

CareerCenter
The Maine Employment Resource



MAINE
DEPARTMENT OF
LABOR

Maine's Workforce
Investment Act

Annual Report

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Submitted by:
Maine Jobs Council
and the
Maine Department of Labor

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I. Introduction

Maine's public workforce development system remains an essential part of the state's efforts to assist workers and businesses with resources and opportunities to expand and flourish. Governor John Baldacci, with the support of the Workforce Cabinet and the Maine Jobs Council are please to submit this Workforce Investment Act (WIA) Annual Report for Program Year 2007.

This report provides evidence that the stakeholders in Maine's workforce and economic development system, including members of the Governor's Workforce Cabinet, the Maine Jobs Council (MJC), Maine Department of Labor (MDOL) Local Workforce Boards and CareerCenter service providers have focused much of their attention during the year working collaboratively to fulfill the potential of the Maine's workers and business. Over the past several years Maine's public workforce development system has accomplished a great deal in an environment characterized by shrinking resources and increasing demand. Faced with this test, Maine's leadership, policy makers and service providers have been able think creatively about maintaining a high quality, responsive and accessible workforce system. The compelling theme this past year has been "where there is adversity there has been opportunity".

Throughout the year, the MJC stayed focused on identifying strategies that promote collaboration of all workforce development entities and coordination of existing resources. While much of the prior Program Year was devoted to developing the Workforce Investment Act Strategic Plan Modification for PY 2007 – 2009, our efforts have been devoted to implementing the major aspects of the plan. The highlights of that action plan are summarized as follows:

- ❖ Maintaining a strong commitment to advance the Governor's Economic Vision and the focus on preparing Maine's workforce for employment and careers in high growth, high wage employment aligned with the key sectors of Maine's economy. The priority for workforce investments continues to support targeted industries with a high demand for skilled workers.
- ❖ Development of strategies that promote state, regional and local efforts to strengthen the connection between workforce development with economic development and education through the development of effective policies that achieve coordination and leveraging of workforce investment resources. A key strategy has been to model the work of the North Star Alliance (Maine's WIRED initiative) so we can sustain and replicate the relationship between industry and public/private forces to promote innovation, talent and technology development.
- ❖ Recognize the importance of increasing investments in higher education for youth and post-secondary credentials for all workers. In order to provide increased access to training, particularly for low-wage, low-skilled workers, this will be accomplished through initiatives such as Lifelong Learning Accounts (LiLAs) and passage of ***LD 1884, 'An Act To Create the***

Competitive Skills Scholarship Fund (CSSF) and To Improve Maine Employment Security Programs'

- ❖ Establishing policies that guide the CareerCenter programs toward brokering and significantly leveraging training related resources for workers. Local Workforce Boards are encouraged to establish policies for CareerCenter service providers to effectively package training plans that provide workers with increased access to income supports such as childcare, transportation, housing and healthcare.
- ❖ Realigning Maine's CareerCenter system in response to a significant state and federal budget cuts while ensuring that workers and businesses receive high-quality and accessible services.

II. Realignment of Maine's CareerCenter System

For the past several years the MJC has been reporting about the effects of steadily declining federal resources has had on our public workforce system. In 2007,



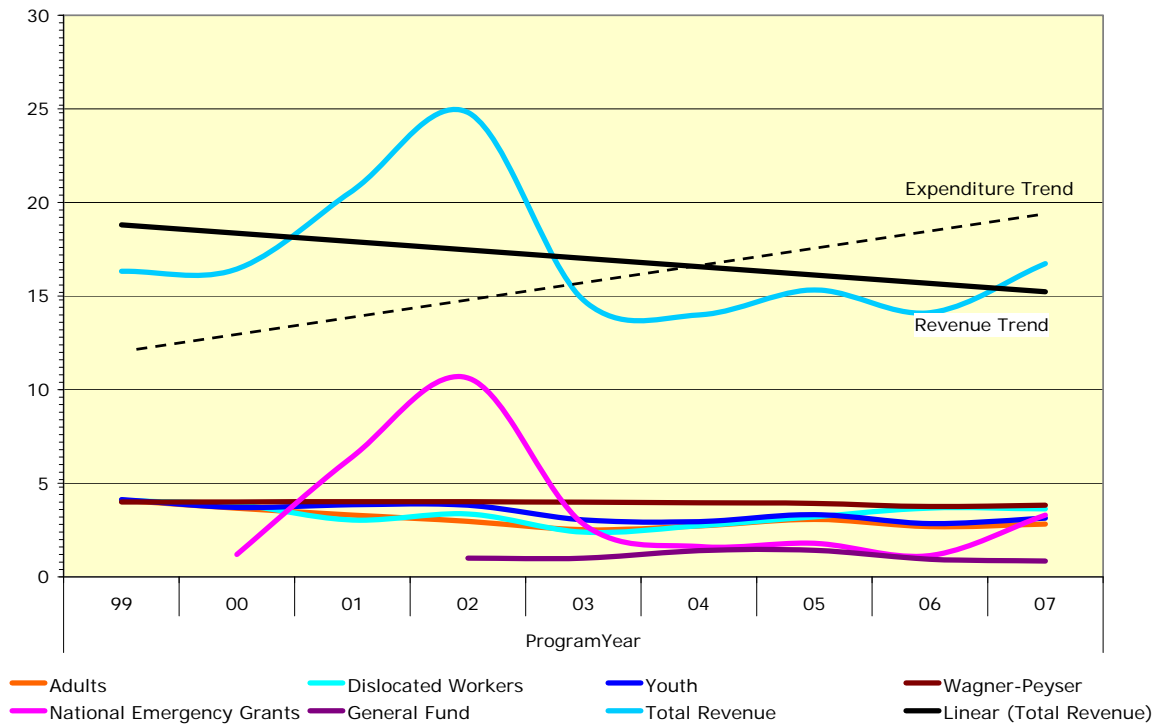
In 2007, the combination of both federal and general revenue cuts precipitated a realignment of the CareerCenters. In early 2007, Labor Commissioner, Laura Fortman presented the Appropriations Committee of the 123rd Maine Legislature with a proposal from MDOL for savings in response to the "Initiative to Streamline State Government," which involved addressing a \$10 million shortfall. This action resulted in a loss of General Revenue funds that had been primarily supporting the operation of CareerCenters in four communities -- Saco, Belfast, Ellsworth, and Houlton.

Soon after addressing the \$10 million gap, the State of Maine was faced with yet another projected revenue shortfall of \$95 million. All departments and agencies of state government were again directed to find savings to bridge the gap. In response to this second round of General Revenue cuts, Commissioner Fortman worked with the MJC, Local Boards and the service providers to develop a plan for further reducing the CareerCenter "footprint". As a result, on July 1, 2008, the number of CareerCenters was reduced from 21 full service centers to 11.

Figure 1 below illustrates the impact that federal and state resources have had on the operation of the CareerCenters over the period from the beginning of WIA in 2000 to present. The solid black line indicates the revenue trend that supports CareerCenter activities. The dotted black line indicates projected expenditures had no action been taken to reduce costs. The difference in these two trends would have resulted in a \$4 million deficit had no action been taken. In order to remain within budget and continue to

operate Maine’s comprehensive CareerCenter system, MDOL and CareerCenter partners were forced to reduce staffing levels over time. The moment had come to reexamine the current configuration of One-Stop operations and to find new ways of delivering services.

**FIGURE 1: Maine Department of Labor
Major CareerCenter Funding, 2000-2008**



Under the backdrop of this scenario the landscape in Maine was further affected by the comprehensive WIA Rescission package that amounted to an additional loss of nearly \$300,000 in WIA funds. The system clearly positioned to undergo a change.

III. New Workforce System Opportunities

One of the key elements of this CareerCenter reconfiguration strategy was to explore options for delivering CareerCenter services not dependent of the presence of “bricks and mortar”. When Commissioner Fortman met with the Legislature, Local Boards, Chief Elected Officials, Service Providers and members affected communities she vowed to ensure that people would not go under served. She worked with the MJC ad hoc Service Delivery Committee (SDC) comprised of Local Workforce Boards, Chief Elected Officials and service provider representatives to devise a reorganization plan that included the delivery of services through several itinerate locations and begin the development of “virtual” services delivered through the Internet.

Throughout this transition, the challenge has been to change the message from one that focused on downsizing and closing facilities to one that informs

the public about a CareerCenter system that is expanding through multiple itinerate service points. Commissioner Fortman also wanted to create options for job seekers and employers to access to job matching services remotely via the Internet. MDOL's plan to vacate existing locations in several Maine communities by the end of June 2008, was accompanied by the efforts to create service strategy for itinerate locations. By July 2008, Maine's CareerCenter system had just begun the process of transforming from 21 physical locations to 11 full service Centers, 5 WIA-only offices and 17 itinerate service points.

To ensure that Maine had options for accessing services "virtually", Commissioner Fortman directed MDOL's Bureau of Employment Services and the



Office of Information to begin work on the design and deployment of Maine's web-based CareerCenter services portal. The system - **Labor Exchange on the Net (LEON)** - is expected to be launched in the Fall of 2008 and will provide instant 24/7 access to job matching services without the need for staff assistance. The intent in building LEON is to begin providing easy web access to an effective job matching service. Having an Internet-based system will enable many more job seekers and employers to connect in a manner that is much more convenient (i.e., does not involve travel to a CareerCenter location during specified hours or require direct staff interaction). We anticipate that LEON will increase the number of job seekers and employers who use the system. LEON will enable the CareerCenter system to continue to operate on a "universal access" principle, which promotes a level of service for everyone. The service has been designed to include a direct interface between the Unemployment Insurance Internet claims process and LEON will reduce the length of time that workers will remain unemployed. Plans to enhance LEON to create more self-service options, for job seekers and employers will continue throughout 2008–2009.

