

Cost Effectiveness

Individual financial information such as a cost sub-breakout by level of service and additional costs that were incurred outside of direct Title I funding, such as infrastructure, appropriate partner costs, etc. is not currently available. Therefore, based solely upon the Title I funding as found on Table N of this report, the Cost Per Participant for Adult-funded WIA participants is \$3,509, for Dislocated Worker (DLW) funded WIA participants is \$2,213, and for Youth-funded WIA participants is \$2,120. This reflects increases for Adult-funded participants (\$689 per person), DLW-funded participants (\$51) per person and Youth funded participants (\$207 per person) since PY 2001.

Cost Per Participant

	Federal Spending	Participants	Cost Per Participant
Adult	\$31,630,158	9,014	\$3,509
Dislocated Worker	\$24,634,202	11,133	\$2,213
Youth	\$33,159,223	15,644	\$2,120

A WIA participant may have been provided services for only a short time or over a period of years. Because the actual financial cost per individual is not available, it is not possible to calculate a definitive Cost Effectiveness number for Title I exiters. However, if we make the assumption that costs will average out over a long span of time, and acknowledge that the Entered Employment and Retention Rate measures for PY 2002 have only one overlapping quarter in common with the period of time (July 2002 to June 2003) covered by Table N, we can produce a rough approximation of a cost effectiveness measure for these exiters. Our definition of cost effectiveness assesses the average cost per exiter using the total program activity spending as broken out for Adult and Dislocated Worker. Based upon the above assumptions, the Entered Employment Cost Effectiveness for all Adults was \$9,470 and for Adults who were not employed at the time of registration was \$12,438, both decreases from PY 2001 (\$657 and \$275, respectively). The Dislocated Worker Cost Effectiveness for employment in the first quarter after exit is \$6,839, a decrease of over \$2,779 since PY 2001. This year we are also including in the table below an initial assessment of the cost effectiveness of Adults and Dislocated Workers services as it relates to the six-month retention measure.

Governor Rendell's Workforce Goals with Initiatives

1. Implement Market-Based Approach to Workforce Development

Strong linkages between economic and workforce development exist and strategic interventions are driven by real time labor market data and analysis. Pennsylvania's employers are actively engaged in efforts to develop a highly skilled workforce, especially in industry clusters and occupations critical to Pennsylvania's competitiveness.

Initiatives

- a. Identify and analyze regional and state strategic industry clusters using new NAICS system of industrial classification
- b. Conduct skills gap analysis and labor market projections within strategic clusters
- c. Strengthen the labor market information dissemination system of the Center for Workforce Information and Analysis (CWIA), including the upgrading of the web-based system
- d. Build and support regional and state industry partnerships, within targeted clusters in order to gather information, identify key issues and aggregate training needs
- e. Strengthen business practices, training and education, and worker recruitment within strategic clusters based on promising practices
- f. Leverage private sector investments to increase training opportunities
- g. Create strong linkages between workforce and economic development among state departments and in local workforce investment areas

2. Generate more Jobs with Higher Earnings with Benefits

Pennsylvania's job seekers possess the necessary skills to compete for jobs at family sustaining wages with employer-sponsored benefits.

Initiatives

- a. Conduct gap analyses of skill shortages in key industry clusters
- b. Assess availability and quality of post-secondary technical education building a model for addressing gaps and capacity within strategic clusters
- c. Organize statewide industry partnerships focused on health care and manufacturing
- d. Increase focus on training incumbent workers to assist employers and create higher wage jobs
- e. Work with the Department of Community and Economic Development to identify opportunities to attract higher paying jobs and to cross train staff on workforce and economic development programs

- f. Explore use of self-sufficiency standards for eligibility and performance measures
- g. Design and implement stronger early warning systems that leverage system wide state and local public and private investment in business retention

3. Provide a Pipeline of Future Talent using Career Pathways

Pennsylvania's training and education system provides citizens with opportunities for career advancement as well as provides employers with workers and students necessary to fill the higher skilled jobs of the future

Initiatives

- a. Determine the future educational and skills profile that will make Pennsylvania attractive to the jobs of the future
- b. Implement policies to generate this future profile
- c. Identify career ladders in key industries such as health care
- d. Align the educational system's occupational clusters with the targeted industry clusters' occupational demand
- e. Evaluate all training providers' results on an annual basis using wage records
- f. Support high school career exploration initiatives, especially encouraging Pennsylvania employers to provide summer job opportunities
- g. Encourage and support internships with employers in key industries
- h. Create stronger articulations and mechanisms for dual enrollment between secondary and post-secondary institutions

4. Support Lifelong Learning Opportunities

All Pennsylvania citizens have fair and affordable access to education and training opportunities needed to compete in a knowledge-based economy and employer demand for a technologically proficient workforce is fulfilled.

