

PROGRAM HIGHLIGHTS: Introduction

Workforce System Results
December 31, 2005

The Employment and Training Administration (ETA) is pleased to present a series of performance highlights from the public workforce system as of December 31, 2005. This series is offered to provide a snapshot of the results of ETA programs and their progress in achieving their goals to help people find jobs and connect employers to workers. We hope that these highlights serve as a starting point for further inquiry and analysis of program performance.

Our ETA mission is 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 this series of highlights or other performance reviews, contact ETA's Office of Performance and Technology, (202) 693-3031.

U.S. National Employment Indicators

	31-Dec-05	31-Dec-04
Total Labor Force	150,153,000	148,173,000
Employed	142,779,000	140,133,000
Unemployed Number	7,375,000	8,040,000
Unemployed Rate	4.9%	5.4%
New Initial Claims for Unemployment Insurance (UI)	1,167,660	1,286,873
Number of First UI Payments	713,393	784,052
Average Weeks Receiving UI in Calendar Years 2005 and 2004	15.4	16.2

Labor Market Trends: Changes in the Retail Industry*

Employment in the United States has been affected by shifts in the retail industry. Accounting for about one in eight private payroll jobs, this sector has a major impact on the economy. The growth of supercenter stores has been a major influence in the retail industry. Traditional department stores shed about 170,000 jobs from March 2001 to June 2003, while discount stores added 21,000 jobs. Supercenters, on the other hand, added 164,000 jobs in the same period. Between 1997 and 2002, the number of supermarkets and grocery stores declined by 3,369, and 738 department stores closed. However, supercenters experienced an increase of 1,385 outlets in the same interval, and saw their percentage of retail sales almost double from 3.3 percent to 6.2 percent. Supercenters have moved into areas of retail trade dominated by other types of stores, so they can be expected to have similar effects on employment in those sectors as well.

*As reported in "From supermarkets to supercenters: employment shifts to the one-stop shop", *Monthly Labor Review*, February 2006.

[CLICK HERE](#) for Program Highlights, Appropriations and Expenditures

PROGRAM HIGHLIGHTS: Current Appropriations

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In general, the following resources are used to operate authorized workforce investment programs. Although this report generally presents quarterly results, the figures below represent annual appropriations. This report for the quarter ending December 31, 2005 covers programs operating in Program Year (PY) 2005 (July 1, 2005, through June 30, 2006) and programs operating in Fiscal Year (FY) 2006 (October 1, 2005, through September 30, 2006). This quarter's funding displayed is from both the FY 2005 and FY 2006 appropriation. Apprenticeship, Trade Adjustment Assistance, and Unemployment Insurance run on a fiscal year and December 31, 2005 is the first quarter of FY 2006. All other programs run on the program year, and December 31, 2005 is the second quarter of PY 2005.

Apprenticeship ¹	\$21,060,000	FY
Dislocated Worker National Reserve ²	\$156,930,032	PY
Indian and Native American Adult Program ³	\$46,485,029	PY
Job Corps (Operations) ⁴	\$1,330,827,809	PY
One-Stop Employment and Workforce Information Services ⁵	\$780,591,904	PY
National Farmworker Jobs Program ⁶	\$71,712,672	PY
Senior Community Service Employment Program	\$436,678,400	PY
Trade Adjustment Assistance ⁷	\$259,400,000	FY
Trade Adjustment Assistance Training	\$259,400,000	FY
Unemployment Insurance (UI) Administration	\$2,523,000,000	FY
WIA Adult	\$889,498,144	PY
WIA Dislocated Workers Formula Grant	\$1,184,783,616	FY
Youth Offender Demonstration ⁸	\$49,600,000	PY
Youth Activities ⁹	\$982,389,639	PY
Indian and Native American Youth Program ⁹	\$10,895,896	PY
WIA Youth (Older and Younger)	\$971,493,743	PY
TOTAL	\$8,732,957,245	

¹ 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.

² 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.

³ The total appropriation is \$54,237,600; \$7,752,571 was transferred to the Department of Interior/Bureau of Indian Affairs for those Indian and Native American grantees per P.L. 102-477.

⁴ The total appropriation is \$1,544,950,854, with \$1,429,760,422 for Operations and \$115,190,432 for Construction. \$98,932,613 has been transferred to the Departments of Agriculture and Interior for Job Corps center operations.

⁵ The One-Stop Employment and Workforce Information Services appropriation includes both the Wagner-Peyser allocation and the Reemployment Services allocation, which are distributed to the states using different formulas.

⁶ The total appropriation is \$76,259,008; \$4,546,336 is set aside for migrant and seasonal housing.

⁷ The total appropriation is \$966,400,000; this total includes \$655,000,000 for TAA benefits and \$52,000,000 for Wage Insurance.

⁸ The total appropriation is \$49,600,000; the Round Three Youth Offender Demonstration grant, for which participant and performance outcomes are reported in this review, was funded at \$31,500,000.

⁹ The total Youth Activities appropriation is \$986,288,064; the total Indian and Native American Youth Program appropriation is \$14,794,321, of which \$3,898,425 was transferred to the Department of Interior/Bureau of Indian Affairs per P.L. 102-477.

PROGRAM HIGHLIGHTS: Workforce Investment Act Older Youth Program

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WORKFORCE INVESTMENT ACT OLDER YOUTH PROGRAM

WIA 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

PERFORMANCE MEASURES

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.

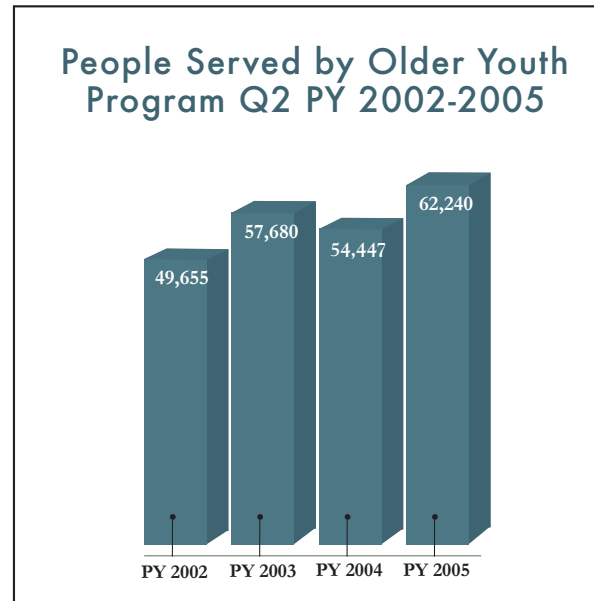
Employment Retention Rate at Six Months:

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.

In the second quarter of PY2005, 62,240 older youth received services under the Workforce Investment Act (WIA) Youth Program. Though participation in the second quarter has fluctuated somewhat over the past four years, there appears to be an overall rising trend to the number served, as may be seen in the chart below.