IV. Workforce Development System Priorities

The Maine Jobs Council's vision statement reads as follows:

- ❖ Maine people will have a high quality of life with rewarding work and prospering businesses.
- ❖ Employers will have skilled workers, and workers will have good jobs. Economic success will be backed up by a world-class workforce development system.

Maine's workforce system continues to place a high degree of emphasis on improving access to higher education and post-secondary credentials for all workers. The MJC, through the WIA Strategic Planning process has identified the importance of supporting employment and training opportunities that lead to a livable wage and economic security by positioning low-income individuals,

unemployed, entry-level and incumbent workers to more effectively participate in the workforce.

Creating new programs and initiatives is an essential part of the effort to create the opportunity that Maine workers and businesses need to grow in an emerging economy. We are proud of the work that is being done to promote talent development and business expansion throughout the state. Here are the highlights of the programs and services that are designed to

Competitive Skills Scholarship Program – CSSP



The Competitive Skills Scholarship Program was enacted to provide access to post-secondary education for people below 200% of the poverty level so they can work in occupations that are well paid and in high demand. The program will launch statewide through Maine's network of CareerCenters on March 31, 2008. The CSSP program has two goals: to help people of Maine obtain postsecondary education and training for a good paying job in a high wage, high demand occupation *and* help businesses who need to hire more skilled people in various occupations. It's a win-win program.

CSSP is a sustainable program, funded by employer contributions to a dedicated fund (approximately \$3,000,000 per year); employer costs are offset by a reduction in their unemployment insurance taxes.

Disability Program Navigator — DPN

In September 2007, the Maine Department of Labor launched a new effort to increase accessibility to programs and services at Maine's CareerCenters for people with disabilities. The *Disability Program Navigator* initiative is a two-year grant-funded opportunity to build on the work of the *Able ME* grant and other state and partner projects. With funding from the United States Department of Labor and the Social Security Administration, the *Disability Program Navigator* initiative is staffed by a Lead Disability Program Navigator in the Bureau of Employment Services and four regional Disability Program Navigators (DPNs) — one in each of Maine's Workforce Investment Areas

During the upcoming year, DPNs will be working with partners like the Bureau of Rehabilitation Services, the Department of Health and Human Services, the CHOICES CEO project at the University of Southern Maine's Muskie School of Public Service, and the Maine Jobs Council's *Commission on Disability and Employment* in new and creative ways to increase employment opportunities for people with disabilities.

LifeLong Learning Accounts – LILA

Lifelong Learning Accounts help employees and employers work together to finance skill development and lifelong learning. LILAs are designed to make education and training opportunities more accessible to working adults. LiLAs

are individual investment accounts, matched by the employer, to finance lifelong learning. Funds are invested in a LiLA account (in the form of a NextGen R account) for the employee's higher education expenses. Outreach and informational sessions are provided by Maine CareerCenters. Free advising services to assist men and women in education and career planning are available through Maine Centers for Women, Work and Community.



Maine is the first state in the nation to launch a statewide LILA demonstration. The Maine LILA Program's vision is to scale across Maine and potentially replicate countrywide. The LiLA Partnership in Maine was inspired by CAEL, the Council for Adult and Experiential Learning, in Chicago. The Maine LiLA initiative is modeled after the successful LiLA demonstration projects in Chicago, Northeast Indiana and San Francisco.

NSAI — North Star Alliance Initiative

A Partnership to Transform the Workforce and Economy of Coastal Maine, the North Star Alliance Initiative is an industry focused economic growth initiative devised to drive business and create new, quality jobs in coastal Maine. The initiative includes business, R&D, education, and workforce development centered on Maine's boatbuilding, marine, and composite industries. The key ingredients to global competitiveness are Innovation and a Skilled Workforce; or as USDOL term it "Talent Driving Prosperity".



The challenge of the Workforce Pillar is to provide state-of-the-art skill upgrade to incumbent workers while at the same time conceiving and implementing sustainable strategies that will address the ever-changing skill demands of our future workforce. NSAI partners have united to: create and employ new programs, develop and update curricula, and initiate innovative ways to deliver just in time training now and in the future.

V. Maine Jobs Council Committee Reports: 2007-2008

The following reports of the MJC's sub-committees highlight the significant activities and policy objectives that have been pursued this past year.

A. Apprenticeship Committee

The Maine Apprenticeship Program (MAP) has come a long way the last few years as apprenticeship connects both job seekers and incumbent workers desiring to learn new skills with employers needing qualified workers. These

employers, voluntarily becoming Sponsors, provide apprentices and pre-apprentices with instruction reflecting industry and individual employer needs. Apprentices receive paid, structured, On-the-Job Training (OJT) and post-secondary education that equips them with the skill sets needed to advance in their chosen occupation. This results in workers with industry-driven training and employers with a competitive edge.

The Maine Apprenticeship Committee (MAC) at the local CareerCenters registered 112 new Apprenticeship Programs. The program served a total of 988 Maine citizens in all 16 counties. Occupations are clustered into three basic categories: Manufacturing (ex. Machinist), Building & Construction (ex. Electrician), and Service (ex. firefighter).

Whether developing competency-based programs, new programs, or new partnerships, MAP is a critical talent development solution for Maine's 21st century economic future. Maine's high growth, high demand industry clusters in healthcare, biotech, advanced manufacturing, composites and boatbuilding, and information technology all share a need for a highly skilled, well educated work force. MAP works collaboratively with industry leadership to define and develop competency models to provide workers with quantifiable skills that meet industry needs

The Maine Apprenticeship Program sees four priorities for the next year, first to have significant continuing involvement with programs such as North Star Alliance Initiative, Disabilities Program Navigator and Governor's Training Initiative. Secondly, MAP continues to address the needs of Maine's industries by developing new or re-designed program such as four sequential Teacher Apprenticeships developed with Mid-Maine Community Action for its Head Start Teachers and now used by several Head Start agencies. Third, Pre-Apprenticeship partnerships continue to grow. Relationship building with Maine's Career & Technical Education (CTE) schools, Job Corps, "Youth Build" and Jobs for Maine Graduates (JMG), has resulted in increased opportunities for students to explore the world of work in occupations of interest to them. Finally, Many Pre-Apprentices complete their programs and graduate high school with Community College credit through the Dual Enrollment program. Future growth will be aided by the increased emphasis on Pre-Apprenticeship in the new 5-year Perkins Plan, which provides federal money for vocational programs in our CTE schools, and Community Colleges.

B. Business and Industry

The Business and Industry Committee (BIC) focus is to represent business and industry interests in the Workforce and Economic Development systems. The BIC committee comprises of industry associations that represent over 1,000 Maine employers and employing 100,000 Maine workers. The committee has been working on a number of initiatives and projects that are aligned with the goals and objectives of the MJC. In order to accomplish these goals and objectives, BIC has formed a number of collaborations and partnerships.

Looking forward, the BIC committee is continuing to meet with other MJC committees to work on connecting the supply and demand sides of the labor exchange formula to address the projected labor shortages that Maine is expected to experience. The Workforce Development System in Maine must ensure that all Mainers have access to training and opportunities for meaningful employment.

During the next year the committee is exploring ideas for collaboration that focuses on strategies with each sub-committee, Women, Older Worker, and Apprenticeship that is in sync with each sub-committee's goals for employment, higher wages, availability of workers, etc. Continuing with collaboration and partnerships, the committee is beginning to align strategies and resources for regional Industry partnerships with Education, Economic Development and Workforce Development to leverage the limited funds available for training.

The BIC has established priorities for the future development of multi-industry projects, such as: The Maine Aerospace Cluster Development Initiative involving manufacturing, composites and IT. BIC is pleased that Phase I, the Feasibility study and Strategic Plan of the Aerospace Industry in Maine, is complete. Moving forward, Phase II will conduct industry benchmarking and convening of stakeholders in the areas of education/Training, Policy, research and Technology, Innovation & Technology, Commercial Cooperation (Business Services) and Cluster Expansion.

C. Commission on Disability and Employment

During the past year, the Commission on Disability and Employment has continued its leadership role in pursuing the expansion of opportunities for people with disabilities to be fully participating members of Maine's workforce and communities. The Commission was involved in efforts focusing on employment issues in the public and private sectors that addressed concerns of job seekers, as well as those providing employment.

The Maine Legislature created the Commission in 1997 to promote collaboration between the public and private sectors to increase awareness and to influence policy decisions related to employment of people with disabilities. The Commission is working toward a future in which people with disabilities are employed in jobs that meet their personal and economic needs.

Commission members envision a future in which Maine employers capitalize on the human resource potential of people with disabilities- a future in which the skills and energy of people with disabilities are maximized for the benefit of our State and for the livelihoods of people with disabilities.

Over the next year the committee looks to create an employer outreach and education plan. Expand and improve support for young people with disabilities who are transitioning from school to work; improve and expand Maine's vocational rehabilitation services for people with disabilities; expand benefit counseling for people with disabilities who want to work, as well as for the currently employed who are interested in improving their economic status by

assuming more responsibilities in employment; and enhance data collection activities to evaluate the success of efforts to guarantee equal employment opportunities for people with disabilities, including the capacity for relevant data to be shared and used by the state agencies responsible for achieving this goal

D. Older Workers

Older Worker Committee promotes the value of Maine's Older Workers through advocacy, education and policy development to meet the needs of workers and employers. A recent Census survey noted that the share of older workers in Maine's workforce is growing, with approximately 15 percent of the current Maine workforce over the age of 55. For the third year the OWC awarded the "Silver Collar Employer Award" to recognize employers in Maine whose policies and practices match the needs of mature employers.