Initiatives

- a. Address gaps in availability and affordability of career and technical education
- b. Take steps to reduce cost of postsecondary education
- c. Expand postsecondary technical education opportunities throughout the Commonwealth
- d. Support statewide basic skill standards for cross-cutting occupations such as customer service and information technology
- e. Expand tax credits for businesses that support incumbent worker training

- f. Assess workforce system's administrative costs to eliminate duplicative services and encourage increased availability of training and education dollars per local workforce investment area

5. Address Special Training and Education needs of low income and minority workers

Pennsylvania's workforce system addresses the special needs of workers with limited educational credentials and skills and makes special efforts to combat racial discrimination

Initiatives

- a. Work closely with the Department of Public Welfare to ensure welfare recipients are well served by the CareerLink centers as well as by the entire workforce development system
- b. Provide excellent labor market information to all partners in the workforce system: Department of Public Welfare, Department of Community and Economic Development, the Department of Education, the Department of Aging and the Corrections Department
- c. Respond proactively to remove key barriers to work, especially discrimination in hiring, training, or the provision of educational services
- d. Focus literacy and ESL programs on work-related activities, particularly emphasizing contextual learning and articulation to skills based training

6. Integrate and Align the Workforce System

Funding silos are invisible and Pennsylvania's workforce system is primarily driven by strategic opportunities to improve labor market outcomes for its dual customers -- employers and workers.

Initiatives

- a. Rewrite the Unified Plan to include specific initiatives that integrate services provided by all partners in the workforce system
- b. Create a clearinghouse for promising practices
- c. Cross train workforce, economic development, welfare and education staff
- d. Share key workforce information with all partners
- e. Create new staff position called CareerLink Specialist
- f. Design a system wide assessment tool for use with new clients
- g. Integrate literacy and ESL programs into CareerLink system including co-location of services and stronger preparation for skills based training
- h. Set certification standards for Pennsylvania's CareerLinks
- i. Train and set standards for all CareerLink staff
- j. Conduct demand analysis for CareerLink site locations and resource allocations

7. Measure Outcomes and Provide Accountability to Guide Future Public Investments

Future spending on workforce programs is based on a performance measurement plan that provides important information about system-wide and programmatic outcomes for employers and job seekers

Initiatives

- a. Develop a performance management plan based on the use of common measures
- b. Implement plan across all workforce-related departments
- c. Publish an annual report on the performance of all education and training programs
- d. Create information technology system that allows for more effective collection of data and access at local workforce investment boards to real-time data reports

Cost Effectiveness for Adults & Dislocated Workers

	Employed 1 st Quarter After Exit (EER)	Cost Effectiveness EER	Employed Both 1 st and 3 rd Quarters After Exit (Retention)	Cost Effectiveness Retention
Adult – all	3,340	\$9,470	2,765	\$11,439
Adult-Not employed at registration	2,543	\$12,438	2,075	\$15,243
Dislocated Workers	3,602	\$6,839	3,268	\$7,538

An initial review is underway to establish a methodology for assessing the success and the cost effectiveness of meeting the state negotiated performance level for Six-Month Wage Gain for Adults. A review of those included in the Adult Six-Month Wage Gain measure revealed that only 44.7 percent of all Adult-funded participants were reported to have at a minimum achieved the state’s negotiated six-month wage gain of \$3,390. Another 3.7 percent had wage gains between \$2,712 – 3,389 (which qualify as “meeting” the negotiated level). Over 50 percent of all Adult participants (1,721) included in this measure had a wage gain of less than \$2,712. This included those participants (93) who were only employed in the first quarter after WIA program exit. Older Youth Six-Month Wage Gain also follows this pattern with 34.4 percent of Older Youth achieving \$2,560 or more increased wages, 6.1 percent gaining \$2,048 – 2,559 increased wages, and 59.5 percent below the “met” threshold of the state’s negotiated performance level.

Wage Record Interchange System (WRIS)

The WRIS data exchange system continues to provide a good percentage of wage record information on WIA participants and currently returns information on 10-13 percent of WIA participants in the state. This is the first year that the state has been able to extract WRIS generated pre-registration/dislocation wages for use in the wage gain calculation. The impact was most noticed for the WIA participants who exited between April and September 2002. The state of Delaware is not yet a participant in WRIS. This has reportedly negatively impacted the performance levels in at least one Local Workforce Investment Area.

