



**NEW YORK STATE  
WORKFORCE  
DEVELOPMENT  
SYSTEM**

**2007  
ANNUAL REPORT**

On behalf of the State Workforce Investment Board and the New York State Department of Labor, we are proud to present the Program Year 2007 WIA Title I-B Annual Report.

During the Program Year, New York's workforce development system continued to creatively address the ongoing challenges of developing and retaining a skilled workforce. Among the many accomplishments and initiatives are:

- A 24% increase in the number of Adult and Dislocated Workers who received services during the 2007 program year as compared to PY06;
- Training for over 89,000 incumbent workers, to date, under innovative grants open to New York's businesses;
- Awarding a total of \$3.4 million in two separate grants to fund bilingual education classes and to support community efforts to integrate adult ex-offenders into their communities through employment, mentoring, training, etc.;
- Providing \$2 million in funding to give youth paid internships that engage them and provide real work experience, and benefits to the businesses;
- Awarding over \$6.5 million to train 8,312 workers in transferable occupational skills that will lead to career growth and higher wages under the ADVANCE-NY program;
- Providing funds for Workforce Intelligence pilot projects, which give local policymakers the tools they need to better direct the economic future of their regions, to create a template for use statewide; and
- Awarding \$8.8 million in Rapid Response and WIA funds to provide services to health care workers displaced as a result of closure and merging of health care facilities recommended by the Berger Commission Report.

In addition, the State solicited initiatives through its Regional Economic Transformation Strategies Request for Proposals to improve a region's competitive advantage by improving the supply and quality of the region's talent pipeline. The initiatives will use strategies built around either a sector-based or a cluster-based approach that focus on talent attraction, development or retention. We have awarded 13 planning and implementation grants, with the targeted industries including Advanced Manufacturing, Health Care and Green/Renewable Energy.

We are excited to be moving New York State's workforce system forward, in collaboration with our local Workforce Boards, One-Stop Career Center staff and high-level partners, including higher education, economic development, and business and industry.

Sincerely,

Richard Calo, Chair  
NYS Workforce Investment Board

M. Patricia Smith, Commissioner  
NYS Department of Labor



# **New York State Workforce Development System Program Year 2007 Annual Report**

During Program Year 2007 there was progress, change and new leadership for New York's workforce system.

## **Summary**

The State Workforce Investment Board continued its efforts in the 2007 Program Year to make progress on a number of broad initiatives: (1) increased emphasis on **regional partnerships and sector strategies**; (2) streamlining functions for better efficiency through greater emphasis on **integration of workforce services and resources**; and (3) making additional state-level WIA funds available for **training incumbent workers**.

Despite a nearly 4% decrease in WIA funding over the last program year, in PY07 our local areas provided services to 24% more Adults and Dislocated Workers than in PY06. The State also passed all 9 of its performance measures again this program year. We are proud of the efforts of local workforce staff to increase service levels. We are also encouraged by the efforts of local boards and leaders working with regional partners to create a pipeline for skilled and talented workers that will retain and attract businesses to their areas.

## **PY 07 Highlights**

### **State Level WIA Activities**

**New York has initiated several additional innovative projects that align with the direction of the new Administration, as well as national themes of sector strategies, regional initiatives and innovations to address the needs of special populations.**

**ADVANCE-NY:** Building on the tremendous success of the BUSINYS incumbent worker training grant, New York State launched the ADVANCE-NY Request for Applications in March 2007. This open-ended grant program provides funds to businesses to train incumbent workers in specific occupational skills needed by the business or industry, which lead to career growth and higher wages. ADVANCE-NY targets incumbent workers of private sector for-profit and not-for-profit organizations. It focuses on giving them occupational skills and requires that they receive a raise in pay within six months of the end of the contract with the Labor Department. General or entry-level skills such as customer service, word processing, management and communication are not allowable. Large companies (those with 100 or more employees) must pay 25% of the training costs. The grants cap training for an individual employee at \$2,000 per application; and there is an overall cap of \$100,000 per organization over the lifetime of the grant. We suspended applications and took down the grant on February 29, 2008 to make revisions. We plan to re-release it in Fall 2008. The department processed all of the applications received by the deadline according to the established program guidelines. In total, we received 402 applications and awarded 256 applications totaling \$6,516,348 to train 8,312 workers.

**Displaced Health Care Facility Workers:** The Strategies to Assist Workers Impacted by Berger Commission Report grant addressed the reemployment needs of workers displaced due to the recommendations contained in the Final Report of the Commission on Health Facilities in the 21st Century (the Berger Commission Report), which has since been enacted into law. The grant sought proposals from organizations that can coordinate and provide placement services and short-term training services on a regional basis for workers with lower level skills, such as those in the service, clerical, maintenance, security and other non-shortage areas. The grant also required that awardees coordinate their services with grant-recipients of the NYS Department of Health's program to provide reemployment aid to health care workers. Proposals were due in September, 2007. Four organizations received a total of \$8.8 million to serve 3,087 of these workers. Contracts will run for 18 months.

**Regional Sector Strategies:** On July 3, 2007, the department released its “Regional Economic Transformation Strategies Through a Sector or Cluster Based Approach” RFP No. 13-N. The RFP solicited regional initiatives to improve a region’s competitive advantage by improving the supply and quality of talent in the region’s pipeline. It works by transformation strategies built around either a sector based or a cluster-based approach, which focus on addressing talent attraction, development or retention. We awarded \$4.25 million in WIA state level funds for five Tier I grants (to develop a region’s transformation plan) and eight Tier II grants (for regions that already had a plan). These regions focus have a primary focus on the Advanced Manufacturing, Health Care and Green Technologies/Renewable Energy/Biotechnology sectors.

**Workers with Limited English Proficiency:** New York’s immigrant population has grown substantially over the last decade. According to Census data, over 2.3 million individuals in New York State speak English less than “very well.” To aid the careers of workers who don’t speak or read English well, the Governor and the Board will fund projects that support Vocational English as a Second Language (VESL) programs in the workplace. The Limited English Proficiency and Contextualized Learning in the Workplace grant, will support projects that are results-oriented and will document achievements in reading, job retention, average earnings and wage progression. Successful curriculum and training models will be shared with other LWIBs and businesses throughout the State. Four awards totaling \$1.96 million were made to serve 772 individuals. We expect these grants to remove a barrier to occupational skills training needed to fill positions in high-growth industries in New York State.

**Employment for Ex-Offenders:** Governor Paterson and the State Board want to maximize our ability to develop and retain talent in New York State. Some of these resources rest with the difficult-to-serve and special populations. As of the end of 2005, the Bureau of Justice Statistics reported 172,558 individuals in New York State were on parole or probation. The parolee population is largely minority, poorly educated, underemployed and concentrated in urban areas of the state. In addition, over half of these parolees need services due to addictive behaviors such as drug and alcohol abuse. Through the Adult Ex-Offender Reemployment Initiative grant, we provided funds to support local efforts to integrate ex-offenders back into their communities. The grants focus on successful employment with a set of wrap-around services that include mentoring, training and other supports for retention.. We made five grants totaling \$1.4 million, serving 575 adult ex-offenders. Grant programs must cooperate with other agencies that serve this population, including parole, probation and the corrections system.

**Developing and Brokering Student Internship Opportunities:** The department developed a Student Internship Initiative which provided grants to organizations with the ability to develop, broker, and manage paid internships for public or private secondary and post-secondary or technical school students in private for-profit businesses in New York State. We made 19 awards totaling \$2 million, covering each region in the state. The new internship opportunities this effort produces will allow more young people to have an internship experience that engages their minds and provides a real work experience, as well as benefits the businesses. We expect about 1,800 young people to benefit from internships fostered through this program.