The OWC has identified the following goals for 2008-2009

- Design and implement a public awareness campaign promoting "National Employ Older Workers Week".
- Develop pilot project to connect SCSEP participants who have experience in marine trades with students of all ages, to share information about boat building and related industries.
- Develop data sheet on older workers for use with business and civic leaders.
- Institute a trial collaboration with private employment service companies to enhance the hiring of older workers.
- Address the needs of older workers who are basic literacy skills deficient.
- Explore ways to continue computer-training scholarships for Older Workers.
- Using the DOE/DOL WorkReady Credential model to focus a curriculum on needs of older workers.

E. Women's Employment Issues

The Women's Employment Issues Committee fosters action on current factors affecting women's participation in the workforce. The Committee highlights employment issues, develops recommendations to the Maine Jobs Council, and supports initiatives that remove barriers preventing women in Maine from attaining complete economic success and security.

The Committee proposes and promotes policies, programs, and legislation that provide full economic opportunity for all Maine women. Through 2010, the Committee will establish quantifiable benchmarks to measure, monitor, and annually evaluate Maine's progress in achieving that economic opportunity and security for all Maine women.

When Maine women are economically secure, their families, their communities and the state as a whole benefit.

During the 2008/2009 year the Women's Employment Issues Committee released its 2008 *Working Women in Maine: Indicators for Progress* report and recommendations later this year. They will continue to focus on Pay Equity, such as enforcing equal pay laws and promoting livable wages. The committee will also continue to stress the importance of helping women obtain employment in nontraditional occupations, particularly in the STEM (Science, Technology, Engineering, and Math) occupations, in the construction industry and in the North Star Alliance industry cluster and assist and work with the MJC committees on common policy issues, and lend support to efforts for greater coherence and cohesion among committees. Finally, the committee seeks to strengthen programs that educate women and girls on how to negotiate fair and equal wages and on the opportunities available in good paying nontraditional occupations.

F. Youth Transitions

The MJC Youth Transitions Committee has focused its efforts on identifying, evaluating and supporting Youth programs in Maine that need resources to sustain or expand their initiatives. As the Youth Transitions Committee moves forward, the Committee would like to be better able to link the education and business communities in order to more effectively serve youth. The Committee through the MJC will recommend legislation to the Governor's Office to expand existing programs that help youth make successful transitions.

Over the next year the Committee will review current literature on a biannual basis and produce a profile of successful youth service strategies and programs. Review current youth data and issue a "Youth Status" bulletin for use by people working with youth. Identify a "Speaker's Forum" that presents relevant timely data on youth transition issues, needs and successful models at the state, regional and local levels. And finally, identify youth who represent successful transitions through a Governor's Award or through other high profile events (annually at a minimum)

VI. Highlights of Local Workforce Board Activities

A. Local Area I: Aroostook/Washington Counties Workforce Investment Board

The Local Area 1 Workforce Investment Board has been looking ahead to the changing nature and challenges of employment and the economy in the Aroostook/ Washington County area. The Local Area 1 Workforce Investment Board

has a strong commitment to improving the sustainable economic growth of our area through supporting and investing in the development of a strong and highly skilled workforce. The Board, through the service providers, supports



*Local Area 1
Workforce Investment Board
Aroostook/Washington Counties*

Partnerships for Sustainability

individuals seeking high growth, high wage careers. These programs will continue to provide employers with the skilled workforce needed to encourage and support economic development in Aroostook and Washington County.

There have been several forest industry closures and lay-offs in both Aroostook and Washington Counties this past year. In response, National Emergency Grant funds have been secured to assist the affected workers with obtaining retraining and in seeking other employment opportunities.

A successful WorkReady™ program was presented in the Fort Kent area. This program is a rigorous, comprehensive sixty-hour training program specifically designed to address the “soft skills” necessary to be successful in the workplace.

Washington County was selected to participate as a pilot site in the State’s Competitive Skills Scholarship Program in September 2007. This program has substantial funding available to assist eligible adult Mainers in receiving training for high wage, high growth, and high demand jobs. It is essential in supplementing our Workforce Investment Act programming and in serving addition people not eligible for the traditional WIA funding. The program was officially launched for statewide enrollment in April 2008 and is serving 76 individuals in Local Area 1.

Local area 1 has also been an active participant in the North Star Alliance Initiative (NSAI) through the work of an area liaison working in the three target areas of boat building, marine trades, and composites. This important work has provided a tremendous amount of support for these industries as they navigate through a changing economy.

B. Local Area II: Tri-County Workforce Investment Board

Local Area II continues to align its strategic planning with the economic and workforce development visions at the Federal and State level. Focus has been placed on building and sustaining partnerships in the Marine Trades / Boatbuilding/Composites through the work of the North Star Liaison. Stakeholders in the Tri County area continue to place emphasis on Hospitality/Tourism and Biomedical/Biotech/Healthcare with added attention to the Energy Sector in our strategic planning efforts.



There are several highlights from Local Area II from this past year:

- The Tri-County Workforce Investment Board received an exemplary performance award from MDOL for attaining a 100% cumulative average score for each of the program areas and attaining at least 80%

of the negotiated performance levels for each of the 15 measures for the Adult, Dislocated Worker and Youth programs.

- The Tri-County area successfully consolidated our CareerCenter system in Dover Foxcroft, Ellsworth, and Millinocket to service points shared with local partners. The move has saved money on infrastructure costs associated with lease and maintenance of office space as the CareerCenter system adjusted to ongoing reductions in federal funding. This transition has opened up opportunities for us to partner with higher education institutions, adult education providers, and other service organizations at each of the new locations.
- Local Area II in partnership with the Penobscot County Transition Team and several organization located in Millinocket began in mid June to organize emergency efforts to provide services to employees being laid off from Katahdin Paper Mill. Actual layoffs did not occur until the beginning of September. Efforts to assist employees affected by the possible closure of Red Shield continue to build, as individuals have not been called back to work. Peer support workers are currently in place to assist as needed.
- The Tri-County Workforce Investment Board provided two WorkReady™ programs during the spring and summer, one held at the Sumner Adult Education Center in Hancock County and the other at the Bangor CareerCenter in Penobscot County delivered by Training and Development Corporation staff. The Tri-County Workforce Investment Board wishes to thank the Betterment Fund for the opportunity to begin developing a much needed service and resource to our area.
- Staff from the Dover Foxcroft CareerCenter played a key role in the planning of the first annual Rural Maine Small Business Conference and Marketplace recently held at the Penquis Higher Education Center. The event attracted small business owners and prospective entrepreneurs and featured seminars and a venue for area businesses to display, sell, and test market their services to employers.
- Two new employers have signed up to sponsor employee Lifelong Learning Accounts at their companies as a result of a financial segment that aired on a Bangor television station. Marion Syversen, President of Norumbega Financial, filmed the clip that highlighted the Tri-County CareerCenters and LiLAs on her weekly financial segment on the local news. Marion has since referred one of these businesses to Training and Development Corporation for development of an apprenticeship program. Norumbega Financial and TDC are partnering in an effort to market LiLAs and Maine Apprenticeship as mutually beneficial programs for Maine businesses.
- Commissioner Fortman, recognized pre-apprenticeship students at a ceremony at the United Technologies Center (UTC) in Bangor. The UTC program has attracted the attention of local employers and the news

media because of the caliber of students it is graduating into the workforce. A follow-up story in the Bangor Daily News focused on a UTC automotive student, who received top honors in a statewide competition on diagnostics. Thanks to her pre-apprenticeship experience, this student later entered college with a semester's worth of class credits under her belt. The pre-apprenticeship program is coordinated and sponsored by the Tri-County CareerCenter.

- The Dover-Foxcroft CareerCenter developed a partnership program with Tri-County Technical Center in Dexter to help students with a wide range of employability needs. Forty students from the technical center were served by the partnership during the 2007/2008 school year. A Job Fair held at the Tech Center at which many local capped off the program and regional employers participated. This work is part of an ongoing effort by the Dover-Foxcroft Career Center to build strong relationships with area high schools and improve the career readiness of area graduates.

C. Local Area III: Central Western Maine Workforce Investment Board

In Local Area III the WIRED model has been a success. The

The logo for the Central / Western Maine Workforce Board, featuring the text "CENTRAL / WESTERN MAINE WORKFORCE BOARD" in a blue, sans-serif font on a light blue background with a subtle grid pattern.

North Star Alliance is an industry-led collaborative that has brought together business, education, workforce and economic development to re-skill a workforce through industry focused training in advanced composites, boat building, and marine trades. The partnerships include three industry associations, the University of Maine, the Maine Community College System, the Maine Technology Institute, Landing School, Boat School, and the Advanced Technology Center in Brunswick. To date, the Workforce Training Pillar has spent nearly \$2.2 million for industry training since the beginning of the grant in 2006. This means that nearly 800 individuals and many companies have taken advantage of these training opportunities and we have created partnerships that will sustain themselves after the North Star Alliance is gone.

The North Star Alliance is now in the phase of sustaining the successes of the program. In that vein, an educational PowerPoint has been created about the career fields that can be used in all CareerCenters, with schools, and any other venues. We are piloting it in the CareerCenters and high schools in the next several months and hope it can be used long after the grant is gone.