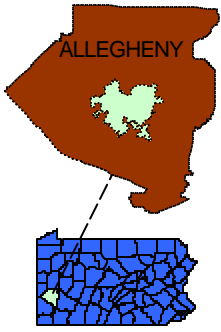
Economic Impact/Analysis

The economic conditions that affected most of the nation continued to impact the Commonwealth of Pennsylvania. While evidence of some recovery was noted by June of 2003, the impact on PY 2002 performance levels continues to be profound. As an indication of the severity of the shut down of factories and other facilities in Pennsylvania itself, according to the Department of Labor, Education and Training Trade Act website,

between July 1, 2002 to June 30, 2003 there were 66 NAFTA and 341 old and new Trade Act petitions filed for businesses in Pennsylvania. Of those petitions, only 37.9 percent of the NAFTA petitions (25) were approved, while 52.8 percent of the Trade Act petitions (180) were approved.

Pennsylvania's job totals have remained below year-ago totals every month except two since May 2001. A net decline of 88,200 jobs has been registered since March 2001. Manufacturing job losses numbered 127,200 over the same time period. Job gains counteracting the losses in manufacturing were found in industries where wage levels were below those in manufacturing. As this dynamic was occurring throughout the program year, it most likely had a negative impact on the outcomes of the state's WIA services.

Allegheny County Workforce Investment Area



Square Land Miles	730
Population	1,281,666
Civilian Labor Force	664,800
Employment	631,100
Average Wages	\$ 38,280

Workforce Overview (July 2002 - June 2003)

- In June 2003, the Allegheny County LWIAs unemployment rate of 5.2% ranked sixth lowest out of the 23 LWIAs in the state.
- The region's count of employed residents receded over the year, while over 2,000 residents entered the ranks of unemployed.
- Transportation has felt the losses as US Air laid off workers following the 9/11 tragedies.
- Job levels in health and professional and business services were impacted by the closing of St Francis and May's Department Stores.

In the Allegheny County Workforce Investment Area, the CareerLink system consists of a consortium of operators including: the Pittsburgh Local Workforce Investment Area, the Pennsylvania Bureau of Employment and Career Services and the Office of Vocational Rehabilitation, Goodwill Industries of Pittsburgh, Life's Work of Western Pennsylvania, and the Greater Pittsburgh Literacy Council. This consortium operates three full-service CareerLinks and twelve affiliated community centers geographically distributed throughout the county. In addition, Allegheny County partners with two neighboring Workforce Investment Areas to operate two regional full-service CareerLinks strategically located to serve clients from those areas.

Highlights of Allegheny County Workforce Investment Area's activities include:

Allegheny County Jail Reintegration Project

✓ A special target group program, the Jail Project, funded partially with WIA Intensive Service funds and partially with Welfare to Work funds, served 63 offenders and placed into unsubsidized employment 17, or 52%, of the 33 who exited from the project.

Airline National Emergency Grant

✓ To date, this multi-year, statewide National Emergency Grant (NEG) that was divided between the eastern and western part of the State has served 367 western clients (workers dislocated as a result of the events of 9/11 in airline and related industries), and has placed into unsubsidized employment 110, or 82%, of the 134 who exited from the program.

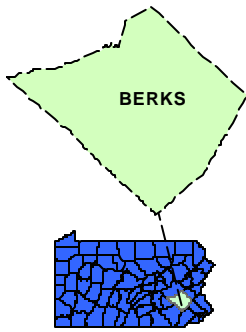
Youth Programs

✓ Fourteen youth programs are operated primarily by community-based organizations (five out-of-school and nine in-school programs). Two out-of-school programs that stand out both in their ability to recruit and to retain youth participants are: 1) a mall sited alternative school that enables drop-outs to gain high school diplomas from their school of origin and, 2) a youth-centered, nurturing community-based program that successfully provides remediation, General Education Development (GED) preparation, work experience, and placement into unsubsidized jobs.

WIA Performance Measure Summary

Exceeded	Met	Unmet
8	5	2

Berks County Workforce Investment Area



Square Land Miles	859
Population	373,638
Civilian Labor Force	187,500
Employment	175,600
Average Wages	\$ 33,251

Workforce Overview (July 2002 - June 2003)

- Unemployment rate stood at 6.5%, eighth highest among the 23 LWIAs. Up slightly from June 2002 rate of 6.4%.
- Total nonfarm jobs decreased 1,500 over the year.
- Manufacturing down 2,700 jobs, due in large part to layoffs at Agere.
- Service providers added 1,200 jobs.
- Professional and business services, education and health services, and other services added 1,600 jobs.
- Trade, transportation and utilities, and financial activities lost 400 jobs.