This was the second quarter that the WIA Older Youth Program has operated the system of common performance measures. With very strong entered employment results of 78 percent in the quarter, the cumulative entered employment rate has risen to 72 percent, which is four percentage points above the annual goal. While the employment retention rate fell slightly from the first quarter, the 82 percent cumulative rate still exceeds the annual goal of 79 percent.

In addition, the WIA youth program has begun the collection of additional youth common measures and has two quarters of baseline data collected for both the “placement in employment and education” measure as well as the “attainment of a degree or certificate” measure. The program has also begun collecting data on out-of-school youth and, in the quarter being reported, 35% of all participants served were out-of-school.

WIA Older Youth Services	PY 2005 Annual Goals	Second Quarter Results (10/1/05-12/31/05)	Cumulative Two Quarter Results
Entered Employment Rate	68%	78%	72%
Employment Retention Rate	79%	81%	82%
Earnings Change	N/A	\$3,410	\$3,619

PROGRAM HIGHLIGHTS: Workforce Investment Act Younger Youth Program

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WORKFORCE INVESTMENT ACT YOUNGER YOUTH PROGRAM

WIA 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.

PERFORMANCE MEASURES

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:

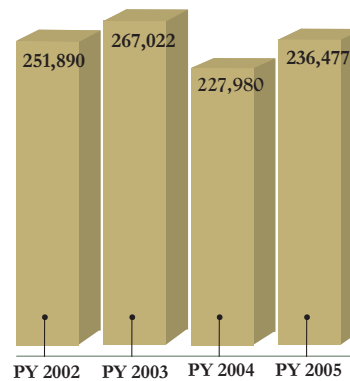
Of all in-school youth and any out-of-school youth assessed to be in need of basic skills, work readiness skills, and/or occupational skills: the total number of basic skills goals, work readiness skills goals, plus occupational skills goals attained by younger youth divided by the total number goals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

Retention Rate:

The number of younger youth engaged in one of five target activities in Q3 following exit, divided by the number of younger youth who exit during the quarter (except those still in secondary school at exit). The target activities are: postsecondary education, advanced training, employment, military service, or qualified apprenticeships.

In the second quarter of PY2005, 236,477 younger youth received services under the Workforce Investment Act (WIA) Youth Program. While participation in the second quarter was up somewhat over PY2004, the number of younger youth served continues to remain below the previous two years. The chart below depicts the number of younger youth served in the second quarter in each of the past four years.

People Served by Younger Youth Program Q2 PY 2002-2005



This was the second quarter that the WIA Younger Youth Program has operated under the system of common performance measures. In this quarter, the rate of diploma attainment slipped slightly so that the cumulative results are now one percentage point below the 53 percent annual goal. With most high school diplomas attained in the fourth quarter of any program year, it appears likely that the annual goal will be achieved.

In addition, the WIA youth program has begun the collection of additional youth common measures and has two quarters of baseline data collected for both the “placement in employment and education” measure as well as the “attainment of a degree or certificate” measure. Annual goals for these youth measures will be established once all of the baseline data has been collected.

WIA Younger Youth Services	PY 2005 Annual Goals	Second Quarter Results (10/1/05-12/31/05)	Cumulative Two Quarter Results
Diploma Attainment	53%	49%	52%
Skill Attainment	N/A	82%	83%
Retention	N/A	60%	61%

PROGRAM HIGHLIGHTS: Workforce Investment Act Dislocated Worker Program

Workforce System Results
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WORKFORCE INVESTMENT ACT DISLOCATED WORKER PROGRAM

The Dislocated Worker Program, under Title I of the Workforce Investment Act (WIA), is tailored to assist experienced workers who have been laid off. The program offers employment and training assistance for workers affected by plant closings or downsizing.

PERFORMANCE MEASURES

Entered Employment Rate:

Of those who are not employed at the date of participation: the number of adult participants who are employed in the first quarter after the exit quarter divided by the number of adult participants who exit during the quarter.

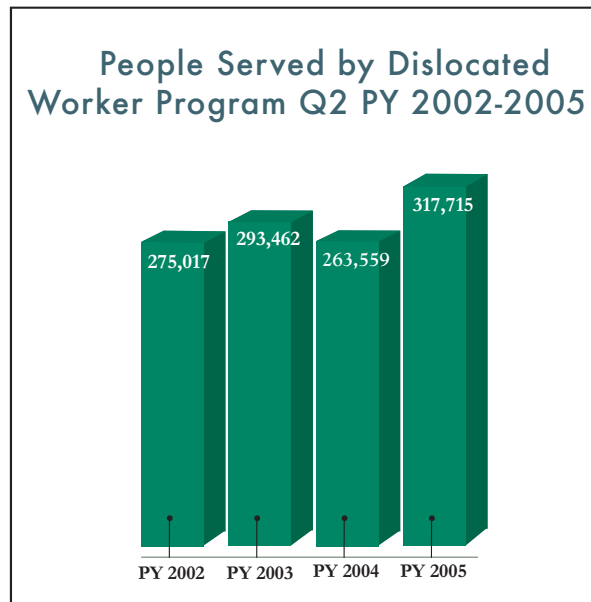
Employment Retention Rate:

Of those who are employed in the first quarter after the exit quarter: The number of adult participants who are employed in both the second and third quarters after the exit quarter divided by the number of adult participants who exit during the quarter.

Average Earnings Gain:

Of those adult participants who are employed in the first, second, and third quarters after the exit quarter: Total earnings in the second quarter plus the total earnings in the third quarter after the exit quarter divided by the number of adult participants who exit during the quarter.

In the second quarter of PY2005, 317,715 individuals received services under the Dislocated Worker Program of the Workforce Investment Act (WIA). Though participation in the second quarter has fluctuated somewhat over the past four years, there appears to be an overall rising trend to the number served, as may be seen in the chart below.



This was the second quarter that the Dislocated Worker Program has operated under the system of common performance measures. By exceeding the 82 percent annual goal in the second quarter, the cumulative two quarter entered employment rate is very close to the target rate. While the employment retention rate improved slightly between the first and second quarters, at around 87 percent, it still lags behind the 91 percent annual goal.

WIA Dislocated Worker Services	PY 2005 Annual Goals	Second Quarter Results (10/1/05-12/31/05)	Cumulative Two Quarter Results
Entered Employment Rate	82%	81.7%	82.9%
Employment Retention Rate	91%	86.9%	87.0%
Average Earnings Gain	N/A	69.2%	69.6%
Credential Rate	N/A	\$80	\$93

PROGRAM HIGHLIGHTS: Workforce Investment Act Adult Program

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WORKFORCE INVESTMENT ACT 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 skills 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.

PERFORMANCE MEASURES

Entered Employment Rate:

Of those who are not employed at the date of participation: the number of adult participants who are employed in the first quarter after the exit quarter divided by the number of adult participants who exit during the quarter.