**Strategic projects that have continued during this program year include:**

**Reemployment Services for Veterans:** The Reemployment Services for Veterans Program (RSVP) program serves unemployed or underemployed, honorably discharged veterans in New York State, who served on active military duty on or after March 1, 2003. It gives them access to career-ladder employment by providing On-the-Job-Training (OJT) funding opportunities. The program also supports OJT for private sector businesses within New York State who hire or promote these veterans into full-time OJT positions. We set aside \$2 million dollars in PY 05 funds to support this program. The top funding level under RSVP is \$50,000 per organization with the longest contract running one year. Individual OJT recipients within a grant may receive up to 26 weeks of training. As of September 30, 2008, the department has awarded \$213,161 to six organizations that provide OJT to 90 recipients.

**Workforce Intelligence:** The department is working with the New York State Association of Counties (NYSAC) and the Workforce Development Institute (affiliated with the State's AFL-CIO) to offer activities that will help us to be better informed and improve coordination of workforce development, education and training policies. This will raise efficiency of efforts to bring new growth to areas, meet business needs to maintain full employment and avert job loss, or collect and analyze the needs of workers facing layoff. These workforce intelligence activities have aided areas in western New York where auto workers were laid off. The department is working with other state agencies to gather information for strategies to help workers affected by the recommendations of the Berger Commission (hospital and nursing home downsizing, consolidation and closure). We send monthly workforce intelligence reports to key state and local partner staff in each region to help them plan business services and rapid response services.

**Mapping Career Ladders in Key Industry Sectors:** We used a Request for Qualifications (RFQ) to establish a list of qualified consultants to help the department create local partnerships for career ladder exploration and development. Local Workforce Investment Boards could request assistance for a proposed industry specific project in their region. During the past year, projects were completed in the Advanced Manufacturing sector in the Onondaga and Cayuga/Cortland local areas and the Air Transportation, Truck Transportation, Support for Air Transportation, and Ground and Passenger Service sectors in NYC.

The national **Disability Program Navigator (DPN)** grant has been awarded to NYS each year since PY 2003 with totals to date of \$8,200,596. In addition, NYS has supplemented the annual federal DPN awards with over \$3 million in WIA Statewide Activity funds. There are navigators in 32 of the 33 LWIAs, who work to increase the employment opportunities and self-sufficiency of persons with disabilities.

Through an RFQ, the Department established the **State Level ITA Pilot Project** to support training people to meet the needs of “Significant Industries” in New York State. We have given about \$2,000,000 in WIA Statewide Activity funds to LWIAs to funnel into training services for two-year programs offered in the State University and City University of New York systems. These funds will support some 400 individual training accounts funded at the local level.

#### **Additional Activities:**

New York State submitted a proposal to the National Governor’s Association Center for Best Practices (NGA CBP) for State Sector Strategies: Innovative Workforce Policies to Address Worker and Employer Needs. In April 2008, New York State’s proposal was selected and we were invited to participate in their Policy Academy. The NGA CBP will help develop a state action plan and will provide customized technical assistance to the State’s team. This team is comprised of inter-governmental senior level staff and regional industry representatives who influence policy within their agency in support of the State’s goals.

The team will address economic development impediments, educational challenges, and labor market imbalances in New York State’s workforce system. Some of these are the lack of career opportunities for low-income and transitioning workers; many workers nearing retirement age; young people leaving the State; a large immigrant population; shortages of skilled entry-level workers hampering the growth of industries, and industries in decline due to economic conditions. As the state’s workforce and economic development leaders direct resources to correct these imbalances, we need to focus resources and policies into targeted and system-wide sector-based strategies.

New York State’s vision for sector strategies has two goals: to create employment opportunities that move low-wage workers into self-sufficiency, and to create significant employment in emerging high-wage high-value industries with substantial private investment. Considerable labor market information was analyzed, and three high-wage high-value industries emerged as ones to be addressed by the New York State Sectors Strategy Policy Team: Green and Renewable Resources, Healthcare, and Advanced Manufacturing.

In addition to meeting these goals, this effort will:

- Build a long-term commitment among team member agencies/businesses to develop and implement sector-based workforce policies that address worker and business needs;
- Identify key industries and workforce intermediaries in their labor market regions;



- Improve understanding of the skill needs of key industries;
- Improve understanding of the education and job training needs of workers;
- Add, increase, or re-direct funding to support sector initiatives;
- Expand activities at the state or regional level; and
- Increase regional collaboration among key stakeholders (e.g., businesses, organized labor, workforce, economic development, and education systems, and community organizations).

During PY07, the department issued additional planning guidelines for a one-year extension to existing local plans. We asked local areas to describe their plans to: counteract reduced funding, including infrastructure costs; move toward functional alignment; enhance the supply and quality of the region's talent pipeline; create a vision for youth services and design strategies for achieving the common measures; deal with critical local issues and successes; and continue emphasis on services for special needs populations. In accordance with department guidelines, all Local Areas submitted and received approval on their one-year extensions to their Comprehensive Three-Year Local Plans. The strategic plans are currently in place guiding local WIA policy and practices.

During PY07, the department also made internal changes to coordinate its employment services and workforce development staffing and resources. The former Division of Employment Services and the Workforce Development & Training Division were combined into the new Division of Employment and Workforce Solutions (DEWS). The Bureaus and units within this division are organized by function, which will help improve policy and service integration and coordination of resources throughout the state's workforce development system. It also will bring statewide operations in line with the organizational changes that are already well underway in the local One-Stops.

The department has also worked closely with its counterparts at the Empire State Development Corporation (ESDC) and the State University of New York (SUNY) system to match service regions across the state. As a result, all three systems now use the same geographical regional service configuration, which makes it easier to coordinate resources for economic development, workforce development and education and training systems.

The department issued a new policy through the Technical Advisory 08-4 Effective Use of Assessment in the Workforce Investment One-Stop System (June 12, 2008) that requires LWIAs to implement an assessment and service process for all One-Stop workforce investment customers. Specifically, this "customer first" approach requires one-on-one service to customers to provide quicker access to quality services for the customers that need them the most.

## State Workforce Investment Board Highlights

### Board Strategies

**Membership:** New legislation signed by the Governor this past summer will expand the size and focus of the State Board by adding representatives from each of the state's five largest industry sectors, as well as the Commissioner of the Office of Temporary and Disability Assistance (OTDA) and the Chair of the Urban Development Corporation. These changes will help make the State Board more aware of the workforce development needs of key industry sectors in the state as well as state and regional economic development activities. The Commissioner of OTDA will help the Board to coordinate policy and action with the goals of the Governor's Economic Security Cabinet and focus on improving career opportunities and economic advancement for the low wage worker and public assistance recipients.

The Local Workforce Investment Board (LWIB) Directors held five meetings: September and November, 2007; February, April and May of 2008. In addition, LWIB Directors participated in an annual two-day meeting in August 2007 to plan for the 2008 program year.

**State Workforce Development System Strategy:** The Board's strategy for the statewide workforce development system has kept pace with the issues and economic realities facing New York's workers and businesses over the past several years. However, the Board recognizes the need to do more to address the worker and skill shortages experienced by businesses as rapid technological innovations, and economic and global issues continue to affect their markets. As a result, the State and the Board have commissioned a research study of 15 other states to determine the innovative practices and policies that drive successful workforce systems nationwide. This data, along with information about what works and what doesn't in local workforce systems in New York, will drive a new workforce strategy for the state.

State/Local board staff continued strategic planning meetings on state and national workforce issues throughout the past program year. The State implemented and disseminated Local Area Report Cards during the program year with open dialog among all Local Workforce Investment Board (LWIB) Directors on how best to use the reports for improve programs and guide policy. These report cards provide snapshots of local area enrollments, expenditures, performance outcomes, swipe card data and other data analysis that help us set standards for local workforce systems. State and local board staff are developing appropriate standards to measure each of the indicators to set thresholds for 'success' and see where we need improvement.

PY 2007 was the third year of the State Board's policy on awarding Incentive Grant Funds. The State's approach was different than the previous years, as we tied incentive awards to signs of improvement that guided program behavior toward our new Common Measures performance goals. During PY 2007, the State Board acted on its commitment to Local One-Stop System services by authorizing allocations of Incentive Grant Funds from the WIA Statewide Activities. The total allocation to the Local Areas was \$909,441.