The issues and initiatives which received emphasis in the Berks County Workforce Investment Area include:

Further Development of Industry Clusters

- ✓ Immediate focus on health care, metals/metal fabricating, specialty areas of manufacturing, construction, and food processing.
- ✓ Cluster analysis, converted with help from the Center for Workforce Information and Analysis, from the Standard Industrial Classification (SICS) and the North American Industrial Classification System (NAICS).
- ✓ Regional initiatives around manufacturing with Lancaster and South Central Boards, Manufacturer's Associations of Berks and South Central, Reading Area Community College and Harrisburg Area Community College, Berks and Lancaster Community Technology Centers.
- ✓ Health care issue is now system capacity.

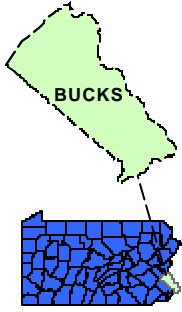
Continued Emphasis on Services to Limited English Proficient Populations

- ✓ Pilot project for Vocational English-as-a-Second-Language (ESL) combined with Certified Nursing Assistant training, in partnership with the Reading Area Community College, the Literacy Council, and the Hispanic Center.
- ✓ Developing pre-employment ESL's tailored to employer requirements for East Penn Manufacturing.
- ✓ Faith-Based/Community-Based Grant to bring Hispanic Center staff into CareerLink.

WIA Performance Measure Summary

<u>Exceeded</u>	<u>Met</u>	<u>Unmet</u>
10	3	2

Bucks County Workforce Investment Area



Square Land Miles	608
Population	597,635
Civilian Labor Force	335,900
Employment	320,200
Average Wages	\$ 35,308

Workforce Overview (July 2002 - June 2003)

- Unemployment rate at 4.8 %, fifth lowest among the 23 LWIAs, down from June 2002 rate of 5.1%.
- Construction added 700 jobs up over the year, as housing markets are still strong.
- Manufacturing down 2,700 jobs, reflecting state and national trends.
- Service industries added 9,200 jobs with all industries posting gains except information services.

The Bucks County Office of Employment and Training (BCOET) has been in existence for 27 years and offers a full range of programs to serve the Local Area's workforce development needs. Activities in PY 2002 include:

Faith-Based/Community-Based Initiatives

✓ For the past two years, BCOET has been working on a program called PRIDE (Positive Re-entry Introduced Through Diverse Efforts). The program is in conjunction with the Faith-Based Organizations HOPE and Faith Community Development Corporation, and is focused on early intervention with ex-offenders who will soon be reentering the local environment. The program includes orientation within the prison, and prisoners also receive life skills training in sheltered workshops.

Partnering

✓ BCOET collaborated with four other Workforce Boards to maintain and increase the strength of life sciences in the region. Goals include identifying and monitoring regional workforce supply and demand for life sciences, mobilizing resources to ensure availability of a skilled workforce to support the life sciences sector of our economy, publicize opportunities for careers, and promote collaboration on workforce development with the life sciences sector.

Dislocated Worker Activities

✓ During the years 2001, 2002, and 2003, a total of 27 companies closed and 2,669 workers were dislocated in Bucks County. BCOET has been focusing much of its energy in retraining and finding jobs for these individuals.

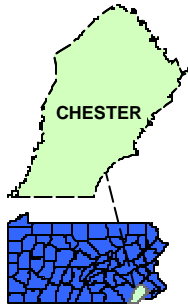
Youth Activities

✓ BCOET had a nationally recognized youth program that serves youth from families with low income; who are at risk for a variety of eventualities that negatively impact individuals' opportunities in life; or have a disability. Called Secure Corp, it taught Career Exploration and Terrorism Awareness. Besides training and certifications, they created resumes, job shadowed, and received hands on experience with police, fire, and rescue units. High school credits were available to them for attendance.

WIA Performance Measure Summary

<u>Exceeded</u>	<u>Met</u>	<u>Unmet</u>
8	3	4

Chester County Workforce Investment Area



Square Land Miles	756
Population	433,501
Civilian Labor Force	245,900
Employment	235,900
Average Wages	\$ 44,808

Workforce Overview (July 2002 - June 2003)

- Unemployment rate at 4.0 percent, lowest among the 23 LWIAs. Up slightly from June 2002 rate of 3.8 %.
- Construction jobs increased by 9,700 over the year with housing markets still strong.
- Manufacturing lost 2,500 jobs, reflecting state and national trends.
- Professional and business services, information services, other services, and government lost 2,400 jobs.
- Trade, transportation and utilities, financial activities, leisure and hospitality, educational and health services, and government gained 6,700 jobs.