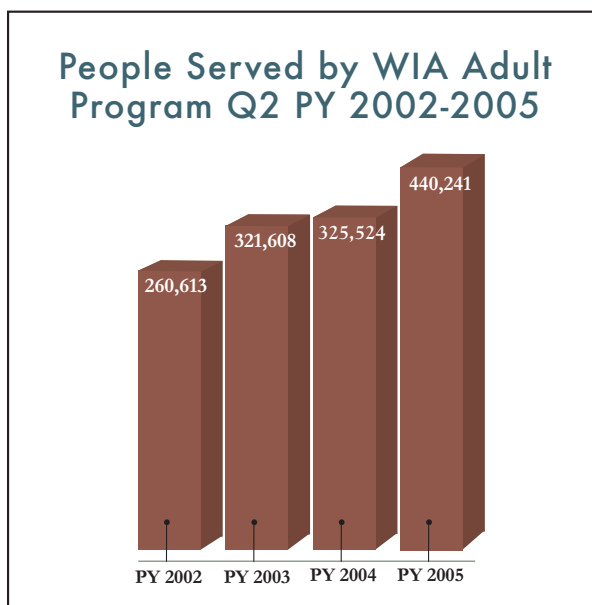
Employment Retention Rate:

Of those who are employed in the first quarter after the exit quarter: The number of adult participants who are employed in both the second and third quarters after the exit quarter divided by the number of adult participants who exit during the quarter.

Average Earnings Gain:

Of those adult participants who are employed in the first, second, and third quarters after the exit quarter: Total earnings in the second quarter plus the total earnings in the third quarter after the exit quarter divided by the number of adult participants who exit during the quarter.

In the second quarter of PY2005, 440,241 individuals received adult services under the Workforce Investment Act (WIA). As shown in the chart below, PY2005 is the fourth consecutive year with an increase in the number of individuals served in the second quarter.



This was the second quarter that the program has operated under the system of common performance measures. As in the first quarter, the entered employment rate exceeded the 2005 goal by just over one percent. Similarly, the average earnings results exceeded the goal of \$3,300, by rising to \$3,959. Only the employment retention rate of 81.5 percent continued to lag behind the goal of 85 percent; however, this was an increase from the first quarter.

WIA Adult Services	PY 2005 Annual Goals	Second Quarter Results (10/1/05-12/31/05)	Cumulative Two Quarter Results
Entered Employment Rate	75%	76.3%	76.4%
Employment Retention Rate	85%	81.5%	81.0%
Average Earnings Gain	\$3,300	\$3,959	\$3,841
Credential Rate	N/A	65.6%	64.9%

PROGRAM HIGHLIGHTS: Hurricane Response Activities

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Public-Private Partnership Launched to Help Mississippians Work Their Way Back Home

U.S. Secretary of Labor Elaine L. Chao announced an expanded partnership between Manpower Inc. and the State of Mississippi on October 6 that will help Mississippi workers displaced by Hurricane Katrina find new jobs in high growth, high-demand careers. Workers will be eligible for “Working Your Way Back Home Portfolios,” which include available resources and services provided at One-Stop Career Centers in Mississippi. Additionally, Manpower, a national partner with the public workforce investment system since 2002, will issue a “Career Passport” to qualifying individuals that will certify their industry-recognized skills and work readiness. This public-private partnership represents an innovative approach to re-employing dislocated workers and serves as a potential model for other hurricane-affected states.

Pathways to Construction Employment

On November 30, ETA announced the Pathways to Construction Employment Initiative: Linking Workers with Construction Career Opportunities. This initiative consists of two grants worth \$9,998,800 to the Louisiana Community and Technical College System and the Mississippi Department of Employment Security to promote the economic recovery of these states in the wake of Hurricanes Katrina and Rita. This initiative focuses on training 7,700 workers in areas impacted by the hurricanes so they can enter a career pathway in construction and assist with critical rebuilding efforts in the Gulf Coast Region. The four primary components are establishment of Reconstruction Centers of Excellence, career awareness and outreach activities, assessment and access to basic skills training, and developing pathways to employment including apprenticeship. The grants will target the residential, commercial, industrial, and heavy highway construction sectors, as well as shipbuilding and heavy marine construction.



PROGRAM HIGHLIGHTS: High Growth Job Training Initiative

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Under the President's High Growth Job Training Initiative, ETA is investing in national models and demonstrations in each of 14 targeted high growth industries. In addition to the Pathways to Construction Employment grants targeting hurricane-impacted areas with nearly \$10 million, ETA announced 10 other awards worth approximately \$40 million. Highlights include:

INVESTMENTS IN THE TRANSPORTATION INDUSTRY

On October 17, two grants totaling more than \$3.7 million to help address workforce shortages in the transportation industry were announced as part of the President's High Growth Job Training Initiative. These are the first in a series of investments resulting from long-standing consultations between transportation industry leaders and the U.S. Department of Labor. Over 13,300 workers are expected to receive training under these two grants.

INVESTMENTS IN THE ENERGY INDUSTRY

On December 19, six grants were announced to train workers in Kentucky, Missouri, Pennsylvania, Utah, West Virginia, and Wyoming for careers in the energy industry. The grants are part of a nearly \$27 million investment in support of the oil and gas, mining, nuclear power, and electric utility sectors of the energy industry. Over 8,100 workers are expected to receive training under these six grants.

Community-Based Job Training Grants

On October 16, 2005, the U.S. Department of Labor awarded \$125 million to 70 community colleges competing for the President's Community-Based Job Training Grants. As part of the national response to Hurricane Katrina, the department gave preference to competitive applications from Gulf Coast and Southeast community colleges whose programs will be critical to rebuilding the regional economy. The primary purpose of the Community-Based Job Training Grants is to build the capacity of community colleges to train workers for the skills required to succeed in high growth, high demand industries. These 70 grants are expected to train approximately 60,000 workers in 40 states: Alabama, Alaska, Arizona, Arkansas, California, Colorado, Connecticut, Florida, Georgia, Iowa, Idaho, Illinois, Indiana, Kentucky, Louisiana, Massachusetts, Maryland, Maine, Michigan, Minnesota, Mississippi, Missouri, Montana, North Carolina, North Dakota, Nebraska, New Hampshire, New Jersey, New York, Ohio, Oregon, Rhode Island, South Carolina, Tennessee, Texas, Virginia, Washington, Wisconsin, West Virginia and Wyoming.



PROGRAM HIGHLIGHTS: Job Corps

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PERFORMANCE MEASURES

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 and 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.

OVERVIEW OF THE JOB CORPS

Established in 1964, Job Corps is the nation's largest residential, educational and vocational training program for economically 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.

The Job Corps served 54,178 students in the second quarter of Program Year (PY) 2005, compared to 55,202 during the same quarter in PY 2004. Job Corps' second quarter results for PY 2005 indicated that placement in employment, military or education lagged by a few percentage points when compared against the same time period for the preceding program year 2004. However, the average wages at placement for former enrollees increased from \$8.02 to \$8.29 per hour, while graduates experienced a three percent increase, from \$8.17 to \$8.44 per hour. The graduate job training wage increased from \$8.71 in PY 2004 to \$9.10 in PY 2005. The retention rate rose from 66 percent to 67 percent from the second quarter PY 2004 to the same period in PY 2005.

