

WORKFORCE SYSTEM RESULTS



October 1-December 31, 2007
Second Quarter, Program Year 2007
First Quarter, Fiscal Year 2008

WORKFORCE SYSTEM RESULTS

The **Employment and Training Administration (ETA)** provides this overview of performance results for the period ending December 31, 2007. The programs highlighted within reinforce ETA's commitment to building the talent necessary for individuals, companies and regions to succeed in the 21st Century economy.

Many programs' common performance measures focused on gaining employment, employment retention, earnings and other necessary elements to ensure that the nation's youth, adult and unemployed workers have the skills to thrive in a global environment.

ETA is focused on building the competency of the nation's neediest youth including out-of-school youth, at-risk youth and others through programs such as Youth Offender Grants and other programs as part of the Shared Youth Vision.

Additionally, ETA provides workforce education and training to the adult population through programs for dislocated workers aimed at upgrading their skills to be competitive as well as programs for older workers who continue to serve as a vital part of the nation's workforce.

This report highlights the progress made within the adult, youth and dislocated worker populations. Going forward, ETA will continue to align programs to promote talent development and address economic needs faced by communities, regions, states and the nation as a whole.

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.

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Table of Contents

People Served by Program.....2

Appropriations.....3

Government Performance and Results Act Goals.....4

Adult Program Results.....6

- Workforce Investment Act Adult Program
- Workforce Investment Act Dislocated Worker Program
- Wagner-Peyser Employment Service
- Senior Community Service Employment Program
- National Farmworker Jobs Program
- Disability Program Navigators
- National Emergency Grants
- Trade Adjustment Assistance
- Foreign Labor Certification
- Prisoner Reentry Initiative
- Registered Apprenticeship
- Unemployment Insurance

Youth Program Results.....25

- Workforce Investment Act Youth Program
- Responsible Reintegration of Youthful Offenders Initiative
- Indian and Native American Youth Program

ETA Initiatives.....28

- President's High Growth Job Training Initiative
- Community-Based Job Training Grants

ETA Internet-Based Assistance.....30

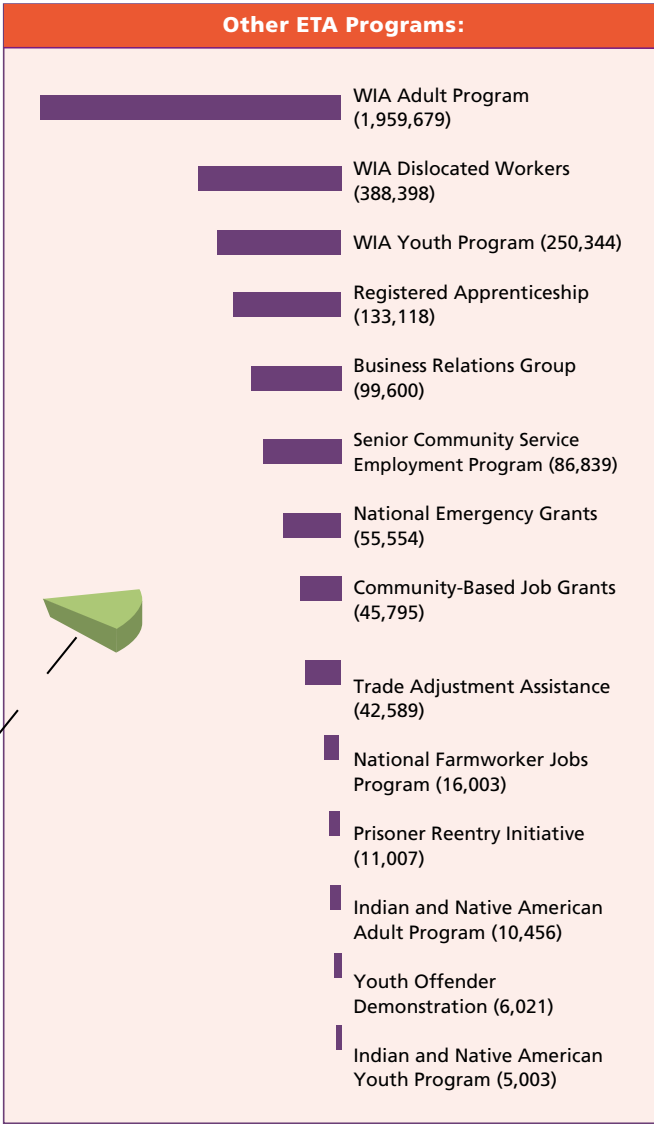
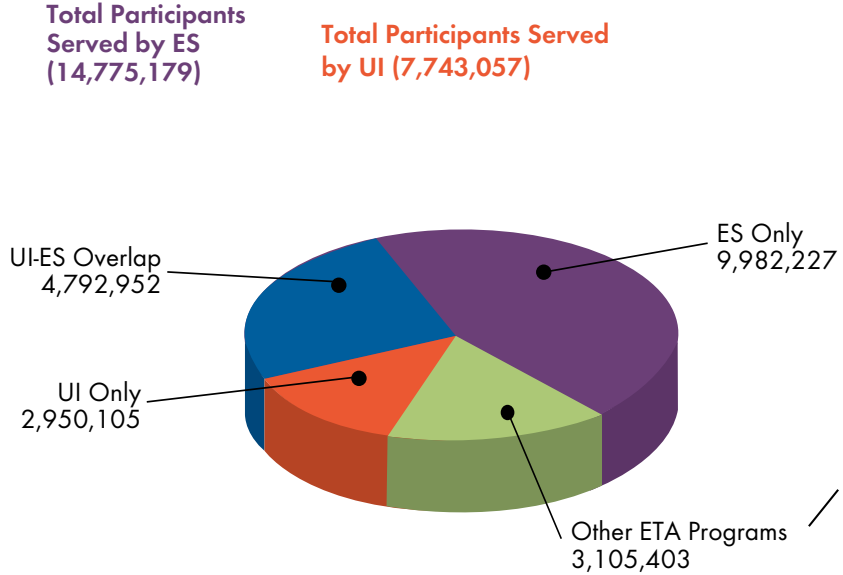
- America's Career InfoNet
- America's Service Locator
- Career Voyages
- O*Net OnLine

Glossary of Performance Measures.....34

People Served by Program

In the 12 month period ending December 31, 2007, ETA programs served 20.9 million people. The Wagner-Peyser Employment Service (ES) and Unemployment Insurance (UI) served 85 percent of this total, and 62 percent of those receiving Unemployment Insurance also received Wagner-Peyser funded Employment Services. ETA's other programs provided more comprehensive services to over 3.1 million people.

All ETA Programs



Appropriations

Although this report generally presents quarterly results, the figures below represent annual appropriations. This report for the quarter ending December 31, 2007, covers programs operating in Program Year (PY) 2007 (July 1, 2007, through June 30, 2008) and programs operating in Fiscal Year (FY) 2008 (October 1, 2007, through September 30, 2008). This quarter's funding displayed is from both the FY 2007 and FY 2008 appropriations. Apprenticeship, TAA, and UI run on a fiscal year and December 31, 2007, is the first quarter of FY 2008. All other programs run on the program year, from July 1 to June 30, and December 31, 2007, is the second quarter of PY 2007.

FY 2007 Appropriated Resources	
Apprenticeship ¹	\$21,166,000
Dislocated Worker National Reserve ²	\$278,388,360
Indian and Native American Adult Program ³	\$44,640,886
National Farmworker Jobs Program ⁴	\$74,302,000
Prisoner Reentry	\$19,642,000
Responsible Reintegration for Young Offenders	\$49,104,000
Senior Community Service Employment Program	\$483,611,000
Trade Adjustment Assistance ⁵	\$259,700,000
Unemployment Insurance (UI) Administration	\$2,454,133,958
Wagner-Peyser Employment Service (ES)	\$715,883,000
WIA Adult	\$851,760,360
WIA Dislocated Workers Formula Grant	\$1,174,996,440
Women in Apprenticeship	\$1,000,000
Youth Activities ⁶	\$936,617,428
Indian and Native American Youth Program ⁶	\$10,224,928
WIA Youth (Older and Younger)	\$926,392,500
Youthbuild	\$49,500,000
TOTAL	\$7,414,445,432

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, community-based job training grants and special assistance for Adults/ Dislocated Worker programs.