The Chester County Workforce Investment Area is a network of workforce development partners representing government, business, education, labor, and community-based organizations. This network ensures collaboration and efficient use of resources which include:

Partnering

- ✓ Collaboration with four regional Workforce Investment Boards (WIBs) to promote awareness of the critical shortage of health care and life science workers, and funding of a health careers recruitment campaign. In Workforce Investment Act-funded health careers, enrollee training rose from seven in PY 2001 to 33 in PY 2002, an increase of 471%.
- ✓ Participation in a regional National Emergency Grant, which provided retraining services to 240 customers who lost jobs in the economic downturn resulting from the events of 9/11.
- ✓ Linking of CareerLink services with HUD-funded construction projects to help fill job openings.

Community-Based/Faith-Based Initiatives

- ✓ Utilization of Community-Based Organization/Faith-Based Organization funding to open an internet-based CareerLink Access point at the Broad Street Community YMCA in Oxford, PA.

Linking Workforce and Economic Development

- ✓ Strengthening the workforce development and economic development connection by opening a CareerLink minisite at the county's Economic Development Council. To promote awareness, the County Commissioners designated a Workforce Development Week.
- ✓ Linking of a county-funded Revitalization Program with CareerLink services to attract businesses to downtown areas and increase employment opportunities.

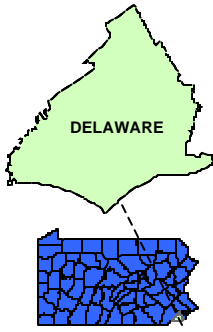
Rapid Response

- ✓ Provision of full CareerLink and Trade Act services to 25 companies and approximately 2,200 affected workers through the County's Rapid Response Team.

WIA Performance Measure Summary

Exceeded	Met	Unmet
10	2	3

Delaware County Workforce Investment Area



Square Land Miles	184
Population	550,864
Civilian Labor Force	285,100
Employment	270,100
Average Wages	\$ 39,130

Workforce Overview (July 2002 - June 2003)

- Unemployment rate at 5.3 percent, seventh lowest among the 23 LWIAs. Up slightly from June 2002 rate of 5.1%.
- Construction jobs grew over the year with housing markets still strong.
- Manufacturing lost 1,400 jobs, reflecting state and national trends.
- Professional and business services, education and health services, financial activities, and information services lost 6,400 jobs.
- Trade, transportation and utilities, government, leisure and hospitality, and other services gained 3,000 jobs.

The Delaware County Workforce Investment Board (WIB) has engaged in initiatives that focus on healthcare, manufacturing, and small business:

Healthcare

- ✓ The WIB has taken a leadership role in a Regional Healthcare Collaborative made up of five Local Areas to address the shortage of allied healthcare career openings and connect individuals to the CareerLink system.
- ✓ In response to the need for more Certified Nursing Assistants (CNAs), the WIB, in concert with the Women's Association for Women's Alternatives and the Delaware County Commerce Center, identified training needs in this field and developed a career ladder of advancement for CNAs. The WIB is now meeting with local hospitals to establish career paths, local training programs, and a plan for connecting CNAs to CareerLink.
- ✓ The WIB also identified healthcare shortages specific to Delaware County. The WIB brought together local hospitals in the county to develop a public/private partnership that identifies training needs for X-Ray and MRI technicians, as well as providing the training.

Manufacturing

- ✓ The WIB, in partnership with the Commerce Center, organized a Manufacturers Expo, which provided manufacturing companies an opportunity to learn more about workforce development issues, government contracting, and CareerLink. Follow-up with the companies that attended is now in progress.

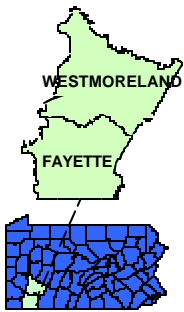
Small Business

- ✓ A special focus of the WIB is on the small businesses that make up 80% of the employer community, including an aggressive job development outreach program, as a component of the CareerLink intensive service strategy.