Second Quarter Results – PY 2004 and PY 2005

Performance Measure	2nd Qtr PY 2004		2nd Qtr PY 2005	
	Graduates	Former Enrollees	Graduates	Former Enrollees
Placed in Employment or Military	79%	73%	80%	71%
Placed in Education	12%	12%	10%	11%
Placed in Employment, Military or Education	91%	85%	91%	82%
Average Wage at Placement	\$8.17	\$8.02	\$8.44	\$8.29
Graduate Job Training Wage*	\$8.71		\$9.10	
Attainment of High School Diplomas*	16%		15%	
Retention Rate*	66%		67%	
Hispanic Participation*	16%		17%	

Source: MPO-35

* These measures not broken out by Graduates and Former Enrollees.

Other Job Corps results for the first half of PY 2005 included the award of 8,856 General Equivalency Diplomas /High School Diplomas (GED/HSD) to enrollees compared to 9,319 GEDs/HSDs for the same time period last year. The second quarter of PY 2005 also showed a 13 percentage point increase in literacy or numeracy gains when compared against the same time period last year.

Small Business Activity (the dollar value of Job Corps contracts awarded/obligated to small business) amounted to \$251,608,696 in Fiscal Year (FY) 2004, and rose to \$270,163,659 in FY 2005. Large Business Activity (the dollar value of Job Corps contracts awarded/obligated to large business) totaled \$998,134,840 in FY 2004, and declined to \$953,660,738 in FY 2005.

PROGRAM HIGHLIGHTS: National Farmworker Jobs Program

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NATIONAL FARMWORKER JOBS PROGRAM (NFJP)

is a nationally-directed program of job training and employment assistance for migrants and seasonal farmworkers.

Services for migrants and seasonal farmworkers under the NFJP are provided by public agencies and private-non-profit organizations. These services include employment and training services as well as supportive services to help farmworkers enter into or remain in training, or retain employment.

PERFORMANCE MEASURES

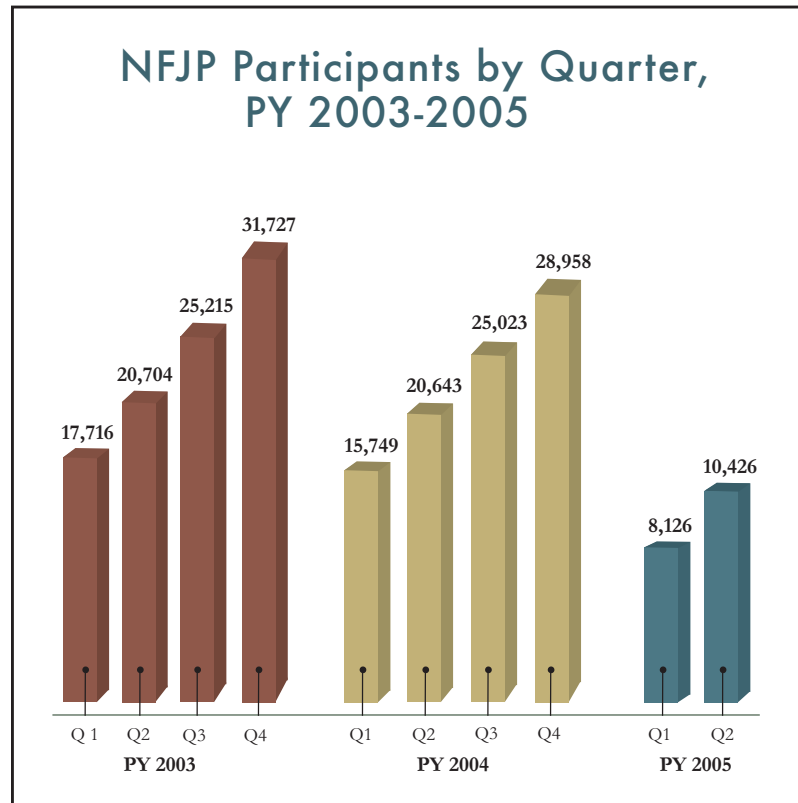
Entered Employment Rate: The number of migrant and seasonal farmworkers who enter unsubsidized employment divided by the sum of the number who receive intensive or training services and have exited the program (during the program year).

Employment 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.

Average Earnings Gain: The average increase (or decrease) to income earned from all employment sources during the six months following placement, compared to pre-participation employment income.

GPRA Goals: Same as above

The National Farmworker Jobs Program (NFJP) had a total of 11,795 participants in the period from July 1, 2005 through December 31, 2005. Of them, 4,582, or 39 percent, exited the program during that time. The chart below shows participation by quarter in the NJFJP program from Program Year (PY) 2003 through the first two quarters of PY 2005. Total participation rose steadily during each program year, but each quarter shows a decline compared to comparable earlier quarters since PY 2003.



Program Goals and Performance Measures

NFJP	PY 2004 Goal	PY 2005 Outcome
Entered Employment Rate	85%	66%
Employment Retention Rate	80%	N/A
Average Earnings Gain	\$3,450	N/A

PROGRAM HIGHLIGHTS: Unemployment Insurance

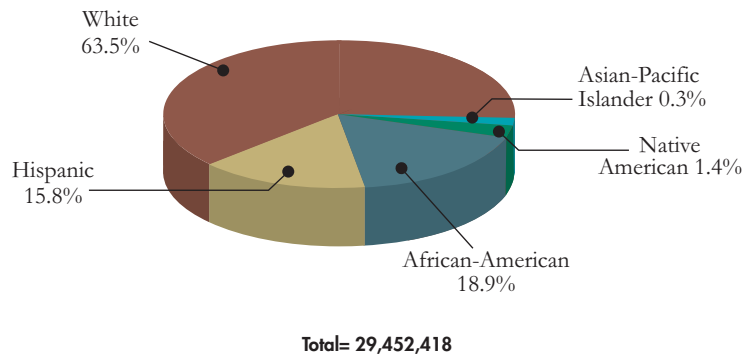
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The Federal-State Unemployment Insurance (UI) system has been the nation's first line of defense against unemployment for 70 years. By temporarily replacing part of lost wages, it ameliorates personal financial hardship due to unemployment, and stabilizes the economy during economic downturns. By design, the UI system is highly reactive to changes in the economic climate, whether these changes result from the usual ebb and flow of the business cycle or from periodic shocks such as natural disasters. The UI system's benefit structure is premised on reemployment: consequently, benefits are temporary; initial and continuing benefit eligibility requires that a claimant's unemployment be involuntary; and claimants must be able to work, available for work, and, typically, actively seeking work. The concrete application of these requirements varies considerably among the 53 State UI programs (which include the District of Columbia, Puerto Rico, and the Virgin Islands).

