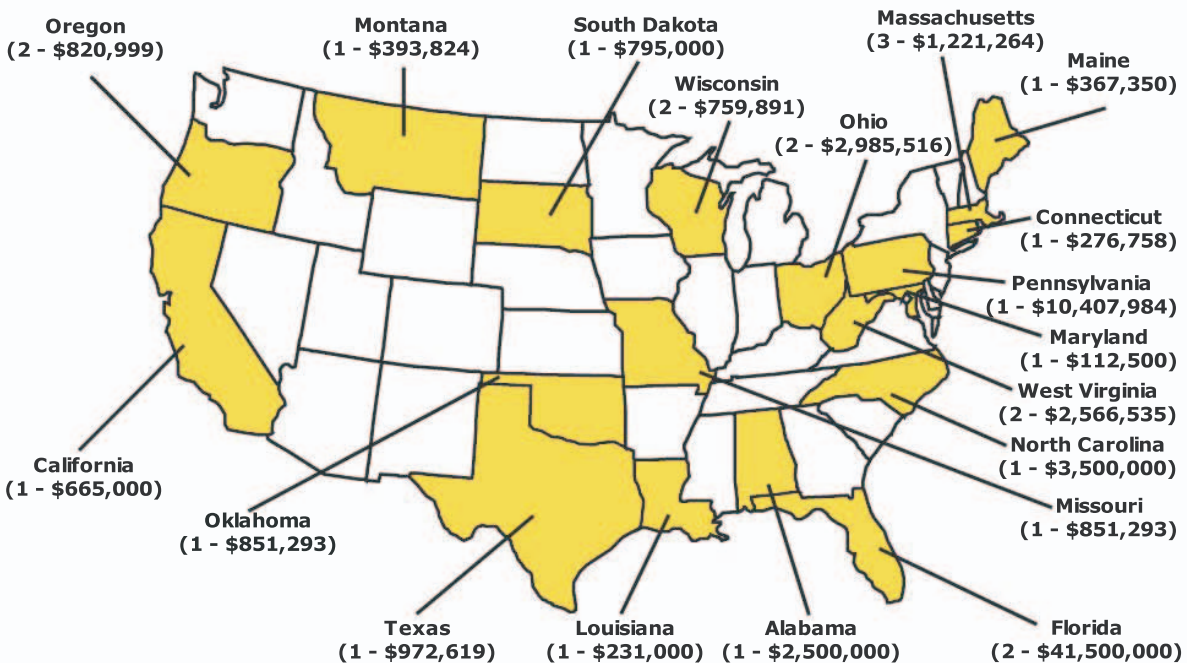
Under the President's High Growth Job Training Initiative, ETA is investing in national models and demonstrations of solution sets in each of the targeted high growth industries. In October 2004, U.S. Secretary of Labor Elaine L. Chao announced a series of new investments, including \$24 million to begin to address the workforce challenges identified by the advanced manufacturing industry, and nearly \$3 million to begin to address the workforce challenges identified by the aerospace industry.

## PY 2004 NEG Awards Distribution

### Grants Awarded through December 31, 2004



### New Grants Awarded in PY 2004

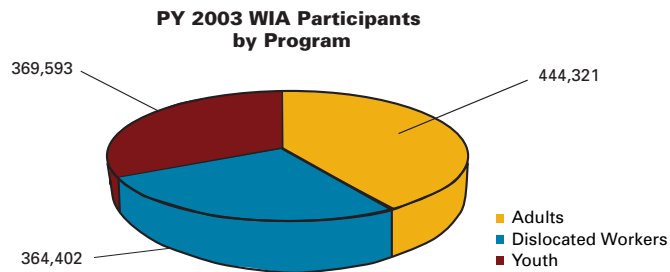


# WORKFORCE SYSTEM HIGHLIGHTS

## Workforce Investment Act

Program Year 2003 annual performance data for the Workforce Investment Act (WIA) programs was released in October 2004. Featured below are some year-end highlights and successes of the WIA programs.

Nearly 1.18 million individuals were served by the WIA programs in PY 2003. The Adult program served 38% of the participants, while the Dislocated Worker and Youth programs each served 31%.



### PY 2003 Annual Outcomes by Population (July 1, 2003- June 30, 2004)

		All Exitters	Individuals Who Received Training Services	Individuals Who Only Received Core and Intensive Services	Public Assistance Recipients Receiving Intensive or Training Services	Veterans	Individuals With Disabilities	Older Individuals	Displaced Homemakers
<b>Adults</b>	Entered Employment	74%	77%	73%	69%	75%	65%	69%	N/A
	Retention	85%	86%	83%	81%	82%	81%	83%	N/A
	Earnings Change	\$3,260	\$3,737	\$2,845	\$8,097	\$2,649	\$3,070	\$1,426	N/A
	Credential	62%	N/A	N/A	56%	60%	50%	55%	N/A
<b>Dislocated Workers</b>	Entered Employment	82%	83%	81%	N/A	81%	78%	73%	78%
	Retention	90%	91%	90%	N/A	89%	89%	88%	86%
	Earnings Replacement	91%	91%	90%	N/A	84%	91%	74%	178%
	Credential	65%	N/A	N/A	N/A	65%	61%	57%	63%

### PY 2003 Annual Outcomes by Population (July 1, 2003- June 30, 2004)

		All Exitters	Public Assistance Recipients Receiving Intensive or Training Services	Veterans	Individuals With Disabilities	Out of School Youth
<b>Older Youth</b>	Entered Employment	71%	66%	66%	63%	70%
	Retention	81%	79%	74%	82%	81%
	Earnings Change	\$3,167	\$3,198	\$3,369	\$2,550	\$3,106
	Credential	48%	44%	43%	45%	48%
<b>Younger Youth</b>	Skill Attainment	83%	82%	N/A	84%	78%
	Diploma Attainment	63%	62%	N/A	72%	44%
	Retention	61%	57%	N/A	61%	61%

- Exitters who received training services generally had better outcomes compared to the overall population. Receiving training had the biggest impact on the Adult earnings measure, where the outcome for trained individuals was \$477 greater than for the earnings change for all Adult program exitters, and \$892 more than exitters who received only core and intensive services.
- Displaced homemakers exiting from the Dislocated Worker program achieved stronger earnings replacement rates compared to all exitters from the program. Their earnings replacement rate of 178% was significantly higher than the 91% rate achieved by the overall Dislocated Worker population, which is likely due to displaced homemakers having little, if any, pre-program wages.
- Younger Youth with disabilities had a higher diploma attainment rate compared to the Younger Youth population as a whole (72% compared to 63%).

# WORKFORCE SYSTEM HIGHLIGHTS

## Wagner-Peyser/ Employment Service

The Labor Exchange, in partnership with Local Veterans Employment Representatives (LVERs) and Disabled Veteran Outreach Program (DVOP) staff, meets the employment needs of veterans through the provision of critical workforce information and diverse labor exchange services. These services include career guidance; job search activities; and referrals to employment, WIA programs, and support services. In addition, LVERs and DVOPs provide veterans with dedicated services, such as case management services, and referrals to federal training and federal jobs.

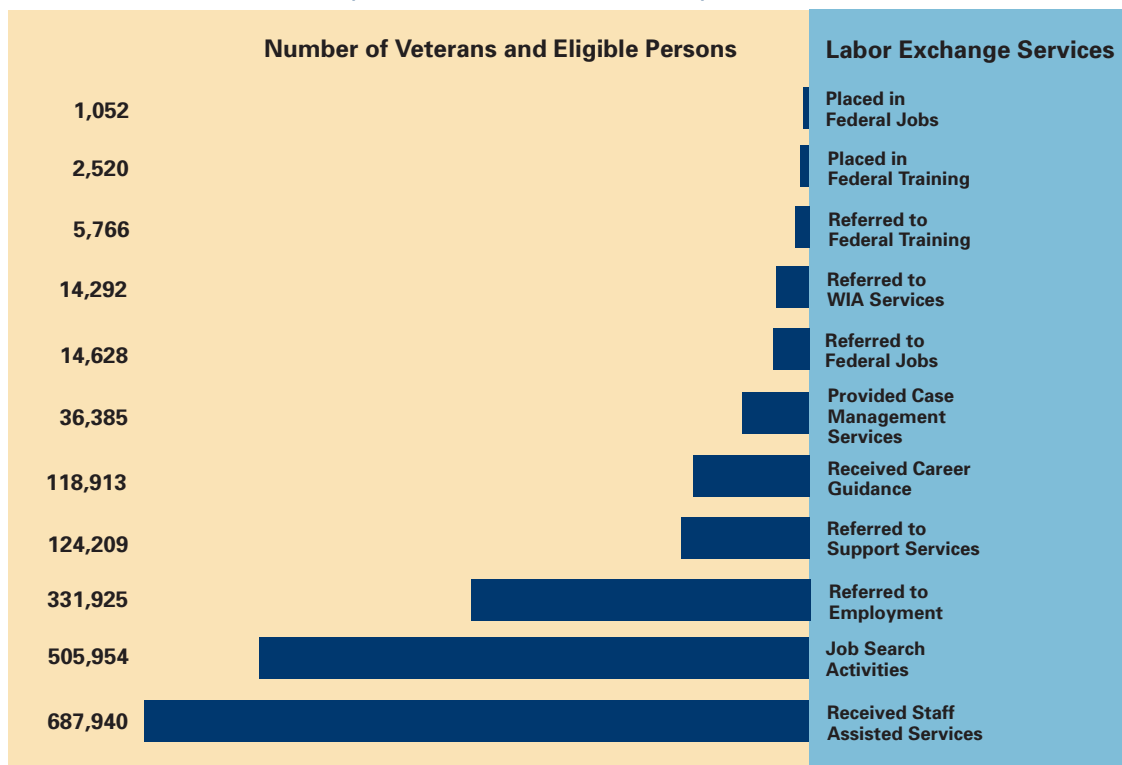
During the first two quarters of PY 2004, the Labor Exchange served a total of 861,376 registered veterans and eligible persons, of whom

23% were campaign badge veterans, 9% were disabled veterans, 5% were special disabled veterans, and 9% were newly separated veterans. Veterans and eligible persons were 10% of total registered job seekers served during this period.

Fifty-eight percent of veterans and eligible persons obtained employment; the employment retention rate for veterans and eligible persons is 80%.

Veterans receive priority of service through the Employment Service and other One-Stop Career Center programs and partners.