The Governor and the State Workforce Investment Board continue to invest statewide funds in areas where significant workforce needs affect the health and growth of the state's economy. The New York State Department of Labor's Research & Statistics Division provides statistical information to the State Board on employment and skills needs by industry sector, identifying significant skill shortages. The department obtains this information through state level and local outreach to businesses in targeted surveys and feedback from previous projects. This information helped the State Board direct resources for skill development and upgrade training to meet the needs of businesses and their workers in various industry sectors.

Many of the local boards that used funds from the department and the Board for strategic planning activities during 2002 to 2004 applied the products of that work to formulate partnerships and proposals in applications for the US-DOL WIRED (Workforce Innovation in Regional Economic Development) grant program. The goal of the WIRED initiative is to transform regional economies using the skills of many players in those economies to focus long-term strategic plans on preparing workers for high-skill, high-wage opportunities in the near term and into the next decade. During the WIRED Phase I program, the State Board supported the Finger Lakes (FL) application comprised of nine counties. In February 2006, the project was awarded a WIRED grant of \$15 million over three years. To date, some 18 different projects have been developed and funded through the FL WIRED initiative. A sample of these projects includes:

- Masters of Science Degree in Science and Technology Commercialization at the University of Rochester;
- Finger Lakes Advanced Manufacturing Enterprise (FAME);
- Educator Internships;
- Young Entrepreneurs Academy at the University of Rochester;
- Science and Technology Camp Expansion; and
- Technology and Innovation Commercialization.

The department awarded \$1,300,000 to 26 LWIAs for a pilot program of NYWired's Metrix Learning system. Metrix Learning is a learning management system that assesses the skills of job seekers, evaluates skill gaps, prescribes e-training through learning companies such as Skill Soft, Medcom-Trainex, and Kenexa (Prove It!), and tracks results. The purpose of the pilot is to apply objective skills assessment to improve the effectiveness of skills development and training and services delivered through New York State's workforce development One-Stop system. NYWired held regional training sessions in August and is continuing on-site trainings at each of the 26 LWIAs.

## **Building System Capacity**

As in the past and in keeping with our mandate under the Workforce Investment Act of 1998 (WIA), the department continues to provide training and capacity-building activities to the State's workforce development and One-Stop system. Utilizing WIA Title IB statewide activities funds, we offer training opportunities to all levels of workforce professionals from State and Local Board members to front-line direct service delivery staff in the One-Stop Centers, program providers and stakeholders. Division of Employment and Workforce Solutions staff directs capacity-building activities that are delivered by department staff and contractors to workforce professionals statewide in a variety of ways. Some activities from the past program year (July 07-June 08):

### System-wide Capacity-Building

#### One-Stop Leaders:

The One-Stop Operator Leadership group also held five meetings: September and November 2007; January, March and May, 2008.

#### Annual Workforce New York Conferences:

Two annual conferences sponsored by the department and its primary capacity-building contractor, the New York Association of Training and Employment Professionals (NYATEP), held conferences in October 2007 and June 2008.

These conferences are the premier learning and technical assistance events of the year for the State's workforce professionals. Over 200 participants from a variety of partner agencies, program providers and stakeholders normally attend from across the state.

#### Youth-Related Events:

- The Annual Youth Academy is also co-sponsored by the department and NYATEP, and was held in February 2008. This event, attended by some 200 people from around the state, highlights cutting-edge programs and best practices related to delivering services to youth.
- In January 2008, the department sponsored four training sessions for youth program providers and One-Stop system staff featuring national expert Edward DeJesus in NYC, Albany, Syracuse and Batavia. Later in the year, we held additional sessions in NYC to accommodate their large provider network.
- The department and NYATEP cosponsored four statewide youth issues calls in 2007 and three in 2008. These calls are attended by youth providers, One-Stop staff, and USDOL to discuss current issues related to serving youth. Recent calls focused on understanding the youth measures and discussing the status of summer youth programs.

#### Coordinated Service Delivery:

- We held regional forums statewide to encourage coordination of functions throughout the One-Stop Career Center system. Center staff attended forums in September of 2007 in Newburgh, Albany, NYC, Batavia and Syracuse. These forums followed a statewide conference call in August 2007.

#### Industry Sector Focus:

- In early March 2008, the department took the first step to involve state agency partners and workforce areas in focusing resources and policies on an industry sector basis. The department invited state workforce staff, agency partners and statewide partners who had received a Transformational Strategies grant (#13N) to participate in two day-long sessions featuring representatives from the National Network of Sector Partners (NNSP). The aim was to introduce and explore the benefits of adopting an industry sector approach to workforce and economic development activities in New York State. We held follow-up webinars to debrief the sessions and discuss next steps.
- The next step was to develop an interagency team led by the Governor's Office and DOL. We applied for and received a grant from the National Governor's Association to participate in their NGA Sector Policy Academy along with teams from six other states. The New York State team met with NGA in June 2008 and subsequently attended a national event for all six states in Madison, Wisconsin. The initiative continues and focuses on these targets: the Healthcare; Green and Renewable Energy; and Advanced Manufacturing sectors.

#### One-Stop Operating System (OSOS):

- Staff provides much training throughout the year to local workforce staff on the State's workforce case management system, OSOS. In addition to these normal training sessions, staff provided training in March 2008 to staff of each of the Displaced Homemaker Centers and provided a half-day training for State staff who do not use the system on a daily basis but must understand its functions and capabilities.

#### Other Staff Training:

- In June 2008, the department's Rural Employment staff was brought in for a one-day training session regarding rural employment and H-2A issues. USDOL was featured on a webinar during the session.
- In March 2008, department workforce staff participated in an Effective Writing for State Employees course.
- Throughout the program year, staff also participated in sessions on Reemployment Services and the Reemployment Operating System (REOS).

#### Webinars:

- We held eight webinars (two per topic) statewide, which focused on the following topics: Governor's Program to Hire Veterans with Disabilities; NYS Veterans Education Benefits; Effective Use of Assessment in the One Stop; and Integrating Section 599 of the Labor Law into the One-Stop System. An average of 150 individuals statewide participated in each webinar.

