

# **PY07 (FY08) Annual Report**

## **Adult, Dislocated Worker and Youth Activities Workforce Investment Act of 1998, Title I-B**

submitted by the  
Commonwealth of Massachusetts

to the  
United States Department of Labor  
Employment and Training Administration

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**Introduction**

The Massachusetts Executive Office of Labor and Workforce Development (EOLWD) is the state level agency responsible for the oversight of the workforce investment funding received through the U.S. Department of Labor’s Employment and Training Administration. The Department of Workforce Development, the Division of Career Services and the Commonwealth Corporation are designated by EOLWD to implement specific initiatives related to the workforce development system.

Since the inception of the federal Workforce Investment Act (WIA) in 1998, Massachusetts has adopted a statewide strategy to maximize and leverage workforce development resources through our 16 local Workforce Investment Boards and 32 full-service One-Stop Career Centers. In Massachusetts, the One-Stop Career Center system is the cornerstone of service delivery for job development and job search assistance, training referrals and placements, and employer outreach on workforce development services. Our goal is to ensure coordinated delivery of information and services throughout the system.

**A. PY07 Review of Massachusetts’ Statewide WIA Title I Performance Measures**

Statewide performance on the WIA Title I performance measures continued to improve during Program Year 2007 (PY07; also state FY2008). All performance goals were met or exceeded. The following is an overview of the performance on each measure. (The required statewide Annual Report tables are included in the Appendix to this narrative; they have been submitted to USDOL via the on-line reporting system.)

Customer Satisfaction: Results from the telephone surveys demonstrate that participants continue to be very satisfied with services, with responses resulting in an American Customer Satisfaction Index (ACSI) score of 82.9, exceeding the goal of 82 and exceeding the PY06 score of 82.1. Results for employers increased to a score of 74.1, up from the PY06 score of 71.2, still greater than 90% of goal threshold.

<b>Table 1: Customer Satisfaction</b>				
Measure	Negotiated Goal	Actual Performance	Percent of Goal	Performance versus Goal
Participants ACSI	82.0	82.9	101.1%	Exceeded
Employers ACSI	75.0	74.1	98.8%	Met

*Note: For all performance measures shown on Tables 1-5, a performance measure/goal is **met** if the percent of goal is between 90% and 100%. A performance measure/goal is **exceeded** if the percent of goal is 100% or higher.*

Adult Program: All four goals were met and three of the four adult goals were exceeded. The entered employment rate increased from PY06 performance (82.9% vs. 79.6%) exceeding the goal of 81%. The adult average earnings of \$10,666 met the 90% of goal threshold, but did not exceed the \$10,900 goal. The employed-with-credential measure increased from 74.9% to 77.5%, exceeding the goal for the third consecutive year. The 83.6% retention rate at six months was higher than the rate in the previous year (78.7%) and exceeded the goal of 80%.

Measure	Negotiated Goal	Actual Performance	Percent of Goal	Performance versus Goal
Entered Employment Rate	81.0%	82.9%	102%	Exceeded
Employment Retention Rate	80.0%	83.6%	105%	Exceeded
Average Earnings	\$10,900	\$10,666	98%	Met
Employed and Credential Rate	70.0%	77.5%	111%	Exceeded

Dislocated Worker Program: The results for dislocated worker programs exceeded three of the four performance goals for PY07. The entered employment rate increased from 86.2% in PY06 to 87.5% in PY07 and exceeded the goal of 87%. The retention rate also increased over the year from 87.2% to 90.2% in PY07, exceeding the goal of 89%. Average earnings of \$17,513 met the 90% of goal threshold, but did not exceed the goal of \$18,600. Finally, the employed-with-credential measure improved slightly from 80.0% in PY06 to 80.8% in PY07 and exceeded the goal of 75%.