**Labor Exchange Services Received by Registered Veterans and Eligible Persons (First Two Quarters of PY 2004)**



## Oklahoma Workforce System Highlights

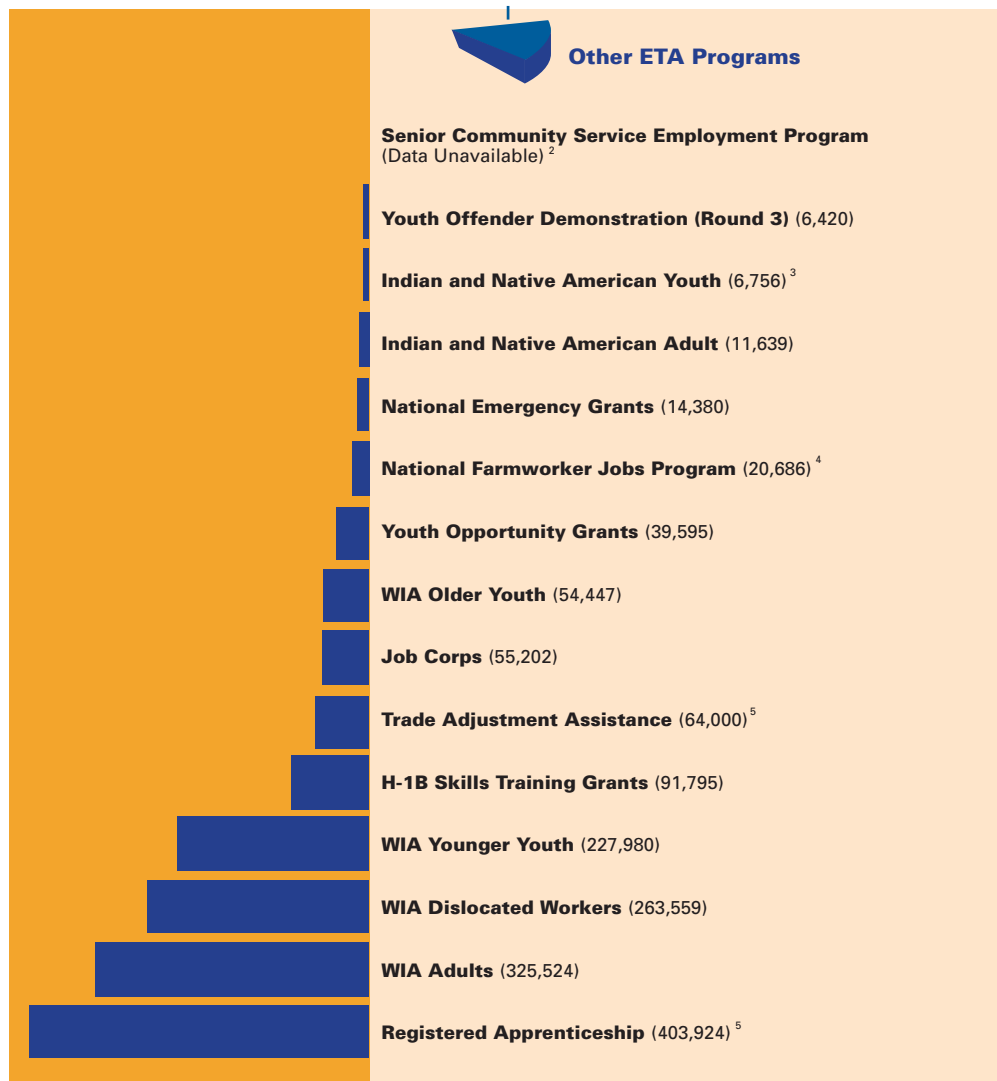
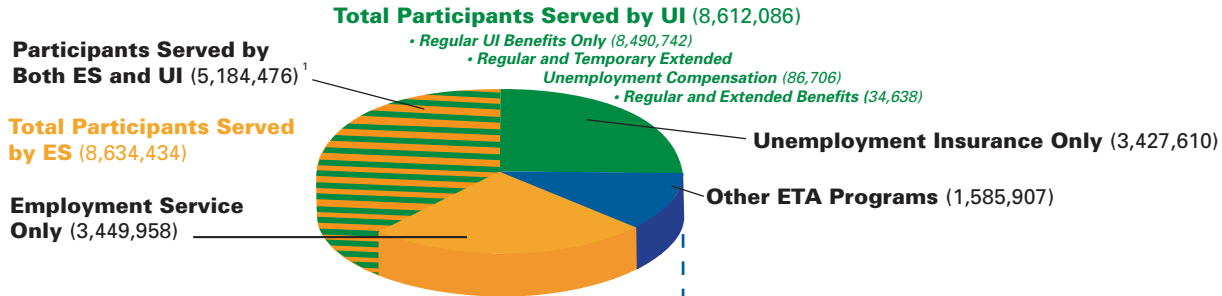
Mr. Jonas Valdez was a husband and father who was living in a small apartment and making less than \$20,000 per year. To look for a better job opportunity, he visited Workforce Oklahoma. After an assessment by his career counselor at the workforce center, Mr. Valdez enrolled in the fast-track Computer Science program at the state college. His counselor helped him receive financial aid for his tuition and books. Within a year, Mr. Valdez received an Associate's Degree in Computer Science-Network Engineering. With help from the workforce center, he landed a new job as a Network Engineer/ Systems Administrator. His new career

pays almost four times his salary before training, and he recently purchased a car and a four-bedroom home for his family.

"I now enjoy getting up in the morning and going to work because I like what I do, and I can now provide for my family," he says proudly. "I just want to thank everyone at Workforce Oklahoma that made it possible. Without it, my family would not be where they are today, and my career is only going up from here."

# PEOPLE SERVED BY PROGRAM

**In the period ending December 31, 2004, ETA programs served over 13.6 million people.** The Employment Service (ES) and Unemployment Insurance (UI) served over 88 percent of all participants, and 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 nearly 1.6 million people.



<sup>1</sup> Of the approximately 8.6 million unemployment beneficiaries who received a first payment in the quarter December 31, 2004, 60% were registered with the Employment Service.

<sup>2</sup> Data is unavailable due to a delay in implementing the new Quarterly Progress Report system. Data for this program will be included in the next Workforce System Results Report (January 1 - March 31, 2005).

<sup>3</sup> This figure reflects data for the semi-annual period April 1, 2004 through September 30, 2004.

<sup>4</sup> This figure reflects the period July 1, 2003 through June 30, 2004 (PY 2003). Of the total participant number, only about 1/3 of participants receive employment and training services.

<sup>5</sup> This figure is an estimate.



## Current Appropriations

In general, the following resources are used to operate authorized workforce investment programs. Although this report usually presents quarterly results, the figures below represent annual appropriations. This report for the quarter ending December 31, 2004 covers programs operating in Program Year 2004 (July 1, 2004, through June 30, 2005) and programs operating in Fiscal Year 2005 (October 1, 2004, through September 30, 2005). This quarter's funding displayed is from the FY 2004 and FY 2005 appropriations. Apprenticeship, TAA, and UI run on a fiscal year and December 31, 2004, is the first quarter of FY 2005. All other programs run on the program year (PY), from July 1 to June 30, and December 31, 2004, is the second quarter of PY 2004.

<b>Apprenticeship <sup>1</sup></b>	\$21,136,000
<b>Dislocated Worker National Reserve <sup>2</sup></b>	\$274,530,813
<b>Indian and Native Americans Adult Program <sup>3</sup></b>	\$46,738,847
<b>Job Corps (Operations) <sup>4</sup></b>	\$1,265,675,703
<b>National Farmworker Jobs Program <sup>5</sup></b>	\$71,786,943
<b>Senior Community Service Employment Program</b>	\$438,649,607
<b>Trade Adjustment Assistance <sup>6</sup></b>	\$259,300,000
<b>NAFTA Training</b>	\$0
<b>Trade Adjustment Assistance Training</b>	\$259,300,000
<b>Unemployment Insurance (UI)</b>	\$2,663,040,233
<b>Wagner-Peyser Act/Employment Service (ES) <sup>7</sup></b>	\$786,886,814
<b>WIA Adult</b>	\$893,194,800
<b>WIA Dislocated Workers Formula Grant</b>	\$1,171,408,303
<b>Youth Activities <sup>8</sup></b>	\$991,021,964
<b>Indian and Native American Youth Program <sup>8</sup></b>	\$10,888,548
<b>WIA Youth (Older and Younger)</b>	\$980,133,416
<b>Youth Offender Demonstration <sup>9</sup></b>	\$49,705,000
<b>TOTAL</b>	<b>\$8,933,075,027</b>

<sup>1</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>2</sup> The Dislocated Worker National Reserve contains funds for national emergency grants, demonstrations, technical assistance and training, outlying areas Dislocated Worker programs, and special assistance for Adults/Dislocated Worker programs.

<sup>3</sup> The total appropriation is \$54,675,500; \$7,936,653 was transferred to the Department of Interior/Bureau of Indian Affairs for those Indian and Native American grantees per P.L. 102-477.

<sup>4</sup> The total appropriation is \$1,535,623,338, with \$1,406,385,612 for Operations and \$129,237,726 for Construction. \$140,709,909 has been transferred to the Departments of Agriculture and Interior for Job Corps center operations.

<sup>5</sup> The total appropriation is \$76,873,753; \$5,086,810 is set aside for housing grants and technical assistance.

<sup>6</sup> The total appropriation is \$1,057,300,000; this total includes \$750,000,000 for TAA benefits and \$48,000,000 for Wage Insurance.

<sup>7</sup> The Wagner-Peyser/ES appropriation includes both the regular Wagner-Peyser allocation and the Reemployment Services allocation, which are distributed to the states using different formulas.

<sup>8</sup> The total Youth Activities appropriation is \$995,059,306; the total Indian and Native American Youth Program appropriation is \$14,925,890, of which \$4,037,342 was transferred to the Department of Interior/Bureau of Indian Affairs per P.L. 102-477.

<sup>9</sup> The total appropriation is \$49,705,500; 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 goals reflect Program Year 2004 goals for most programs and Fiscal Year 2005 goals for the Unemployment Insurance, Trade Adjustment Assistance, and Apprenticeship programs.

	<b>PY 04/ FY 05 Annual Goal</b>	<b>Results as of 12/31/2004</b>
<b>Foreign Labor Certification</b>		
Process employer labor condition applications for H-1B professional/specialty temporary program within 7 days	100%	100%
Process H-2B applications within 60 days of receipt	90%	81%
Percentage of employer applications for labor certification resolved within 6 months of filing	Baseline Year; therefore Data Unavailable	
<b>Indian and Native American Adult Program <sup>1</sup></b>		
Percentage entering unsubsidized employment	54%	53%
Hourly wage gain <sup>2</sup>	\$3.50	\$3.36
<b>Indian and Native American Youth Program <sup>3</sup></b>		
Attainment of at least two goals under established program activities	61%	73%
Attainment of a H.S. diploma, GED, or improvement of basic skills by at least two grade levels <sup>4</sup>	84%	98%
<b>Job Corps</b>		
Entered employment/education rate	85%	85%
Literacy or Numeracy Gains	45%	44%
Attainment of GED/HSD/Certificate	64%	64%
<b>National Farmworker Jobs Program (Adults)</b>		
Entered employment rate	75%	88%
Employment retention rate	75%	78%
Earnings gain	\$3,200	\$4,265
<b>Registered Apprenticeship</b>		
Employment retention rate	Baseline Year; therefore Data Unavailable	
Average wage gain	Baseline Year; therefore Data Unavailable	
<b>Senior Community Service Employment Program (Older Workers)</b>		
Entered Employment Rate	Baseline Year; therefore Data Unavailable	
Retention Rate	Baseline Year; therefore Data Unavailable	
Earnings Increase 1	Baseline Year; therefore Data Unavailable	
Earnings Increase 2	Baseline Year; therefore Data Unavailable	
Placement into unsubsidized employment	35%	Data Unavailable <sup>5</sup>
Unsubsidized employment retention rate	Baseline Year; therefore Data Unavailable	
Community service hours	Baseline Year; therefore Data Unavailable	
Customer satisfaction	Baseline Year; therefore Data Unavailable	
<b>Trade Adjustment Assistance (TAA)</b>		
Entered employment rate	70%	64%
Employment retention rate	89%	91%
Earnings replacement rate	80%	73%
<b>Unemployment Insurance</b>		
Percent of interstate payments made timely	89.9%	89%
Detection of recoverable overpayments	59.5%	58%
Entered employment rate for UI claimants	None	Data Unavailable <sup>6</sup>
Percent of employer tax liability determinations made timely	82.4%	84%

# GOVERNMENT PERFORMANCE AND RESULTS ACT GOALS

	PY 04/ FY 05 Annual Goal	Results as of 12/31/2004
<b>Wagner-Peyser Act/Employment Service (ES)</b>		
Entered employment rate	58%	61%
Employment retention rate	72%	80%
Total number of job openings listed with State Workforce Agencies and on America's Job Bank	12,994,000 <sup>7</sup>	6,571,953 <sup>8</sup>
Total number of job searches conducted on America's Job Bank	170,788,000 <sup>9</sup>	70,852,269 <sup>8</sup>
Total number of resumé searches conducted on America's Job Bank	8,090,000 <sup>10</sup>	4,485,739 <sup>8</sup>
<b>WIA Adult Program</b>		
Entered employment rate	75%	75%
Employment retention rate	85%	85%
Earnings change	\$3,300	\$3,230
<b>WIA Dislocated Worker Program</b>		
Entered employment rate	82%	82%
Employment retention rate	91%	90%
Earnings replacement rate	91%	87%
<b>WIA Youth Program</b>		
Entered employment rate (Older Youth)	68%	72%
Employment retention rate (Older Youth)	79%	80%
Diploma attainment rate (Younger Youth)	53%	67%

<sup>1</sup> The results are for the annual period July 1, 2003 through June 30, 2004 (PY 2003).