³ The total appropriation is \$53,696,000; \$9,055,114 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 \$79,752,000; \$4,950,000 is set aside for migrant and seasonal housing and \$500,000 is set aside for technical assistance and training.

⁵ The total appropriation for Trade is \$888,700,000 and includes \$606,000,000 for TAA benefits and \$23,000,000 for Wage Insurance.

⁶ The total Youth Activities appropriation is \$940,500,000; the total Indian and Native American Youth Program appropriation is \$14,107,500, of which \$3,882,572 was transferred to the Department of Interior/Bureau of Indian Affairs per P.L. 102-477.

Adult Program Results

WIA Adult Program, WIA Dislocated Worker Program, Wagner-Peyser Employment Service, Senior Community Service Employment Program, National Farmworker Jobs Program, Disability Program Navigator Initiative

Program Description

Adult Services encompass workforce investment programs and initiatives that help millions of adult workers receive workforce preparation assistance and help employers find the workers they need. The programs promote and facilitate an integrated public workforce system, offering a full array of workforce education, training and information services. ETA is utilizing a regional approach through WIRED (Workforce Innovation in Regional Economic Development) to align its investments in workforce preparation with postsecondary education and with industry-recognized credentials in high-growth industries. WIRED focuses on the role of talent development for high-skill, high-wage opportunities for American workers.

The goal of the programs serving adults is to utilize a demand-driven One-Stop workforce system approach. Participants are helped to access postsecondary education and training to improve employment and earnings prospects. The program activities not only aim to help all adults be productive members of the workforce, but to improve the quality of the workforce, reduce welfare dependency, and enhance the productivity and competitiveness of the nation in the global economy.

Adult programs serve the broadest range of individuals, including Unemployment Insurance claimants, veterans, people with disabilities, dislocated workers, migrant and seasonal farm workers, Indian and Native Americans, workers age 55 or older and incumbent workers.

Adults seeking assistance from a One-Stop Career Center are offered a combination of workforce preparation and education activities that should ultimately lead to an increase in their employment, retention, earnings, and occupational skills.

Adult Program Results

WIA Adult Program, WIA Dislocated Worker Program, Wagner-Peyser Employment Service, Senior Community Service Employment Program, National Farmworker Jobs Program, Disability Program Navigator Initiative

The **Indian and Native American (INA) Program** grantees promote the employability of unemployed, underemployed, or low income Native Americans by developing the occupational and literacy skills of participants and providing job search and placement assistance. Adopting the principles of the Workforce Innovation in Regional Economic Development (WIRED) initiative, grantees also work to promote the economic and social development of Indian, Alaska Native, and Native Hawaiian communities and broader regional economies, by focusing on demand-driven training, promoting lifelong learning, and working closely with their partners in the workforce system to leverage program resources and strengthen regional talent development investment. Although program participants typically have substantial barriers to success at intake, grantees have recorded steadily rising job placement rates over the past six years.

Authorized by the Older Americans Act of 1965, the **Senior Community Service Employment Program (SCSEP)** is designed to foster individual economic

self-sufficiency and promote useful opportunities in community service employment for unemployed low-income persons (particularly persons who have poor employment prospects) who are age 55 or older, and to increase the number of persons who may enjoy the benefits of unsubsidized employment in both the public and private sectors. (SCSEP home page: <http://www.doleta.gov/seniors/>)

The **National Farmworker Jobs Program (NFJP)**, under section 167 of the Workforce Investment Act assists migrant and other seasonally-employed farmworkers and their families achieve economic self-sufficiency through job training and other services that address their employment related needs.

NFJP serves those economically disadvantaged farmworkers who are primarily employed in agricultural labor that is characterized by chronic unemployment and underemployment. Assistance from the NFJP is accessed through the NFJP grantee partners and local One-Stop Centers.

In 2002, the Department of Labor (DOL) and the Social Security Administration

(SSA) jointly funded the **Disability Program Navigator (DPN) Initiative**.

This Initiative established a new position, the Disability Program Navigator, located within DOL's One-Stop delivery system to create systemic change and provide enhanced services to people with disabilities by:

- **Promoting effective physical, programmatic, and communication access;**
- **Conducting outreach to the disability community;**
- **Facilitating the development of "Integrated Resource Teams" to blend and braid services around an individual customer's needs by using coordinated approaches across workforce and disability systems;**
- **Establishing linkages with the business community to develop a pool of talented people to meet the demands of the 21st century workforce;**
- **Developing strategic partnerships to leverage resources; and**
- **Establishing comprehensive, seamless, and integrated services to job seekers with disabilities.**

The **Employment Service** is an integral part of the One Stop delivery system that provides universal access to an integrated array of services so that workers, job seekers and businesses can find the services they need under one roof in easy-to-find locations. The program focuses on providing a variety of employment related services including but not limited to job search assistance, job referral, and placement assistance for job seekers, re-employment services to unemployment insurance claimants, and recruitment services to employers with job openings. Services are delivered in one of three modes including self-service, facilitated self-help services and staff assisted service delivery approaches. Depending on the needs of the job seeker, referral to training may be available.

Program Highlights

Many states have been moving towards a more integrated approach to delivering services to all individuals eligible for the WIA programs, i.e. adults, dislocated workers, individuals with disabilities, veterans, individuals with limited English speaking capability, older workers, and others. These individuals now have access to a full array of services through the One-Stop delivery system.

The integration has occurred through more co-enrollment among services. This process encourages individuals to be enrolled in more than one program. The number of participants served and the total number of exiters has grown substantially for the Dislocated Worker program. Performance must now be viewed in this new context of co-enrollment which is impacting more workers than at any other time under the Workforce Investment Act.

The INA program has launched several recent initiatives designed to improve the efficiency of program operations and the quality of services to participants. For example, it has introduced new reporting software designed to enhance data integrity for reporting on the common measures and will improve access to data that program administrators can use for program management purposes. The program also just started an initiative to introduce new training materials for program administrators and field staff, focused on strategies for embedding WIRED concepts in program design decisions.

The National Farmworker Jobs Program (NFJP) held its biennial grants competition in May/June 2007 for both

job training and housing assistance grants. As a result of the competition, housing assistance for farmworkers has increased with the addition of four new grantees in Florida and California. In addition, three NFJP grantee organizations are partners in their respective Workforce Innovation in Regional Economic Development (WIRED) regions: Montana; Finger Lakes, New York; and the cross-state Alabama/Mississippi Initiative. These WIRED partners provided training and technical assistance during the Association of Farmwork Opportunity Program's Annual Conference to assist other NFJP grantees find creative ways to partner with their WIRED regions.

Adult Program Results

WIA Adult Program, WIA Dislocated Worker Program, Wagner-Peyser Employment Service, Senior Community Service Employment Program, National Farmworker Jobs Program, Disability Program Navigator Initiative

Summary of Performance Data

Four Quarters ending December 31, 2007						
	WIA Adult Program	WIA Dislocated Worker Program	National Farmworker Jobs Program	Indian and Native American ¹	SCSEP	Wagner-Peyser Employment Service
Entered Employment Rate	69%	73%	79%	51%	54%	61%
Employment Retention Rate	83%	87%	76%	61%	56%	79%
Average Earnings	\$12,856	\$14,520	\$9,220	\$9,143	\$6,788	\$12,325

Four Quarters ending December 31, 2006						
	WIA Adult Program	WIA Dislocated Worker Program	National Farmworker Jobs Program	Indian and Native American ¹	SCSEP	Wagner-Peyser Employment Service
Entered Employment Rate	70%	81%	76%	41%	31%	62%
Employment Retention Rate	82%	87%	73%	N/A	60%	78%
Earnings Change	\$11,333	\$14,122	\$9,372	N/A	N/A	\$11,502

WIA Adult Program

- The WIA Adult program considerably increased the number of participants it served compared to the previous year's report for the same time period. The program served a total of 1,959,679 participants for the cumulative four quarter reporting period ending December 31, 2007, and a total of 1,282,499 exited the program. During the second quarter of PY 2006 the program served 1,315,489, and had a total of 724,539 exiters.
- The Entered Employment Rate for the second quarter of PY 2007 measured 69 percent, one percentage point lower than last year.
- The program's retention rate was 83 percent during the second quarter of PY 2007, one percentage point higher than the previous year's.
- The Average Earnings for the second quarter of PY 2007 increased to \$12,856, an improvement over last year's result of \$11,333.