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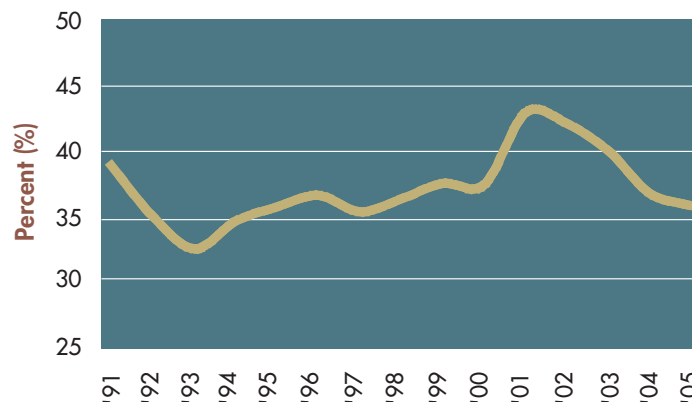
early 29.5 million individuals received Unemployment Insurance benefits in CY 2005. Of these, 56 percent were male and 44 percent female. About three quarters of the recipients were in the prime working years, age 25-54, while about 15 percent were age 55 and over. The age distribution has been consistent over time. The majority of UI recipients are White, almost two thirds, while nearly 19 percent are African-American and 16 percent Hispanic. Native Americans and Asian-Pacific Islanders account for less than 2 percent of recipients.

Racial and Ethnic Distribution of UI Recipients CY 2006



The Recipiency Rate, the percentage of eligible persons receiving Unemployment Insurance, was 35.7 percent in CY 2005, its lowest 1997. The Exhaustion Rate, the percent of recipients who exhaust their benefits before finding work, was 35.9 percent in CY 2005. This rate has dropped in the last two years after peaking at a 15 year high in 2003. While these rates fluctuate annually between 33 percent and 43 percent, they are at or near the mean values of the past 15 years.

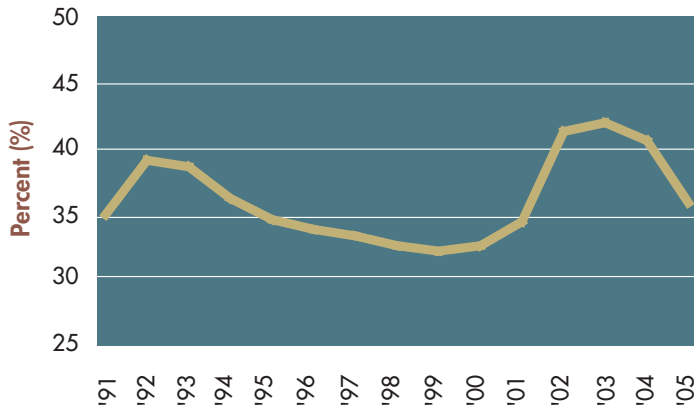
Recipiency Rate (12-Month Average)



PROGRAM HIGHLIGHTS: Unemployment Insurance

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Exhaustion Rate (12-Month Average)



The Gulf hurricanes put significant stress on the UI system in the last quarter of the year, which is the first quarter of a new fiscal year for the program. Not only did Louisiana and Mississippi feel the burden, but such large aid-giving states as Texas and California also were impacted. These effects are likely to be felt throughout the fiscal year. Nonetheless, the system came close to achieving its annual performance goals. For the quarter, first placement timeliness reached 88.2 percent, less than two percentage points from the 89.9 percent target. The detection of overpayments, at 62.9 percent exceeded the goal by nearly 3 percent, while the percent of timely new status determinations was nearly right on the target figure. These results are summarized in the following table.

Unemployment Insurance System	FY 2006 Annual Goals	First Quarter Results (10/1/2005-12/31/2005)
Percent of intrastate payments made timely	89.9%	88.2%
Detection of recoverable overpayments	59.5%	62.9%
Percent of employer tax liability determinations made timely	82.5%	82.4%

PERFORMANCE MEASURES

Payment Timeliness. Make 89.9 percent of all intrastate first payments within 14 days following the first compensable week in states with a waiting week, and 21 days in non-waiting week states.

Establish Tax Accounts Promptly. Make 82.5 percent of new employer liability determinations within 90 days of the end of the quarter in which liability occurred.

Detect Benefit Overpayments. Establishment of a system for recovery of 59.5 percent of the BAM estimate of recoverable dollar overpayments most detectable through State operations.

Facilitate Reemployment. Establish a baseline and set targets for the percentage of UI claimants who are reemployed by the end of the first quarter after the quarter in which they received their first payment.

PROGRAM HIGHLIGHTS: Indian and Native American Adult Program

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The INA Adult Program, supports employment and training activities for American Indian, Alaska Native, and Native Hawaiian individuals

PERFORMANCE MEASURES

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:

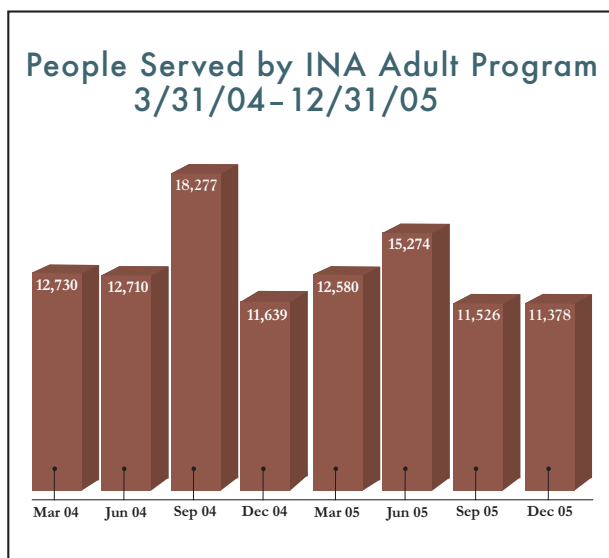
As a rate, the total number of trainees who obtained an employability enhancement (whether or not they entered employment), divided by the total number of trainees enrolled in the program year.

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.

The Indian and Native American Adult program served 11,378 people as of December 31, 2005. The chart below shows people served by the INA Adult program from the quarter ending March 31, 2004 through the one ending December 31, 2005. The number served peaked at 18,277 in the quarter ending September 30, 2004, and the lowest figure was 11,378 for the quarter ending December 31, 2005.



The Entered Employment Rate was ten percentage points higher for the 2005 period than for the 2004 period, and exceeded the target rate by eight percentage points. The Employability Enhancement Rate was four percentage points higher in 2005 than 2004, while the Positive Termination Rate was five percentage points higher than the result for last year.¹

Program Performance Measures			
	PY 2005 Goal	2005 Outcome	2004 Outcome
Entered Employment Rate	54%	62%	52%
Employment Enhancement Rate	NA	56%	52%
Positive Termination Rate	NA	89%	84%
Average Hourly Wage Gain	NA	\$1.01	\$4.21

¹ INA grantees have 45 days after 12/31 to submit semi-annual reports. This report reflects 142 total semi-annual reports received as of this report. The "2005" period ran from July 1, 2005 through December 31, 2005, and the "2004" period ran from July 1, 2004 through December 31, 2004.