<sup>2</sup> The average hourly wage gain of \$3.50 an hour indicated above is an annual goal. The result of \$3.36 an hour indicated above is for the semi-annual period (July 1, 2004- December 31, 2004). Wage gains are expected to increase in the second half of the performance period.

<sup>3</sup> The results reflect outcomes for the Indian and Native American Youth Program for the semi-annual period April 1, 2004 through September 30, 2004.

<sup>4</sup> Grantees are allowed to count those participants separately who obtain a GED or return to school full-time and raise their literacy/numeracy skills level by at least two grade levels.

<sup>5</sup> Due to delays in implementing the new SCSEP Data Collection System, PY 2004 data will not be available until the quarter ending March 31, 2005.

<sup>6</sup> Contingent upon OMB approval, the Department expects to begin collecting data for the UI reemployment facilitation measure during FY 2006.

<sup>7</sup> This goal represents a 1% increase over the total number of job openings listed in PY 2003 (12,866,295).

<sup>8</sup> The results represent two quarters' progress towards the annual goal.

<sup>9</sup> This goal is a 1% increase over the baseline established in PY 2003 (169,097,349).

<sup>10</sup> This goal is a 1% increase over the baseline established in PY 2003 (8,010,182).

## Summary of Results

While some programs are not quite meeting the goals for the quarter, many are reaching or exceeding the majority of their goals. For example, the National Farmworker Jobs, Indian and Native American Youth, WIA Youth, and Employment Service programs continued to produce solid positive outcomes. The Unemployment Insurance, Indian and Native American Adult, WIA Adult, and WIA Dislocated Worker programs are close to reaching these targets.

Starting in Fiscal Year 2005, many ETA programs have a new set of indicators. Older Workers and Registered Apprenticeship are the first ETA programs that will report the common measures data and establish baselines for these performance measures. The Job Corps, measuring literacy/numeracy gains for the first time, has nearly reached its annual target of 45% in just one quarter. The Foreign Labor Certification program is ready to launch its new Permanent Foreign Labor Certification online application system on March 28, 2005 and expects to receive and process efficiently a high volume of applications from employers. The Unemployment Insurance (UI) program's *Facilitate Reemployment* measure is expected to be approved by the Office of Management and Budget during the summer of 2005. UI expects to collect and report its *Facilitate Reemployment* data as a baseline starting in Fiscal Year 2006.

# 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 of the program is to help trade-affected workers return to suitable employment. 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 TAA Reform Act of 2002, as well as services delivered under the TAA program as amended by the TAA Reform Act.

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

Within the One-Stop 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 the WIA, is tailored to assist laid off experienced workers. 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**

The Trade Adjustment Assistance program equaled or exceeded its performance during the quarter ending December 31, 2004 compared to the same quarter in the previous year. The percentage of trade affected workers helped to find jobs by the program rose from 61% to 64%, their earnings replacement rate stayed steady at 73%, and the rate at which they retained their jobs rose from 89% to 91%.

The employment rate for persons exiting Wagner-Peyser Employment Act (ES) programs decreased from 62% in the quarter ending December 31, 2003 to 61% in the quarter ending December 31, 2004. Eighty percent continued to be employed six months after exit; comparable figures are not available from last year.

The WIA Adult Program had improved outcomes over the same interval, with exiters' employment rate rising from 70% to 75%, and slight gains being achieved in the other two areas. The percentage of workers who found employment after completing a WIA Dislocated Worker Program rose from 80% to 82%, and their retention rate rose from 89% to 90%. They replaced 87% of their earnings compared to 88% during the comparable quarter in 2003.

Those exiting the Indian and Native American Adult Program did better on two of three measures. The proportion of individuals who improved their employability rose from 48% to 52% between the quarter ending December 31, 2003 and the quarter ending December 31, 2004. In the same interval, their positive termination rate increased from 82% to 85%, while their employment rate remained at 53%.

# ADULT PROGRAM RESULTS

## Outcomes Reported as of 12/31/2003 and 12/31/2004

		Employment	Earnings	Retention
<b>NFJP</b> <sup>1</sup>	2004	88%	\$4,265 <sup>2</sup>	78%
	2003	81%	\$4,260 <sup>2</sup>	80%
<b>TAA</b>	2004	64%	73% <sup>3</sup>	91%
	2003	61%	73% <sup>3</sup>	89%
<b>Wagner-Peyser Act/ Employment Service (ES)</b>	2004	61%	Not a measure for ES	80%
	2003	62%	Not a measure for ES	Data Unavailable <sup>4</sup>
<b>WIA Adult Program</b>	2004	75%	\$3,230 <sup>2</sup>	85%
	2003	70%	\$3,102 <sup>2</sup>	83%
<b>WIA Dislocated Worker Program</b>	2004	82%	87% <sup>3</sup>	90%
	2003	80%	88% <sup>3</sup>	89%

		Placement Rate	Service Level
<b>SCSEP</b>	2004	Data Unavailable <sup>5</sup>	Data Unavailable <sup>5</sup>
	2003	30%	161%

		Employment	Employability Enhancement Rate	Positive Termination Rate
<b>Indian and Native American Adult Program</b>	2004	53%	52%	85%
	2003	53%	48%	82%

<sup>1</sup> The NFJP earnings and retention measures for 2004 reflect the July 1, 2004 through December 31, 2004 period, and the measures for 2003 reflect the period from July 1, 2003 through June 30, 2004. These numbers reflect only those participants who received employment and training services, which is approximately 1/3 of all participants.

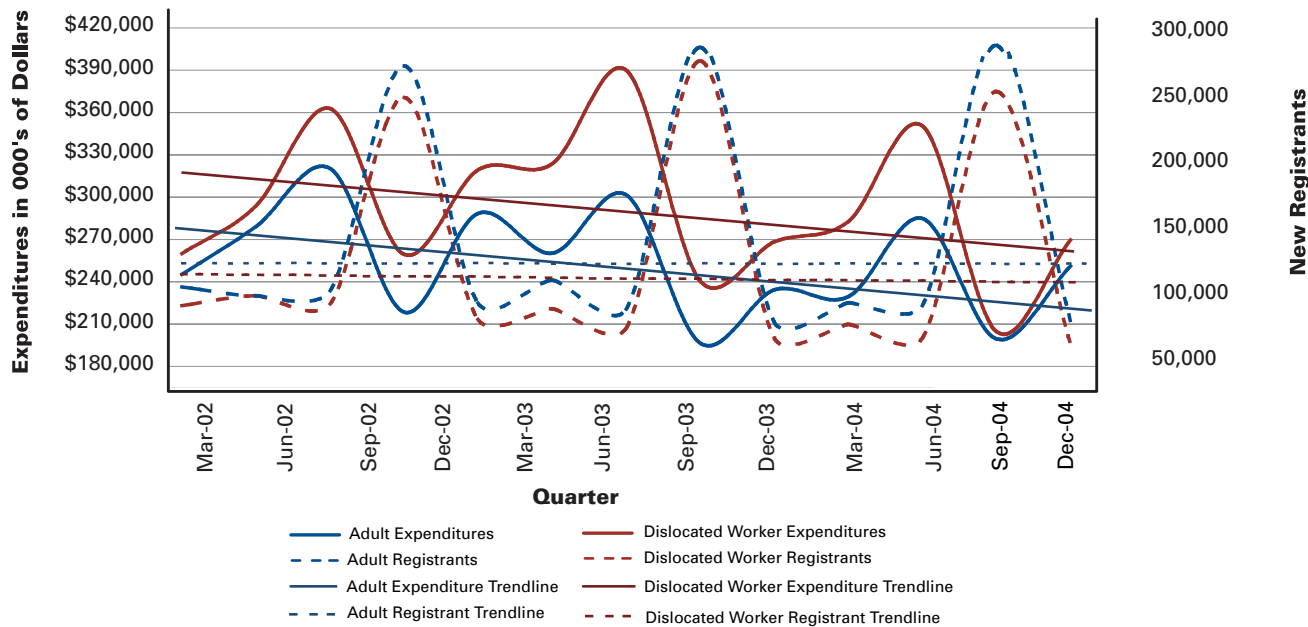
<sup>2</sup> Average earnings change

<sup>3</sup> Earnings replacement rate

<sup>4</sup> The Employment Service uses the Unemployment Insurance wage-record cross match to determine performance outcome. Due to the time lag inherent to this methodology, complete employment retention outcome data was not available in PY2003.

<sup>5</sup> Due to delays in implementing the new SCSEP Data Collection System, PY 2004 data will not be available until 3rd Quarter.

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



Source: State Expenditure Reports and WIA Quarterly Performance Reports

# 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 (NEGs)**

National Emergency Grants are discretionary funds awarded to states who apply for supplemental funding to provide employment related assistance to workers affected by mass layoffs, plant closures or natural disasters.

There are four NEG project types:

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

**Disaster**, which includes manmade disaster events declared eligible for public assistance by the Federal Emergency Management agency.

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

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

## **Summary of Results**

The H-1B Technical Skills training grants saw substantial growth in the “total to be trained” and “training completed” measures between December 31, 2003, and December 31, 2004, with increases of 20% and 42%, respectively. The number of individuals who were in training increased by 71%, from 15,378 to 26,258 during the same period. A major focus area of the training grants was the High-Tech/Information Technology field, followed by Health Care and Biotechnology.

During the first quarter of FY 2005, in addition to the traditional industries served, the Registered Apprenticeship System continued to provide demand-driven workforce solutions to meet the needs of employers by offering skilled training and credentials to workers in high growth areas. In response to employers' needs for more efficient training systems, the Apprenticeship System is introducing more competency-based models to a wider range of employers. Interim certificates and credentials are now available in Advanced Manufacturing, Health Care, and Information Technology. In the near future, National Guideline Standards will be issued for the Geospatial industry. Registered Apprenticeship is working with the Department of Defense on an initiative to assist veterans in the transition from the military to the civilian workforce. In addition, major improvements are being made to the Registered Apprenticeship Information System to better track results in the areas of job retention, wage progression, and interim certifications issued in competency-based programs.

# ADULT PROGRAM RESULTS

## H-1B Technical Skills Training Grants

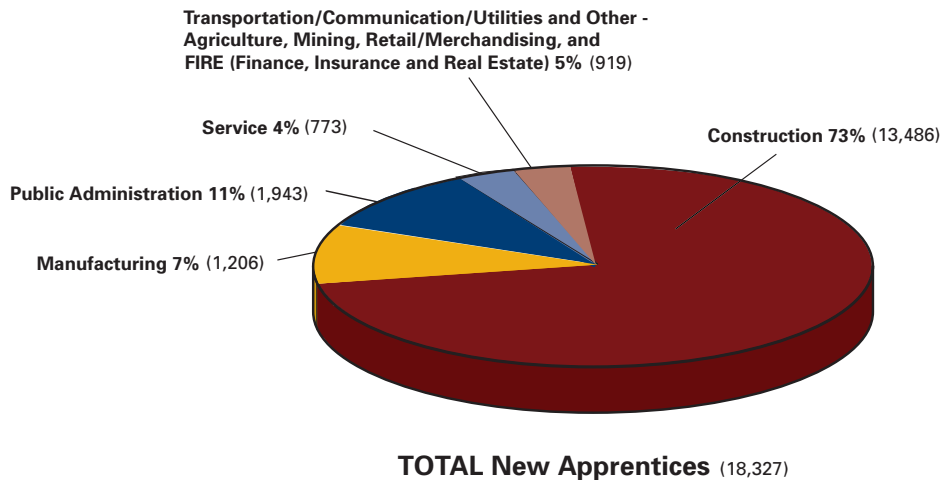
<b>Grant Funding through 12/31/2004: \$328,303,894</b>	
<b>Total Grants</b> <sup>1</sup>	<b>129</b>
<b>Start-up</b>	0
<b>Operational</b>	67
<b>Ended</b>	62
<b>Project Focus</b> <sup>1,2</sup>	
<b>High-Tech/Information Technology</b>	100
<b>Biotechnology</b>	11
<b>Health Care</b>	29
<b>Other</b>	8

<b>Training</b>		
<b>Total to be Trained</b>	2004	87,267
	2003	72,662
<b>Total in Training</b>	2004	26,258
	2003	15,378
<b>Training Completed</b>	2004	68,970
	2003	48,642

<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 Apprentices by Major Industry<sup>1</sup>



<sup>1</sup> Data only depicts new apprentices registered in nine major industries by Federal field staff and by participating state-coordinated programs in the Registered Apprenticeship Information System.