WIA Dislocated Worker Program

- Approximately 388,000 individuals received services from the Dislocated Worker Program over the cumulative four quarter reporting period ending December 31, 2007,

Adult Program Results

WIA Adult Program, WIA Dislocated Worker Program, Wagner-Peyser Employment Service, Senior Community Service Employment Program, National Farmworker Jobs Program, Disability Program Navigator Initiative

which is an improvement from the 324,136 participants served for the same period last year.

- The Entered Employment Rate for the period ending December 31, 2007, was 73 percent, a lower result compared to the previous year's mark of 81 percent.
- The Employment Retention Rate held constant at 87 percent - the same result reported last year.
- The Average Earnings reported remains one of the highest among all of ETA's job training programs at \$14,520.

Wagner-Peyser Employment Service

- Approximately 14.8 million individuals received services under the Wagner-Peyser Employment Services Program over the cumulative four quarter reporting period ending December 31, 2007.
- The Entered Employment Rate for the four quarters ending December 31, 2007, slightly decreased to 61 percent, compared to the four quarters ending December 31, 2006, which measured 62 percent.
- The Employment Retention Rate slightly increased one percentage point from last year to 79 percent.

- The Average Earnings reported for the four quarters ending December 31, 2007, was \$12,325, which was higher than the figure of \$11,502 for the four quarters ending on December 31, 2006.
 - Nearly 14.8 million individuals received services.
 - Nine percent of those served were veterans.
 - Approximately ten percent of those served were age 55 and over.

Indian and Native American Program

- To align accountability standards with other Federal employment and training programs, the INA program began collecting data on the common performance measures on July 1, 2006. For the first time, the INA program is able to report all three common measures.
- The program achieved a 51 percent Entered Employment Rate, 61 percent Retention Rate, and \$9,143 Average Earnings.
- The program is working on an initiative to allow participant records to be matched with Unemployment Insurance Wage

Records, a rich data source that will provide additional evidence of employment and earnings for those participants who exit program services.

Senior Community Service Employment Program

- Overall, the performance outcomes during the second quarter of PY 2007 had a mixed comparison to the second quarter of PY 2006. The entered employment rate rose from 31 percent to 54 percent, while the employment retention rate fell from 60 percent to 56 percent. Comparable data were not available for the Average Earnings measure.
- Over the past four quarters, nearly 87,000 individuals have participated in the SCSEP program, receiving training in community service assignments while providing over 15 million hours of service to local communities.

National Farmworker Jobs Program (NFJP)

- The Entered Employment Rate of 79 percent is three percentage points higher than the previous year's result. This measure indicates individuals are finding jobs after program intervention at fairly high rates.

Adult Program Results

WIA Adult Program, WIA Dislocated Worker Program, Wagner-Peyser Employment Service, Senior Community Service Employment Program, National Farmworker Jobs Program, Disability Program Navigator Initiative

- The Employment Retention Rate of 76 percent increased by three percentage points from a year ago.
- Initial outcomes for the Average Earnings measure continue to look promising as the program reported a result of \$9,220 during the second quarter. While this is a slight decline from the results for the second quarter of PY 2006, it is still well above the goal of \$7,500.
- The program served over 5,233 individuals during the second quarter and 16,003 during the four most recent quarters.
- The number of individuals entering the program with substantial barriers to employment was 11,761. Examples of barriers to employment include: Basic Literacy Skills Deficient, Limited English Proficiency, Offender/Criminal Justice Barrier, Homeless, Lacks Work History, Long-term Agricultural Employment, Lacks Transportation, and Single Head of Household w/ Children.

Based on cumulative four quarter figures, other key demographic data include:

- Total exiters: 12,169
- Of the total exiters, 9,599 were Hispanic.

- The number of individuals with a disability served was 11,761.

Disability Program Navigator

Due to the lag time associated with extracting Disability Program Navigator (DPN) data, the most recent performance information available is for PY 2005. This analysis compares Workforce Investment Boards (WIBs) with DPNs versus WIBs without DPNs.

- WIBs with DPNs had a significantly higher percentage of exiters with disabilities than those WIBs without DPNs: 6.8 percent compared to 4.2 percent. This suggests that outreach efforts have been more effective than simply training One-Stop staff to more effectively serve job seekers with disabilities.
- Employment results for persons with disabilities were slightly more positive in areas with a DPN with an entered employment rate of 69.9 percent compared to 69.3 percent without a DPN.
- The employment retention rate for exiters with disabilities was comparable in WIBs with and without DPNs at 77.8 percent compared to 78.2 percent.

During July-September, individual technical assistance conference calls were held with 45 states to discuss topics ranging from replicating effective Disability Program Navigator (DPN) strategies to performance measures to developing viable sustainability options for the program.

- The partnership with the Social Security Administration (SSA) to promote participation of the One-Stop Career Center system in SSA's Ticket to Work Program continues. This program provides incentives for beneficiaries to obtain, regain, or maintain employment and to reduce their dependency on cash assistance.
- During the quarter, the program developed a template for integrating the "disability perspective" into the Workforce Innovation in Regional Economic Development (WIRED) conceptual framework and implementation activities. Currently, the DPN Initiative has funded two WIRED Disability pilot projects: the Metro Denver Region and the Southwest Connecticut Region.

National Emergency Grants (NEGs), as authorized under the Workforce Investment Act, are discretionary awards approved by the Secretary of Labor that are intended to temporarily expand service capacity at the state and local levels by providing time-limited funding assistance in response to significant economic events. Significant events are those that create a sudden need for assistance that cannot reasonably be expected to be accommodated within the on-going operations of the WIA formula-funded Dislocated Worker program, including the discretionary resources reserved at the state level. Significant dislocation events include business closures, mass layoffs, realignment and closure of military installations as a result of the Base Realignment and Closure (BRAC) initiative of 2005, as well as disasters declared by the Federal Emergency Management Agency (FEMA) as eligible for public assistance. NEGs may be used to provide the full array of employment-related assistance, including training or retraining, in order to return the affected individuals to the workforce

as quickly as possible. Grants are awarded in the following broad categories:

- **Regular National Emergency Grants:** A plant closure or single company layoff of 50 or more workers, multiple company or industry-wide layoffs that occur at approximately the same time and where the dislocations from each company impact 50 or more workers, community impact projects to assist workers in a local workforce investment area where multiple small dislocations over a six month-period have a significant impact on the unemployment rate of the area, as determined by the state, and BRAC related projects to assist individuals directly or indirectly impacted as a result of closures and realignments of military installations that also result in the dislocation of individuals in the affected communities as a result of BRAC.
- **Disaster Grants:** These grants provide funds to states in which FEMA has declared a disaster that is eligible for public assistance. The key purpose of a disaster project is to create temporary disaster relief employment to work on projects that (1) provide food, clothing, shelter and other humanitarian assistance for disaster victims; and (2) help with the demolition, cleaning, repair, renovation and reconstruction of damaged and destroyed public structures, facilities and lands located within the declared disaster area. Generally, this temporary employment will be completed in six months, although the type and nature of the disaster will determine the time needed to complete the work. Assistance to enable individuals to return to the workforce may also be provided.
- **Trade-WIA Dual Enrollment NEGs:** NEG Dual-Enrollment projects are funded as part of the Trade Adjustment Assistance (TAA)-NEG integration of resources for trade-impacted dislocated workers to ensure they have access to the full array of training and income support benefits available through the TAA program. The primary purpose of dual-enrollment projects is to provide trade-eligible dislocated workers with “wrap-around” services that are not available through the trade program, and where state formula dislocated worker program funds are not sufficient to provide such services as comprehensive assessment

Adult Program Results

National Emergency Grants

and development of individual re-employment plans, case management, and supportive services.