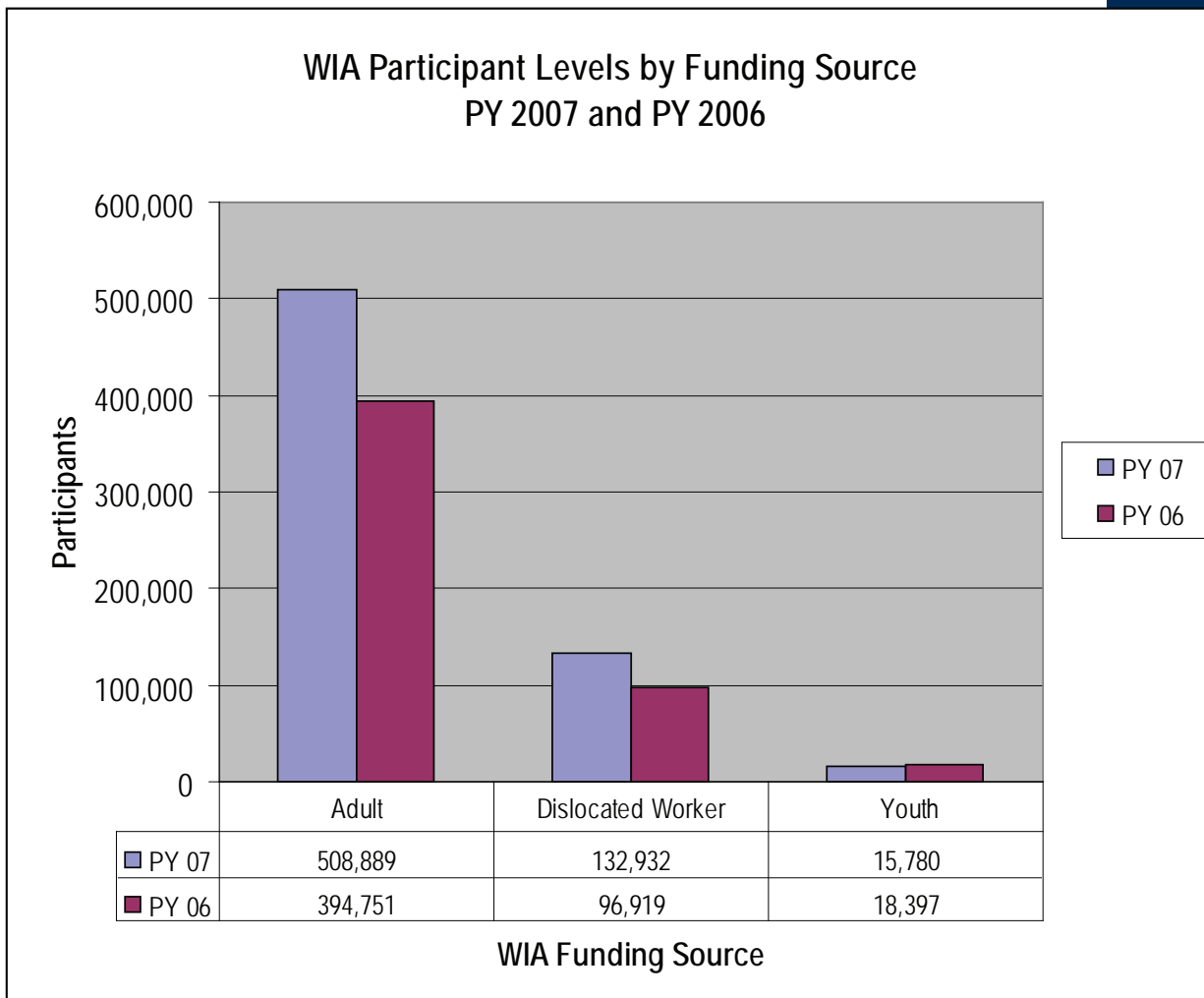
Consultant Provided Local Training:

- Seven courses were delivered by department consultant organizations to staff of local workforce areas across the state on the following topics: Creating a Strong Foundation for Job Development; Recruitment and Hiring; Dealing with Difficult Customers; Building Teams to Increase Success in the One Stop.

In addition to these activities, the department’s workforce staff continues to maintain its Workforce New York web site ([www.workforcenewyork.com](http://www.workforcenewyork.com)), which provides updated information on policy, grant availability, best practices and other workforce news.

### PY 2007 Local Workforce Board/Area Highlights

During PY 2007, New York’s 33 local workforce investment boards made a tremendous effort and again moved forward in service delivery across workforce programs. For PY 2007, NYSDOL Workforce Development System served 610,934 Adult and Dislocated Worker participants, in comparison to the 491,670 Adult and Dislocated Workers participants served in PY 2006.



New York faced a 4% decrease in funding for PY 2007 from PY 2006 funding levels. One-Stop systems continue to be dramatically affected by these decreases, especially with the rising cost of utilities, rent, employee benefits and technology. Expected decreases in funding in the coming years will further stress the State's workforce system.

New York State is proud of the achievements by One-Stop staff in the delivery of quality employment and training services. The state continues to strive for constant improvement and places a high emphasis on program performance management. New York State passed all nine WIA performance measures for PY 2007, with an overall state achievement of 121% of its performance standards, calculated as an average across all measures.

At the local level, 19 of New York State's 33 local boards passed all 17 performance measures. Most significantly, all 33 local areas passed the following measures:

- Adult Entered Employment Rate
- Adult Retention Rate
- Adult Average Earnings
- Dislocated Worker Entered Employment Rate
- Dislocated Worker Retention Rate
- Youth Placement in Employment or Education

### **System Performance Indicators**

To reach our goals for the realigned workforce system, New York State provided incentives for improvement along with a series of measures to gauge success. The objectives are: timely services, earlier initial assessments, engagement of more out of school youth, increased skills development and training services and continued delivery of services to UI customers throughout their claim. In each case, we provided local areas with both reports and technical assistance to address their specific situation.

**UI Customer Indicators:** To determine if the realignment of the workforce system triggered more timely service to reemployment customers, we developed two measures, initial scheduling and rescheduling, to track the time between the day customers entered the system and their first appointment at the local One-Stop. The goal is to have the first appointment for 95% of reemployment customers fall within two weeks of the date their information became available through the Re-employment operating System (REOS). The goal for customers who did not attend their initial appointment was to reschedule 95% of them for another appointment within two weeks. We gave Local Workforce Investment Area's (LWIAs) a monthly report detailing their progress towards the goal. They also got lists of customers whose scheduling fell outside of the desired range. By the end of the program year, 27 out of 33 LWIAs consistently achieved 90% or better for scheduling and rescheduling their customers within two weeks.

To track timely initial assessment of reemployment customers in the new realignment of the workforce system, we calculated the percentage of customers receiving an initial assessment within the first two service days. (A service day is defined as a day on which a customer receives one or more services.) The goal for this measure was for 95% of reemployment customers to receive an initial assessment within the first two service days. We gave LWIAs a monthly report detailing their progress towards the goal. They also received lists of customers whose assessment was not completed within two service days. As a result, 26 out of 33 LWIAs were consistently providing an initial assessment within the first two service days to 90% of their customers.

To determine if reemployment customers are continuing to receive services throughout their claim, we created a series of reports that tracked the number of exiters who were certifying for benefits at the time of their last service, and also certifying 90 days after their last service. These reports went to LWIAs on a monthly basis along with lists of customers who were certifying for benefits 90 days after their last service and technical assistance. The established goal was to reduce the percentage of exiters certifying for UI benefits to 22.3%. We found that 17 out of 33 LWIAs achieved this goal.

**Out-of-School Youth Indicator:** To determine if local areas were moving the focus of their youth program from in-school to out-of-school youth, we prepared monthly reports detailing the number of youth in each program for each local area. The goal for PY 2007 was for each local area to achieve a 50% increase in the number of out-of-school youth served. At the end of the program year, 16 out of 33 LWIAs had achieved the goal.

**Skills Development and Training Indicator:** To track increased skills development and training services, we gave monthly counts of customers receiving services in either category to each LWIA. In addition to the counts, we gave lists of customers included in each count to LWIAs with questions about the counts. The goal was an increase of 35% in training and skills development services and 26 out of 33 LWIAs achieved the goal in PY 2007.



### Adult Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	60	66.9	210,049
			314,173
Employment Retention Rate	81	84.0	127,595
			151,989
Average Earnings	\$12,500	\$15,368	\$1,957,991,390
			127,407

### Outcomes for Adult Special Populations

Reported Information	Public Assistance Recipients Receiving Intensive or Training Services		Veterans		Individuals With Disabilities		Older Individuals	
	Entered Employment Rate	55.7	753 1,351	67.1	17,685 26,343	52.9	7,169 13,548	64.8
Employment Retention Rate	74.7	546 731	84.3	11,377 13,501	77.0	4,162 5,408	83.3	15,340 18,412
Average Earnings	\$7,831	\$4,221,136 539	\$16,476	\$187,196,657 11,362	\$11,137	\$46,273,163 4,155	\$15,573	\$238,580,671 15,320

### Other Outcome Information for the Adult Program

Reported Information	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services	
Entered Employment Rate	75.6	2,887	66.8	207,162
		3,821		310,352
Employment Retention Rate	86.9	4,217	83.9	123,378
		4,851		147,138
Average Earnings	\$13,266	\$55,224,452	\$15,439	\$1,902,766,938
		4,163		123,244

### Dislocated Worker Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	60	59.5	48,941
			82,255
Employment Retention Rate	81	82.0	32,751
			39,923
Average Earnings	\$15,825	\$17,457	\$569,399,710
			32,617

### Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	58.8	4,209	50.0	1,660	50.4	8,143	53.1	362
		7,161		3,322		16,141		682
Employment Retention Rate	80.0	2,984	75.8	1,070	77.2	4,911	81.6	71
		3,728		1,412		6,359		87
Average Earnings	\$16,185	\$48,086,110	\$12,365	\$13,156,800	\$17,590	\$85,961,684	\$11,675	\$828,929
		2,971		1,064		4,887		71