## National Emergency Grants

During the second quarter of Program Year 2004, ETA awarded 24 new NEGs totaling \$88,570,275 to serve 14,380 dislocated workers. The new awards consisted of nine regular projects, four trade/dual enrollment, and 11 natural disaster projects. ETA awarded \$17,510,465 in additional funds to grantees that had received awards in previous years. Additionally, ETA awarded 4 Health Care

Gap Filler grants totaling \$20,441,947 to assist 12,850 dislocated workers. Health Insurance Coverage Assistance provides 65% of monthly premiums for qualified health insurance coverage until individuals targeted for such assistance in the Trade Adjustment Assistance Reform Act of 2002 can benefit from their payment under the Health Coverage Tax Credit administered by the Internal Revenue Service.

# ADULT PROGRAM RESULTS

## **Unemployment Insurance (UI)**

The UI 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 American 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 are part of a systems change initiative to increase, enhance and improve services for jobseekers with disabilities in One-Stop Career Centers. These grants to state and local workforce investment entities are increasingly focused on establishing "Navigators" in local workforce areas who can forge new partnerships that achieve seamless and comprehensive access to services for persons with disabilities.

### **Quarter Ending 12/31/04 Highlights:**

ETA hosted a very successful Disability Program Navigator (DPN) training in November 2004 with over 340 state leads and Navigators participating. ETA is also working with the

evaluation contractor and other workforce data analysts who are looking at services for people with disabilities in nine states. ETA plans to leverage the expertise and agreements with state and local entities of the latter researchers to further the evaluation of the DPN initiative. A revised SGA is also in process to provide new funds to 16 states and two tribal entities while continuing to support the current 17 states through June 2006.

## **Summary of Results**

The downward trend in the 12-month average rate of unemployed individuals receiving UI payments continued. The 36.8% mark for the year ending December 31, 2004 was its lowest in recent years. There have been fluctuations in the 12-month average rate at which UI beneficiaries exhausted their benefits before finding jobs. This rate fell to 40% for the period ending September 30, 2004, but has risen to 42% for the period ending December 31, 2004.

The number of Permanent Labor Certification applications received by the ETA Regional Offices from the State Workforce Agencies during the quarter ending December 31, 2004 decreased by 48% (5,708 applications) compared to the same quarter in 2003. The balance of applications on hand, which measures the number of applications that are pending processing by ETA Regional Offices, increased by 45% (23,374 applications). These results are largely due to the program's ongoing transition from a labor intensive approach reliant upon state and regional workers to a streamlined processing model that utilizes electronic filing technology. A concentrated effort to eliminate the backlog of applications filed under the current process began at the end of FY04 with the creation of two backlog centers in Dallas and Philadelphia. This backlog reduction effort is not reflected in the above data table.

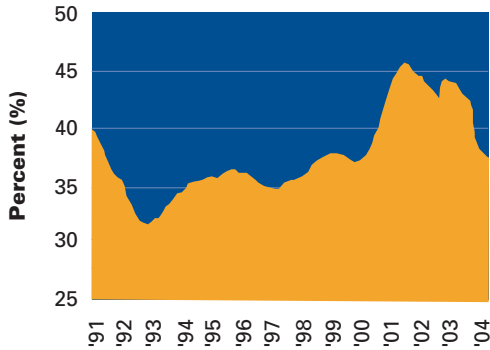
The number of new applications received by the Regional Offices for H-2B Temporary Labor Certification increased by 155% (3,259 applications) in the quarter ending December 31, 2004, compared to the same quarter in 2003. The continual rise in employer demand for temporary workers over the past several years requires that resources are concentrated on the processing of applications of temporary labor certification to meet statutory and administrative timeframes.



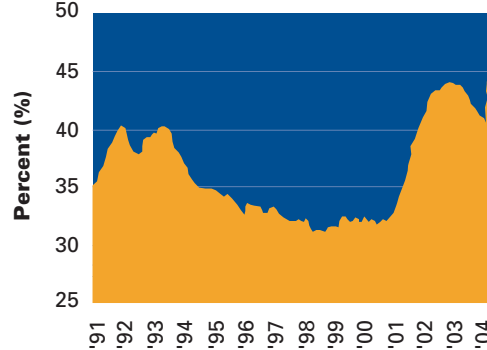
# ADULT PROGRAM RESULTS

## Unemployment Insurance

Reciency Rate (12-Month Average)



Exhaustion Rate (12-Month Average)



**For the 12 months ending December 31, 2004,**

- About 75% of all UI claimants were of prime working age (25-54), and about 15% 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.
- The proportion of female claimants 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 12/31/2004 and 12/31/2003

		ETA Regional Office Activity
<b>New applications received</b> <sup>1</sup>	2004	6,115
	2003	11,823
<b>Applications completed</b> <sup>1</sup>	2004	8,676
	2003	16,360
<b>Balance on hand</b>	2004	74,692
	2003	51,318

## H-2B Temporary Nonimmigrant Program Outcomes Reported as of 12/31/2004 and 12/31/2003

		ETA Regional Office Activity
<b>New applications received</b> <sup>1</sup>	2004	5,366
	2003	2,107
<b>Applications completed</b> <sup>1</sup>	2004	4,194
	2003	1,621
<b>Balance on hand</b>	2004	2,180
	2003	1,089

<sup>1</sup> Counts shown are cumulative from October 1 through December 31.

# YOUTH PROGRAM RESULTS

## Job Corps

The Job Corps is a national, primarily residential, training program serving disadvantaged youth ages 16 through 24. The 122 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 ETA 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 uncover 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 as of December 31, 2004 include:

### Round Three of the Youth Offender Demonstration Project

- 77% of youth offenders have participated in a project activity during the second month of the quarter.
- Only 13% of youth offenders were re-arrested after entering the project.
- 2,660 youth (72%) were placed in unsubsidized employment, long-term occupational skills training, and postsecondary education. The percentage represents the proportion of older youth (18-24 years old) enrollees who have been placed in employment or postsecondary education.
- 792 youth (23%) 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

Job Corps outcomes increased moderately in the quarter ending December 31, 2004, compared to the same quarter in 2003. The percentage of Job Corps graduates initially placed in a job, the military, or schooling grew to 91% from 89%, while the average hourly earnings grew 1% to \$8.17. The percentage who maintained their employment or student status from the time they were placed upon exit increased by four percentage points to 66%.

The WIA Older Youth program experienced similar increases in most measures between December 31, 2003, and December 31, 2004. The rate at which older youth found jobs after exiting the program increased by four percentage points, while the earnings change outcome increased by \$25 to \$3,005, a 1% increase. The retention rate, a measure of older youth who were employed in the first quarter after exit and still had jobs six months later, was consistent with past performance remaining at 80%. More substantial increases were seen in the WIA Younger Youth outcomes during the same time interval. The percentage of younger youth attaining a diploma or equivalent after exiting the program grew by eight percentage points. When looking at the number attaining a diploma or equivalent, there was an increase of 178%, from 7,970 in 2003 to 22,193 in 2004. This large increase can partially be attributed to the greater exiter base for the measure. The number of younger youth attaining skills goals increased 58,176 from a year ago, while the percentage of younger youth exiters found in postsecondary education, advanced training, employment, military service, or qualified apprenticeships (retention rate) remained steady at 60%.

The Indian and Native American Youth program showed improvement in both of its measures between September 30, 2003 and September 30, 2004. The percentage of youth that attained 2 or more goals increased moderately from 63% to 69%, while the rate of dropouts attaining a high school diploma, GED, or an increase in their literacy and numeracy grew from 72% to 82%.

There were decreases in the Youth Opportunities Grants' outcomes between December 31, 2003 and December 31, 2004. The program is in its final year of operation and the current participants therefore are the most difficult to serve, i.e., those who have yet to be placed in employment or long term education and those struggling to maintain consistent participation in the program. Due to these factors, the number of participants who achieved long term placements fell 18% during this interval. The percentage of participants who are either in a long-term placement program or have participated in a program element within the last three months declined from 73% to 66%. The proportion of needed skills obtained by participants fell from 74% to 61%.

# YOUTH PROGRAM RESULTS

## Outcomes Reported as of 12/31/2004 and 12/31/2003 <sup>1</sup>

		Employment	Earnings	Retention
<b>Job Corps <sup>2</sup></b>	2004	91%	\$8.17 <sup>3</sup>	66%
	2003	89%	\$8.08 <sup>3</sup>	62%
<b>WIA Older Youth</b>	2004	72%	\$3,005 <sup>4</sup>	80%
	2003	68%	\$2,980 <sup>4</sup>	80%

		Diploma Attainment	Skill Attainment	Retention
<b>WIA Younger Youth</b>	2004	67%	84%	60%
	2003	59%	77%	60%

		Attainment of 2 or More Goals	Educational Attainment for Dropouts
<b>Indian and Native American Youth Program <sup>5</sup></b>	2004	69%	82%
	2003	63%	72%

		Long Term Placements	Placed or in Progress	Skill Attainment
<b>Youth Opportunity Grants</b>	2004	6,960	66%	61%
	2003	8,490	73%	74%

<sup>1</sup> Although the terminology is similar, the definitions of each measure vary by program, and this should be considered when comparing results from different programs. Please see the Glossary of Performance Measures for the specific definitions on pages 22 - 23.

<sup>2</sup> For comparison purposes with PY 2003 2nd Quarter data, the Employment, Earnings and Retention rates for PY 2004 2nd Quarter listed above refer to Job Corps graduate rates.

<sup>3</sup> Average hourly wages

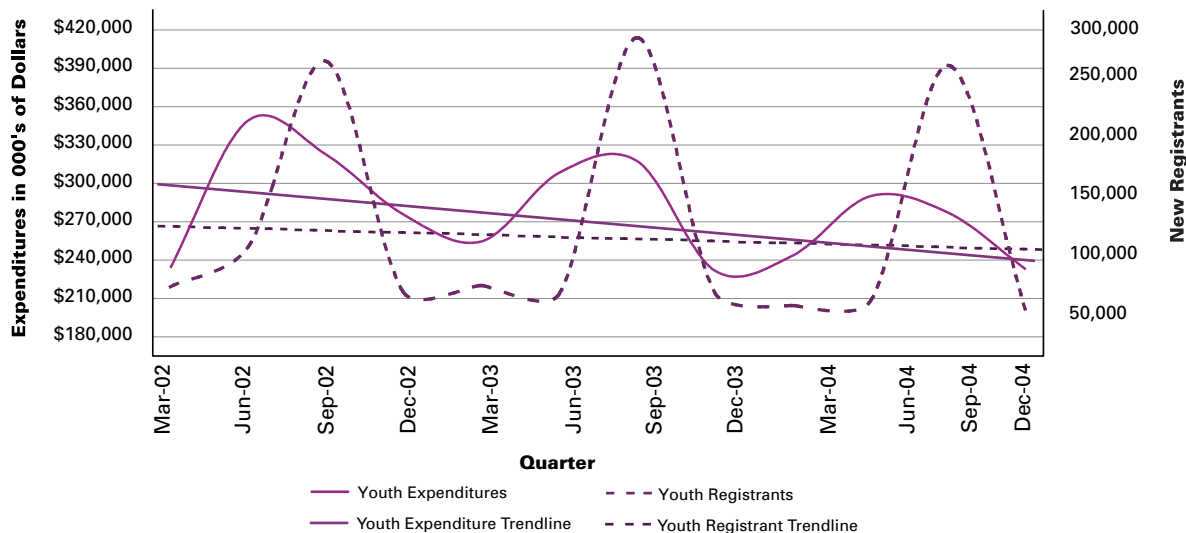
<sup>4</sup> Average earnings change

<sup>5</sup> The Native American Youth Program reports program performance semi-annually (April 1 through September 30) and annually (April 1 through March 31). The results for this quarter are for the period April 1, 2004 through September 30, 2004.