WorkReady™ continues to garner interest across the state. This is due to the leadership of the Central/Western Maine Workforce Investment Board's efforts to build this program around the needs of the private sector business community, and is an example of how a private/public workforce model should be constructed.

Central/Western Maine has overseen 13 successful programs, and an additional three *Next Step* Trainings, partnering with CMCC.

The Transportation, Distribution, and Logistics (TDL) industry sector is a growing and vibrant sector in the Lewiston/Auburn area and Local Area III is trying to establish a similar WIRED model to help this industry develop the workforce that they need. The Directors attended a TDL focused WIRED Academy in Memphis in March. They learned about programs other regions have initiated in this sector and believe that they can implement something similar in the region. This initiative needs to be industry-led and Local Area III is attempting to meet with industry to understand their workforce needs and then apply for funds to help with workforce training. In the next year the Local Area Board is also looking at possible partnerships with economic development entities in New Hampshire and Vermont to see if they can approach possible grants as a consortium.

In cooperation with the University of Southern Maine, Pathways to Higher Education, and the Health Care Action Team [HCAT] in the Lewiston/Auburn area, a grant has been secured for an initiative to work with incumbent health care workers to provide entry-level staff a pathway into higher-level positions.

D. Local Area IV: Coastal Counties Workforce Inc

Midcoast Maine Community Action (MMCA) has been working collaboratively on the Base Realignment and Closure (BRAC) Implementation Grant, the Composites/Advanced Technology Center and creating employment services with the Department of Corrections.



The Training Resource Center (TRC) has been managing the Military Spouse (Career Advancement Accounts) and Base Transition Center activity at BNAS including developing a National Emergency Grant proposal for the base civilian workforce. TRC is also partnering with CCWI on the Maine Health and Education Collaborative.

In light of the Saco office reduction, York Direct Delivery (YDD) has successfully established five outreach sites with Adult Education and York Community College throughout York County in Kittery, Waterboro, Wells, Berwick and Hiram.

During Program Year 2007 (PY 2007), the region's performance rebounded from the performance reported in Program Year 2006 (PY 2006). PY 2006 was a year of change in preparation for Common Measures. In addition to the transition to Common Measures, the original WIA 17 Performance Standards introduced in 2000 continue to be required. Because of this system changeover and changes in definition by USDOL, the region ended PY 2006

failing three of the 17 measures. In PY 2007, the region recovered with significant improvement and all performance measures either exceeded or were within an acceptable benchmark range.

On April 1, 2008, Coastal Counties Workforce, Inc. (CCWI) was awarded \$1.8 million from the U.S. Department of Labor through the Community-Based Job Training Grant program.

In the role of regional convener, CCWI collaborated with representatives from York County, Southern Maine, Kennebec Valley and Central Maine Community Colleges to develop the proposal. As one of the largest industries in the region, with an increasing demand for skilled workers, health care (specifically advanced imaging and nursing) is the sector of focus for this grant. The result of this collaborative effort is the Maine Health & Education Collaborative (MHEC). The goal of the MHEC is to meet employer demand for a skilled workforce in nursing and advanced imaging occupations in southern and central Maine through increasing the capacity of community colleges to provide education and training.

The BRAC Transition Center, (BTC) was established to support the reemployment and training effort for civilian personnel affected by the BRAC closure of the Naval Air Station Brunswick (NASB). Their mission is to help eligible personnel choose what career options are best for them and their families. This is done by providing career counseling, training (as funds allow), and employment search strategies. All services are provided at no cost to the individual.

The MilSpouse Grant is a demonstration grant that was awarded for the setup of Career Advancement Accounts for military spouses to be trained in high demand, high wage, and portable careers. Quarterly enrollment for this grant was exceeded by 40 people.

The BRAC Implementation Grant is a two-year grant from U.S. DOL to upgrade the information technology skills of 300 secondarily impacted workers affected by the closure of the NASB.

In the past six months, six WorkReady™ program applications have been approved by the statewide WorkReady™ Steering Committee. CCWI has committed Betterment fund monies to two pilot programs; one at the Maine Correctional Center in Windham and one at MSAD #5 Adult & Community Education.

In April 2008, ten employees of Elmhurst, Inc. received WorkReady™ credentials. The first WRC™ training offered within the walls of a correctional facility is underway at the Maine Correctional Center. Lesson plans created for this training will be available for use in other facilities in the future. There is a lot of opportunity for WorkReady™ to grow within the Corrections system. The Community School in Camden began a WorkReady™ Credential training in April. This is the first WorkReady™ training of its kind at a residential

alternative high school. This program highlights the adaptability of the WorkReady™ curriculum.

Throughout 2007, CCWI has participated with NSAI in a wider collaborative to serve the interests of cluster occupations (boat building, marine trades and composites industry) identified by the WIRED Grant. Initial relationships with virtual partners (the conceptual model of a year ago) have become substantially more concrete. Our focus has been to identify and respond to the needs of business, on a case-by-case basis, customizing service coordination with businesses. By doing so, NSAI and their partners have been providing a premium business service addressing specific business needs across a broader range.

Particular highlights include:

Brunswick's Maine Advanced Technology Center (MATC) computer lab, running 3D CAD and Rhino Design modeling.

MATC Composite Technologies, taught by industry leaders, recognized globally.

Advanced Marine Electronics Instruction in Portland, with industry certifications.

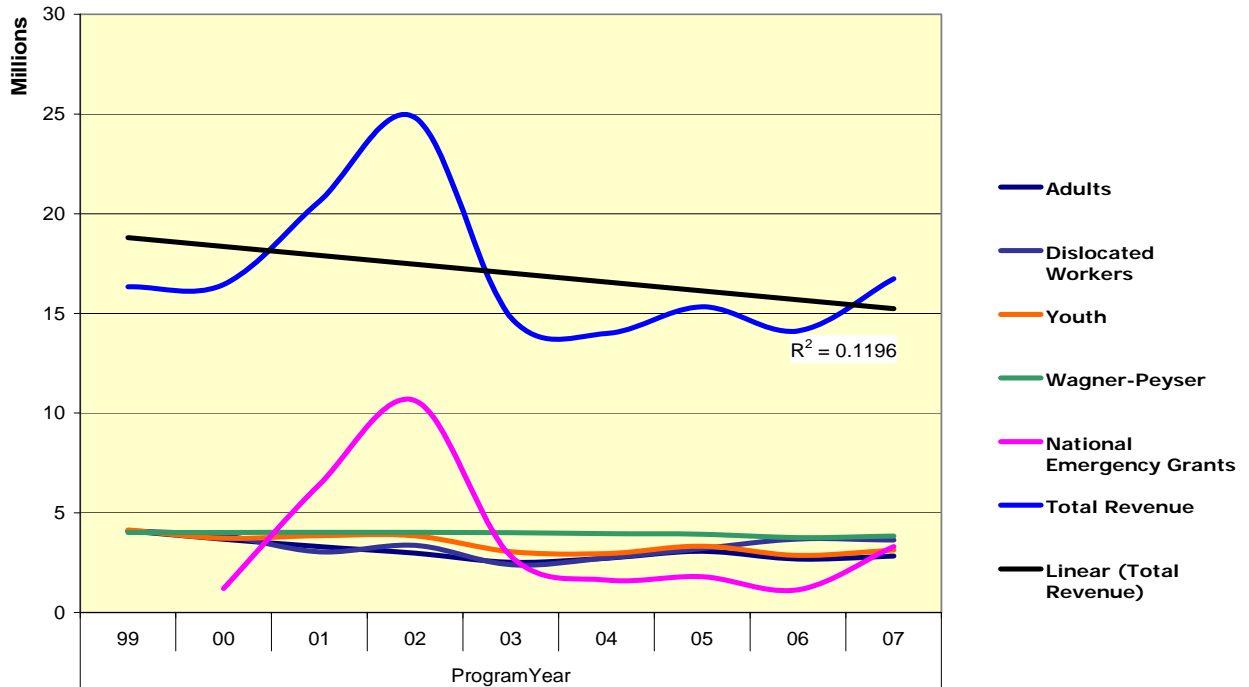
VII. Trend Analysis of Workforce Investment Act Programs

A. Adults

This past year, MDOL's Bureau of Employment Services completed a multi year evaluation of the enrollment and exit trends for Maine's Workforce Investment Act (WIA), program. A trend analysis was compiled in response the United State's Department of Labor / Employment and Training Administration's (USDOL/ETA) Region I concerns about the Maine's precipitous decline in WIA Adult enrollment levels during PY 2002-2006. The analysis has been updated to include Program Year 2007 data.

The basis for this review stemmed from concerns raised by USDOL/ETA over a perceived trend suggesting that Maine's Adult enrollments had been steadily declining while revenues were increasing. **MDOL's analysis of these trends pointed to a direct correlation between declining revenues resulting in fewer enrollments and overall exits.** The revenue trend depicted in the **Figure 2** above shows all of the federally funded workforce programs and indicates that Maine funds have actually declined by nearly 12% since 1999. As the graph above indicates, the National Emergency Grant (NEG) funding "bubble" contributed significantly to the state's overall funding and high enrollment levels between PY 2000-2003. We also note that prior to PY 2007, Maine had relatively little NEG activity which until this year accounted for a nearly 20% decline in overall WIA revenue since 1999.