- **Health Coverage Tax Credit (HCTC) Projects:** The Trade Act of 2002 amended WIA by adding Sections 173(f) and (g) and funds were appropriated by Congress to permit the use of NEG's to support HCTC administered by the Internal Revenue Service (IRS). NEG funds may be used to develop and implement the infrastructure necessary to maintain HCTC reporting and eligibility systems and provide states with resources (known as bridge or gap) to pay 65 percent of the premium for qualified health coverage for certain Trade Adjustment Assistance, Alternative Trade Adjustment Assistance (ATAA) and Pension Benefits Guarantee Corporation (PBO) individuals until the IRS advance payment system for such individuals is in place.

Program Highlights

- **Regional Innovation Grants (RIGs):** On April 27, 2007, the Employment and Training Administration announced the availability of Regional Innovation Grants. Regional Innovation Grants (RIGs) are limited National

Emergency Grant (NEG) resources to assist state workforce agencies and local Workforce Investment Boards (WIBs) in the development of a comprehensive and integrated regional strategic plan, reflective of Workforce Innovation in Regional Economic Development (WIRED) principles. The activities from a RIG will result in a strategic and transformative regional plan that, when implemented, will counteract the effects of events resulting from an economic shock in a region and will prepare workers and businesses to compete and succeed in a global economy. ETA awarded the following RIGs as of December 31, 2007:

- The Ohio Richland County Department of Job and Family Services - \$250,000
- The Southern Illinois Workforce Investment Board - \$250,000
- The Lancaster County (PA) Workforce Investment Board - \$250,000
- The Great River Region Partnership in Southeast Iowa - \$250,000
- **National Emergency Grant:** ETA awarded a grant of \$50 million, with \$16.7 million released initially, to the California Employment

Development Department to create as many as 3,125 temporary jobs to aid in efforts responding to the wildfires that burned across much of southern California. The funds create temporary employment on projects related to the cleanup, repair, renovation and reconstruction of public structures, facilities, and lands within wildfire-afflicted communities. Funds are also used for projects that provide food, clothing, shelter and other types of humanitarian assistance for disaster victims.

- **National Emergency Grant:** ETA awarded a grant of \$894,918, with \$399,972 released initially, to assist approximately 155 workers in Maine affected by layoffs at Fraser Papers, located in Madawaska, and Domtar Industries located in Baileyville. Both companies applied for Trade Adjustment Assistance (TAA) for their workers and, as of August 15, all 155 workers were certified as eligible for TAA. The Dual Enrollment NEG was awarded to the Maine Department of Labor and will provide services not covered under the TAA program, such as assessment, counseling, case management, and other supportive services.

Adult Program Results

National Emergency Grants

Performance Results		
	Quarter ending 12/31/07	Cumulative Four Quarters ending 12/31/07
Total Participants	21,394	55,554
Total Exiters	3,364	23,241
Entered Placement Rate	72.3%	68.1%
Employment Retention Rate	82.2%	81.6%
Average Earnings	\$12,057	\$12,266

Current Quarter Grant Awards (PY2007 Second Quarter)			
State	Name of Project	Category of NEG	Funding Amount (Up-to)
California	Southern California Wildfires	Disaster	\$50,000,000
Iowa	RIG: Great River Region Partnership	Regional Innovation Grant	\$250,000
Louisiana	Supplemental Funding: Hurricane Katrina	Disaster	\$10,500,000
Maine	Maine Forest Industry	Dual Enrollment	\$894,918
Missouri	BRAC Implementation	BRAC	\$1,040,969
Missouri	Supplemental Funding: Rowe-Dana	Dual Enrollment	\$803,340
Missouri	Supplemental Funding: Ford/Lear	Dual Enrollment	\$1,527,711
New Hampshire	Wausau Paper	Dual Enrollment	\$659,992
Pennsylvania	RIG: Lancaster County	Regional Innovation Grant	\$250,000
Wisconsin	Wisconsin Floods 2007	Disaster	\$1,220,000
		Total	\$67,146,930

Adult Program Results

Trade Adjustment Assistance

Program Description

The TAA program is an integral part of the comprehensive workforce development system. The program is essential to helping workers dislocated because of foreign trade adjust to changing market conditions and shifting skill requirements. Addressing the needs of trade-affected workers involved in this transformation is a unique challenge because, in general, these workers are being dislocated from outdated-skill, high-wage employment. In many cases, this is complicated by mass layoffs or plant closures that occur in single industry towns, which makes finding comparable employment in the same geographic area difficult. Furthermore, many of these jobs are lost permanently from the domestic economy, requiring the skills of affected workers to be completely retooled.

In order to fuel innovative regional economic development, ETA is funding a total of 39 initiatives throughout the United States using the WIRED framework, which will include harnessing the experienced

manufacturing background of many TAA certified workers to feed current employment demands. Using targeted training to develop skills in high demand advanced manufacturing industries, TAA participants will have the opportunity to participate in the transformation of their local economies.

Program Highlights

The TAA program continued to achieve improved participant outcomes during FY 2007 and successfully achieved national performance goals for all of the outcomes measures.

- **The post participation average earnings outcome exceeded the TAA program's \$12,000 goal by more than 14 percent.**
- **Entered employment rate met the goal of 70 percent.**
- **Employment retention exceeded the performance goal for this category by three percent.**

Participant Characteristics

Participants in the TAA program tend to be older, more experienced workers, with no education beyond high school.

Half of all participants are over the age of 45, and a full 21 percent are over the age of 55. On average, a TAA participant has almost 10 years of tenure with the layoff employer. Most TAA participants, 74 percent, have a high school degree or less, and only eight percent have a college degree.

Summary of Performance Data

Performance Results		
	Cumulative Four Quarters ending 12/31/07	Cumulative Four Quarters ending 12/31/06
Entered Employment Rate	71%	71%
Numerator		44,361
Denominator		49,261
Employment Retention Rate	89%	87%
Numerator		44,361
Denominator		49,261
Average Earnings	\$14,032	\$13,549
Numerator		44,361
Denominator		49,261
Operational Results, FY 2007		
Total Petition Decisions Issued		2,211
Total Certifications Issued		1,434
Estimated Number of Workers Covered by Certifications		146,619
Average Petition Processing Time in days		32.8
New Trade Readjustment Allowance Recipients		47,047
Total Training Participants		93,622
Continuing		44,361
New Enrollments		49,261
Average Weeks of Training Received		62
Entered Employment Rate		70%
Numerator		44,361
Denominator		49,261
Employment Retention Rate		88%
Average Earnings		\$13,914

The TAA program continued to achieve improved participant outcomes during FY 2007 and successfully achieved national performance goals for all of the outcomes measures.

In FY 2007, two out of the three performance goals were met :

- 70 percent of participants were employed in the first quarter after program exit.
- The average worker exceeded the goal for average earnings in the 6 months following program exit by 15 percent.

Adult Program Results

Foreign Labor Certification

Program Description

The Office of Foreign Labor Certification (OFLC) provides national leadership and policy guidance to carry out the responsibilities of the Secretary of Labor under the Immigration and Nationality Act concerning foreign workers seeking admission to the United States. OFLC certification that a given number of permanent or temporary job vacancies may be made available to foreign labor is generally the first step in the process of employment-based admission into the United States on either a permanent or temporary basis. Each program has its own particular focus and purpose.