### Other Outcome Information for the Dislocated Worker Program

Reported Information	Individuals Who Received Training Services		Individuals Who Received Only Core and Intensive Services	
Entered Employment Rate	79.3	2,186	58.8	46,755
		2,756		79,499
Employment Retention Rate	87.4	2,254	81.7	30,497
		2,579		37,344
Average Earnings	\$15,110	\$33,529,096	\$17,628	\$535,870,614
		2,219		30,398

### Youth (14-21) Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Placement in Employment or Education	45	69.7	3,528
			5,060
Attainment of Degree or Certificate	35	60.7	2,832
			4,666
Literacy and Numeracy Gains	33	37.1	660
			1,778

### Other Reported Information

Reported Information	12 Month Employment Retention Rate		12 Months Earnings Increase (Adults and Older Youth) or 12 Months Earnings Replacement (Dislocated Workers)		Placements in Non-traditional 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	
Adults	84.0	70,675	\$935	\$78,319,063	0.0	2	\$6,679	\$1,402,034,161	6.6	190
		84,176		83,805		210,049		209,923		2,887
Dislocated Workers	83.5	24,238	83.3	\$405,735,300	0.0	4	\$7,696	\$376,024,822	7.6	167
		29,038		\$487,287,800		48,941		48,858		2,186

### Participation Levels

Reported Information	Total Participants Served	Total Exiters
<b>Total Adult Customers</b>	610,934	517,432
Total Adults (self-service only)	49,293	47,709
WIA Adults	508,889	425,650
WIA Dislocated Workers	132,932	99,417
<b>Total Youth (14-21)</b>	15,780	5,467
Out-of-School Youth	5,104	2,470
In-School Youth	10,676	2,997

**Cost of Program Activities**

<b>Program Activity</b>	<b>Total Federal Spending</b>
<b>Local Adults</b>	\$27,837,499
<b>Local Dislocated Workers</b>	\$57,220,575
<b>Local Youth</b>	\$38,445,668
<b>Rapid Response</b> (up to 25%) WIA Section 134(a)(2)(B)	\$18,273,932
<b>Statewide Required Activities</b> (up to 15%) WIA Section 134(a)(2)(B)	\$13,903,002
<b>Program Activity Description</b>	
Miscellaneous	\$8,633,608
INCUMBENT WORKER TRAINING INITIATIVES (to upgrade the skills of workers to continue to meet the needs of business)	\$2,633,202
<b>Statewide Allowable Activities</b> WIA Section 134(a)(2)(B)	
<b>Total of All Federal Spending Listed Above</b>	<b>\$166,947,486</b>

Local Performance

Albany/Rensselaer/Schenectady Counties	Total Participants Served	Adults Dislocated Workers	
		17,547	3,156
		Youth (14-21) 365	
36005	Total Exitters	Adults Dislocated Workers 13,854	
		2,610	
		Youth (14-21) 94	
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	60	67.7
	Dislocated Workers	60	62.3
Retention Rates	Adults	81	82.6
	Dislocated Workers	81	83.0
Average Earnings (Adults/DWs)	Adults	\$11,760	\$13,647
	Dislocated Workers	\$15,825	\$13,899
Placement in Employment and Education	Youth (14 - 21)	45	45.7
Attainment of Degree or Certificate	Youth (14 - 21)	35	70.7
Literacy or Numeracy Gains	Youth (14 - 21)	33	29.6
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).			
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	0	9

**Local Performance**

Reported Information		Negotiated	Actual	
		Performance Level	Performance Level	
Entered Employment Rate	Adults	60	60.1	
	Dislocated Workers	60	53.1	
Retention Rates	Adults	81	81.8	
	Dislocated Workers	81	78.6	
Average Earnings (Adults/DWs)	Adults	\$12,500	\$17,329	
	Dislocated Workers	\$15,825	\$19,528	
Placement in Employment and Education	Youth (14 - 21)	45	71.8	
Attainment of Degree or Certificate	Youth (14 - 21)	35	64.1	
Literacy or Numeracy Gains	Youth (14 - 21)	33	30.3	
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).				
		<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
<b>Overall Status of Local Performance</b>		0	0	9

**Local Performance**

City of Yonkers	Total Participants Served	Adults	
		Dislocated Workers	Youth (14-21)
		5,515	1,051
		163	
36030	Total Exiters	Adults	
		Dislocated Workers	Youth (14-21)
		3,757	72
		682	
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	60	68.8
	Dislocated Workers	60	53.3
Retention Rates	Adults	81	86.8
	Dislocated Workers	81	85.3
Average Earnings (Adults/DWs)	Adults	\$12,500	\$18,152
	Dislocated Workers	\$15,825	\$18,982
Placement in Employment and Education	Youth (14 - 21)	45	47.6
	Attainment of Degree or Certificate	35	83.3
Literacy or Numeracy Gains	Youth (14 - 21)	33	0.0
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).			
Overall Status of Local Performance	Not Met	1	0
	Met		8
		Exceeded	

Local Performance				
Chemung/Schuyler/Steuben Counties	Total Participants Served	Adults	13,305	
		Dislocated Workers	1,907	
		Youth (14-21)	181	
36045	Total Exiters	Adults	12,237	
		Dislocated Workers	1,858	
		Youth (14-21)	81	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	60	72.2	
	Dislocated Workers	60	68.1	
Retention Rates	Adults	81	86.2	
	Dislocated Workers	81	84.6	
Average Earnings (Adults/DWs)	Adults	\$12,500	\$13,242	
	Dislocated Workers	\$15,825	\$12,469	
Placement in Employment and Education	Youth (14 - 21)	45	61.4	
Attainment of Degree or Certificate	Youth (14 - 21)	35	47.6	
Literacy or Numeracy Gains	Youth (14 - 21)	33	45.5	
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).				
		Not Met	Met	Exceeded
Overall Status of Local Performance		1	0	8



Local Performance				
Hempstead/Long Beach	Total Participants Served	Adults	17,621	
		Dislocated Workers	5,116	
		Youth (14-21)	186	
36060	Total Exiters	Adults	9,450	
		Dislocated Workers	2,100	
		Youth (14-21)	69	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	60	71.8	
	Dislocated Workers	60	70.4	
Retention Rates	Adults	81	84.8	
	Dislocated Workers	81	82.3	
Average Earnings (Adults/DWs)	Adults	\$12,500	\$18,539	
	Dislocated Workers	\$15,825	\$20,942	
Placement in Employment and Education	Youth (14 - 21)	45	66.7	
Attainment of Degree or Certificate	Youth (14 - 21)	35	80.0	
Literacy or Numeracy Gains	Youth (14 - 21)	33	84.6	
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	0	9

**Local Performance**

Reported Information		Negotiated Performance Level		Actual Performance Level	
Jefferson/Lewis Counties	Total Participants Served	Adults		6,313	
		Dislocated Workers		749	
		Youth (14-21)		197	
36065	Total Exiters	Adults		5,575	
		Dislocated Workers		661	
		Youth (14-21)		67	
Entered Employment Rate	Adults	60	73.8		
	Dislocated Workers	60	69.4		
Retention Rates	Adults	81	81.7		
	Dislocated Workers	81	85.9		
Average Earnings (Adults/DWs)	Adults	\$12,500	\$12,101		
	Dislocated Workers	\$15,825	\$12,534		
Placement in Employment and Education	Youth (14 - 21)	45	77.2		
	Attainment of Degree or Certificate	Youth (14 - 21)	35	73.9	
Literacy or Numeracy Gains	Youth (14 - 21)	33	64.3		
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).					
		Not Met	Met	Exceeded	
<b>Overall Status of Local Performance</b>		1	0	8	