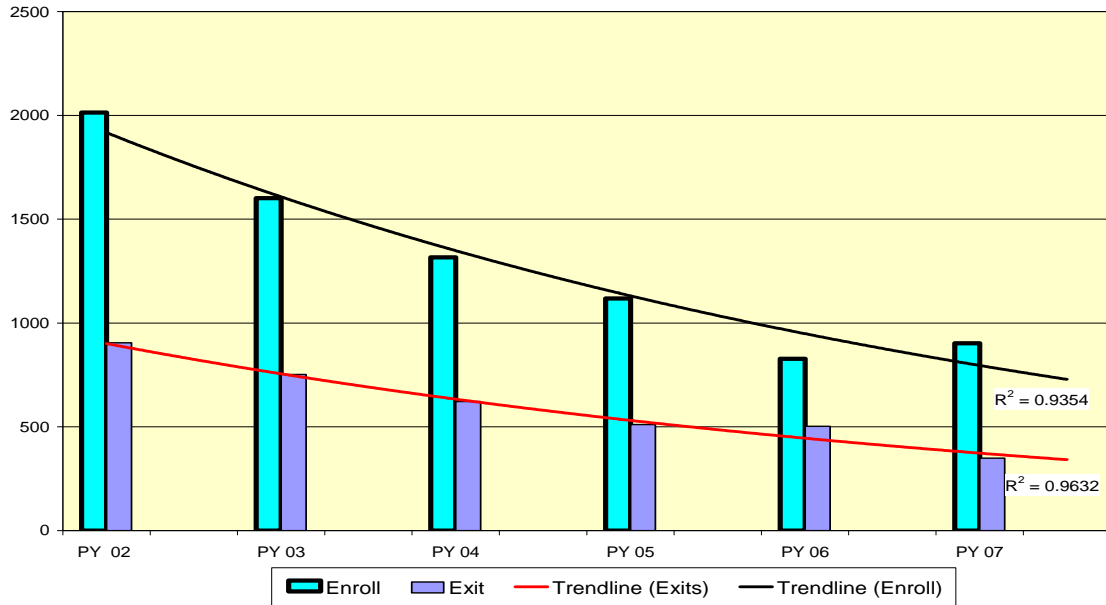
FIGURE 2: All WIA, Wagner-Peyser and NEG Funds



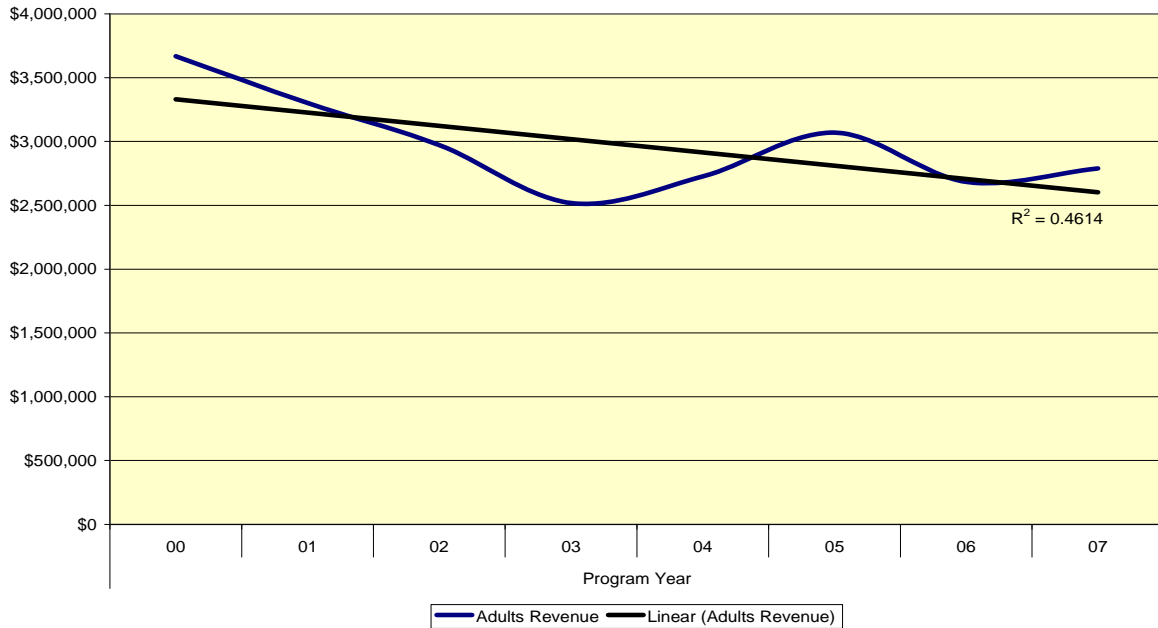
Since WIA began in 2000 Adult enrollment levels have been steadily declining and we know that the decline has been directly correlated to the overall declining formula funds. **Figures 3-4** below illustrate the funding trend for the WIA Adult program and shows a direct correlation between the declining funding and declining Adult enrollment patterns.

Between PY00 and PY06, the WIA Adult program experienced a drop in enrollment due changing co-enrollments practices. During the early part of WIA implementation, the CareerCenter system was encouraged to co-enroll high numbers of W-P registrants and to co-enroll between Adult, Dislocated Worker and NEG programs whenever possible. While the impact of these earlier decisions resulted in a relatively high level of enrollments, there was a reverse effect on performance outcomes, particularly the earnings and retention measures. The negative impact of widespread co-enrollment stemmed primarily from the co-enrollment between Adult, Dislocated Worker and NEG eligible participants that had the effect of pulling down the earnings and retention measure for high wage laid off workers who were not able to find comparable employment.

FIGURE 3: WIA Adult Enrollment and Exit Activity

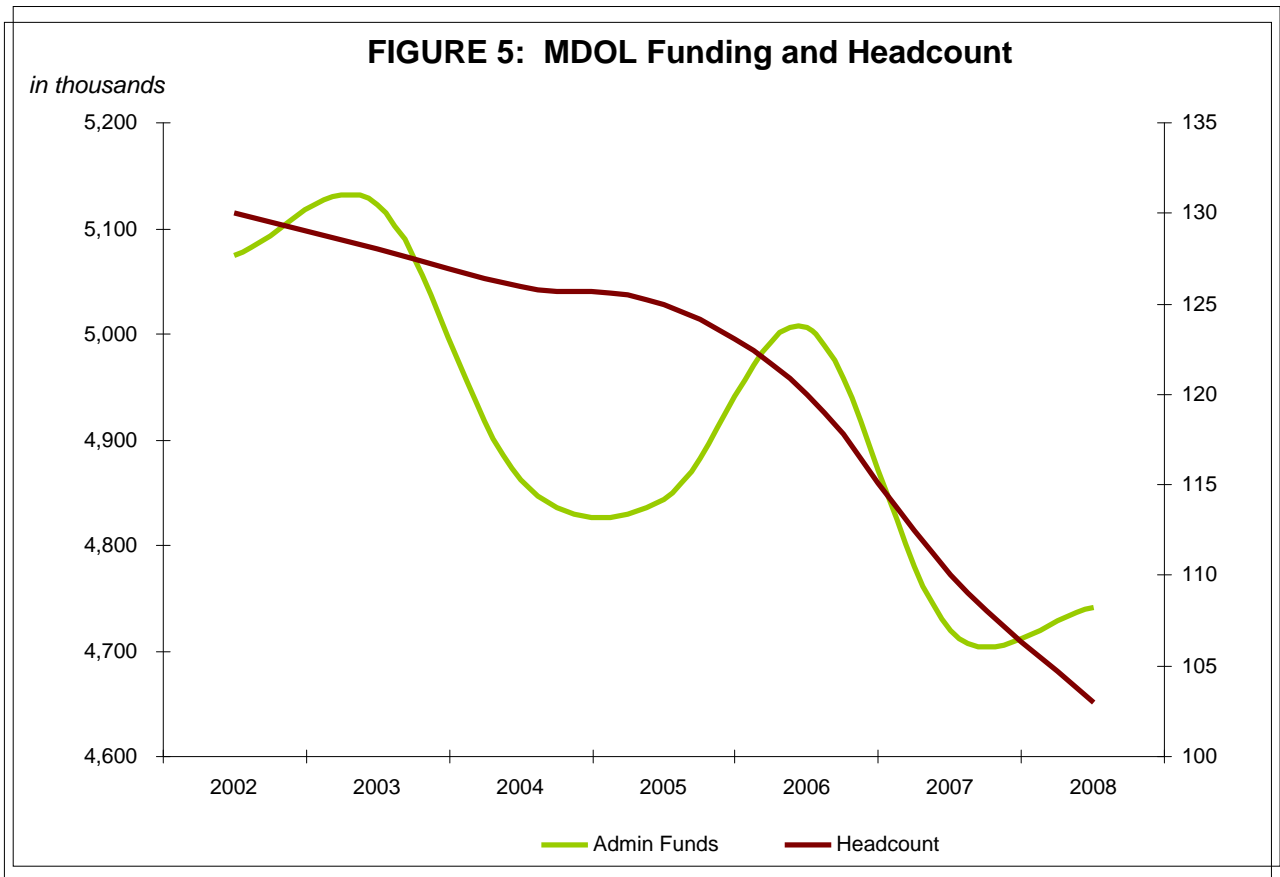


**FIGURE 3: WIA Adult Funding
(Including PY 01, PY 03, PY 04, PY 05 and PY 07 Rescissions)**



The high level of co-enrollments' impact on performance began to shape a change in strategy. Rather than enrolling high numbers, the focus became more on managing performance to achieve improved results. While there are fewer dollars to serve large numbers of Adult workers, we have been systematically and strategically reducing the number Adults enrolled in response to a shift in performance management practices.