Measure	Negotiated Goal	Actual Performance	Percent of Goal	Performance versus Goal
Entered Employment Rate	87.0%	87.5%	101%	Exceeded
Employment Retention Rate	89.0%	90.2%	101%	Exceeded
Average Earnings	\$18,600	\$17,513	94%	Met
Employed and Credential Rate	75.0%	80.8%	108%	Exceeded

**Older Youth:** Performance for the PY07 period improved for older youth on three of the four measures compared to PY06, and actual performance exceeded all four goals. The entered employment rate for older youth (age 19-21) was 87.6%, up from 81.3% in PY06, exceeding the goal of 80%. The retention rate increased to 85.3% from 79.3% in PY06 and exceeded the goal of 84%. The employed-with-credential rate declined from 57.8% in PY06 to 56.3%, but still exceeded the goal of 53%. Up from PY06's level of \$3,408, the earnings increase of \$4,499 substantially exceeded the goal of \$3,500.

Measure	Negotiated Goal	Actual Performance	Percent of Goal	Performance versus Goal
Entered Employment Rate	80.0%	87.6%	110%	Exceeded
Employment Retention Rate	84.0%	85.3%	102%	Exceeded
Six Months Earnings Increase	\$3,500	\$4,499	129%	Exceeded
Employed and Credential Rate	53.0%	56.3%	106%	Exceeded

**Younger Youth:** Actual performance for younger youth improved over PY06 on all three measures and all three goals were exceeded. The skill attainment rate for younger youth (14-18) improved from 88.2% to 91.2%, exceeding the goal of 87%. The diploma attainment rate of 73% was an increase from 62.7% in PY06 and exceeded the goal of 62%. The retention rate (for post-program retention in employment and/or post-secondary education) also improved slightly from 74.2% in PY06 to 74.3% in PY07, exceeding the goal of 70%.

Measure	Negotiated Goal	Actual Performance	Percent of Goal	Performance versus Goal
Skill Attainment Rate	87.0%	91.2%	105%	Exceeded
Diploma or Equivalent Rate	62.0%	73.0%	118%	Exceeded
Retention in Employment/Education	70.0%	74.3%	106%	Exceeded

**Performance Summary:** In PY07, the Commonwealth improved actual performance on 16 of the 17 measures and all performance goals were met or exceeded. Fourteen (14) of the performance measures exceeded goal. At the local level, eight (8) of the Commonwealth's 16 workforce areas exceeded their overall goals for all program groups, three fewer than in PY06. Finally, there was improvement in employment and earnings measures for all three funding streams of adults, dislocated workers and youth.

**B. Cost of Workforce Investment Activities**

For Program Year 2007 (PY07; state Fiscal Year 2008), the Commonwealth of Massachusetts received a WIA Title I-B allotment of approximately \$57.7 million. This allocation represented an increase of about 20% from the prior year allotment of \$47.9 million. In addition to the annual PY07 allotment, there were carry-in funds across all categories bringing the total of available funds for PY07 WIA Title I-B activities to about \$63 million.

Approximately 87% of available Adult and 92% of available Dislocated Worker local program funds were expended, with a total of 89% and 95%, respectively, spent and obligated. Eighty-three percent (83%) of Local Youth funds were expended and 87% expended and obligated. Continuing the trend of the last few years, more than half of the Local Youth funds were spent on out-of-school youth (58%). Of the local Administration pool for the three program streams, 83% of available funds were spent by June 30, 2008. These rates of expenditure demonstrate an effective utilization of these funds by the Commonwealth.

Total All Fund Sources	Available	Expended	Pct Spent	Additional Obligations	Pct Spent or Obligated
Adult Local Program	\$12,550,573	\$ 10,872,966	87%	\$351,825	89%
Dislocated Worker Local Program	\$14,127,533	\$12,993,931	92%	\$368,570	95%
Youth Local Program	\$14,482,777	\$12,059,597	83%	\$566,972	87%
Out-of-School Youth (non-add)	NA	\$6,994,566	(58% of youth expenditures)		
Local Administration Funds	\$4,837,887	\$4,022,865	83%	\$7,699	83%
Statewide Rapid Response Funds	\$8,481,414	\$5,622,746	66%	\$0	66%
Statewide 15% Activity Funds	\$8,577,875	\$6,533,257	76%	\$0	76%
Combined Totals	\$63,058,059	\$52,105,362	83%	\$1,295,066	85%