## Additional Job Corps Program Outcomes

<b>Number of Students Served</b>	2004	55,202
	2003	56,079
<b>Graduate Job Training Placement Wage</b>	2004	\$8.71
	2003	\$8.65
<b>Attainment of High School Diplomas</b>	2004	16%
	2003	17%
<b>Hispanic Participation</b>	2004	16%
	2003	17%
<b>Small Business Activity</b>	2004	\$251,608,696
	2003	\$187,524,657
<b>Large Business Activity</b>	2004	\$998,134,840
	2003	\$932,973,668

## 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 resumés and job seekers can search for jobs and post their resumés, all without charge.

**America's Career InfoNet**, [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 Career Center system.

**Career Voyages**, [www.careervoyages.gov](http://www.careervoyages.gov), a web site designed to provide information on high growth, high demand occupations along with the skills and education needed to attain those jobs. It is the result of collaboration between the Department of Labor and the Department of Education. While Career Voyages provides value to all Americans, it especially targets four groups: Students, Parents, Career Advisors, and Career Changers.

**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.

**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.

## Summary of Results

Business and individual usage of the services provided by the CareerOneStop (COS) remained high for the calendar year 2004 despite the traditional decline in usage experienced during this quarter every Program Year. The number of visits to the COS sites declined 7.3% in the October 1 through December 31, 2004 period when compared to the previous quarter. The number of page views also declined by 9.1% this period compared to the previous quarter. Job search activity traditionally declines during this quarter, as individuals seem to focus on other activities during this period (which covers several major holidays), rather than looking for a new job.

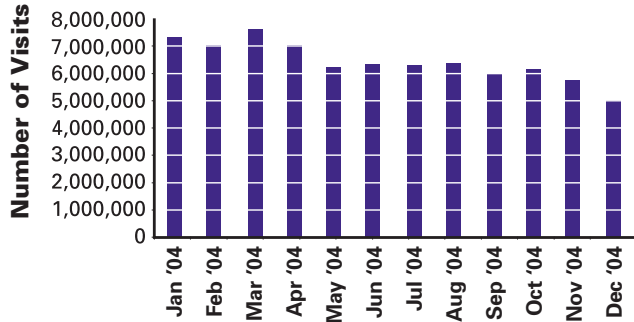
Business demand for services during this period appears to have remained strong, however. As the accompanying table shows, the number of job openings posted on America's Job Bank (AJB) and the number of new employer registrations with the site both increased significantly this quarter (51.6% and 12.3%, respectively) compared to the same quarter last year. The number of new resumés posted on AJB declined compared to the same quarter of last year, which is likely a combination of the slowdown in job search activities traditionally experienced this quarter and the decline in the overall unemployment rate.

The number of visits to the combined O\*NET web sites increased by 17% over the same period last year. The highest number of visits, 302,743, was recorded in October, 2004. O\*NET OnLine continues to be the most popular of the O\*NET web sites, seeing an increase in visits during the first two months of the quarter. The number of combined page views of O\*NET web sites saw an increase of 28% over the same period last year. A high of 2,252,210 combined page views was recorded in November 2004. Downloads of O\*NET products which includes the O\*NET database and Career Exploration Tools have leveled off for the quarter.

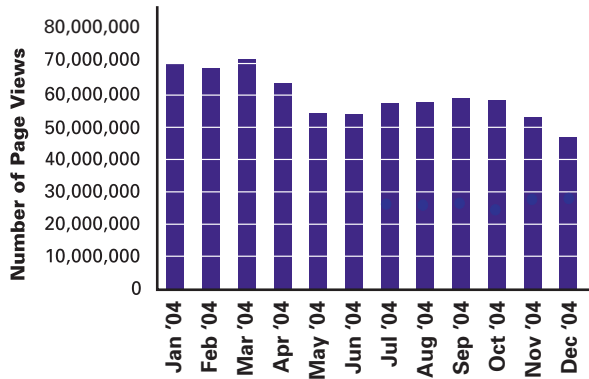
# ETA INTERNET-BASED ASSISTANCE

## CareerOneStop

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



**Number of Page Views on CareerOneStop and O\*NET Sites**



### America's Job Bank

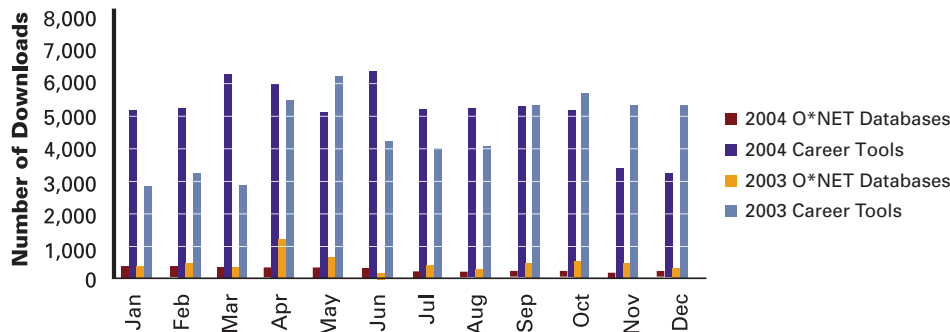
	Quarter ending 12/31/04	1,836,597
<b>Job Postings (AJB-Originated)</b>	Quarter ending 12/31/03	1,211,732
	Quarter ending 12/31/04	159,672
<b>New Resumés</b>	Quarter ending 12/31/03	192,406
	Quarter ending 12/31/04	11,324
<b>New Employer Registrations</b>	Quarter ending 12/31/03	10,083

**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.

## 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, which are also available through the Government Printing Office and 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 the President's High Growth Job Training Initiative and Partnerships for Jobs.

## 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 industries and 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.

Through December 2004, ETA has funded 86 High Growth Job Training Initiative pilot and demonstration grant projects totaling \$160 million in the following industry areas: advanced manufacturing, aerospace, automotive services, biotechnology, construction, energy, geospatial technology, health care, hospitality, information technology, and retail trade. During this quarter, ETA funded 11 advanced manufacturing solutions for \$19.8 million, 4 aerospace solutions for approximately \$2 million, 9 automotive services solutions for \$6.3 million, 6 construction solutions for \$20.8 million, and 1 geospatial technology solution for \$2 million. Detailed information about each of the investments is available at [www.doleta.gov/BRG/JobTrainInitiative](http://www.doleta.gov/BRG/JobTrainInitiative).

The high growth projects that have been 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 such as apprenticeship, distance learning, and accelerated training for educating and training industry-specific professionals;
- developing tools and curricula 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 curricula;
- 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.

During this quarter, the Business Relations Group, through the President's High Growth Job Training Initiative, listened to industry leaders at Executive Forums with the energy industry (two forums with approximately 50 total participants) to determine the industries' critical workforce issues.

ETA considered viewpoints expressed and solutions offered in industry-specific meetings with employers, educators, and the public workforce system. The BRG conducted Workforce Solutions Forums with the transportation industry (60 participants) and the energy industry (90 participants). During the Workforce Solutions Forums, leaders from the industries, the public workforce system, and the community and technical college systems validated the nature and extent of their workforce needs and identified a range of actual and potential solutions that would address their industries' workforce needs.

The information gathered from the Industry Forums will be added to the Career Voyages (<http://www.careervoyages.gov>) and Workforce3One (<http://www.workforce3one.org>) web sites and used to make investment decisions.

## Partnerships for Jobs

The Partnerships for Jobs Initiative brokers the connection of large, multi-state 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. Business 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 24 national business partners.

### Accomplishments

- Twenty-four (24) national business partners have hired approximately 19,000 individuals from the workforce investment system.
- Over thirty-seven (37) local partnership meetings and events connecting business partners' human resources personnel to One-Stop Career Center staff and Workforce Investment Boards were held across the country in 2004.
- National business partners received technical assistance on connecting with veterans, older workers, youth, Job Corps, apprenticeships, and workers with disabilities.

### 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
- PrimeFlight Aviation Services
- Saks Incorporated
- Shell Corporation
- Swift Transportation
- Toys "R" Us
- Verizon
- Werner Enterprises

# GLOSSARY OF PERFORMANCE MEASURES

Q = quarter

## Indian and Native American Adults

### Average Hourly Wage Gain

Measures the INA program's ability to increase participant earnings by comparing "pre-program" wages with "post-program" wages. As a dollar amount, the post-program wages minus pre-program wages for those participants that obtained employment after exiting the program. The outcome for this measure is an average of all "pre" and "post" program wages for all participants that obtained employment at exit.

### Employability Enhancement Rate

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

### Entered Employment Rate

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

### Positive Termination Rate

As a rate, those who either entered unsubsidized employment at termination or attained an employability enhancement, divided by all trainees 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 and former enrollees who are 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.

### Large Business Activity

The dollar value of Job Corps contracts awarded/obligated to large business based on fiscal year-end data.

### Literacy or Numeracy Gains

The percentage of students who achieve literacy or numeracy gains of one Adult Basic Education (ABE) level, approximately equivalent to two grade levels, while in the program.

### 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 business based on fiscal year-end data.

## 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 trade-affected 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 trade-affected 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 trade-affected 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



# GLOSSARY OF PERFORMANCE MEASURES

*Q = quarter*

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.

## **WIA 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.

## **WIA 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.

## **WIA 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).

## **WIA Older Youth Program**

### **Entered Employment Rate**

Of those who are not employed at registration and who are not enrolled in postsecondary 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 postsecondary 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 postsecondary 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.

## **WIA 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 plus number of occupational 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 – postsecondary 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.