WIA Performance Measure Summary

Exceeded	Met	Unmet
6	6	3

Westmoreland / Fayette Workforce Investment Area



Square Land Miles	1,813
Population	518,637
Civilian Labor Force	244,000
Employment	228,200
Average Wages	\$ 28,008

Workforce Overview (July 2002 - June 2003)

- The area's unemployment rate rose to 6.9% in June 2003. Up eight-tenths of a percentage point from June 2002.
- The LWIAs rate was third highest of the state's 23 LWIAs.
- Job levels receded by more than 1.5% over the year, while Pennsylvania jobs are down about 0.5%.
- Most industries in the region have felt the impact of the recent economic recession.

The Westmoreland-Fayette Workforce Investment Board (WIB) is making a positive impact in contributing to a more skilled, more qualified workforce. The partnerships built, the programs funded, and the projects initiated, make a positive impact on the Local Area's current – and future – workforce. Accomplishments include:

Cluster Analysis

✓ The WIB has been active in identifying and working with industry clusters in its Local Area. Since the mid-1990s, economic and workforce development leaders in southwestern Pennsylvania have promoted five industry clusters as having the greatest potential to spur economic growth in the nine-county region: financial services, health care, hospitality and tourism, information technology, and manufacturing.

Partnering With Industry

✓ The Westmoreland-Fayette WIB formed a partnership with the St. Vincent College Small Business Development Center to utilize the Regional Data Analysis Tool, developed by the Center for Workforce Information and Analysis, to examine how these five industries and 24 others performed in Westmoreland and Fayette counties between 1995 and 2000. The results of this nearly yearlong study were released October 24, 2003.

✓ Another accomplishment to note was the receipt of a \$2.7 million H-1B Technical Skills Training grant, which the Westmoreland-Fayette WIB received on behalf of a consortium of the four southwestern Pennsylvania Local WIBs. The grant was used to establish a regional "Manufacturing Workforce Development Consortium" that includes basic and advanced training programs, a college curriculum development program, and a pre-college summer program.

Faith-Based/Community-Based Initiatives

✓ This WIB utilized the faith-based/community-based grant initiatives to implement partnerships with four organizations: the Adams Memorial Library of Latrobe, which installed in its main branch a computer dedicated to accessing the CareerLink's web site; Connellsville Community Ministries, which was able to purchase equipment and furniture for its Educational Advancement Area; the United Way of Westmoreland County, which developed and distributed a directory of faith-based organizations and the services they provide throughout its three-county services area; and Westmoreland Human Opportunities, the designated Community Action Agency in Westmoreland County, which purchased computers and workstations for five emergency housing shelters.

WIA Performance Measure Summary

Exceeded	Met	Unmet
12	2	1

Lackawanna County Workforce Investment Area



Square Land Miles	459
Population	213,295
Civilian Labor Force	103,900
Employment	98,100
Average Wages	\$ 28,716

Workforce Overview (July 2002 - June 2003)

- June 2003 unemployment rate at 5.7%, slightly below the Pennsylvania rate of 5.8%.
- Total nonfarm jobs near 100,000, just under 2% of state total.
- Four out of every five jobs in the Lackawanna LWIA in service-providing sector.
- Goods-producing jobs down roughly 5% from last year, service sector more stable.
- Population down more than 1% since 2000, about 2,500 less residents in Lackawanna County in 2002 compared to 2000.

The Lackawanna County Workforce Investment Area has aligned its goals with the state of the local economy and developed the most appropriate mix of activities to serve Local Area needs. Activities include:

Cluster Analysis

- ✓ Local cluster analysis saw the development of an initial planning document for current, as well as long-range, forecasting purposes; and collaboration with the Greater Scranton Chamber of Commerce for industrial development alliances intensified. Businesses and industries cooperated in provision of statistical data both from a local, and a regional, standpoint. Of the occupational clusters identified, five have preliminarily been targeted: Health Care (RN, LPN, CAN); Manufacturing; Financial; Services Industry; and Education.
- ✓ An outcome of this research involved an intensive look into, and evaluation of, the emerging needs of the local nursing community. The results necessitated the Local Area's application for a Critical Job Training Grant to upgrade nurses aides, currently employed by local nursing homes, to LPN status. To this end, participating nursing homes partnered through a 25% contribution toward the training cost to augment their employees' skills.