*Note: Available funds column reflects the effects of the DOL rescission (see TEGL 24-07)*

Statewide Rapid Response funds, including funds made available for additional assistance to local areas, were expended at the rate of 66% of availability, equal to the percent expended in PY06. The Governor’s 15% Reserve for statewide activities and state oversight expended 76% of availability. As in past years, both of the statewide funding types were spent at a slower rate than local allocations as they can be expended over a period of three years and some funds are used for multi-year contracts.

Of the total \$63.0 million available, approximately 83%, or \$52.1 million, had been expended by June 30, 2008. With about \$1.3 million in additional obligations, the Commonwealth’s end-of-year total of expenditures and obligations was \$53.4 million, representing 85% of total PY07 available funds. This compares to PY06, with \$50.8 million end-of-year total expenditures and obligations, representing 84% of total PY06 funds available (\$60.3 million).

There were 2,950 adult participants and 6,100 dislocated worker participants in PY07 Title I local programs. Adult enrollments were 8% higher than the PY06 level (2,740) and dislocated worker enrollments were 6% above PY06 (5,750). Investment in training services remained strong with 75% (2,200) of WIA Title I adult participants receiving training services, but represented a drop from 82% in PY06. The percent of dislocated worker participants receiving training services (4,500) was 74% compared to 75% in PY06. There were 3,400 youth participants, more than half of whom (57%) were out-of-school youth.

The cost per adult participant showed a modest increase in PY07 with an average cost of \$3,700 versus \$3,400 in PY06, a 9% increase. Based on local WIA plans, it is estimated that the total cost per participant for adult individuals who received training services was \$4,200, about \$2,000 more than the cost for an individual receiving only core and intensive services.

Program Strategies	PY2007		PY2006	
	Total Participants	Cost per Participant	Total Participants	Cost per Participant
Adult Program	2,950	\$3,700	2,740	\$3,400
<i>Training/Education Services</i>	2,200	\$4,200	2,260	\$3,700
<i>Core/Intensive Services Only</i>	750	\$2,200	480	\$2,000
Dislocated Worker Program	6,100	\$3,100	5,750	\$2,900
<i>Training/Education Services</i>	4,500	\$3,700	4,300	\$3,400
<i>Core/Intensive Services Only</i>	1,600	\$1,600	1,450	\$1,500
Youth Program	3,400	\$3,500	3,340	\$3,600
<i>Out-of-School Youth</i>	1,925	\$3,600	1,770	\$4,000
<i>In-School Youth</i>	1,475	\$3,400	1,570	\$3,100

The cost per dislocated worker participant went up slightly in PY07, with an average cost of \$3,100 versus \$2,900 in PY06. The cost for training participants in PY07 was \$3,700, about \$2,100 more than the average for customers of core and intensive services only (\$1,600). In calculating the costs for dislocated worker programs, funding from partner programs that co-enrolled participants was added to the WIA funds. These programs include Rapid Response additional assistance, and TAA/NAFTA/NEG training.

The average cost per youth participant decreased to \$3,500 from the PY06 level of \$3,600. The costs for the out-of-school population dropped to \$3,600 from \$4,000 in PY06, while the in-school youth costs rose to \$3,400 from the PY06 level of \$3,100. Consistent with national and state strategies, more hard-to-serve youth are being enrolled in the program and funding has been used to improve the intensity of services and program duration. The percentage of out-of-school youth served increased to 57% of total youth participants compared to 53% in PY06, and expenditures on out-of-school youth were 58% of PY07 total youth expenditures. These levels far exceed the DOL requirement of spending at least 30% of funds on out-of-school youth.