**Local Performance**

<b>Oyster Bay/North Hempstead/Glen Cove</b>	<b>Total Participants Served</b>	<b>Adults</b>	8,219	
		<b>Dislocated Workers</b>	4,627	
		<b>Youth (14-21)</b>	177	
		<b>Total Exitters</b>	6,505	
<b>36075</b>	<b>Total Exitters</b>	<b>Adults</b>	6,505	
		<b>Dislocated Workers</b>	3,258	
		<b>Youth (14-21)</b>	108	
		<b>Reported Information</b>	<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>
<b>Entered Employment Rate</b>	<b>Adults</b>	60	71.1	
	<b>Dislocated Workers</b>	60	58.5	
<b>Retention Rates</b>	<b>Adults</b>	81	87.7	
	<b>Dislocated Workers</b>	81	84.1	
<b>Average Earnings (Adults/DWs)</b>	<b>Adults</b>	\$12,500	\$21,557	
	<b>Dislocated Workers</b>	\$15,825	\$23,993	
<b>Placement in Employment and Education</b>	<b>Youth (14 - 21)</b>	45	64.4	
<b>Attainment of Degree or Certificate</b>	<b>Youth (14 - 21)</b>	35	61.1	
<b>Literacy or Numeracy Gains</b>	<b>Youth (14 - 21)</b>	33	66.7	
<b>Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).</b>				
<b>Overall Status of Local Performance</b>	<b>Not Met</b>	0	<b>Met</b>	0
		0		9

**Local Performance**

Reported Information		Negotiated Performance Level		Actual Performance Level	
Niagara County	Total Participants Served	Adults		12,781	
		Dislocated Workers		1,399	
		Youth (14-21)		166	
36080	Total Exiters	Adults		11,309	
		Dislocated Workers		1,274	
		Youth (14-21)		90	
Entered Employment Rate	Adults	60	72.6		
	Dislocated Workers	60	66.6		
Retention Rates	Adults	81	84.9		
	Dislocated Workers	81	85.9		
Average Earnings (Adults/DWs)	Adults	\$10,670	\$12,779		
	Dislocated Workers	\$12,700	\$12,927		
Placement in Employment and Education	Youth (14 - 21)	45	71.1		
Attainment of Degree or Certificate	Youth (14 - 21)	35	56.9		
Literacy or Numeracy Gains	Youth (14 - 21)	33	56.3		
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).					
Overall Status of Local Performance	Not Met				
	0	Met	0	Exceeded	9

Local Performance

Reported Information	Total Participants Served	Negotiated Performance Level		Actual Performance Level	
Oneida/Herkimer/Madison Counties	Total Participants Served	Adults		14,797	
		Dislocated Workers		2,211	
		Youth (14-21)		584	
36090	Total Exitters	Adults		13,349	
		Dislocated Workers		1,852	
		Youth (14-21)		190	
Entered Employment Rate	Adults	60	74.2		
	Dislocated Workers	60	72.5		
Retention Rates	Adults	81	85.9		
	Dislocated Workers	81	84.1		
Average Earnings (Adults/DWs)	Adults	\$12,500	\$12,882		
	Dislocated Workers	\$15,825	\$14,061		
Placement in Employment and Education	Youth (14 - 21)	45	80.0		
Attainment of Degree or Certificate	Youth (14 - 21)	35	84.0		
Literacy or Numeracy Gains	Youth (14 - 21)	33	33.3		
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).					
		Not Met	Met	Exceeded	
Overall Status of Local Performance		0	0	9	

Local Performance				
Orange County	Total Participants Served	Adults	9,175	
		Dislocated Workers	1,352	
		Youth (14-21)	135	
36095	Total Exiters	Adults	7,579	
		Dislocated Workers	1,270	
		Youth (14-21)	23	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	60	65.0	
	Dislocated Workers	60	59.4	
Retention Rates	Adults	81	83.6	
	Dislocated Workers	81	83.0	
Average Earnings (Adults/DWs)	Adults	\$12,500	\$15,778	
	Dislocated Workers	\$15,825	\$17,447	
Placement in Employment and Education	Youth (14 - 21)	45	53.8	
Attainment of Degree or Certificate	Youth (14 - 21)	35	25.0	
Literacy or Numeracy Gains	Youth (14 - 21)	33	31.8	
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).				
		Not Met	Met	Exceeded
Overall Status of Local Performance		1	0	8

Local Performance

Reported Information		Negotiated Performance Level		Actual Performance Level	
Oswego County	Total Participants Served	Adults		5,970	
		Dislocated Workers		711	
		Youth (14-21)		224	
36100	Total Exiters	Adults		4,472	
		Dislocated Workers		550	
		Youth (14-21)		61	
Entered Employment Rate	Adults	60	79.8		
	Dislocated Workers	60	75.3		
Retention Rates	Adults	81	86.0		
	Dislocated Workers	81	82.4		
Average Earnings (Adults/DWs)	Adults	\$12,500	\$14,027		
	Dislocated Workers	\$15,825	\$13,805		
Placement in Employment and Education	Youth (14 - 21)	45	92.1		
Attainment of Degree or Certificate	Youth (14 - 21)	35	82.9		
Literacy or Numeracy Gains	Youth (14 - 21)	33	20.0		
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).					
Overall Status of Local Performance	Not Met				
		1	0	8	

Local Performance				
Rockland County	Total Participants Served	Adults	6,355	
		Dislocated Workers	1,266	
		Youth (14-21)	97	
36105	Total Exiters	Adults	2,657	
		Dislocated Workers	726	
		Youth (14-21)	5	
Reported Information		Negotiated Performance Level	Actual Performance Level	
	Entered Employment Rate	Adults	60	63.0
		Dislocated Workers	60	52.0
Retention Rates		Adults	81	81.3
		Dislocated Workers	81	79.5
Average Earnings (Adults/DWs)		Adults	\$12,500	\$20,227
		Dislocated Workers	\$15,825	\$28,273
Placement in Employment and Education		Youth (14 - 21)	45	71.4
Attainment of Degree or Certificate		Youth (14 - 21)	35	20.0
Literacy or Numeracy Gains		Youth (14 - 21)	33	25.0
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).				
Overall Status of Local Performance		Not Met	Met	Exceeded
		2	0	7



Local Performance

St. Lawrence County	Total Participants Served	Adults		
		Dislocated Workers	6,515	
36110	Total Exitters	Youth (14-21)		
		Adults	6,265	
		Dislocated Workers	727	
Reported Information		Youth (14-21)		
		70		
		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	60	70.6	
	Dislocated Workers	60	61.3	
Retention Rates	Adults	81	85.1	
	Dislocated Workers	81	79.7	
Average Earnings (Adults/DWs)	Adults	\$12,500	\$12,132	
	Dislocated Workers	\$15,825	\$11,814	
Placement in Employment and Education	Youth (14 - 21)	45	87.0	
Attainment of Degree or Certificate	Youth (14 - 21)	35	84.4	
Literacy or Numeracy Gains	Youth (14 - 21)	33	51.6	
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).				
		Not Met	Met	Exceeded
Overall Status of Local Performance		1	0	8

Local Performance			
Saratoga/Warren/Washington Counties	Total Participants Served	Adults	8,234
		Dislocated Workers	848
		Youth (14-21)	108
36115	Total Exiters	Adults	7,387
		Dislocated Workers	824
		Youth (14-21)	35
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	60	69.0
	Dislocated Workers	60	61.0
Retention Rates	Adults	81	87.0
	Dislocated Workers	81	85.9
Average Earnings (Adults/DWs)	Adults	\$11,500	\$13,242
	Dislocated Workers	\$15,389	\$15,227
Placement in Employment and Education	Youth (14 - 21)	45	75.0
Attainment of Degree or Certificate	Youth (14 - 21)	35	75.0
Literacy or Numeracy Gains	Youth (14 - 21)	33	53.3
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).			
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	0	9