PROGRAM HIGHLIGHTS: Indian and Native American Adult Program

Workforce System Results
December 31, 2005

Overview

Section 166 of the Workforce Investment Act (WIA) awards competitive grants to Native American Tribes and Indian Non-Profit organizations to provide occupational skills training and job placement to low income and unemployed Native Americans including Native Hawaiians and Alaska Natives. Additional funding is provided to award recipients that serve Native American youth living on reservations, Oklahoma Tribal Services Areas (OTSAs) and Hawaiian homeland areas. Grantees that receive supplemental youth funding are able to help Native American youth - ages 14 to 21 – attain academic achievement, completion of occupational skills training and job placement.

The Employment & Training Administration's, Office of Adult Services, Indian and Native American Program (INAP) administers grants awarded to Native American Tribes and Urban Indian Non-Profit organizations. INAP also evaluates individual grantee performance and the overall performance of the program semi-annually (June 30th and December 31st). The semi-annual performance highlights for the period ending December 31, 2005 are provided below.

[Note: The semi-annual performance period for the Supplemental Youth Services Program (SYSP) is March 31st and September 30th and therefore is not included].

Semi-Annual Performance Highlights July 1, 2005–December 31, 2005

● Number of Participants Served	11,378
● Number Exited From the Program	5,880
● Number of Exiters Placed in Jobs	3,652
● Percent of Exiters Placed in Jobs	62%
● Participant Avg. Hrly Wage Pre-Program	\$7.30
● Participant Avg. Hrly Wage Post-Program	\$8.31

Notable Accomplishments

On April 18, 2006, the NBC Today Show highlighted the Phoenix Indian Center as part of the show's "Lend a Hand" series. Al Roker of the Today show travels the country with a large truck filled with goods that meet the needs of five different charities across the U.S.

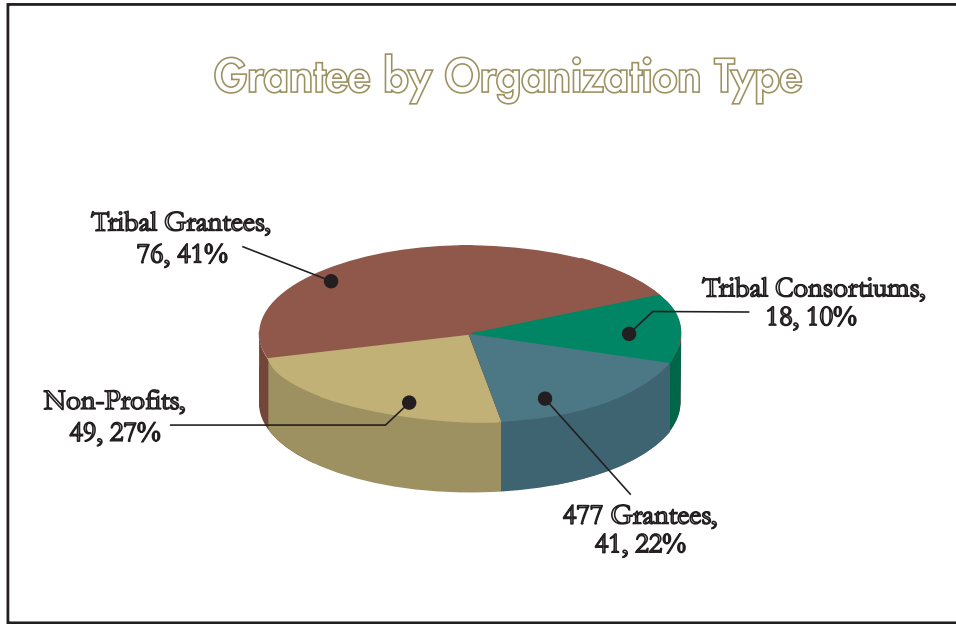
For almost 60 years, the Phoenix Indian Center has been helping Native Americans living in the City of Phoenix with social, economic and educational assistance. The Center currently receives \$861,161 in WIA employment and training funds and has been a grantee of the Employment and Training Administration for approximately 30 years. To see the video of the Phoenix Indian Center on the NBC Today Show click on the link below.

<http://video.msn.com/v/us/v.htm?g=c661d370-4617-450c-a418-01b31ffe8e43&f=msn-l>

PROGRAM HIGHLIGHTS: Indian and Native American Adult Program

Quarterly "Quick Facts"

There are currently 184 Native American organizations that receive Section 166 WIA grants. Federally recognized tribes have the option of transferring their WIA funding to the Department of Interior's Office of Self Governance under Public Law 102-477, Indian Employment, Training, and Related Services Demonstration Act of 1992. Currently there are 41 tribes that have elected to have their funds transferred to – and be administered by - the Department of Interior, Office of Self-Governance. The pie chart below illustrates the percentage (and number) of grantees receiving section 166, WIA funds by organization type.



PROGRAM HIGHLIGHTS: Indian and Native American Youth Program

Workforce System Results

December 31, 2005

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

PERFORMANCE MEASURES

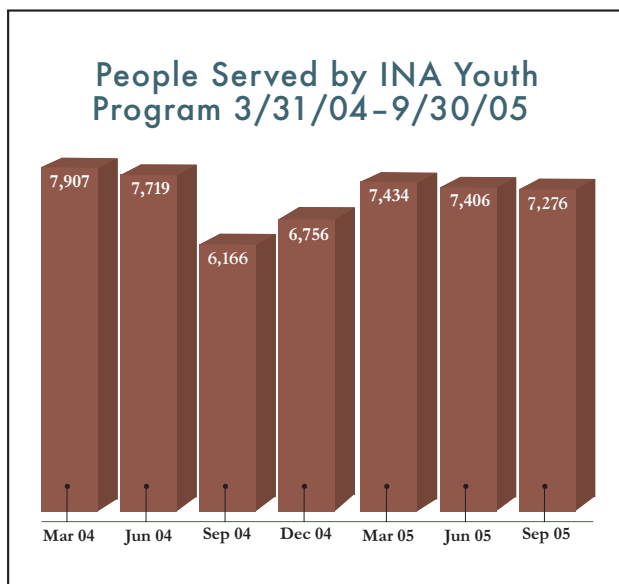
Attainment of Two or More

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.

The Indian and Native American Youth program served 7,276 people as of September 30, 2005. The chart below shows participation in the INA Youth program from the quarter ending March 31, 2004 through the one ending September 30, 2005. There has been some fluctuation in the number served in each quarter. The latest quarter for which data were available was near the mean of 7,238 for this series.



For 2005 the INA Youth program exceeded both of its goals. The Goal Attainment measure was exceeded by 18 percentage points, and the Educational Attainment measure was exceeded by 88 percentage points. The Goal Attainment measure experienced an improvement of six percentage points since 2004, while the Educational Attainment measure showed an improvement of 74 percentage points over 2004.¹

Program Goals and Performance Measures			
	PY 2004 Goal	2005 Outcome	2004 Outcome
Goal Attainment	61%	79%	73%
Educational Attainment	84%	172%	98%

¹ These results are reported semi-annually (September 30th) and annually (March 31st). Therefore, the performance results reflected in this quarter are for the semi-annual period ending September 30, 2005. The outcomes are based on 99 of 100 expected reports.