Permanent labor certification (through ETA's Program Electronic Review Management or "PERM" system) allows employers to hire foreign workers on a permanent basis when there are not sufficient U.S. workers who are able, willing, qualified and available to perform the job, and when the employment of a foreign worker will not adversely affect the wages and working conditions of American workers who are similarly employed.

Employers also seek temporary labor certification for a large variety of specialized, agricultural, and seasonal jobs. H-1B certification permits employers to hire, on a temporary basis, foreign workers who possess qualifying professional or specialty skills. Although the H-1B program does not require most employers to recruit U.S. workers before they hire foreign labor, employers in other major temporary labor certification programs must first test the labor market.

H-2A labor certification permits employers to hire temporary foreign workers for jobs in agriculture.

H-2B certification permits employers to hire foreign workers to perform non-agricultural work that must be one-time, seasonal, peak load, or intermittent in nature.

Strong regional economies that attract and maximize talent and innovation are crucial to our Nation's success in the global economy. Employers increasingly seek global talent to enhance their stock of human and technological capital, redress shortages of skilled domestic labor, and improve their position

within the global marketplace. ETA has undertaken efforts to support U.S. employers through the disclosure of permanent and temporary labor certification data (www.flcdatacenter.com/). This data can be used to analyze employer demand for foreign talent by occupation, local economic sector, and other key characteristics. OFLC believes this information should assist the public workforce system and others concerned with the development of our Nation's domestic labor supply by indicating areas where employer demand is citing labor shortages.

Program Highlights

OFLC program performance in the first quarter exceeded or met performance goals for all programs.

For all programs, there was a decline in the number of applications in comparison to the comparable period in FY 2007, perhaps reflecting a softening in the overall economy and employment. In the PERM program, there was a substantial increase in program performance reflecting, in part, a much lower number of applications filed from the comparable

period in FY 2007, from 30,789 applications to 16,196.

H-2A program performance was substantially improved and exceeded the FY 2008 processing goal of 60 percent. The number of employer applications processed was down 41 percent below the comparable number for first quarter of FY 2007. A total of 15,775 positions were approved.

Processing performance under the H-2B program was substantially improved over the comparable period in FY 2007 with 93 percent of applications processed within 60 days of receipt—exceeding the goal of 61 percent. This performance reflects improvements made as a result of extensive guidance and work with stakeholders in 2007, as well as the first quarter being a relatively light processing period.

Summary of Performance Data

- Comparing the first quarter in FY 2006 to FY 2007, the PERM data indicate a drop in applications of about 37 percent and an increase in performance from 84 to 94 percent exceeding the 75 percent goal.

- While there was an increase in the number of applications received and processed in H-2A, performance increased to 65 percent in FY 2008.
- H-2B performance increased from 78 to 93 percent, substantially exceeding the 61 percent goal.
- H-1B performance was consistent with the 100 percent performance goal.

Performance Results		
	Quarter ending 12/31/07	Quarter ending 12/31/06
Percent of employer applications for permanent labor certification resolved within six months of filing	94% ¹	84%
Process employer labor condition applications for H-1B professional/specialty temporary program within seven days	100%	100%
Percent of accepted H-2A applications for temporary employment in agricultural work processed within 15 business days	65%	49%
Percent of H-2B applications for temporary employment in non-skilled work processed within 60 days of receipt	93%	78%

Adult Program Results

Prisoner Reentry Initiative

Program Description

The President's Prisoner Reentry Initiative (PRI) seeks to strengthen urban communities characterized by large numbers of returning prisoners through an employment-centered program that incorporates mentoring, job training, and other comprehensive transitional services. This program is designed to reduce recidivism by helping inmates find work when they return to their communities, as part of an effort to help them build a life in the community. DOL has awarded competitive grants to faith-based and community organizations (FBCOs) to carry out this demonstration. The Department of Justice (DOJ) awarded competitive grants to state agencies to provide pre-release services to prisoners who will be returning to the communities served by the DOL grants. DOL received over 500 applications in its PRI grant competition, and awarded grants to faith and community-based organizations in 30 communities in 20 states in November 2005.

DOL grant funds can be used to provide a variety of services to returning prisoners, including workforce development services, job training, on-the-job training, work experience, basic skills remediation, counseling and case management,

mentoring, and other reentry services. The DOJ grants to state agencies provide for pre-release services.

Program Highlights

At the end of seven full quarters of activity, the program has enrolled over 11,200 participants and 60.2 percent have been placed into an unsubsidized job. The grantees are receiving referrals from their states' department of corrections counterparts, providing a seamless transition from pre-release services to post-release support, training and job placements for those referred participants.

Summary of Performance Data

- **Seventy-seven percent of the enrolled participants have exited so far and initial information is now available on long-term outcomes.**
- **The recidivism rate from program inception to date is 18 percent, below the preliminary national goal of 22 percent or less.**
- **Employment retention nationally is at 60 percent and average six-month post-program earnings are \$9,941 for the program to date, though this is based only on those exiters that have reached the six-month post-program date.**

Other program data to date:

- **The initial job placements continue to slow down, with 145 fewer placements in the current quarter (934 this quarter versus 1,079 in the previous quarter), due to the fact that the majority of participants are already placed in jobs.**
- **Attainment of 443 job re-placements in the quarter ending December 31, 2007, represents a decrease of 171 from the previous quarter, while at the same time the program to date employment retention rate has risen to 60 percent.**
- **The program has an average wage at placement of \$9.43 in the quarter and \$9.31 from program inception.**

Performance Results		
	Quarter ending 12/31/07	Program to Date
Entered Placement Rate	60%	60%
Employment Retention Rate	53%	60%
Average Earnings	\$10,279	\$9,941
Recidivism Rate	22%	18%

Program Description

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. The Office of Apprenticeship (OA) is seeking opportunities to link the apprenticeship system with WIRED and is focusing on three strategic areas established for all ETA programs in FY 2007:

1. **Working in a regional economic context**
2. **Providing greater access to postsecondary education and alternative pathways for at risk youth, and**
3. **Increasing technology-based learning.**

Further, OA will develop and implement a strategy to clarify apprenticeable administrative, professional and technical occupations, integrate apprenticeship with the Workforce Investment and Wagner-Peyser Acts, and revise the regulations for Registered Apprenticeship. Finally, OA will

continue to expand apprenticeship in high-growth industries and occupations. All efforts toward the FY 2007 goals aligned with ETA's goals to increase employment, earnings and retention within the nation's workforce.

Program Highlights

The OA continues discussions with workforce partners in support of regional economies. Staff contribute valuable regional economy-based solutions via apprenticeship when participating in meetings with their local Workforce Investment Boards, State Apprenticeship Agency Representatives, and One-Stop Centers. The issuance of Training and Employment Guidance Letter (TEGL) No. 2-07, Leveraging Registered Apprenticeship as a Workforce Development Strategy for the Workforce Investment System, to the regions reinforces OA's strategies and provides information, examples, and policy guidance to support the full integration of Registered Apprenticeship into workforce system activities. Mutually supportive collaboration between the public investment system and Registered Apprenticeship leverages

each system's strengths to maximize the benefits in the context of regional talent development strategies.