## C. Evaluation and Research

The Commonwealth has undertaken evaluation and research projects that reflect a commitment to promoting research and evaluation as integral parts of the design and delivery of workforce development services, and as the foundations of well-informed, evidence-based policy. Major activities include:

### Conduct and disseminate analyses of state and regional labor market information

The *Regional Workforce Investment Profiles* are produced by an interagency workgroup of state agencies, facilitated by Commonwealth Corporation. The report details the federal and state resources available in Massachusetts for local services delivery, from each of the major workforce development programs. The funding is broken down by program, by workforce area and by major initiatives such as youth, dislocated workers, incumbent workers, etc. The information presented for each program or resource includes the program name, the amount of resources available during the program year, and the number of people served during the same year. Funding notes for each table provide additional information about programs such as their source of funding, target population, services provided, and distribution of funds.

The *Regional LMI Profiles* is an initiative of an interagency workgroup, facilitated by the Department of Workforce Development, Division of Career Services. These regional profiles are designed to give state and local policymakers the tools they need to assess the dynamics of Massachusetts' local economies, and to compare and contrast the economic performance of the state's varied regions. The state and local profiles include data on the labor force, employment, unemployment, industry structure, wages, population trends, and job vacancies.

The *Job Vacancy Survey* is a semiannual survey conducted by the Massachusetts Department of Workforce Development, Division of Career Services. During the 2nd and 4th quarters of each year, nearly 10,000 companies are selected at random by industry, size and region. These employers provide information on the number and types of positions for which they are currently recruiting, the expected education and training requirements for applicants, and the pay and benefits offered to job applicants. Results from the Job Vacancy Survey data are used to identify imbalances between the supply and demand for labor, to help business managers develop effective recruiting strategies, to identify industries and occupations in which jobs are available, and to detect emerging labor and skill shortages.

The *Skills Gap Project* led by Commonwealth Corporation has explored the current and future status of the state's labor market to determine where are gaps between the labor needs of employers and the available supply, the implications of such skills gaps, and what can be done to address these issues. The research shows that while large numbers of people are available to work, employers in selected occupations are experiencing persistent vacancies, due to a skills mismatch. The project takes a closer look at what these jobs are and what skills workers need to get these jobs. The findings have helped to inform local workforce development planning.

As part of this broader effort to understand and explain the "Skills Gap" in Massachusetts, Commonwealth Corporation uses the twice-a-year Job Vacancy Survey to develop and prepare

“critical vacancies” reports to help workforce development practitioners and policy makers gain a better understanding of the specific occupations that are in demand. Results are disseminated through Research Briefs and other publications. In addition, Commonwealth Corporation has developed and published industry chartbooks which provide a snapshot of a particular industry, including employment, occupational distribution, salary, regional and other data. The first two reports in the series are the *Massachusetts Healthcare Chartbook* and the *Massachusetts Manufacturing Chartbook*. Technical assistance on the various *Skills Gap* issues is provided to WIBs, One-Stop Career Centers and other partner organizations through presentations and training sessions.

The *Massachusetts Regional Workforce Strategy Initiative* is a statewide effort to build regional pipelines to prepare Massachusetts workers for high demand jobs. This statewide initiative will bring leaders in business, education, government, and workforce development together to develop concrete plans and partnerships to fill jobs that are in-demand in each region of the state and to develop pathways to the skills and opportunities that lead to success in our economy. As part of this initiative, the Center for Labor Market Studies (CLMS) at Northeastern University has prepared detailed regional labor market demand and supply data that will drive the identification of regional workforce needs and priorities to assist regional partners in developing strategies to solve workforce challenges. Regional events, with presentations by CLMS, began during the program year and will continue into the next year.

#### Gather baseline study for all workforce development programs and update annually

The Commonwealth’s efforts towards the development of a “Report Card” that could answer basic questions about publicly funded workforce development programs has resulted in the establishment of an *Annual Performance Report of Massachusetts Workforce Development Programs*. The report includes all major workforce programs in Massachusetts, including WIA programs and programs operated by WIA partners. The information provided for each program includes the number of individuals served, sources of funding, the level and type of services and activities, and key results and outcomes, using the Massachusetts’ Core/Common Performance Measures as a starting point. The development of this report was supported by the *Performance Standards and Workforce Accountability Task Force* established by state legislation to focus on the development of reports on cross-program performance outcomes, as well as on the enhancement of interagency coordination and the alignment of program resources. The *Annual Performance Report* is coordinated by Commonwealth Corporation, under the leadership of the Performance Accountability Sub-Committee of the Massachusetts Workforce Investment Board.