# APPENDIX

## WIA STATE FORMULA SPENDING FOR PROGRAM YEAR 2004 - ALL PROGRAMS COMBINED

Reg	State	PY 2004 Availability				Total Available 7/01/04 - 6/30/05*	Expenditures		Unexpended Balance 12/31/04*
		Unexpended Carry-In to PY 2004	New PY 2004 Funds				\$ 7/01/04 - 12/31/04*	as % of Total Available	
			PY 2004 7/1/2004*	FY 2005 10/01/04	Total				
	<b>Total</b>	<b>\$1,178,101,584</b>	<b>\$1,494,218,903</b>	<b>\$1,555,993,147</b>	<b>\$3,047,212,050</b>	<b>\$4,225,313,634</b>	<b>\$1,476,928,011</b>	<b>35.0%</b>	<b>\$2,748,385,623</b>
3	Alabama	27,625,075	22,599,538	22,726,891	45,326,429	72,951,504	31,173,370	42.7%	41,778,134
6	Alaska	4,829,711	4,789,477	5,181,722	9,971,199	14,800,910	5,389,462	36.4%	9,411,448
6	Arizona	21,071,247	25,957,556	26,645,665	52,603,221	73,674,468	22,014,738	29.9%	51,659,730
4	Arkansas	12,610,537	12,105,935	11,805,369	23,911,304	36,521,841	12,467,003	34.1%	24,054,838
6	California	131,893,228	219,813,939	236,675,798	456,489,737	588,382,965	216,910,506	36.9%	371,472,459
4	Colorado	12,289,961	17,407,284	19,089,628	36,496,912	48,786,873	15,779,932	32.3%	33,006,941
1	Connecticut	3,772,815	11,436,165	11,608,155	23,044,320	26,817,135	8,859,916	33.0%	17,957,219
2	Delaware	2,160,509	3,323,202	2,814,373	6,137,575	8,298,084	2,711,644	32.7%	5,586,440
2	D. C.	5,863,876	4,448,133	4,540,008	8,988,141	14,852,017	6,297,591	42.4%	8,554,426
3	Florida	44,579,367	65,841,389	71,654,730	137,496,119	182,075,486	66,020,662	36.3%	116,054,824
3	Georgia	22,272,652	31,402,523	32,239,379	63,641,902	85,914,554	17,316,470	20.2%	68,598,084
6	Hawaii	7,172,066	5,354,712	4,588,041	9,942,753	17,114,819	2,772,993	16.2%	14,341,826
6	Idaho	3,063,194	5,684,014	5,755,238	11,439,252	14,502,446	2,776,256	19.1%	11,726,190
5	Illinois	63,410,006	72,952,730	79,844,513	152,797,243	216,207,249	28,335,198	13.1%	187,872,051
5	Indiana	15,143,155	24,040,426	23,488,770	47,529,196	62,672,351	10,399,872	16.6%	52,272,479
5	Iowa	4,338,269	7,258,432	6,894,580	14,153,012	18,491,281	3,084,704	16.7%	15,406,577
5	Kansas	8,613,780	10,458,912	9,877,629	20,336,541	28,950,321	3,940,237	13.6%	25,010,084
3	Kentucky	29,059,931	21,134,052	21,130,103	42,264,155	71,324,086	9,896,906	13.9%	61,427,180
4	Louisiana	49,876,207	28,559,851	27,659,167	56,219,018	106,095,225	18,568,637	17.5%	87,526,588
1	Maine	1,425,362	4,296,560	4,136,673	8,433,233	9,858,595	1,974,144	20.0%	7,884,451
2	Maryland	10,441,147	15,903,762	16,453,733	32,357,495	42,798,642	8,449,540	19.7%	34,349,102
1	Massachusetts	8,315,576	26,102,613	27,659,389	53,762,002	62,077,578	12,385,128	20.0%	49,692,450
5	Michigan	33,158,409	57,737,508	62,965,975	120,703,483	153,861,892	57,278,695	37.2%	96,583,197
5	Minnesota	6,948,452	14,301,193	14,224,465	28,525,658	35,474,110	13,190,205	37.2%	22,283,905
3	Mississippi	19,207,206	18,503,694	18,671,000	37,174,694	56,381,900	23,276,050	41.3%	33,105,850
5	Missouri	11,227,007	24,692,473	25,460,525	50,152,998	61,380,005	23,345,027	38.0%	38,034,978
4	Montana	1,794,412	3,933,439	3,445,487	7,378,926	9,173,338	3,392,263	37.0%	5,781,075
5	Nebraska	5,843,201	4,030,633	3,827,836	7,858,469	13,701,670	4,324,827	31.6%	9,376,843
6	Nevada	8,313,516	8,142,404	8,984,262	17,126,666	25,440,182	9,747,980	38.3%	15,692,202
2	New Hampshire	2,925,399	3,725,984	3,848,797	7,574,781	10,500,180	3,939,638	37.5%	6,560,542
1	New Jersey	37,241,643	40,463,837	45,339,046	85,802,883	123,044,526	38,809,690	31.5%	84,234,836
5	New Mexico	12,827,743	9,322,187	8,843,660	18,165,847	30,993,590	9,028,670	29.1%	21,964,920
5	New York	102,926,569	107,783,341	116,505,263	224,288,604	327,215,173	115,823,263	35.4%	211,391,910
3	North Carolina	47,149,370	47,067,203	50,930,413	97,997,616	145,146,986	42,709,653	29.4%	102,437,333
5	North Dakota	852,731	3,231,451	2,578,735	5,810,186	6,662,917	2,840,012	42.6%	3,822,905
4	Ohio	67,861,034	58,625,779	60,427,848	119,053,627	186,914,661	51,573,768	27.6%	135,340,893
5	Oklahoma	8,619,411	13,547,126	13,177,756	26,724,882	35,344,293	11,256,072	31.8%	24,088,221
6	Oregon	16,997,688	26,533,536	29,275,130	55,808,666	72,806,354	29,745,078	40.9%	43,061,276
1	Pennsylvania	35,891,781	60,752,937	62,872,805	123,625,742	159,517,523	49,831,330	31.2%	109,686,193
1	Puerto Rico	60,339,034	55,744,079	51,816,624	107,560,703	167,899,737	57,930,478	34.5%	109,969,259
4	Rhode Island	1,075,845	4,634,365	4,469,356	9,103,721	10,179,566	3,960,260	38.9%	6,219,306
1	South Carolina	19,157,212	21,924,303	23,309,798	45,234,101	64,391,313	22,384,514	34.8%	42,006,799
3	South Dakota	2,566,106	3,197,935	2,492,662	5,690,597	8,256,703	3,211,030	38.9%	5,045,673
4	Tennessee	21,287,342	24,160,570	23,679,028	47,839,598	69,126,940	21,906,354	31.7%	47,220,586
5	Texas	85,659,732	128,103,772	132,937,260	261,041,032	346,700,764	124,208,069	35.8%	222,492,695
4	Utah	4,957,199	8,793,048	9,198,469	17,991,517	22,948,716	6,650,459	29.0%	16,298,257
6	Vermont	8,637	3,209,218	2,521,639	5,730,857	5,739,494	3,419,545	59.6%	2,319,949
2	Virginia	19,143,222	19,253,107	18,940,338	38,193,445	57,336,667	17,654,141	30.8%	39,682,526
1	Washington	34,315,066	41,298,971	45,093,025	86,391,996	120,707,062	43,940,744	36.4%	76,766,318
1	West Virginia	5,203,567	11,014,351	10,701,788	21,716,139	26,919,706	15,584,199	57.9%	11,335,507
3	Wisconsin	12,825,578	23,445,352	24,553,664	47,999,016	60,824,594	24,323,874	40.0%	36,500,720
4	Wyoming	1,949,801	3,173,902	2,430,939	5,604,841	7,554,642	3,313,940	43.9%	4,240,702

\* Includes PY 2004 Youth beginning 4/1/04

# APPENDIX

## WIA STATE FORMULA SPENDING FOR PROGRAM YEAR 2004 - ADULT ACTIVITIES PROGRAM

Reg	State	PY 2004 Availability						Expenditures			Unexpended Balance 12/31/04
		Unexpended Carry-In to PY 2004	New PY 2004 Funds				Total Available 7/01/04 - 6/30/05	\$ 7/01/04 - 12/31/04*	as % of Total Available		
			PY 2004		FY 2005					Total	
			7/01/04	Transfers	10/01/04	Transfers					
	<b>Total</b>	<b>\$354,200,868</b>	<b>\$185,978,924</b>	<b>\$13,811,263</b>	<b>\$708,526,020</b>	<b>\$13,885,929</b>	<b>\$922,202,136</b>	<b>\$1,276,403,004</b>	<b>\$465,563,520</b>	<b>36.5%</b>	<b>\$810,893,484</b>
3	Alabama	10,657,295	2,958,739	1,706,066	11,271,943	4,381,519	20,318,267	30,975,562	15,312,415	49.4%	15,663,147
6	Alaska	543,624	594,436	0	2,264,628	0	2,859,064	3,402,688	1,459,917	42.9%	1,942,771
6	Arizona	6,384,386	3,342,896	475,423	12,735,469	1,245,635	17,799,423	24,183,809	7,799,098	32.2%	16,384,711
4	Arkansas	4,638,590	1,592,758	94,665	6,067,946	0	7,755,369	12,393,959	4,490,135	36.2%	7,903,824
6	California	35,324,110	27,650,963	140,929	105,342,179	1,921,385	135,055,456	170,379,566	65,179,573	38.3%	105,199,993
4	Colorado	3,139,627	1,726,042	419,888	6,575,721	1,220,561	9,942,212	13,081,839	5,812,106	44.4%	7,269,733
1	Connecticut	842,857	1,343,374	0	5,117,867	0	6,461,241	7,304,098	2,442,908	33.4%	4,861,190
2	Delaware	1,035,514	466,059	0	1,775,550	0	2,241,609	3,277,123	738,931	22.5%	2,538,192
2	D. C.	1,459,453	569,542	0	2,169,789	0	2,739,331	4,198,784	1,949,448	46.4%	2,249,336
3	Florida	13,842,751	8,608,834	4,793,228	32,797,172	0	46,199,234	60,041,985	25,670,225	42.8%	34,371,760
3	Georgia	6,058,280	3,939,896	0	15,009,869	0	18,949,765	25,008,045	9,260,909	37.0%	15,747,136
6	Hawaii	2,716,723	780,871	0	2,974,893	0	3,755,764	6,472,487	2,276,239	35.2%	4,196,248
6	Idaho	1,089,496	654,078	0	2,491,847	0	3,145,925	4,235,421	1,678,704	39.6%	2,556,717
5	Illinois	16,670,372	8,664,118	1,345,280	33,007,791	0	43,017,189	59,687,561	23,015,214	38.6%	36,672,347
5	Indiana	4,538,629	2,848,224	0	10,850,911	0	13,699,135	18,237,764	6,204,615	34.0%	12,033,149
5	Iowa	1,075,633	737,281	0	2,808,829	0	3,546,110	4,621,743	1,770,208	38.3%	2,851,535
5	Kansas	2,184,863	1,224,320	0	4,664,306	0	5,888,626	8,073,489	2,503,315	31.0%	5,570,174
3	Kentucky	9,773,810	2,819,406	0	10,741,125	0	13,560,531	23,334,341	7,298,706	31.3%	16,035,635
4	Louisiana	14,998,066	3,852,590	549,243	14,677,257	622,053	19,701,143	34,699,209	13,631,165	39.3%	21,068,044
1	Maine	594,299	566,899	0	2,159,720	0	2,726,619	3,320,918	1,368,025	41.2%	1,952,893
2	Maryland	3,407,094	2,084,949	197,246	7,943,053	0	10,225,248	13,632,342	5,627,871	41.3%	8,004,471
1	Massachusetts	1,439,685	2,472,497	461,943	9,419,499	0	12,353,939	13,793,624	5,444,149	39.5%	8,349,475
5	Michigan	12,182,070	7,004,200	1,429,550	26,683,982	0	35,117,732	47,299,802	18,695,002	39.5%	28,604,800
5	Minnesota	2,293,333	1,608,463	0	6,127,782	0	7,736,245	10,029,578	3,490,030	34.8%	6,539,548
3	Mississippi	7,336,277	2,308,105	0	8,793,216	0	11,101,321	18,437,598	8,482,712	46.0%	9,954,886
5	Missouri	2,878,062	3,025,443	0	11,526,065	0	14,551,508	17,429,570	6,314,825	36.2%	11,114,745
4	Montana	700,397	598,054	0	2,278,412	0	2,876,466	3,576,863	1,244,785	34.8%	2,332,078
5	Nebraska	1,873,366	466,059	0	1,775,550	120,905	2,362,514	4,235,880	1,291,867	30.5%	2,944,013
6	Nevada	3,119,074	1,039,555	0	3,960,403	474,028	5,473,986	8,593,060	3,647,633	42.4%	4,945,427
1	New Hampshire	821,618	466,059	0	1,775,550	(200,000)	2,041,609	2,863,227	799,075	27.9%	2,064,152
1	New Jersey	12,456,719	5,091,588	0	19,397,480	0	24,489,068	36,945,787	9,479,061	25.7%	27,466,726
4	New Mexico	5,456,881	1,237,720	0	4,715,358	0	5,953,078	11,409,959	2,178,718	19.1%	9,231,241
1	New York	30,555,144	13,802,414	902,195	52,583,216	0	67,287,825	97,842,969	35,876,457	36.7%	61,966,512
3	North Carolina	10,522,782	5,653,372	(21,287)	21,537,718	728,604	27,898,407	38,421,189	12,706,561	33.1%	25,714,628
4	North Dakota	406,126	466,059	0	1,775,550	0	2,241,609	2,647,735	1,101,938	41.6%	1,545,797
5	Ohio	23,235,195	7,253,144	364,626	27,632,384	936,435	36,186,589	59,421,784	17,408,192	29.3%	42,013,592
4	Oklahoma	2,615,479	1,762,450	0	6,714,425	58,329	8,535,204	11,150,683	3,546,664	31.8%	7,604,019
6	Oregon	4,589,199	3,181,094	64,430	12,119,052	0	15,364,576	19,953,775	8,745,335	43.8%	11,208,440
2	Pennsylvania	9,437,013	7,403,834	0	28,206,470	50,000	35,660,304	45,097,317	14,683,995	32.6%	30,413,322
1	Puerto Rico	17,446,416	7,834,148	0	29,845,845	0	37,679,993	55,126,409	18,412,940	33.4%	36,713,469
1	Rhode Island	571,581	521,584	0	1,987,084	0	2,508,668	3,080,249	939,617	30.5%	2,140,632
3	South Carolina	5,972,555	2,705,841	127,356	10,308,474	318,850	13,460,521	19,433,076	7,557,533	38.9%	11,875,543
4	South Dakota	761,527	466,059	0	1,775,550	0	2,241,609	3,003,136	1,173,146	39.1%	1,829,990
3	Tennessee	7,167,239	3,247,361	36,637	12,371,506	94,092	15,749,596	22,916,835	8,166,686	35.6%	14,750,149
4	Texas	26,947,706	15,993,524	526,708	60,930,711	1,587,664	79,038,607	105,986,313	39,942,178	37.7%	66,044,135
4	Utah	1,516,667	954,774	160,792	3,637,414	412,947	5,165,927	6,682,594	1,258,857	18.8%	5,423,737
1	Vermont	0	466,059	0	1,775,550	0	2,241,609	2,241,609	921,580	41.1%	1,320,029
2	Virginia	5,140,591	2,489,990	0	9,486,143	(187,353)	11,788,780	16,929,371	4,496,334	26.6%	12,433,037
6	Washington	8,562,864	4,839,139	0	18,435,723	0	23,274,862	31,837,726	10,556,959	33.2%	21,280,767
2	West Virginia	1,897,695	1,514,260	0	5,768,896	0	7,283,156	9,180,851	4,179,571	45.5%	5,001,280
5	Wisconsin	4,619,523	2,613,741	0	9,957,597	0	12,571,338	17,190,861	6,168,993	35.9%	11,021,868
4	Wyoming	702,612	466,059	36,345	1,775,550	100,275	2,378,229	3,080,841	1,162,400	37.7%	1,918,441