**Local Performance**

Suffolk County	Total Participants Served	Adults		
		Dislocated Workers	Youth (14-21)	
		29,687	7,052	
36120	Total Exitters	24,894	4,975	
		306		
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	60	71.9	
	Dislocated Workers	60	58.5	
Retention Rates	Adults	81	87.4	
	Dislocated Workers	81	85.2	
Average Earnings (Adults/DWs)	Adults	\$12,500	\$20,406	
	Dislocated Workers	\$15,825	\$22,829	
Placement in Employment and Education	Youth (14 - 21)	45	70.8	
Attainment of Degree or Certificate	Youth (14 - 21)	35	63.8	
Literacy or Numeracy Gains	Youth (14 - 21)	33	47.8	
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).				
		<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
<b>Overall Status of Local Performance</b>		0	0	9

Local Performance			
Ulster County	Total Participants Served	Adults	6,150
		Dislocated Workers	625
		Youth (14-21)	94
36125	Total Exiters	Adults	4,411
		Dislocated Workers	555
		Youth (14-21)	57
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	60	67.8
	Dislocated Workers	60	60.8
Retention Rates	Adults	81	82.7
	Dislocated Workers	81	87.1
Average Earnings (Adults/DWs)	Adults	\$12,300	\$14,400
	Dislocated Workers	\$13,495	\$14,728
Placement in Employment and Education	Youth (14 - 21)	45	82.6
Attainment of Degree or Certificate	Youth (14 - 21)	35	84.8
Literacy or Numeracy Gains	Youth (14 - 21)	33	25.0
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).			
Overall Status of Local Performance	Not Met	Met	Exceeded
	1	0	8

Local Performance

Columbia/Greene Counties	Total Participants Served	Adults		
		Dislocated Workers	Youth (14-21)	
		2,923	120	
		546		
			81	
36135	Total Exiters	Adults		
		Dislocated Workers	Youth (14-21)	
		2,390	81	
		363		
			81	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	60	65.5	
	Dislocated Workers	60	66.2	
Retention Rates	Adults	81	83.6	
	Dislocated Workers	81	79.1	
Average Earnings (Adults/DWs)	Adults	\$11,110	\$15,340	
	Dislocated Workers	\$14,560	\$13,034	
Placement in Employment and Education	Youth (14 - 21)	45	69.1	
Attainment of Degree or Certificate	Youth (14 - 21)	35	54.8	
Literacy or Numeracy Gains	Youth (14 - 21)	33	73.9	
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).				
		Not Met	Met	Exceeded
Overall Status of Local Performance		0	0	9

Local Performance			
Sullivan County	Total Participants Served	Adults	4,124
		Dislocated Workers	530
		Youth (14-21)	23
36140	Total Exiters	Adults	3,262
		Dislocated Workers	476
		Youth (14-21)	11
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	60	65.5
	Dislocated Workers	60	60.8
Retention Rates	Adults	81	79.4
	Dislocated Workers	81	77.5
Average Earnings (Adults/DWs)	Adults	\$12,500	\$12,928
	Dislocated Workers	\$15,825	\$11,545
Placement in Employment and Education	Youth (14 - 21)	45	40.0
Attainment of Degree or Certificate	Youth (14 - 21)	35	75.0
Literacy or Numeracy Gains	Youth (14 - 21)	33	37.5
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).			
Overall Status of Local Performance	Not Met	Met	Exceeded
	1	0	8

Local Performance

Fulton/Montgomery/Schoharie Counties	Total Participants Served	Adults	
		Dislocated Workers	Youth (14-21)
		7,533	1,838
		136	
36145	Total Exiters	Adults	
		Dislocated Workers	Youth (14-21)
		6,605	1,469
		58	
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	60	70.8
	Dislocated Workers	60	67.2
Retention Rates	Adults	81	83.7
	Dislocated Workers	81	83.0
Average Earnings (Adults/DWs)	Adults	\$12,500	\$13,677
	Dislocated Workers	\$13,370	\$10,793
Placement in Employment and Education	Youth (14 - 21)	45	60.5
Attainment of Degree or Certificate	Youth (14 - 21)	35	42.9
Literacy or Numeracy Gains	Youth (14 - 21)	33	54.1
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).			
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	0	9

Local Performance			
North Country	Total Participants Served	Adults	6,138
		Dislocated Workers	994
		Youth (14-21)	106
36150	Total Exiters	Adults	6,377
		Dislocated Workers	952
		Youth (14-21)	35
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	60	63.9
	Dislocated Workers	60	65.5
Retention Rates	Adults	81	83.2
	Dislocated Workers	81	83.9
Average Earnings (Adults/DWs)	Adults	\$12,500	\$10,662
	Dislocated Workers	\$15,825	\$11,096
Placement in Employment and Education	Youth (14 - 21)	45	90.6
Attainment of Degree or Certificate	Youth (14 - 21)	35	83.3
Literacy or Numeracy Gains	Youth (14 - 21)	33	66.7
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).			
Overall Status of Local Performance	Not Met	Met	Exceeded
	1	0	8



Local Performance

Reported Information		Negotiated Performance Level		Actual Performance Level	
Chenango/Delaware/Otsego Counties	Total Participants Served	Adults			8,172
		Dislocated Workers			895
		Youth (14-21)			192
36155	Total Exiters	Adults			7,243
		Dislocated Workers			760
		Youth (14-21)			127
Entered Employment Rate	Adults	60			75.1
	Dislocated Workers	60			68.5
Retention Rates	Adults	81			83.8
	Dislocated Workers	81			83.2
Average Earnings (Adults/DWs)	Adults	\$12,500			\$12,971
	Dislocated Workers	\$15,825			\$11,943
Placement in Employment and Education	Youth (14 - 21)	45			78.0
Attainment of Degree or Certificate	Youth (14 - 21)	35			57.5
Literacy or Numeracy Gains	Youth (14 - 21)	33			23.1
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).					
		Not Met	Met	Exceeded	
Overall Status of Local Performance		2	0	7	

Local Performance			
Finger Lakes	Total Participants Served	Adults	9,407
		Dislocated Workers	1,426
		Youth (14-21)	273
36165	Total Exiters	Adults	7,628
		Dislocated Workers	1,206
		Youth (14-21)	105
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	60	74.3
	Dislocated Workers	60	68.8
Retention Rates	Adults	81	86.5
	Dislocated Workers	81	83.9
Average Earnings (Adults/DWs)	Adults	\$11,800	\$13,348
	Dislocated Workers	\$14,940	\$14,097
Placement in Employment and Education	Youth (14 - 21)	45	80.0
Attainment of Degree or Certificate	Youth (14 - 21)	35	75.4
Literacy or Numeracy Gains	Youth (14 - 21)	33	17.7
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).			
Overall Status of Local Performance	Not Met	Met	Exceeded
	1	0	8

Local Performance

GLOW	Total Participants Served	Adults	
		Dislocated Workers	Youth (14-21)
		9,315	1,254
		281	
36170	Total Exiters	Adults	
		Dislocated Workers	Youth (14-21)
		8,564	1,176
		104	
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	60	71.0
	Dislocated Workers	60	66.8
Retention Rates	Adults	81	83.9
	Dislocated Workers	81	83.2
Average Earnings (Adults/DWs)	Adults	\$12,500	\$12,647
	Dislocated Workers	\$15,825	\$13,359
Placement in Employment and Education	Youth (14 - 21)	45	67.4
Attainment of Degree or Certificate	Youth (14 - 21)	35	63.6
Literacy or Numeracy Gains	Youth (14 - 21)	33	69.2
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).			
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	0	9

Local Performance				
Erie County	Total Participants Served	Adults	32,282	
		Dislocated Workers	4,900	
		Youth (14-21)	935	
36175	Total Exiters	Adults	27,542	
		Dislocated Workers	3,996	
		Youth (14-21)	488	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	60	73.8	
	Dislocated Workers	60	69.7	
Retention Rates	Adults	81	84.3	
	Dislocated Workers	81	83.0	
Average Earnings (Adults/DWs)	Adults	\$12,500	\$12,657	
	Dislocated Workers	\$15,825	\$12,917	
Placement in Employment and Education	Youth (14 - 21)	45	61.2	
Attainment of Degree or Certificate	Youth (14 - 21)	35	38.3	
Literacy or Numeracy Gains	Youth (14 - 21)	33	38.8	
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).				
		Not Met	Met	Exceeded
Overall Status of Local Performance		0	0	9