#### Conduct Program Evaluations and Benefit-Cost Analyses

Given scarce public resources for workforce development, the Commonwealth needs recent information on the outcomes of, and public returns to, its investments in workforce development. To this end, the Commonwealth will evaluate current and new sectoral and career ladder initiatives focusing on both worker outcomes (e.g., skill gains, mobility, earnings) and impact on business/industry (e.g., recruitment cost, quality of care). Studies being conducted include:



- An Evaluation of the *Workforce Competitiveness Trust Fund (WCTF)*. WCTF is an initiative funded by the state legislature that focuses on several critical industry sectors. It is designed to enable a broad range of residents—including older workers, low-wage workers, low-income individuals, disabled citizens, vulnerable youth, incumbent workers and the unemployed—to gain access to employment, education and the skills necessary to move forward along a career path leading to economic self-sufficiency. The ongoing evaluation focuses on how the program affects worker employment and skill measures as well business impact measures. The evaluation will include a post-program longitudinal study using wage record data.
- An Evaluation of the *Extended Care Career Ladder Initiative (ECCLI)*: ECCLI provides funds to long-term care facilities to establish career ladders for its entry-level workers. Workers attain both the basic and occupational skills that they need to take advantage of career mobility opportunities. ECCLI supports the dual goals of improving the quality of patient care and the quality of worker life in long-term care organizations. The evaluation of ECCLI is a multifaceted strategy that comprises external, third-party evaluations by researchers from the long-term care industry and workforce development, and internal analysis of business cost impact and the longitudinal tracking of individual participants over time and through participation in multiple services and activities.

During the program year, the *Qualitative Evaluation of ECCLI* was completed by the Institute for the Future of Aging Services and the Gerontology Institute of the University of Massachusetts, Boston. From a sample of grantees, the evaluation utilized multiple sources of data: observations of participants; interviews with management, family members and clients; and focus groups with front line staff and supervisors. The evaluation highlights the elements integral to the successful implementation of ECCLI, and more specifically, career ladders for the direct care workers in long-term care. The opportunities for education and career advancement in ECCLI were found to improve front line workers' self-confidence, leading to improvements in the quality of resident/client care.

- An evaluation of the *Collaborating for the Advancement of Nursing: Developing Opportunities (CAN-DO)*: CAN-DO is a collaborative project in the Pioneer Valley to address the nursing and nursing faculty shortage that has been funded recently by the Robert Wood Johnson Foundation. Commonwealth Corporation is the evaluation partner for this project to conduct formative and outcome evaluations.

**APPENDIX**

**Commonwealth of Massachusetts**

**WIA Title I-B PY07 Annual Report Form (ETA 9091)**

**Table A - Workforce Investment Act Customer Satisfaction Results**

<b>Customer Satisfaction</b>	<b>Negotiated Performance Level</b>	<b>Actual Performance Level - American Customer Satisfaction Index</b>	<b>Number of Completed Surveys</b>	<b>Number of Customers Eligible for the Survey</b>	<b>Number of Customers Included in the Sample</b>	<b>Response Rate</b>
<b>Participants</b>	82.0	82.9	1,783	5,567	2,669	67%
<b>Employers</b>	75.0	74.1	1,545	10,196	2,323	67%

**NOTE ON TABLES B – L**

*Next to the actual performance levels and outcomes data displayed on Tables B - L are the data used in the calculations. The bottom number (denominator) is the total number of individuals in the cohort and the top number (numerator) is the number of individuals or earnings for individuals in the cohort with a positive outcome. Earnings data are derived from wage records. Data are rounded to the nearest tenth.*