The trend since the inception of WIA of less money to serve fewer people only tells part of the story. The costs associated with supporting the enrolled population have been rising significantly through hikes in tuition, travel expenses affected by rising fuel costs and increases in other support and operating costs. Over the past several years there has been a dramatic change in CareerCenter staffing levels. **Figure 5** below depicts MDOL expenditure and staffing trends. We note that the employee counts listed reflect only MDOL staff; however, Career Center partners experienced staffing reductions as well. The staffing levels within Coastal Counties Workforce, Inc have declined by 26% between 2003-2006. The staffing levels in the Central/Western Maine area have dropped 35% and in Aroostook County the service providers staffing level have been reduced by 55%.



Another important aspect of the changes in Maine’s performance, particularly with regard to lower than expected Entered Employment Rates (EER) for Adults, is the transition to the new Common Measures polices that began to take shape during PY 2005. Prior to the release of the new Common Measures TEGL 17-05 in early 2006, MDOL and the WIA service providers began to prepare for significant changes in how participants would be counted and exits would be managed. In preparation for Common Measures implementation and particularly the 90-day active participation requirement, the CareerCenters began reviewing caseloads and exiting enrollments that were “inactive” but

not closed. The system exited a large number of participants that had been in a holding status because they had lost contact with the CareerCenter consultant assigned to them. This record “clean up” in anticipation of Common Measures resulted in a high level of exit activity and a high level of negative EER outcomes.

B. Dislocated Workers and National Emergency Grants

As we noted above, the heavy influx of NEG funds during 2000 -2004 created a situation that led to a significant increase in co-enrollments between the NEG projects funded and the formula Dislocated Worker program. There are two aspects of this occurrence that had an impact on the high enrollment levels. The first was that it was common practice to co-enroll participants between funding sources. The second aspect had to do with the process for awarding NEG funds before the online application process was streamlined by USDOL/ETA. During the early years of WIA, it was not uncommon that there would be a significant lag between the time an NEG application was submitted and the approval process. The local providers had no other alternative but to enroll participants who would have had benefited from the NEG into the Dislocated Worker program so that they could start their reemployment planning process. When the NEG became available these workers were then co-enrolled. As NEG funding began to expire in PY 03-04 and WIA Dislocated Worker allocations remained relatively flat, fewer participants were enrolled.

FIGURE 6: DW & NEG Funding
(Including PY 01, PY 03, PY 04, PY 05 and PY 07 Rescissions)

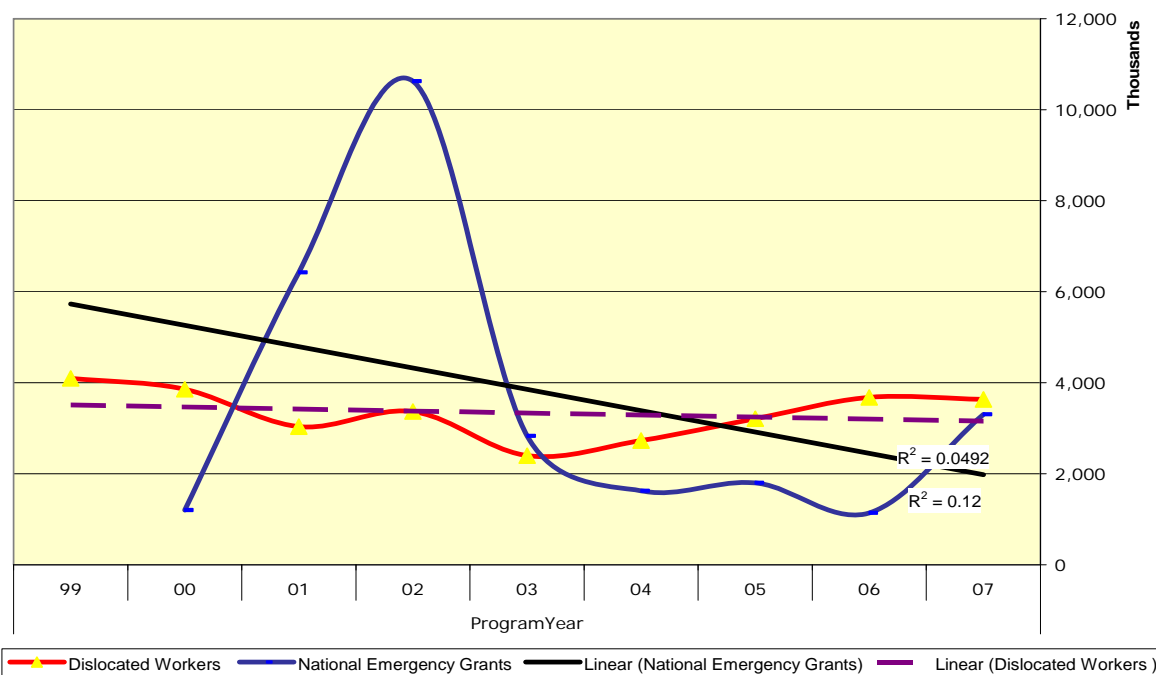
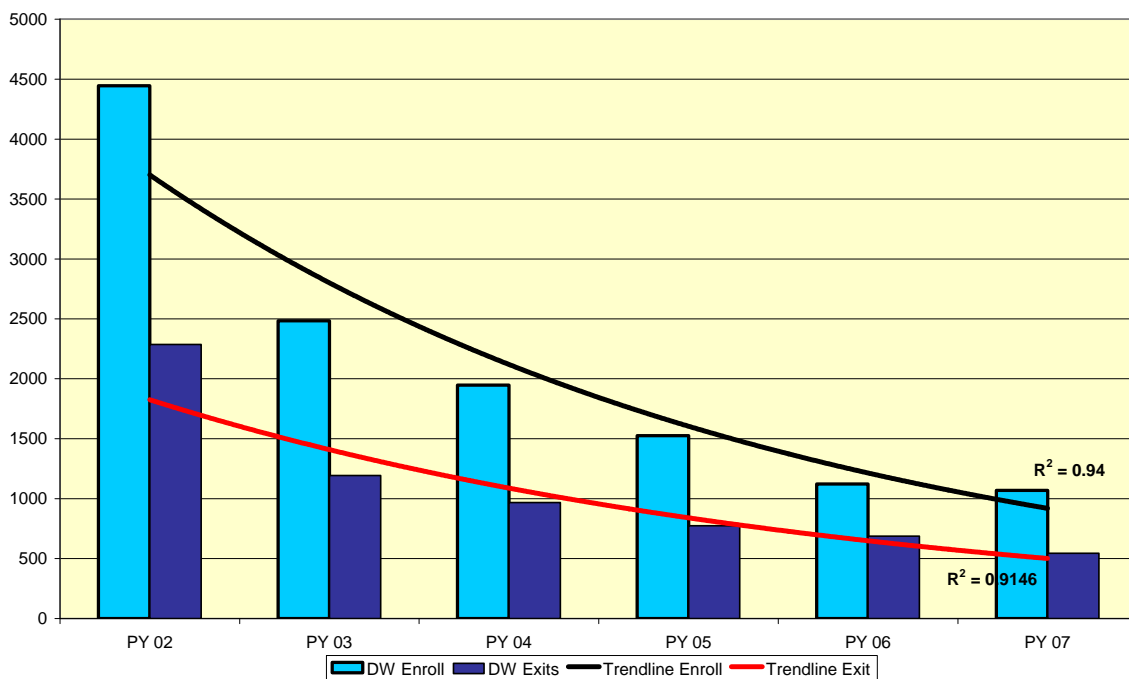


Figure 6 shows the Dislocated Worker and NEG funding trend through Program Year 2007. We note that during this past year we have begun to see a marked increase in NEG funding due to significant layoffs occurring

throughout the state. We expect that trend to continue given the state of Maine's economy and the pending closure of the Brunswick Naval Air Station. The increase in NEG activity will result in higher NEG enrollments.

Figure 7 illustrates the Dislocated Worker enrollment and exit trends from PY 02 through PY 07 are correlated to funding availability for that timeframe. The performance issues related to attainment of negotiated EER's for Dislocated Workers are the same as for the Adult and Older Youth population. During PY 05, PY 06 and PY 07, in anticipation of Common Measures changes, we undertook an extensive review of the status of on-board participants and closed cases that were no longer active. As a result, EER's for all programs suffered a sharp decline in PY 05-07. As a consequence of these actions a significant number of participants exited without being connected to employment and the EER fell sharply.

FIGURE 7: Dislocated Worker Enrollment and Exit Activity



C. Youth

There have been many more factors affecting the decline in both older and younger enrollments. **Aside from the general decline in youth funding over a number of years, the LWIBs have shifted their enrollment strategies for Younger Youth to focus on recruiting more out of school participants.** This shift has had an impact on overall enrollments due to the difficulty with recruiting outside of the school setting. Maine has one of the lowest dropout rates in the country and recruiting out of school youth to participate in an intensive education and training program is a real challenge. The in-service retention of youth, especially if they are basic skills deficient and in a program to increase literacy and numeracy levels is a major problem.