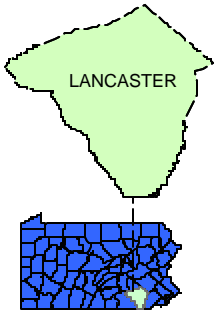
Customer Services

- ✓ Due to the sluggish economy, there was a need for an increase in informational workshops conducted on-site at the Lackawanna County CareerLink to sharpen individuals' basic skills. These workshops revolved around such topics as: job readiness and search strategies, re-researching the hidden job market, interviewing techniques, "Introduction to Computerized Civil Service Testing" (regional lab on-site), On-the-Job Training (OJT) incentives for hiring, employment strategies for people over 55, job opportunities in specific industries (i.e., trucking, computer, manufacturing, etc), "Dress for Success," and career transitions.
- ✓ Youth activity revolved around a diversified mix of activities designed to serve both in-school as well as out-of-school youth. In-school programs included a "Build-to-Keep" Computer activity; landscaping instruction that provided direct benefit to the local community through intensive design and planting of trees, shrubs, flowers, etc., at the Lackawanna County Stadium and other non-profit entities; and after-school remedial activities. Out-of-school youth were serviced through work experience, Individual Training Accounts, OJT, individualized case management/counseling, remedial activities, life skills, and job readiness/search activities.

WIA Performance Measure Summary

Exceeded	Met	Unmet
12	1	2

Lancaster County Workforce Investment Area



Square Land Miles	949
Population	470,658
Civilian Labor Force	258,100
Employment	247,900
Average Wages	\$ 31,775

Workforce Overview (July 2002 - June 2003)

➤ June 2003 unemployment rate of 4.1%, second lowest in the state among the 67 counties.

➤ In June 2003 there were 232,900 total nonfarm jobs in the Lancaster LWIA constituting roughly 4.1% of all Pennsylvania jobs.

➤ From June 2002 to June 2003, nonfarm jobs grew by 2,200 jobs, or 1%, which compares favorably to the state.

➤ Retail trade (+1,200), Health care and social assistance (+700), Construction (+500), and Food Manufacturing (+100).

The Lancaster County Workforce Investment Area's goals and accomplishments for PY 2002 include:

Goal: A Common Vision and Purpose With Economic Development

Accomplishments:

- ✓ Ongoing analysis of Lancaster County's Industry mix;
- ✓ Seven priority industry clusters identified and widely endorsed: Agriculture and Food Production; Automotive; Biotechnology; Communications; Construction; Health Care; and Metals and Metal Fabricating;
- ✓ Common economic development indicators; and
- ✓ Regional cooperatives established in food processing and biotechnology, operating in health care and construction.

Goal: Coordination and Cooperation With Other Community Systems

Accomplishments:

- ✓ \$1.2 million in incumbent worker training funds through Critical Job Training Grants, and \$2.0 million in Customized Job Training and WEDnet Grants distributed to 50+ Lancaster County employers to train 2,500+ employees.

Goal: Workforce Development and Lifelong Learning Systems That Serve the Underemployed Worker

Accomplishments:

- ✓ A major health care recruiting initiative that put 400-500 additional health care professionals into the workforce; and
- ✓ New recruiting initiative for construction careers that directs people into construction apprentice programs.

Goal: Career Guidance for the Emerging Workforce That Leads to a Successful School-to-work Transition

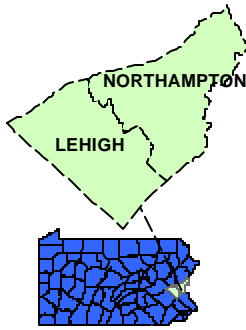
Accomplishments:

- ✓ A cooperative program with Lancaster General Hospital and the School District of Lancaster with high school students around health careers; and
- ✓ A two-week Career Camp in June 2002 in which students from the School District of Lancaster and La Academia participated.

WIA Performance Measure Summary

<u>Exceeded</u>	<u>Met</u>	<u>Unmet</u>
10	2	3

Lehigh Valley Workforce Investment Area



Square Land Miles	721
Population	579,156
Civilian Labor Force	305,200
Employment	287,800
Average Wages	\$ 34,680

Workforce Overview (July 2002 - June 2003)

- June 2003 unemployment rate of 5.7 percent ranked tenth among the state's 23 LWIAs, slightly below Pennsylvania's rate of 5.8%.
- Total nonfarm jobs at approximately 275,000 in June 2003 roughly five percent of all Pennsylvania jobs, down slightly from June 2002.
- Manufacturing lost 4,000 jobs, a 4% decrease from a year ago.
- Service-providing sector up mildly from last year, led by education & health services, and professional and business services, each adding 1,900 jobs.