**Table B - Adult Program Results At-A-Glance**

	<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>	
<b>Entered Employment Rate</b>	81.0%	82.9%	1089
			1314
<b>Employment Retention Rate</b>	80.0%	83.6%	1204
			1441
<b>Six Months Average Earnings</b>	\$10,900	\$10,666	\$11,039,112
			1035
<b>Employment And Credential Rate</b>	70.0%	77.5%	940
			1213

**Table C - Outcomes for Adult Special Populations**

<b>Reported Information</b>	<b>Public Assistance Recipients Receiving Intensive or Training Services</b>		<b>Veterans</b>		<b>Individuals With Disabilities</b>		<b>Older Individuals</b>	
<b>Entered Employment Rate</b>	80.0%	496	87.8%	36	73.1%	57	80.4%	41
		620		41		78		51
<b>Employment Retention Rate</b>	82.2%	476	70.6%	24	72.6%	61	72.0%	36
		579		34		84		50
<b>Six Months Average Earnings</b>	\$9,099	\$3,694,007	\$13,102	\$235,837	\$9,506	\$522,855	\$9,393	\$291,188
		406		18		55		31
<b>Employment And Credential Rate</b>	74.2%	394	81.8%	27	65.7%	44	73.7%	28
		531		33		67		38

**Table D - Other Outcome Information for the Adult Program**

<b>Reported Information</b>	<b>Individuals Who Received Training Services</b>		<b>Individuals Who Received Only Core and Intensive Services</b>	
<b>Entered Employment Rate</b>	83.5%	817	81.0%	272
		978		336
<b>Employment Retention Rate</b>	85.8%	933	76.8%	271
		1088		353
<b>Six Months Average Earnings</b>	\$10,846	\$8,644,051	\$10,063	\$2,395,061
		797		238

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

	<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>	
<b>Entered Employment Rate</b>	87.0%	87.5%	3037
			3469
<b>Employment Retention Rate</b>	89.0%	90.2%	2995
			3321
<b>Six Months Average Earnings</b>	\$18,600	\$17,512.90	\$46,531,692
			2657
<b>Employment And Credential Rate</b>	75.0%	80.8%	1771
			2192

**Table F - Outcomes for Dislocated Worker Special Populations**

<b>Reported Information</b>	<b>Veterans</b>		<b>Individuals With Disabilities</b>		<b>Older Individuals</b>		<b>Displaced Homemakers</b>	
	<b>Entered Employment Rate</b>	86.0%	222	82.1%	87	77.8%	549	100.0%
	258		106		706		6	
<b>Employment Retention Rate</b>	91.7%	242	85.0%	96	86.6%	470	83.3%	5
		264		113		543		6
<b>Six Months Average Earnings</b>	\$18,771.40	\$4054625	\$15564.30	\$1307399	\$16750.40	\$6649916	\$6767.80	\$20304
		216		84		397		3
<b>Employment And Credential Rate</b>	86.6%	142	73.0%	54	73.7%	264	83.3%	5
		164		74		358		6

**Table G - Other Outcome Information for the Dislocated Worker Program**

<b>Reported Information</b>	<b>Individuals Who Received Training Services</b>		<b>Individuals Who Received Only Core and Intensive Services</b>	
	<b>Entered Employment Rate</b>	88.5%	1906	85.9%
	2153		1316	
<b>Employment Retention Rate</b>	91.5%	1967	87.8%	1028
		2150		1171
<b>Six Months Average Earnings</b>	\$16,760.70	\$28,744,519	\$18,882.40	\$17,787,173
		1715		942

**Table H.2 - Older Youth Results At-A-Glance**

	<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>	
<b>Entered Employment Rate</b>	80.0%	87.6%	220
			251
<b>Employment Retention Rate</b>	84.0%	85.3%	261
			306
<b>Six Months Earnings Gain</b>	\$3,500	\$4,498.80	\$1,039,233
			231
<b>Credential Rate</b>	53.0%	56.3%	178
			316