\* Summaries by program are estimates, due to a portion of the data being reported only for combined programs.

# APPENDIX

## WIA STATE FORMULA SPENDING FOR PROGRAM YEAR 2004 - DISLOCATED WORKERS PROGRAM

Reg	State	PY 2004 Availability						Expenditures		Unexpended Balance 12/31/04	
		Unexpended Carry-In to PY 2004	New PY 2004 Funds				Total Available 7/01/04 - 6/30/05	\$ 7/01/04 - 12/31/04*	as % of Total Available		
			PY 2004		FY 2005						Total
			7/01/04	Transfers	10/01/04	Transfers					
	<b>Total</b>	<b>\$547,903,275</b>	<b>\$329,984,815</b>	<b>(\$13,811,263)</b>	<b>\$847,467,127</b>	<b>\$13,885,929</b>	<b>\$1,149,754,750</b>	<b>\$1,697,658,025</b>	<b>\$488,291,229</b>	<b>28.8%</b>	<b>\$1,209,366,796</b>
3	Alabama	12,498,714	4,460,302	(1,706,066)	11,454,948	(4,381,519)	9,827,665	22,326,379	7,672,277	34.4%	14,654,102
6	Alaska	3,196,079	1,135,851	0	2,917,094	0	4,052,945	7,249,024	2,248,583	31.0%	5,000,441
6	Arizona	9,923,815	5,416,320	(475,423)	13,910,196	(1,245,635)	17,605,458	27,529,273	5,841,948	21.2%	21,687,325
4	Arkansas	4,534,285	2,234,025	(94,665)	5,737,423	0	7,876,783	12,411,068	2,897,410	23.3%	9,513,658
6	California	58,456,929	51,138,384	(140,929)	131,333,619	(1,921,385)	180,409,689	238,866,618	76,042,626	31.8%	162,823,992
4	Colorado	5,784,914	4,872,637	(419,888)	12,513,907	(1,220,561)	15,746,095	21,531,009	5,060,755	23.5%	16,470,254
1	Connecticut	2,295,114	2,527,174	0	6,490,288	0	9,017,462	11,312,576	3,052,813	27.0%	8,259,763
2	Delaware	583,547	404,494	0	1,038,823	0	1,443,317	2,026,864	529,538	26.1%	1,497,326
2	D.C.	2,485,765	922,911	0	2,370,219	0	3,293,130	5,778,895	2,621,110	45.4%	3,157,785
3	Florida	23,347,708	15,130,267	(4,793,228)	38,857,558	0	49,194,597	72,542,305	15,409,483	21.2%	57,132,822
3	Georgia	10,825,698	6,708,787	0	17,229,510	0	23,938,297	34,763,995	10,324,888	29.7%	24,439,107
6	Hawaii	2,206,993	628,124	0	1,613,148	0	2,241,272	4,448,265	1,895,919	42.6%	2,552,346
6	Idaho	927,077	1,270,692	0	3,263,391	0	4,534,083	5,461,160	2,279,759	41.7%	3,181,401
5	Illinois	35,341,606	18,237,176	(1,345,280)	46,836,722	0	63,728,618	99,070,224	22,985,646	23.2%	76,084,578
5	Indiana	6,848,248	4,920,901	0	12,637,859	0	17,558,760	24,407,008	6,977,894	28.6%	17,429,114
5	Iowa	2,306,189	1,590,901	0	4,085,751	0	5,676,652	7,982,841	2,574,759	32.3%	5,408,082
5	Kansas	2,960,282	2,029,952	0	5,213,323	0	7,243,275	10,203,557	2,338,959	22.9%	7,864,598
3	Kentucky	11,832,780	4,045,236	0	10,388,978	0	14,434,214	26,266,994	6,205,753	23.6%	20,061,241
4	Louisiana	22,339,754	5,054,866	(549,243)	12,981,910	(622,053)	16,865,480	39,205,234	11,955,696	30.5%	27,249,538
1	Maine	615,389	769,782	0	1,976,953	0	2,746,735	3,362,124	1,398,738	41.6%	1,963,386
2	Maryland	4,918,609	3,313,869	(197,246)	8,510,680	0	11,627,303	16,545,912	5,478,809	33.1%	11,067,103
1	Massachusetts	4,889,829	7,102,206	(461,943)	18,239,890	0	24,880,153	29,769,982	9,780,270	32.9%	19,989,712
5	Michigan	16,270,286	14,127,399	(1,429,550)	36,281,993	0	48,979,842	65,250,128	19,472,249	29.8%	45,777,879
5	Minnesota	4,065,840	3,152,668	0	8,096,683	0	11,249,351	15,315,191	4,170,926	27.2%	11,144,265
3	Mississippi	9,070,168	3,846,189	0	9,877,784	0	13,723,973	22,794,141	8,792,619	38.6%	14,001,522
5	Missouri	4,794,866	5,425,768	0	13,934,460	0	19,360,228	24,155,094	7,429,881	30.8%	16,725,213
4	Montana	461,450	454,433	0	1,167,075	0	1,621,508	2,082,958	798,794	38.3%	1,284,164
5	Nebraska	2,463,315	799,115	0	2,052,286	(120,905)	2,730,496	5,193,811	1,322,402	25.5%	3,871,409
6	Nevada	3,417,501	1,956,179	0	5,023,859	(474,028)	6,506,010	9,923,511	3,377,549	34.0%	6,545,962
1	New Hampshire	593,942	807,276	0	2,073,247	200,000	3,080,523	3,674,465	1,336,690	36.4%	2,337,775
1	New Jersey	17,385,088	10,101,068	0	25,941,566	0	36,042,634	53,427,722	15,028,989	28.1%	38,398,733
4	New Mexico	3,558,088	1,607,470	0	4,128,302	0	5,735,772	9,293,860	2,489,973	26.8%	6,803,887
1	New York	48,305,177	24,889,820	(902,195)	63,922,047	0	87,909,672	136,214,849	35,040,925	25.7%	101,173,924
3	North Carolina	24,640,288	11,444,861	21,287	29,392,695	(728,604)	40,130,239	64,770,527	16,307,991	25.2%	48,462,536
4	North Dakota	217,579	312,743	0	803,185	0	1,115,928	1,333,507	448,088	33.6%	885,419
5	Ohio	24,095,769	12,769,823	(364,626)	32,795,464	(936,435)	44,264,226	68,359,995	15,543,527	22.7%	52,816,468
4	Oklahoma	3,182,781	2,516,677	0	6,463,331	(58,329)	8,921,679	12,104,460	2,653,703	21.9%	9,450,757
6	Oregon	8,777,629	6,680,194	(64,430)	17,156,078	0	23,771,842	32,549,471	12,824,983	39.4%	19,724,488
2	Pennsylvania	19,185,618	13,498,298	0	34,666,335	(50,000)	48,114,633	67,300,251	17,389,446	25.8%	49,910,805
1	Puerto Rico	29,127,323	8,554,932	0	21,970,779	0	30,525,711	59,653,034	17,617,419	29.5%	42,035,615
1	Rhode Island	276,827	966,542	0	2,482,272	0	3,448,814	3,725,641	1,297,893	34.8%	2,427,748
3	South Carolina	8,794,520	5,062,426	(127,356)	13,001,324	(318,850)	17,617,544	26,412,064	7,896,434	29.9%	18,515,630
4	South Dakota	510,869	279,227	0	717,112	0	996,339	1,507,208	471,431	31.3%	1,035,777
3	Tennessee	9,323,242	4,402,897	(36,637)	11,307,522	(94,092)	15,579,690	24,902,932	6,495,809	26.1%	18,407,123
4	Texas	39,178,595	28,037,745	(526,708)	72,006,549	(1,587,664)	97,929,922	137,108,517	41,771,885	30.5%	95,336,632
4	Utah	2,498,654	2,165,351	(160,792)	5,561,055	(412,947)	7,152,667	9,651,321	3,262,327	33.8%	6,388,994
1	Vermont	0	290,510	0	746,089	0	1,036,599	1,036,599	620,830	59.9%	415,769
2	Virginia	9,436,523	3,681,253	0	9,454,195	187,353	13,322,801	22,759,324	4,315,843	19.0%	18,443,481
6	Washington	19,368,995	10,379,759	0	26,657,302	0	37,037,061	56,406,056	18,094,480	32.1%	38,311,576
2	West Virginia	3,305,872	1,920,758	0	4,932,892	0	6,853,650	10,159,522	6,097,650	60.0%	4,061,872
5	Wisconsin	5,982,339	5,683,383	0	14,596,067	0	20,279,450	26,261,789	9,874,908	37.6%	16,386,881
4	Wyoming	494,807	255,194	(36,345)	655,389	(100,275)	773,963	1,268,770	471,952	37.2%	796,818

\* Summaries by program are estimates, due to a portion of the data being reported only for combined programs.