Apprenticeship continues to be a valuable training model and an essential solution within the regional economy framework, especially as evident among the following employers:

- **As a result of the Southeast Wyoming Workforce Solutions Regional Summit Meeting held at Laramie County Community College (LCCC), the State of Wyoming earmarked \$125,000 for projects that will monitor the progress of funded activities. There were approximately 100 representatives from 25 regional businesses, LCCC, and the Department of Workforce Services in attendance at the summit.**
- **The University of Alaska, Center for Human Development was awarded \$500,000 for the Long Term Care Sector of the Health Care Industry. Registered Apprenticeship occupations that were registered include Certified Nursing Assistant (CNA) Career Lattice and Direct Support Specialist.**

Adult Program Results

Registered Apprenticeship

- **The State of Washington shared the TEGL 02-07, “Leveraging Registered Apprenticeship as a Workforce Development Strategy for the Workforce Development System” at the Washington State Apprenticeship Coordinators Association meeting. Approximately 200 state staff, Training Directors, Community and Technical College representatives, and workforce development council staff and members, as well as the Chair of the Higher Education Committee for the Washington State House of Representatives were in attendance. The conference focused on ways to integrate apprentices as a workforce system solution.**

Summary of Performance Data

The Office of Apprenticeship (OA) achieved its FY 2007 Government Performance and Results Act (GPRA) Performance Goal, “Improve the registered apprenticeship system to meet the training needs of business and workers in the 21st century.” The targets for the common measure performance indicators of Employment Retention and Wage Gain were exceeded in the third quarter and increased even more

in the fourth quarter. The retention rate for first quarter registrants (nearly 21,000), nine months after registration, increased to 83 percent, compared to the FY 2005 retention rate of 78 percent. The hourly wage gain of \$1.50 (from \$12.82 to \$14.32) is 16 percent greater than the FY 2005 wage gain of \$1.26 (from \$11.92 to \$13.18). This OA performance goal was exceeded and gives evidence of providing substantial support to the Department’s outcome goal to “Increase opportunities for new and re-emerging entrants to the workforce,” which focuses on developing a pipeline of workers with the skills and credentials necessary to fill the jobs of the 21st century.

Summary of National Registered Apprenticeship System

The National Registered Apprenticeship System continues to be a valuable contributor to our nation’s workforce system offering both employment and career training. The combined efforts of the Office of Apprenticeship and State Apprenticeship Agency (SAA) partners produced the following results:

GPRA Accomplishments for FYs 2005-2007						
	FY 2005		FY 2006		FY 2007	
	Target	Result	Target	Result	Target	Result
Employment Retention Rate	Baseline	78%	78%	82%	79%	83%
Hourly Wage Gain	Baseline	\$1.26	\$1.26	\$1.32	\$1.33	\$1.50

Performance Results		
	Quarter ending 9/30/07	Quarter ending 9/30/06
Total Apprentices	465,262	449,897
New	55,462	67,182
Programs Maintained Total	27,976	29,273
New	964	812
	Quarter ending 9/30/07	Cumulative Quarters 10/1/0/06-9/30/07
Performance Results, Federal Apprenticeship Activities Only		
New Apprentices	37,000	148,000
Completers (Graduates)	10,000	34,000
Total Apprentices¹	311,000	313,000
New Programs	360	1,570
Total Programs¹	14,000	14,000

¹ Apprenticeship numbers fluctuate due to large cohorts entering and leaving programs from year to year.

Source: Registered Apprenticeship Information System

Adult Program Results

Unemployment Insurance

Program Description

The Federal-State Unemployment Insurance (UI) system has been the nation's first line of defense against unemployment for 70 years. UI temporarily replaces part of lost wages, and it reduces the personal financial hardship due to unemployment and stabilizes the economy during economic downturns. The UI system's benefit structure is premised on reemployment: 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).

Program Highlights

The UI system has seen an increase in initial claims and in benefits paid to the average claimant; other indicators--average number of weeks paid; the ethnic, sex, and age mix of claimants; and the rates of benefit exhaustion and reciprocity were about the same as in 2006.

Operational Data		
	Year ending 12/31/07	Year ending 12/31/06
Reciprocity Rate	36.9%	36.0%
Exhaustion Rate	35.6%	35.3%
Percent of recipients of prime working age	73.6%	74.0%
Percent of recipients who are female	42.7%	44.1%
New initial UI claims	11,556,175	11,180,872
Number of first UI payments	7,743,011	7,462,336
Average duration of UI (weeks)	15.3	15.3

Performance Results		
	Year ending 12/31/07	Year ending 12/31/06
Percent of intrastate payments made timely	88.1%	88.6%
Detection of recoverable overpayments	54.3%	58.7%
Entered employment rate for UI claimants	65.2%	65.1%
Numerator ¹	4,890,250	4,826,514
Denominator ²	7,502,522	7,412,629
Percent of employer tax liability determinations made timely	84.4%	84.2%

¹ Number of UI Recipients in denominator who were reemployed in quarter following quarter of 1st UI Payment.

² Number of UI 1st Payment Recipients July 2006 to June 2007.

Summary of Performance Data

- Performance on timely status determinations and reemployment both increased slightly over the last year.
- The percentage of timely first payments dropped by 0.5 percentage point since CY 2007; major contributors were Kansas, Indiana, and Georgia with declines of at least four points and California, with a much smaller decline of over 1.2 points, important because of its size. Timeliness was virtually unchanged from Fiscal Year 2007.
- The detection of overpayments measure fell about 4.5 points over the year. The reason was the rise in estimated detectable, recoverable overpayments—the denominator of the ratio measure—

—which rose from 5.65 percent of benefits paid to 5.98 percent, due in part to more complete estimates resulting from use of New Hire crossmatches of Benefit Accuracy Measurement (BAM). The measure's numerator--States' establishment of overpayments as percentage of dollars paid--actually rose marginally.

Youth Program Results

WIA Youth Program

Program Description

WIA Youth programs serve eligible low-income youth ages 14-21 who face barriers to employment. These include youth who have deficiencies in basic skills or meet one or more qualifying criteria: homeless, 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 employment.

Program Highlights

The Shared Youth Vision Federal Partnership held its quarterly meeting in November. An updated on the Shared Youth Vision pilot states was provided. The partners discussed continuing technical assistance support for the pilot states and agreed that each partner would “adopt” a few pilot states to assist them with their collaborative efforts. Additionally, the partners discussed messaging within their own systems about the importance of moving the Shared Youth Vision forward.

Summary of Performance Data

- The placement in employment or education rate for the second quarter of PY 2007 was 66 percent, which is consistent with performance in the first quarter of the program year. This substantially exceeds the target of 61 percent for PY 2007 and the cumulative four quarter average of 61 percent. The cumulative four quarters rate of 61 percent has increased from 60 percent in the previous quarter.
- The rate of attainment of a degree or certificate has increased from 49 percent in the previous quarter to 51 percent in the current quarter, and exceeds the PY 2007 target of 45 percent and the cumulative four quarter average of 48 percent. The cumulative four quarters rate of 48 percent has increased from 46 percent in the previous quarter.
- Required reporting on the literacy/numeracy measure began in PY 2006. Since results for the literacy / numeracy measure are not reported until a youth participant has completed a full year in the program, full data will not be available until the end of PY 2007.

Performance Results		
	Quarter ending 12/31/07	Cumulative Four Quarters ending 12/31/07
Placement in Employment or Education Rate	66%	61%
Attainment of Degree or Certificate Rate	51%	48%
Literacy and Numeracy Gains	N/A	N/A

Program Description

The Department of Labor has received funding beginning in 1998 to conduct demonstration projects serving youthful offenders. Appropriations for these activities totaled \$12.5 million in FY 1998, \$13.9 million in FY 2000, and roughly \$50 million each year since. The Department has used these funds to support projects aimed at both young offenders and at-risk youth mainly ages 14 to 24. We have supported projects aimed at both youth in the juvenile justice system and young adults in the adult criminal justice system. Through these funds we have supported five main categories of projects:

- **Local youth offender projects in high-crime communities aimed both at providing re-entry services to youthful offenders returning home from confinement and preventative efforts for at-risk youth**
- **Grants to state juvenile justice agencies directed at improving academic and workforce preparation components in one of their youth correctional facilities**
- **Inter-agency transfers of funds to the Department of Justice to help support the Serious and Violent Offender Reentry Initiative**

- **Non-competitive grants to national community-based organizations for multi-site projects serving particular target groups of youth offenders and at-risk youth**
- **Grants to encourage local coordination of the workforce, juvenile justice, and education systems to assist youth offenders enter high-demand occupations**

Program Highlights

The youth offender portfolio, which contains a number of youth offender demonstration grants funded through the Responsible Reintegration of Youthful Offenders, continues to build on strategies that have been the focus of previous pilot and demonstration projects. These include using national community based organizations such as YouthBuild, the National Urban League, the Latino Coalition, Nueva Esperanza, and the National Association of Service and Conservation Corps to place young adult offenders in jobs, using local community based organizations to provide educational and employment services to juvenile and young adult offenders, and attempting to increase coordination between the juvenile justice system and the workforce system in serving young offenders.