With regard to the Older Youth Entered Employment Rate (EER), the ETA 9091 Annual Report submitted on October 1, 2007, indicates that the EER dropped from 73.9% on the cumulative four-quarter report to 70.19%. Most of the problems related to the Older Youth EER stems from the transition to Common Measures policy. As with WIA Adult and Dislocated Worker enrollments, Youth enrollments in preparation for implementing new Common Measures were carefully reviewed. The CareerCenters began exiting individuals who were being carried as "active" that upon closer examination were actually "inactive" due to loss of contact or other issues. The record clean up effort resulted in large numbers of participants being exited and who were not employed in the 1st Qtr after exit. Due to the relative small number of Older Youth enrolled, the records clean up dramatically impacted 4th Qtr outcomes. With the implementation of Common Measures behind us we are carefully monitoring all WIA program exit activity to ensure we are on target to meet anticipated EER goals. Statewide, the Older Youth EER goal for PY 07 was negotiated at 86%. End of year performance on this measure was exceeded at 88%.

Maine is also doing relatively well with the Younger and Older Youth Credential outcomes. The PY 07 Younger Youth Credential Rate goal was set at 65% and the actual rate was exceeded at 79%. The Credential Rate for Older Youth goal was set at 58% and was exceeded at 64% for this year. The LWIBs and their service providers are continuing to work toward improving performance in this area.

VIII. Highlights of the CareerCenter Performance Report for Program Year 2007

Working with Maine's four Local Workforce Investment Boards, the Maine Jobs Council, the Maine Department of Labor and four partner service providers who deliver the programs funded by WIA through the CareerCenter system, Maine maximizes its WIA revenue by establishing an infrastructure to deliver employment and training programs for both citizens and employers and leveraging other resources described in this report. This infrastructure is not administrative; it is the street-level presence of services available in every county in Maine.

WIA funding allows the state to deliver a broad array of employment and training services with minimal duplication and almost no additional infrastructure costs. WIA further capitalizes on other programs to deliver workforce development services that appear utterly seamless to job seekers and employers.

The following summary of other federal and state programs and outcomes for PY 2007 illustrates the extent to which WIA funds help to leverage resources and contribute to workforce development:

A. Trade Adjustment Assistance

The number of individuals served this year under Trade Adjustment Act (TAA) funds was **941**. TAA provided training funds for **518** workers, **57** received a wage subsidy and **484** workers exited.

TAA program outcomes for PY 2007:

- **Entered Employment Rate:** **78.7%**
- **Retention Rate:** **93.1%**
- **Average Earnings:** **\$14,478**

B. National Emergency Grants

In PY 07, The Bureau of Employment Services and Local Workforce Boards responded to significant downsizing and closure events by applying for and administering National Emergency Grants (NEGs). We applied for and received three new NEG awards during the period July 1, 2007 through June 30, 2008.

▪ Forest Industry	\$ 894,918
▪ BRAC Implementation	\$ 2,000,000
▪ San Antonio Shoe	<u>\$ 317,300</u>
Total New NEG awards for PY07:	\$ 3,212,218

C. Governor's Training Initiative Activity:

- Number of companies assisted: **24**
(unduplicated)
- Number of new hires trained: **324**
- Number of incumbent workers trained: **2,575**
- Number of Maine workers impacted by GTI: **2,899**
- GTI investment in Maine workers: **\$1,511,788**
- Total private sector match: **\$8,910,953**
- Total investment in Maine workforce: **\$10,422,741**

D. Wagner-Peyser and WIA Performance Highlights:

- The Department of Labor sees an average of **65,683** people a year who are looking for work through the CareerCenter Information Resource Center.
- Employers list approximately **16,028** job openings each year.
- We refer an average of **29,230** people to the job openings posted with the CareerCenters and approximately **64%** of those are placed.
- **Workforce Investment Act** training programs target primarily low-skilled, low-wage workers. Services are designed to provide:
 - intensive counseling and career development
 - basic skills (math, computer, etc.)
 - literacy (reading and writing)

- occupational skills training (welders, accountants, radiologists, etc).
- With limited training dollars we were able to serve about **902** adults, **1,069** unemployed workers and **986** youth
 - On average, approximately **84%** found jobs
 - **86%** of the adults served were still working more than 6 months after placement
 - Approximately **73%** of the youth served were still working 6 months after placement.
- Training services focus on providing a skill based credential such as a diploma or equivalency, certificate or degree.
 - **63%** of the adults served received a credential
 - **72%** of the youth served received a credential
- We measure skill attainment for youth when they successfully complete a goal such as improving basic skills (reading and math), work readiness skills (resume', interviewing, time management, budgeting) and/or occupational skills (medical assistant, welder, and accountant). In 2007, **85%** of the youth served successfully completed some type of skill goal.

IX. Workforce Investment Cost Data

Maine allocates approximately 85% of the WIA Title I funds it receives to four Local Workforce Investment Areas. The WIA Title I funds allocated to Adults, Dislocated Workers and Youth had a direct impact of the range of strong performance outcomes for each of these groups.

The CareerCenters have been working as effective teams consisting of Workforce Investment Act, Wagner-Peyser and to some extent Bureau of Rehabilitation service providers to offer registered customers the highest level of support necessary to gain access to employment.

UNIT COST DATA	C-E RATIO	TOTAL OBLIGATIONS	TOTAL INDIVIDUALS SERVED
Overall, All Program Strategies	\$2,880	\$8,516,126	2,957
Adult Program	\$2,198	\$1,982,790	902
Dislocated Worker Programs	\$1,696	\$1,813,511	1,069
Youth Programs	\$2,317	\$2,284,285	986

Table A – Workforce Investment Act Customer Satisfaction Results

Customer Satisfaction	Negotiated Performance Level	Actual Performance Level - American Customer Satisfaction Index	Number of Completed Surveys	Number of Customers Eligible for the Survey	Number of Customers Included in the Sample	Response Rate
Participants	80%	79%	378	1,177	515	73.4%
Employers	76%	76%	475	2,555	636	74.7%

Table B – Adult Program Results

	Negotiated Performance Level	Actual Performance Level		
Entered Employment Rate	86%	79.9%	Numerator	199
			Denominator	249
Employment Retention Rate	85%	82.8%	Numerator	269
			Denominator	325
Average Earnings	\$9,800	\$9,989.39	Numerator	\$2,597,241
			Denominator	260
Employment and Credential Rate	67%	60.4%	Numerator	125
			Denominator	207

Table C – Outcomes for Adult Special Populations

Reported Information	Public Assistance Recipients Receiving Intensive or Training Services		Veterans		Individuals With Disabilities		Older Individuals	
Entered Employment Rate	69%	29	85%	17	69.4%	25	83.3%	15
		42		20		36		18
Employment Retention Rate	100%	43	76.2%	16	78.6%	33	66.7%	14
		43		21		42		21
Average Earnings	\$9,934	\$327,824	\$10,591	\$169,448	\$10,510	\$336,321	\$11,386	\$159,408
		33		16		32		14
Employment And Credential Rate	53.7%	22	78.6%	11	46.7%	14	69.2%	9
		41		14		30		13

Table D – Other Outcome Information for the Adult Program

Reported Information	Individuals Who Received Training Services		Individuals Who Received Only Core and Intensive Services	
Entered Employment Rate	77.8%	123	83.5%	76
		158		91
Employment Retention Rate	83.4%	181	81.5%	88
		217		108
Average Earnings	\$10,032	\$1,735,545	\$9,905	\$861,696
		173		87

Table E – Dislocated Worker Program Results

	Negotiated Performance Level	Actual Performance Level		
			Numerator	Denominator
Entered Employment Rate	91%	84.9%	Numerator	434
			Denominator	511
Employment Retention Rate	94%	88.3%	Numerator	460
			Denominator	521
Average Earnings	\$11,800	\$11,916	Numerator	\$5,481,572
			Denominator	460
Employment And Credential Rate	68%	65.1%	Numerator	203
			Denominator	312

Table F – Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	81.8%	54	68.6%	24	75.9%	66	85.7%	6
		66		35		87		7
Employment Retention Rate	86.1%	31	84.0%	21	90.5%	57	80.0%	4
		36		25		63		5
Average Earnings	\$13,136	\$407,210	\$11,850	\$248,847	\$11,728	\$668,492	\$10,737	\$42,947
		31		21		57		4
Employment And Credential Rate	69.7%	23	58.3%	14	51.1%	23	75.0%	3
		33		24		45		4

Table G – 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	84.6%	264	85.4%	170
		312		199
Employment Retention Rate	88.1%	288	88.7%	172
		327		194
Average Earnings	\$11,301	\$3,254,793	\$12,946	\$2,226,779
		288		172

Table H.1 – Youth (14-21) Program Results

	Negotiated Performance Level	Actual Performance Level		
			Numerator	Denominator
Placement in Employment or Education	84%	66.4%	Numerator	176
			Denominator	265
Attainment of Degree or Certificate	65%	84.7%	Numerator	94
			Denominator	111
Literacy and Numeracy Gains	N/A	11.5%	Numerator	3
			Denominator	26

Table H.2 – Youth (19-21) Results

	Negotiated Performance Level	Actual Performance Level		
			Numerator	Denominator
Entered Employment Rate	84%	87.5%	Numerator	56
			Denominator	64
Employment Retention Rate	82%	82.7%	Numerator	81
			Denominator	98
Six Months Earnings Increase	\$3,800	\$5,092	Numerator	\$453,151
			Denominator	89
Credential Rate	58%	63.6%	Numerator	56
			Denominator	88

Table I – Outcomes for Older Youth Special Populations

Reported Information	Public Assistance Recipients		Veterans		Individuals With Disabilities		Out-of-School Youth	
Entered Employment Rate	84.6%	11	100.0%	1	75.0%	9	88.9%	48
		13		1		12		54
Employment Retention Rate	100.0%	11	100.0%	1	66.7%	8	82.8%	72
		11		1		12		87
Average Earnings	\$3,799	\$37,993	-\$6,246	(\$6,246)	\$2,644	\$26,438	\$4,913	\$393,054
		10		1		10		80
Credential Rate	72.2%	13	100.0%	1	38.5%	5	62.5%	45
		18		1		13		72