**Table I - Outcomes for Older Youth Special Populations**

<b>Reported Information</b>	<b>Public Assistance Recipients</b>		<b>Veterans</b>		<b>Individuals With Disabilities</b>		<b>Out-of-School Youth</b>	
<b>Entered Employment Rate</b>	85.2%	92	0%	0	86.7%	26	87.9%	196
		108		0		30		223
<b>Employment Retention Rate</b>	82.5%	80	0%	0	82.5%	33	85.4%	222
		97		0		40		260
<b>Six Months Earnings Gain</b>	\$4,778.60	\$339,281	\$0	0	\$3,368	\$111,145	\$4,644.90	\$919,688
		71		0		33		198
<b>Credential Rate</b>	55.59%	66	0%	0	63.6%	28	54.4%	149
		119		0		44		274

**Table J - Younger Youth Results At-A-Glance**

	<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>	
<b>Skill Attainment Rate</b>	87.0%	91.2%	2710
			2973
<b>Diploma or Equivalent Attainment Rate</b>	62.0%	73.0%	491
			673
<b>Retention Rate</b>	70.0%	74.3%	629
			847

**Table K - Outcomes for Younger Youth Special Populations**

<b>Reported Information</b>	<b>Public Assistance Recipients</b>		<b>Individuals With Disabilities</b>		<b>Out-of-School Youth</b>	
<b>Skill Attainment Rate</b>	94.1%	718	92.6%	953	94.2%	1204
		763		1029		1278
<b>Diploma or Equivalent Attainment Rate</b>	68.9%	102	80.3%	191	63.5%	224
		148		238		353
<b>Retention Rate</b>	72.1%	158	69.6%	165	73.8%	375
		219		237		508

**Table L - Other Reported Information**

	12 Month Employment Retention Rate		12 Mo. Earnings Change (Adults and Older Youth) 12 Mo. Earnings Replacement (Dislocated Workers)		Placements for Participants in Nontraditional Employment		Wages At Entry Into Employment For Those Individuals Who Entered Unsubsidized Employment		Entry Into Unsubsidized Employment Related to the Training Received of Those Who Completed Training Services	
<b>Adults</b>	79.2%	1157	\$4851	\$6,058,702	3.1%	34	\$4,560	\$4,450,176	63.8%	521
		1461		1249		1089		976		817
<b>Dislocated Workers</b>	87.0%	3065	91.6%	\$50,733,194	3.5%	105	\$7,893	\$21,950,555	69.2%	1317
		3524		\$55,390,086		3037		2781		1904
<b>Older Youth</b>	71.0%	238	\$4339	\$1,024,049	5.9%	13	\$3,327	\$575,653	NA	NA
		335		236		220		173		NA

**Table M - Participation Levels**

	Total Participants Served	Total Exiters
<b>Total Adults</b>	14,496	9,892
<b>Adults Self-Service Only</b>	5,101	4,454
<b>WIA Adults</b>	8,061	6,198
<b>WIA Dislocated Workers</b>	6,566	3,764
<b>Total Youth (14-21)</b>	3,396	1,318
<b>Younger Youth (14-18)</b>	2,488	934
<b>Older Youth (19-21)</b>	908	384
<b>Out-of-School Youth</b>	1,920	808
<b>In-School Youth</b>	1,476	510

**Table N - Cost of Program Activities (without Administration)**

<b>Program Activity (PY07 &amp; Carry-Over)</b>		<b>Total Federal Spending</b>
<b>Local Adults</b>		\$10,872,966
<b>Local Dislocated Workers</b>		\$12,993,931
<b>Local Youth</b>		\$12,059,597
<b>Rapid Response (up to 25%) §134 (a) (2) (A)</b>		\$5,622,746
<b>Statewide Required Activities (Up to 15%) §134 (a) (2) (B)</b>		\$5,527,522
<b>Statewide Allowable Activities §134 (a) (3) [excludes administration]</b>	Providing capacity building to local areas.	\$320,000
	Conducting research and/or demonstration projects.	\$685,735
<b>Total of All Federal Spending Listed Above</b>		\$48,082,497