Local Performance

Onondaga County	Total Participants Served	Adults	13,378	
		Dislocated Workers	2,322	
		Youth (14-21)	681	
36185	Total Exiters	Adults	10,744	
		Dislocated Workers	1,903	
		Youth (14-21)	189	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	60	70.9	
	Dislocated Workers	60	68.7	
Retention Rates	Adults	81	85.3	
	Dislocated Workers	81	83.4	
Average Earnings (Adults/DWs)	Adults	\$11,500	\$13,153	
	Dislocated Workers	\$13,370	\$13,880	
Placement in Employment and Education	Youth (14 - 21)	45	76.5	
Attainment of Degree or Certificate	Youth (14 - 21)	35	78.1	
Literacy or Numeracy Gains	Youth (14 - 21)	33	57.7	
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).				
		Not Met	Met	Exceeded
Overall Status of Local Performance		0	0	9

Local Performance			
Cayuga/Cortland Counties	Total Participants Served	Adults	6,659
		Dislocated Workers	743
		Youth (14-21)	96
36195	Total Exiters	Adults	5,972
		Dislocated Workers	711
		Youth (14-21)	37
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	60	77.6
	Dislocated Workers	60	73.1
Retention Rates	Adults	81	84.7
	Dislocated Workers	81	86.1
Average Earnings (Adults/DWs)	Adults	\$12,500	\$13,612
	Dislocated Workers	\$15,825	\$12,288
Placement in Employment and Education	Youth (14 - 21)	45	82.1
Attainment of Degree or Certificate	Youth (14 - 21)	35	67.6
Literacy or Numeracy Gains	Youth (14 - 21)	33	40.0
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).			
Overall Status of Local Performance	Not Met	Met	Exceeded
	1	0	8

Local Performance

Reported Information		Negotiated Performance Level		Actual Performance Level	
Allegany/Cattaraugus Counties	Total Participants Served	Adults			5,152
		Dislocated Workers			618
		Youth (14-21)			150
36210	Total Exiters	Adults			4,775
		Dislocated Workers			491
		Youth (14-21)			95
Entered Employment Rate	Adults	60			67.7
	Dislocated Workers	60			65.4
Retention Rates	Adults	81			84.7
	Dislocated Workers	81			89.2
Average Earnings (Adults/DWs)	Adults	\$11,280			\$11,999
	Dislocated Workers	\$12,300			\$11,394
Placement in Employment and Education	Youth (14 - 21)	45			74.1
Attainment of Degree or Certificate	Youth (14 - 21)	35			63.5
Literacy or Numeracy Gains	Youth (14 - 21)	33			22.9
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).					
		Not Met	Met	Exceeded	
Overall Status of Local Performance		1	0	8	

Local Performance				
Chautauqua County	Total Participants Served	Adults	7,891	
		Dislocated Workers	1,302	
		Youth (14-21)	113	
36215	Total Exiters	Adults	8,053	
		Dislocated Workers	1,221	
		Youth (14-21)	66	
Reported Information		Negotiated Performance Level	Actual Performance Level	
	Entered Employment Rate	Adults	60	74.5
		Dislocated Workers	60	72.8
Retention Rates		Adults	81	86.9
		Dislocated Workers	81	87.3
Average Earnings (Adults/DWs)		Adults	\$12,500	\$12,192
		Dislocated Workers	\$15,825	\$12,787
Placement in Employment and Education		Youth (14 - 21)	45	82.0
Attainment of Degree or Certificate		Youth (14 - 21)	35	45.8
Literacy or Numeracy Gains		Youth (14 - 21)	33	28.6
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	0	9



Local Performance

Reported Information		Negotiated Performance Level	Actual Performance Level	
		<b>Entered Employment Rate</b>	<b>Adults</b>	60
	<b>Dislocated Workers</b>	60	70.2	
<b>Retention Rates</b>	<b>Adults</b>	81	85.4	
	<b>Dislocated Workers</b>	81	85.7	
<b>Average Earnings (Adults/DWs)</b>	<b>Adults</b>	\$10,670	\$12,929	
	<b>Dislocated Workers</b>	\$15,825	\$13,422	
<b>Placement in Employment and Education</b>	<b>Youth (14 - 21)</b>	45	73.5	
<b>Attainment of Degree or Certificate</b>	<b>Youth (14 - 21)</b>	35	95.2	
<b>Literacy or Numeracy Gains</b>	<b>Youth (14 - 21)</b>	33	40.7	
<b>Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).</b>				
		<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
<b>Overall Status of Local Performance</b>		0	0	9

Local Performance				
Tompkins County	Total Participants Served	Adults	2,346	
		Dislocated Workers	322	
		Youth (14-21)	108	
36225	Total Exiters	Adults	2,215	
		Dislocated Workers	364	
		Youth (14-21)	33	
Reported Information		Negotiated Performance Level	Actual Performance Level	
	Entered Employment Rate	Adults	60	72.8
		Dislocated Workers	60	66.5
Retention Rates		Adults	81	82.2
		Dislocated Workers	81	79.3
Average Earnings (Adults/DWs)		Adults	\$12,500	\$12,542
		Dislocated Workers	\$15,825	\$13,140
Placement in Employment and Education		Youth (14 - 21)	45	75.0
Attainment of Degree or Certificate		Youth (14 - 21)	35	71.4
Literacy or Numeracy Gains		Youth (14 - 21)	33	60.0
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	0	9

Local Performance

Dutchess County	Total Participants Served	Adults	
		Dislocated Workers	Youth (14-21)
		9,072	1,002
		105	
36230	Total Exiters	Adults	
		Dislocated Workers	Youth (14-21)
		7,192	1,029
		35	
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	60	67.6
	Dislocated Workers	60	59.8
Retention Rates	Adults	81	84.0
	Dislocated Workers	81	81.1
Average Earnings (Adults/DWs)	Adults	\$12,500	\$16,065
	Dislocated Workers	\$15,825	\$17,196
Placement in Employment and Education	Youth (14 - 21)	45	72.2
Attainment of Degree or Certificate	Youth (14 - 21)	35	71.4
Literacy or Numeracy Gains	Youth (14 - 21)	33	31.4
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).			
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	0	9

Local Performance			
Putnam County/Balance of Westchester County	Total Participants Served	Adults	13,008
		Dislocated Workers	3,471
		Youth (14-21)	434
36235	Total Exiters	Adults	9,502
		Dislocated Workers	2,326
		Youth (14-21)	127
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	60	67.9
	Dislocated Workers	60	55.5
Retention Rates	Adults	81	83.8
	Dislocated Workers	81	80.9
Average Earnings (Adults/DWs)	Adults	\$12,500	\$19,781
	Dislocated Workers	\$15,825	\$28,579
Placement in Employment and Education	Youth (14 - 21)	45	89.5
Attainment of Degree or Certificate	Youth (14 - 21)	35	77.1
Literacy or Numeracy Gains	Youth (14 - 21)	33	63.6
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).			
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	0	9

Local Performance

Monroe County	Total Participants Served	Adults	18,242	
		Dislocated Workers	3,887	
		Youth (14-21)	881	
36240	Total Exiters	Adults	16,465	
		Dislocated Workers	3,626	
		Youth (14-21)	393	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	60	62.7	
	Dislocated Workers	60	65.6	
Retention Rates	Adults	81	84.3	
	Dislocated Workers	81	84.9	
Average Earnings (Adults/DWs)	Adults	\$12,500	\$12,437	
	Dislocated Workers	\$15,825	\$16,434	
Placement in Employment and Education	Youth (14 - 21)	45	51.6	
Attainment of Degree or Certificate	Youth (14 - 21)	35	34.3	
Literacy or Numeracy Gains	Youth (14 - 21)	33	34.1	
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).				
		Not Met	Met	Exceeded
Overall Status of Local Performance		0	0	9