Summary of Performance Data

Performance Results	
	From Program Inception as of 12/31/07 ¹
Percent of youth ages 18 and above placed in jobs, education, or training	58%
Percent of youth offenders ages 14 to 17 recidivating	12%
Percent of youth offenders ages 18 and above recidivating	11%

¹ The placement and recidivism rates presented here are cumulative for active projects from the beginning of each grantee's project because the data we collect cannot distinguish placements and recidivism by the quarter or year a youth was enrolled in the project.

- **The recidivism rate for offender youth ages 14 to 17 served by the program is 12 percent.**
- **The recidivism rate for offender youth age 18 and above served by the program is 11 percent.**

President's High Growth Job Training Initiative

Program Description

The High Growth Job Training Initiative targets education and skills development resources toward helping workers gain the skills they need to build successful careers. The initiative engages business, education and the workforce investment system to work together to develop solutions to the workforce challenges facing high growth industries.

This initiative is investing in national models and demonstrations of solutions in each of 14 targeted high growth industries.

- **Over 134,600 workers are expected to be served under this initiative.**
- **Over 99,600 workers have already completed their training.**
- **Over 59,600 workers are enrolled in training.**

Program Highlights

Training Generation Y: The Making of a UPS Driver

In November 2005, ETA awarded \$1,789,970 to the United Parcel Service of America (UPS) to address the recruiting and retention challenges faced by the transportation industry, particularly in regards to workers in their twenties. As part of the project, UPS produced a literature review which addresses the generational differences in the contemporary workforce, justifying the need for new instructional strategies and technological innovations to accommodate generational differences.

As a result of this investment, UPS has developed a "technology-enhanced hands-on learning" pilot training center aimed specifically at young would-be drivers. This movie-set style facility features hands-on teaching tools such as a UPS package car with see-through

sides, model neighborhoods, a slip-and-fall simulator, and many more. Based on the success achieved thus far, this project will prove to be sustainable, replicable, and transportable throughout the transportation industry.

Community-Based Job Training Grants

Program Description

The Community-Based Job Training Grants program seeks to strengthen the role of community colleges in promoting the U.S. workforce's competitiveness by building the capacity of community colleges to train workers in the skills required to succeed in regionally based high-growth, high-demand industries and occupations. Grant activities include, but are not limited to, training in the healthcare, biotech, advanced manufacturing, energy, automotive, transportation, construction, insurance, forestry, and aerospace industries.

Performance Summary

Since 2005:

- 65,508 individuals have enrolled in training;
- 26,186 individuals have completed training;
- 18,769 individuals have received certifications.

Performance Issues

ETA has proposed a reporting format for grantees that was first published in the Federal Register in May 2007. Comments were incorporated and it was republished for a final 30 day comment period on February 28, 2008. The new reporting format will facilitate the collection of common performance measures data, including entered employment, retention, and average earnings. Rollout of the new reporting format and online system is anticipated for summer 2008.

ETA Internet-Based Assistance

Program Descriptions and Highlights

America's Career InfoNet

www.CareerInfoNet.org, helps individuals explore career opportunities to make informed employment and education choices. The Web site features user-friendly occupation and industry information, salary data, career videos, education resources, self-assessment tools, employability check-up assistance, and other Web-based resources that support talent development in today's fast paced global marketplace.

Highlights for the Quarter:

- America's Career InfoNet received 2 million visits during the October-December 2007 quarter and delivered 33 million page views to its customers, a 54 percent increase in page views compared to the same three-month period last year.
- Added additional certifications in high demand industries to the Certification Finder database.
- Updated a number of core data sets including the Scholarship Finder with scholarship information for 2008; the State Profiler with 2006 population, labor force, and income data; the Employer Database with the latest contact information for over 12 million records; and Industry Profiler with 2006 data from the Bureau of Labor Statistics' Quarterly Census of Employment and Wages Program.
- Integrated the latest version of O*NET into America's Career InfoNet's databases and tools.
- Developed and refined America's Career InfoNet Web Services, including the wage information, and certification web services. These new web services enable the Web site's information to be easily shared with and displayed on other Web sites.

ETA Internet-Based Assistance

America's Service Locator

The web site at www.servicelocator.org, connects individuals to employment and training opportunities available at local One-Stop Career Centers. The Web site provides contact information for a range of local work-related services, including unemployment benefits, career development, and educational opportunities.

Highlights for the Quarter:

- America's Service Locator received 573,794 visits during the October - December 2007 quarter and delivered four million page views to its customers during this period.
- ETA sent over 16,000 e-mails on approximately six different topics to key stakeholders in the workforce investment system via the communication database (e-mail push tool) during the October-December quarter. E-mail messages included information on the Transformational Forums, Workforce Innovations 2008 and the BRAC Conference. ETA offices use the database to communicate directly with the workforce investment system nationwide.
- The ETA Toll Free Help Line (1-877-US2-JOBS), a public information companion to America's

Service Locator, received 47,729 calls on workforce issues during the October-December 2007 quarter. While this is a 17 percent decrease from last quarter, the second quarter has historically low call volume, and the 2007 call volume is actually an eight percent increase over the same three-month period from last year.

- Customer Service representatives handled 27,330 questions concerning unemployment issues and 16,992 inquiries concerning Jobs and Training during the October-December 2007 quarter.

Career Voyages

www.careervoyages.gov, informs young adults about occupations that are in demand in high growth industries. This interactive Web site provides information regarding the skills and education required for these occupations, and users find industry sponsored information and other opportunities to advance in a career path toward a brighter future. The Web site is co-sponsored by the U.S. Department of Education.

Highlights for the Quarter:

- Career Voyages received 478,734 visits during the October-December 2007 quarter and delivered over 2.6 million page views to its customers during this

period, these results are equivalent to the same three-month period in 2006.

- The Web site occupation lists have been updated with the latest Bureau of Labor Statistics' national projections data for 2006 to 2016.
- A new partnership with the National Parent Teachers Association has been created on the Parents and Career Advisors pages.
- New sector partner links and pop-up pages are available on the Aerospace, Construction and Transportation industry sector pages.

O*NET OnLine

<http://online.onetcenter.org>, serves as the nation's primary source of occupational skills and competency information, providing comprehensive information on key attributes and characteristics of workers and occupations. The Web site contains 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:

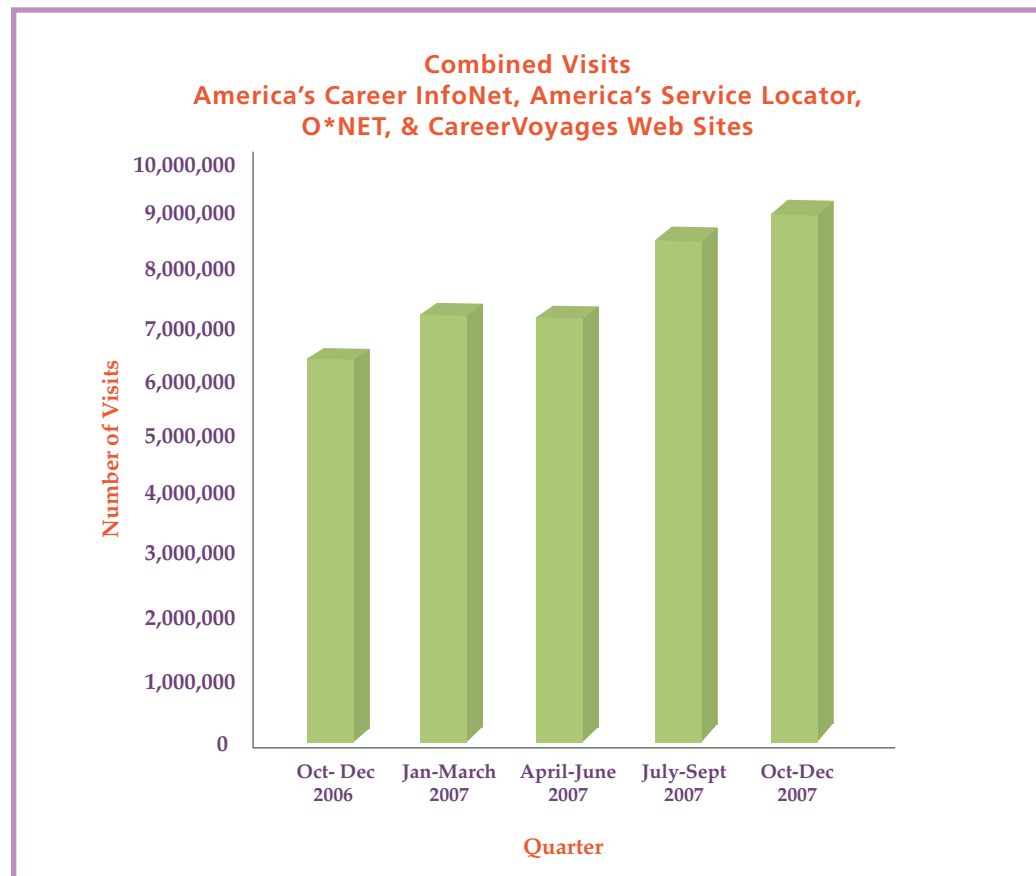
- The O*NET Web sites received 2.8 million visits during the October-December 2007 quarter, an increase of 12 percent over the same quarter

the previous year, and delivered 12.6 million page views to its customers during the period, an increase of four percent over the same quarter the previous year.

- Downloads of O*NET products provide another means of making O*NET information available. Both public and private vendors develop products using O*NET information that reach millions of customers. There were 24,196 downloads of the O*NET database and O*NET Career Exploration Tool files.
- As of October 2007, O*NET Online has a new Tools and Technology Search tool that allows users to identify In-Demand occupations whose workers may use related groups of machines, equipment, tools, or software for optimal functioning in a high performance workplace. Users can type in a specific tool or technology to see real world examples obtained from the business and education community, along with relevant occupations. Visit the Tools & Technology Search page to explore this new feature.
- Tools and Technology (T2) data provide information on machines, equipment, tools, and software that workers may use for optimal functioning in a high performance workplace. The database has recently been updated

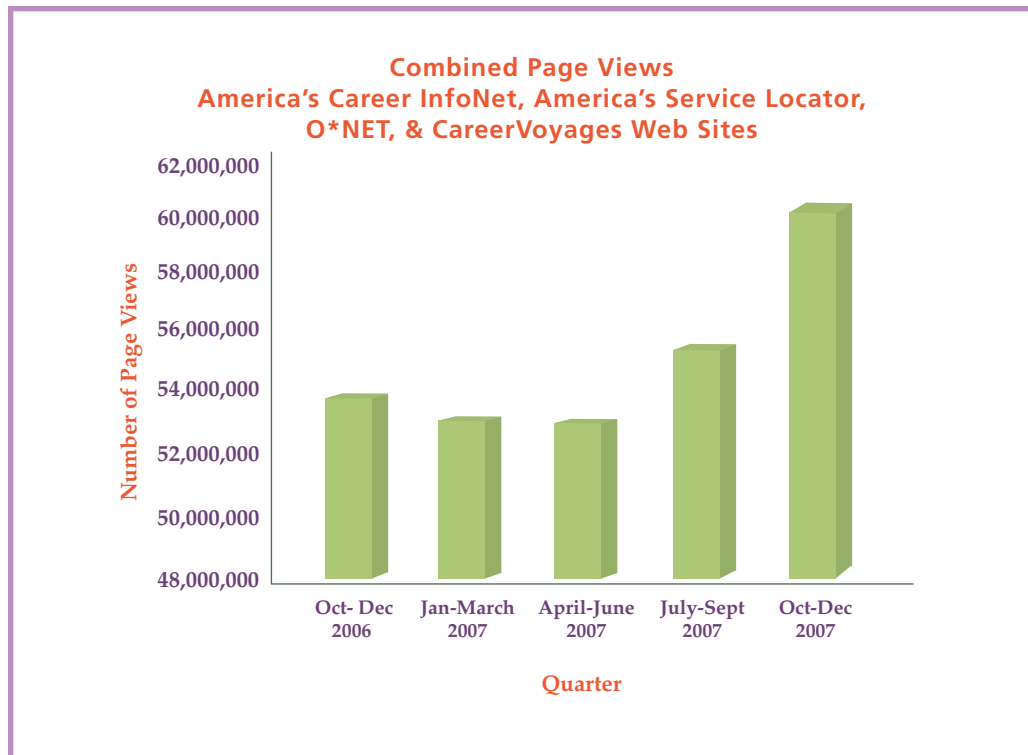
with information on more than 50 additional occupations for a total of 317 updated In-Demand occupations. Emphasis is placed on innovative technologies and emerging workplace practices.

Summary of Performance Data



Visits to the CareerOneStop, Career Voyages, and O*NET Web sites trended upward in the October-December 2007 quarter by 2.5 million visits compared to the same quarter in the previous year. Visits are an indicator of how much traffic the sites are getting and how many people received information services.

ETA Internet-Based Assistance



Page views on CareerOneStop, Career Voyages, and O*NET Web sites trended upward in the October-December 2007 quarter by 6.5 million page views compared to the same quarter in the previous year. Page views serve as a proxy for the quantity of information provided to the Web sites' visitors.

Performance Results		
	Quarter ending 12/31/07	Quarter ending 12/31/06
Number of visits on ACINet	2,077,354	2,048,010
Number of page views on ACINet	33,091,172	21,406,588
Number of visits on ASL	573,794	635,460
Number of page views on ASL	4,073,218	13,469,920
Number of visits on Career Voyages	478,734	480,986
Number of page views on Career Voyages	2,601,603	2,610,209
Number of visits on O*NET	2,837,681	2,533,411
Number of page views on O*NET	12,594,135	12,032,376
O*NET product downloads	24,196	22,922

Glossary of Performance Measures

Q=Quarter

COMMON PERFORMANCE MEASURES

(Used by Workforce Investment Act, Wagner-Peyser, TAA, SCSEP, PRI, and NFJP)

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 divided by the number of adult participants who exit during the quarter.

Average Earnings Change in Six Months¹

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.

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.

PROGRAM SPECIFIC PERFORMANCE MEASURES

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 the 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

¹ This definition was used for earnings in Program Year 2005.

Glossary of Performance Measures

Q=Quarter

This estimate is based on the 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.

Percent of the H-2B Applications Processed Within 60 Days of Receipt

This estimate is based on the 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, (4) remand issued to the employer, or (5) remand issued to the State Workforce Agency.

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.

Internet-Based Assistance

The Number of Page Views on America's Career InfoNet

The Dissemination of O*NET Data Measured by Site Visits

The Number of Page Views on Career Voyages

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

Glossary of Performance Measures

Q=Quarter

completed and closed out divided by the total number of O*NET-SOC occupations during the fiscal year.

Website Visits to O*NET

Prisoner Reentry Initiative (PRI)

Recidivism Rate

The percentage of participants who are re-arrested for a new crime or re-incarcerated for revocation of a parole or probation violation within one year from release from prison.

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 ¹

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 + Q3 prior to dislocation).

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.

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.

¹ This definition was used for earnings in Fiscal Year 2006.

WORKFORCE SYSTEM RESULTS

Prepared by the Office of Performance and Technology
with the assistance of DTI Associates, a Haverstick
Company, under Contract No. DOLJ061A20369

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