PROGRAM HIGHLIGHTS: Internet-Based Assistance

Workforce System Results
December 31, 2005

CareerOneStop Portal



The CareerOneStop Portal, www.careeronestop.org, provides a single point of access to the content of the national electronic tools by customer and topic areas. The CareerOneStop consists of the following three sites:

AMERICA'S JOB BANK

America's Job Bank, www.ajb.org, is an electronic job resource where employers can post their jobs and search for resumes, and where job seekers can search for jobs and post their resumes, all without charge.

Highlights for the Quarter:

- AJB received 13.7 million visits during the October-December 2005 quarter and delivered 117.5 million page views to its customers during this period.



Visit

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."

Page View

A page view is what appears on the screen after a user performs an action on a site and serves as a proxy for the quantity of information services provided to customers using a site.

AMERICA'S CAREER INFO NET

America's Career InfoNet, www.acinet.org, is a resource that offers a wide array of current and accurate career and labor market information, as well as twelve career planning tools.

Highlights for the Quarter:

- America's Career InfoNet received 1.7 million visits during the October-December 2005 quarter and delivered 14 million page views to its customers during this period, a 16 percent increase in page views over the previous quarter.



AMERICA'S SERVICE LOCATOR

America's Service Locator, www.servicelocator.org, is a tool that directs citizens to available workforce services and information at the Federal, state, and local levels; it is the link between the "clicks" of virtual service delivery and the "bricks" of the physical One-Stop Career Center system.

Highlights for the Quarter:

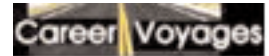
- The operating status of the One-Stop offices and other services in hurricane-impacted areas was updated and maintained on a daily basis to ensure users had the latest information on the availability of workforce services in these areas.
- The ETA Toll Free Help Line (1-877-US2-JOBS), a public information companion to the Service Locator, answered 50,364 telephone calls on hurricane-related services and workforce issues. Over half the callers needed services concerning unemployment checks and Disaster Unemployment Assistance. Customer Service Representatives reported that they sent approximately 3,000 customers to the Recovery Job Connection Web site.
- America's Service Locator received 488,000 visits during the October-December 2005 quarter and delivered 5.7 million page views to its customers during this period. The latter was a 50 percent increase in page views over the previous quarter.
- Via the communication database, over 3,000 individual emails were sent to key stakeholders in the workforce development system from October to December. These emails informed the system about various ETA initiatives and priorities.



PROGRAM HIGHLIGHTS: Internet-Based Assistance

Workforce System Results
December 31, 2005

Career Voyages



Career Voyages, www.careervoyages.gov, is a site designed to provide information on high growth, in-demand occupations, along with the skills and education needed to attain those jobs. It is the result of the 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.

Highlights for the Quarter:

- Significant new content was added from partnerships that were established with other Web sites in the Biotechnology, Construction, Health Care, and Retail targeted industries.
- The Skills to Build America's Future Initiative and the InDemand magazine sections of the Career Voyages site were launched.
- Career Voyages received 292,000 visits during the October-December 2005 quarter and delivered 1.6 million page views to its customers during this period.

O*NET OnLine



O*NET OnLine, <http://online.onetcenter.org>, provides detailed information on occupational characteristics and skill requirements, and a common occupational language to facilitate effective communication about workforce needs between the workforce investment community and its partners in education, business, and economic development.

Highlights for the Quarter:

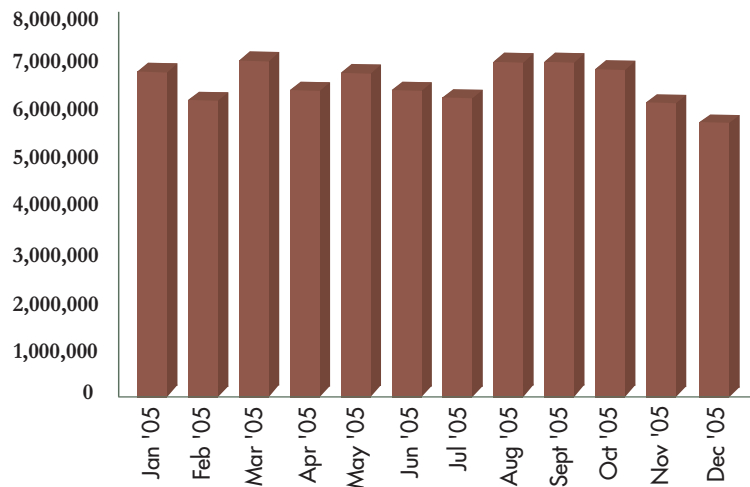
- The occupational competency profiles in O*NET OnLine have been enhanced with the inclusion of a new section on Tools and Technology (T2) released in December for over 150 high-demand occupations. T2 information identifies the tools and technology used by workers for optimal functioning in a high technology occupation. The T2 data were also made available for application developers through the O*NET 9.0 database release.
- The O*NET Web sites received 1.5 million visits during the October-December 2005 quarter, an increase of 22 percent over the previous quarter, and delivered 7.7 million page views to its customers during the period, an increase of 25 percent over the previous quarter.
- Downloads of O*NET products provide a means of making O*NET information available. Both public and private vendors develop products using O*NET that reach millions of customers. There were 17,682 downloads of the O*NET database and O*NET Career Exploration Tool files, an increase of 11 percent over the previous quarter.

PROGRAM HIGHLIGHTS: Internet-Based Assistance

Workforce System Results
December 31, 2005

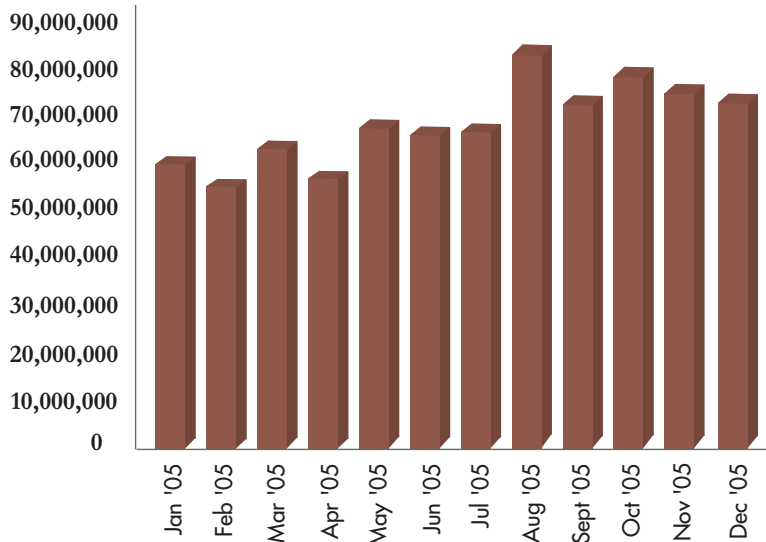
Visits to the CareerOneStop, Career Voyages and O*NET Web sites trended downward in the October-December 2005 quarter, compared to the previous quarter, but were up 6 percent from the same quarter the previous year. Visits are an indicator of how much traffic the sites are getting and how many people received information services.