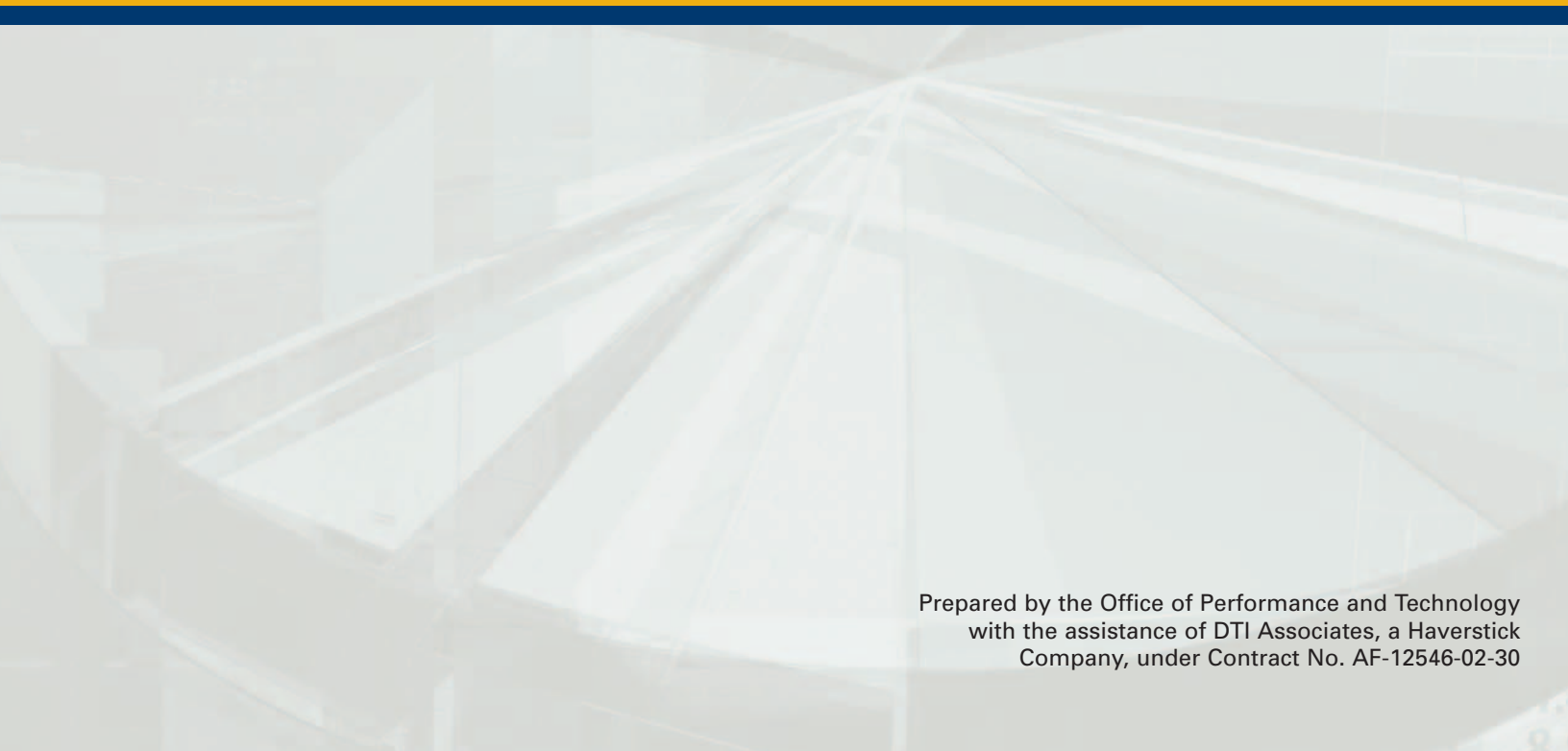
# APPENDIX

## WIA STATE FORMULA SPENDING FOR PROGRAM YEAR 2004 - YOUTH ACTIVITIES PROGRAM

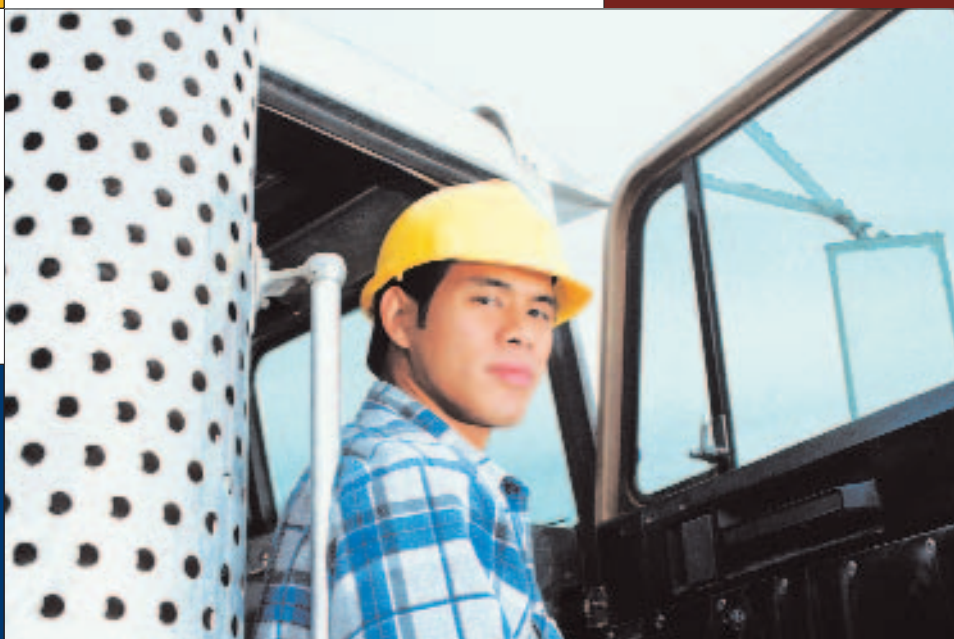
Reg	State	PY 2004 Availability			Expenditures		Unexpended Balance 12/31/04
		Unexpended Carry-In to PY 2004	New PY 2004 Funds 04/01/03	Total Available 4/01/04 - 6/30/05	\$ 4/01/04 - 12/31/04*	as % of Total Balance	
	<b>Total</b>	<b>\$275,997,441</b>	<b>\$975,255,164</b>	<b>\$1,251,252,605</b>	<b>\$523,073,262</b>	<b>41.80%</b>	<b>\$728,179,343</b>
3	Alabama	4,469,066	15,180,497	19,649,563	8,188,678	41.7%	11,460,885
6	Alaska	1,090,008	3,059,190	4,149,198	1,680,962	40.5%	2,468,236
6	Arizona	4,763,046	17,198,340	21,961,386	8,373,692	38.1%	13,587,694
4	Arkansas	3,437,662	8,279,152	11,716,814	5,079,458	43.4%	6,637,356
6	California	38,112,189	141,024,592	179,136,781	75,688,307	42.3%	103,448,474
4	Colorado	3,365,420	10,808,605	14,174,025	4,907,071	34.6%	9,266,954
1	Connecticut	634,844	7,565,617	8,200,461	3,364,195	41.0%	4,836,266
2	Delaware	541,448	2,452,649	2,994,097	1,443,175	48.2%	1,550,922
2	D.C.	1,918,658	2,955,680	4,874,338	1,727,033	35.4%	3,147,305
3	Florida	7,388,908	42,102,288	49,491,196	24,940,954	50.4%	24,550,242
3	Georgia	5,388,674	20,753,840	26,142,514	13,029,565	49.8%	13,112,949
6	Hawaii	2,248,350	3,945,717	6,194,067	1,864,449	30.1%	4,329,618
6	Idaho	1,046,621	3,759,244	4,805,865	1,947,452	40.5%	2,858,413
5	Illinois	11,398,028	46,051,436	57,449,464	21,374,923	37.2%	36,074,541
5	Indiana	3,756,278	16,271,301	20,027,579	8,453,299	42.2%	11,574,280
5	Iowa	956,447	4,930,250	5,886,697	2,154,756	36.6%	3,731,941
5	Kansas	3,468,635	7,204,640	10,673,275	3,991,800	37.4%	6,681,475
3	Kentucky	7,453,341	14,269,410	21,722,751	6,555,987	30.2%	15,166,764
4	Louisiana	12,538,387	19,652,395	32,190,782	12,008,781	37.3%	20,182,001
1	Maine	215,674	2,959,879	3,175,553	1,277,033	40.2%	1,898,520
2	Maryland	2,115,444	10,504,944	12,620,388	4,351,738	34.5%	8,268,650
1	Massachusetts	1,986,062	16,527,910	18,513,972	9,417,366	50.9%	9,096,606
5	Michigan	4,706,053	36,605,909	41,311,962	19,111,444	46.3%	22,200,518
5	Minnesota	589,279	9,540,062	10,129,341	5,529,249	54.6%	4,600,092
3	Mississippi	2,800,761	12,349,400	15,150,161	6,000,719	39.6%	9,149,442
5	Missouri	3,554,079	16,241,262	19,795,341	9,600,321	48.5%	10,195,020
4	Montana	632,565	2,880,952	3,513,517	1,348,684	38.4%	2,164,833
5	Nebraska	1,506,520	2,765,459	4,271,979	1,710,558	40.0%	2,561,421
6	Nevada	1,776,941	5,146,670	6,923,611	2,722,798	39.3%	4,200,813
1	New Hampshire	1,509,839	2,452,649	3,962,488	1,803,873	45.5%	2,158,615
1	New Jersey	7,399,836	25,271,181	32,671,017	14,301,640	43.8%	18,369,377
4	New Mexico	3,812,774	6,476,997	10,289,771	4,359,979	42.4%	5,929,792
1	New York	24,066,248	69,091,107	93,157,355	44,905,881	48.2%	48,251,474
3	North Carolina	11,986,300	29,968,970	41,955,270	13,695,101	32.6%	28,260,169
4	North Dakota	229,026	2,452,649	2,681,675	1,289,986	48.1%	1,391,689
5	Ohio	20,530,070	38,602,812	59,132,882	18,622,049	31.5%	40,510,833
4	Oklahoma	2,821,151	9,267,999	12,089,150	5,055,705	41.8%	7,033,445
6	Oregon	3,630,860	16,672,248	20,303,108	8,174,760	40.3%	12,128,348
2	Pennsylvania	7,269,150	39,850,805	47,119,955	17,757,889	37.7%	29,362,066
1	Puerto Rico	13,765,295	39,354,999	53,120,294	21,900,119	41.2%	31,220,175
1	Rhode Island	227,437	3,146,239	3,373,676	1,722,750	51.1%	1,650,926
3	South Carolina	4,390,137	14,156,036	18,546,173	6,930,547	37.4%	11,615,626
4	South Dakota	1,293,710	2,452,649	3,746,359	1,566,453	41.8%	2,179,906
3	Tennessee	4,796,861	16,510,312	21,307,173	7,243,859	34.0%	14,063,314
4	Texas	19,533,431	84,072,503	103,605,934	42,494,006	41.0%	61,111,928
4	Utah	941,878	5,672,923	6,614,801	2,129,275	32.2%	4,485,526
1	Vermont	8,637	2,452,649	2,461,286	1,877,135	76.3%	584,151
2	Virginia	4,566,108	13,081,864	17,647,972	8,841,964	50.1%	8,806,008
6	Washington	6,383,207	26,080,073	32,463,280	15,289,305	47.1%	17,173,975
2	West Virginia	0	7,579,333	7,579,333	5,306,978	70.0%	2,272,355
5	Wisconsin	2,223,716	15,148,228	17,371,944	8,279,973	47.7%	9,091,971
4	Wyoming	752,382	2,452,649	3,205,031	1,679,588	52.4%	1,525,443

\* Summaries by program are estimates, due to a portion of the data being reported only for combined programs.





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EMPLOYMENT AND TRAINING ADMINISTRATION  
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