Table J – Younger Youth Results

	Negotiated Performance Level	Actual Performance Level	
Skill Attainment Rate	98%	84.9%	333
			392
Youth Diploma or Equivalent Rate	65%	78.8%	119
			151
Retention Rate	68%	63.1%	186
			295

Table K – Outcomes for Younger Youth Special Populations

Reported Information	Public Assistance Recipients		Individuals With Disabilities		Out-of-School Youth	
Skill Attainment Rate	83.3%	75	91.8%	134	90.1%	73
		90		146		81
Youth Diploma or Equivalent Rate	82.4%	28	78.4%	40	69.4%	25
		34		51		36
Retention Rate	58.3%	35	57.9%	66	58.5%	48
		60		114		82

Table L– Other Reported Information

	12 Mo. Employment Retention Rate		12 Mo. Earnings Change (Adults and Older Workers) or Replacement Rate (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	
Adults	79.7%	278	\$4,228	\$1,475,633	1.5%	3	\$4,331	\$861,803	57.5%	92
		349		349		199		199		160
Dislocated Workers	88.1%	494	109%	\$6,710,347	2.1%	9	\$5,943	\$2,579,051	61.7%	163
		561		\$6,132,708		434		434		264
Older Youth	67.3%	74	\$3,647	\$401,163	0.0%	0	\$3,567	\$199,773		
		110		110		56		56		

Table M – Participation Levels

	Total Participants Served	Total Exiters
Total Adult Customers	2,522	1,156
Total Adult (self-service only)	551	262
WIA Adults	1,453	511
WIA Dislocated Workers	1,069	545
Total Youth (14-21)	986	349
Younger Youth (14-18)	629	221
Older Youth (19-21)	357	128
Out-of-School Youth	522	178
In-School Youth	464	171

Table N– Cost of Program Activities

Program Activities			Total Federal Spending
Local Adults			\$1,982,790
Local Dislocated Workers			\$1,813,511
Local Youth			\$2,284,285
Rapid Response (up to 25%) §134 (a) (2) (b)			\$792,634
Statewide Required Activities (up to 15%) §134 (a) (2) (b)			\$556,680
Statewide Allowable Activities §134 (a) (3)	Program Activity Description	10% of Adult, Youth, and DW funds for State Activities	\$1,086,226
Total of All Federal Spending Listed Above			\$8,516,126

Table O

Statewide

Note that the shaded area includes proposed common measures for youth that are for report purposes only.	Total Participants Served	Adults	902
		Dislocated Workers	1,069
		Older Youth (19-21)	357
		Younger Youth (14-18)	629
	Total Exiters	Adults	349
		Dislocated Workers	545
		Older Youth (19-21)	128
		Younger Youth (14-18)	221
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	80%	79%
	Employers	76%	76%
Entered Employment Rate	Adults	86%	80%
	Dislocated Workers	91%	85%
	Older Youth	84%	88%
Retention Rate	Adults	85%	83%
	Dislocated Workers	94%	88%
	Older Youth	82%	83%
	Younger Youth	68%	63%
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	\$9,800	\$9,989
	Dislocated Workers	\$11,800	\$11,916
	Older Youth	\$3,800	\$5,092
Credential/Diploma Rate	Adults	67%	60%
	Dislocated Workers	68%	65%
	Older Youth	58%	64%
	Younger Youth	65%	79%
Skill Attainment Rate	Younger Youth	98%	85.0%
Placement in Employment or Education	Youth (14-21)	84%	66%
Attainment of Degree or Certificate	Youth (14-21)	65%	85%
Literacy/Numeracy Gains	Youth (14-21)	0	11.54%
Description of Other State Indicators of Performance (WIA §136 (d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			n/a
Overall Status of Local Performance	Not Met		Exceeded
	0		7
		Met	
		10	

Table O Aroostook/Washington LA

Note that the shaded area includes proposed common measures for youth that are for report purposes only.	Total Participants Served	Adults	234
		Dislocated Workers	149
		Older Youth (19-21)	86
		Younger Youth (14-18)	151
	Total Exiters	Adults	73
		Dislocated Workers	78
		Older Youth (19-21)	23
		Younger Youth (14-18)	40
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	80%	75%
	Employers	76%	79%
Entered Employment Rate	Adults	86%	76%
	Dislocated Workers	91%	90%
	Older Youth	84%	82%
Retention Rate	Adults	85%	84%
	Dislocated Workers	94%	84%
	Older Youth	82%	90%
	Younger Youth	68%	69%
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	\$9,800	\$9,709
	Dislocated Workers	\$11,800	\$12,134
	Older Youth	\$3,800	\$6,615
Credential/Diploma Rate	Adults	67%	65%
	Dislocated Workers	68%	80%
	Older Youth	58%	75%
	Younger Youth	65%	100%
Skill Attainment Rate	Younger Youth	98%	90%
Placement in Employment or Education	Youth (14-21)	84%	78%
Attainment of Degree or Certificate	Youth (14-21)	65%	100%
Literacy/Numeracy Gains	Youth (14-21)	0	25%
Description of Other State Indicators of Performance (WIA §136 (d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			n/a
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	9	8

Table O

Tri-County LA

Note that the shaded area includes proposed common measures for youth that are for report purposes only.	Total Participants Served	Adults	184
		Dislocated Workers	234
		Older Youth (19-21)	68
		Younger Youth (14-18)	113
	Total Exiters	Adults	100
		Dislocated Workers	162
		Older Youth (19-21)	41
		Younger Youth (14-18)	64
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	80%	82%
	Employers	76%	77%
Entered Employment Rate	Adults	86%	75%
	Dislocated Workers	91%	83%
	Older Youth	84%	90.5%
Retention Rate	Adults	85%	81%
	Dislocated Workers	94%	87%
	Older Youth	82%	65%
	Younger Youth	68%	81%
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	\$9,800	\$9,327
	Dislocated Workers	\$11,800	\$12,274
	Older Youth	\$3,800	\$4,187
Credential/Diploma Rate	Adults	67%	42%
	Dislocated Workers	68%	68%
	Older Youth	58%	68%
	Younger Youth	65%	75%
Skill Attainment Rate	Younger Youth	98%	76%
Placement in Employment or Education	Youth (14-21)	84%	66%
Attainment of Degree or Certificate	Youth (14-21)	65%	57%
Literacy/Numeracy Gains	Youth (14-21)	0	0%
Description of Other State Indicators of Performance (WIA §136 (d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			n/a
Overall Status of Local Performance	Not Met	Met	Exceeded
	3	6	8

Table O Central/Western LA

Note that the shaded area includes proposed common measures for youth that are for report purposes only.	Total Participants Served	Adults	269
		Dislocated Workers	335
		Older Youth (19-21)	81
		Younger Youth (14-18)	259
	Total Exiters	Adults	96
		Dislocated Workers	147
		Older Youth (19-21)	31
		Younger Youth (14-18)	74
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	80%	81%
	Employers	76%	79%
Entered Employment Rate	Adults	86%	80%
	Dislocated Workers	91%	81%
	Older Youth	84%	71%
Retention Rate	Adults	85%	85%
	Dislocated Workers	94%	93%
	Older Youth	82%	89.5%
	Younger Youth	68%	60%
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	\$9,800	\$10,203
	Dislocated Workers	\$11,800	\$11,765
	Older Youth	\$3,800	\$4,510
Credential/Diploma Rate	Adults	67%	66%
	Dislocated Workers	68%	62%
	Older Youth	58%	55%
	Younger Youth	65%	77%
Skill Attainment Rate	Younger Youth	98%	88%
Placement in Employment or Education	Youth (14-21)	84%	61%
Attainment of Degree or Certificate	Youth (14-21)	65%	86%
Literacy/Numeracy Gains	Youth (14-21)	0	14%
Description of Other State Indicators of Performance (WIA §136 (d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			n/a
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	11	6

Table O Coastal Counties LA

Note that the shaded area includes proposed common measures for youth that are for report purposes only.	Total Participants Served	Adults	215
		Dislocated Workers	351
		Older Youth (19-21)	122
		Younger Youth (14-18)	106
	Total Exiters	Adults	80
		Dislocated Workers	158
		Older Youth (19-21)	33
		Younger Youth (14-18)	43
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	80%	72%
	Employers	76%	72%
Entered Employment Rate	Adults	86%	89%
	Dislocated Workers	91%	89%
	Older Youth	84%	100%
Retention Rate	Adults	85%	81%
	Dislocated Workers	94%	86.5%
	Older Youth	82%	82%
	Younger Youth	68%	52.5%
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	\$9,800	\$10,395
	Dislocated Workers	\$11,800	\$11,815
	Older Youth	\$3,800	\$4,389
Credential/Diploma Rate	Adults	67%	68%
	Dislocated Workers	68%	60%
	Older Youth	58%	58%
	Younger Youth	65%	75.5%
Skill Attainment Rate	Younger Youth	98%	80%
Placement in Employment or Education	Youth (14-21)	84%	69%
Attainment of Degree or Certificate	Youth (14-21)	65%	100%
Literacy/Numeracy Gains	Youth (14-21)	n/a	0%
Description of Other State Indicators of Performance (WIA §136 (d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			n/a
Overall Status of Local Performance	Not Met		Exceeded
	1		7
		Met	
		9	