Number of Visits to the CareerOneStop, CareerVoyages, and O*NET Web Sites



Page views trended down compared to the previous quarter, but were up 33 percent from the same quarter the previous year. Page views serve as a proxy for the quantity of information provided to the Web sites' visitors.

Number of Page Views to the CareerOneStop, CareerVoyages, and O*NET Web Sites



PROGRAM HIGHLIGHTS: Youth Offender Demonstration Program

Workforce System Results
December 31, 2005

Youth offender grants provide offenders and those at-risk of offending with the information, advice, job search assistance, and training they need to get and keep good jobs and advance toward long-term careers while providing employers with skilled workers. In addition to helping youth attain employment or an education credential, this effort seeks to ensure that youth offenders returning to the community remain crime-free. Youth offender grants further the goals of the President's High Growth Job Training Initiative and the Youth Vision of the Department of Labor.

The youth offender portfolio, which contains a number of youth offender demonstration grants funded through the Responsible Reintegration of Youthful Offenders Program, continues to build on strategies that have been the focus of previous pilot and demonstration projects. They include: (1) the expansion of partnerships between state and local workforce investment systems and the criminal justice system; (2) the use of faith and community organizations to provide mentoring services and to connect former prisoners to training and employment opportunities; and, (3) the use of intermediary organizations in connecting employers with offenders particularly in high growth industries. The program has demonstrated a number of achievements so far in Program Year 2005.

- Only 10.5 percent of the 7,954 youth offenders were re-arrested after entering the project. Nationwide, 44 percent of youth offenders are re-arrested within one year of release from prison. The results vary by state, as does the program's goal, which is 20 percent below the recidivism rate for each state.
- 3,993 youth (50.2 percent) 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.
- 851 youth attained a diploma or GED. In addition, many youth are still working toward their GED or high school diploma.

PROGRAM HIGHLIGHTS: Glossary of Performance Measures

Workforce System Results
December 31, 2005

Q = quarter

FOREIGN LABOR CERTIFICATION

Percent of H-1B applications processed within seven days of the filing date for which no prevailing wage issues are identified

This estimate is based on difference between the date an application is received and the date it is processed by ETA divided by the total number of applications received for a given reporting period for which no prevailing wage issues are identified. An application is considered processed if the last significant event is (1) certified (2) denied or (3) withdrawn.

Percent of employer applications for labor certification under the streamlined system that are resolved within six months of filing

This estimate is based on difference between the date an application is received by ETA and the date it is processed by ETA divided by the total number of applications received for a given reporting period. An application is considered processed if the last significant event is (1) certified (2) denied or (3) withdrawn.

The average cost for processing a new PERM application

This calculation is part of the Department's Cost Analysis Manager (CAM) initiative. In FY 2005, ETA established unique 22-digit accounting codes for four main Foreign Labor Certification programs: Permanent, H-1B, H-2A, and H-2B. These codes assist ETA in tracking the cost associated with each program.

Percent of the H-2B applications processed within 60 days of receipt

This estimate is based on difference between the date an application is received by a State Workforce Agency and the date it is processed by ETA divided by the total number of applications received for a given reporting period. An application is considered processed if the last significant event is (1) certified (2) denied (3) withdrawn or (4) remand issued to the employer.

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

Entered Employment Rate

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

Positive Termination Rate

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

INDIAN AND NATIVE AMERICAN YOUTH

Attainment of Two or More Goals

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

Educational Attainment for Dropouts

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

INTERNET-BASED ASSISTANCE

The number of job openings listed with the public labor exchange (with State Workforce Agencies and America's Job Bank)

The number of job searches conducted by job seekers in America's Job Bank

The number of resumé searches conducted by employers in America's Job Bank

Percent of new requirements ratings for O*NET-SOC occupations

Number of occupations updated and released in database divided by the total number of O*NET-SOC occupations during the fiscal year.

Percent of O*NET-SOC occupations for which updated data are released

Number of occupations for which incumbent survey activities have been completed and closed out divided by the total number of

O*NET-SOC occupations during the fiscal year.

Website visits to O*NET

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 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.

PROGRAM HIGHLIGHTS: Glossary of Performance Measures

Workforce System Results
December 31, 2005

Q = quarter

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.

ONE-STOP UNEMPLOYMENT AND WORKFORCE INFORMATION SERVICES

Entered Employment Rate

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

Employment Retention Rate

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

REGISTERED APPRENTICESHIP

Employment Retention

The number of apprentices employed nine months after registration divided by the number of apprentices registered in the first quarter of the fiscal year.

Earnings Gain

The difference between the average of the current wage of the total number of entrants still employed nine months later and the average of the starting wage of the total number of entrants registered in the first quarter of the fiscal year.

Average cost per registered apprentice

Program budget allocation divided by total active federal program participants (apprentices).

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. (The Department expects to have baseline data by April 2006).

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.

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.

PROGRAM HIGHLIGHTS: Glossary of Performance Measures

Workforce System Results
December 31, 2005

Q = 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 post-secondary education or advanced training in Q3 after exit: the number of older youth who are employed in Q3 after exit divided by the number of older youth who exit during the quarter.

Average Earnings Change in Six Months

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

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).

COMMON MEASURES

ADULT MEASURES

Entered Employment

Of those who are not employed at the date of participation: the number of adult participants who are employed in the first quarter after the exit quarter divided by the number of adult participants who exit during the quarter.

Employment Retention

Of those who are employed in the first quarter after the exit quarter:

The number of adult participants who are employed in both the second and third quarters after the exit quarter divided by the number of adult participants who exit during the quarter.

Average Earnings

Of those adult participants who are employed in the first, second, and third quarters after the exit quarter:

Total earnings in the second quarter plus the total earnings in the third quarter after the exit quarter.

YOUTH MEASURES

Attainment of a Degree or Certificate

Of those enrolled in education (at the date of participation or at any point during the program): the number of youth participants who attain a diploma, GED, or certificate by the end of the third quarter after the exit quarter divided by the number of youth participants who exit during the quarter.

Literacy and Numeracy Gains

Of those out-of-school youth who are basic skills deficient: the number of youth participants who increase one or more educational functioning levels divided by the

number of youth participants who have completed a year in the program (i.e., one year from the date of first youth program service) plus the number of youth participants who exit before completing a year in the program.

Placement in Employment or Education

Of those who are not in postsecondary education or employment (including the military) at the date of participation: the number of youth participants who are in employment (including the military) or enrolled in postsecondary education and/or advanced training/occupational skills training in the first quarter after the exit quarter divided by the number of youth participants who exit during the quarter.