WIA Performance Measure Summary

Exceeded	Met	Unmet
15	0	0

The Lehigh Valley Workforce Investment Area understands that to have an integrated delivery system that meets the training and workforce needs of business and industry, and the training, supportive services, and employment needs of our entire workforce, it is imperative to align workforce development and economic development, education, and community strategic initiatives and plans. Local Area highlights in PY 2002:

Cluster Analysis

✓ Initiated Industry Clustering and Business and Industry Roundtables to determine critical issues for success and skill requirements within the Industry Clusters. Preliminary conclusions have identified five broad categories of industries to target: Chemicals and Allied Products; Medical Equipment and Devices and Health Services; Technology Intensive Manufacturing and Service Companies; Engineering Management, Business Services and Business Consulting; and Financial and Insurance Services.

Assessing Critical Workforce Needs

✓ Assessed critical workforce need for health care workers in five counties and trained 139 Registered Nurses, Licensed Practical Nurses, and Nurse Aides through a Critical Job Training Grant.

Faith-Based/Community-Based Initiatives

✓ Hosted a Workforce Summit for over 50 faith-based organization leaders and held Employment Sunday to connect their congregations to CareerLink Lehigh Valley.

Rapid Response

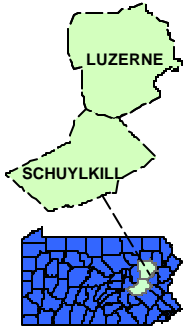
✓ Provided Rapid Response at more than 25 companies to 3,828 dislocated workers, and met the recruitment needs of more than 27 companies totaling 2,650 new jobs.

Workforce and Economic Development Awareness

✓ Celebrated Lehigh Valley Workforce and Economic Development Awareness Week by hosting a Community Breakfast to identify strategic workforce issues, tours of manufacturers, internship training for employers, science camps to nurture interest in health care occupations for youth, and held the largest Job Fair in the Northeast with over 120 employers and over 5,500 job seekers.

✓ Initiated a Quarterly Public Broadcasting System television program showcasing economic and workforce development.

Luzerne-Schuylkill Workforce Investment Area



Square Land Miles	1,670
Population	469,586
Civilian Labor Force	218,800
Employment	203,700
Average Wages	\$ 28,760

Workforce Overview (July 2002 - June 2003)

- June 2003 unemployment rate of 6.8%. Ranked 18th lowest among the state's 23 LWIAs.
- Total nonfarm jobs in the Luzerne-Schuylkill LWIA totaled approximately 190,000 in June 2003, accounting for over 3% of the statewide workforce.
- Concentration of manufacturing jobs above the state average.
- Virtually every job sector saw a decrease in employment from last year. The few gains were limited to service-providing industries.

The Luzerne-Schuylkill Workforce Investment Area accomplished much in PY 2002. Here are a few examples:

Industry Clusters

✓ Plastics have proven to be a thriving commodity. As a result of the Industry Clusters Analysis, Luzerne-Schuylkill Workforce Investment Board and its Regional Planning Committee contacted the National Plastics Association to see what their needs might be, and what kind of role workforce development can play. The Local Area has exchanged information with the companies that are operating in both Luzerne and Schuylkill counties and anticipate a successful partnership.

Rapid Response

✓ Project Amber recently held a ground breaking for the Simmons Company, which was lured to Luzerne and Schuylkill counties with a collaborative effort beginning at the State level that filtered down through the Pennsylvania Department of Labor and Industry, Hazleton Can-Do, Luzerne County Community College, the Local Area Workforce Investment Board, CareerLinks, and the Hazleton Business & Education Committee (Ready Program). The Local Area hopes this will be a model for future industries.

Business & Education

✓ Luzerne County has partnered with 11 school districts and two vocational technical schools that created a school tracking system. Students are tracked from 3rd through 12th grades and two years after graduation. This sophisticated and encompassing tracking system takes into account all aspects of these kid's lives to prevent dropouts and overcome barriers. Currently, this database tracks over 30,000 students, and graduates are offered assistance through our local CareerLinks for employment and training opportunities. Five local colleges have committed financially to this program, and the Local Area has partnered with more than 40 community-based organizations that can provide a service to these students at no cost.

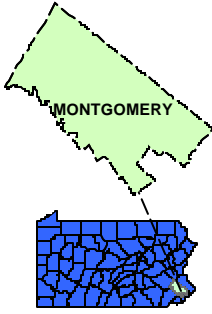
Partnerships

✓ The Luzerne and Schuylkill Counties Workforce Investment Area feel its most impressive accomplishment is an effective commitment and extended cooperation of our partners. The Local Area has made great strides in this regard, all partners believing that they have a piece of the puzzle and can only put it together if they share responsibilities.

WIA Performance Measure Summary

Exceeded	Met	Unmet
10	5	0

Montgomery County Workforce Investment Area



Square Land Miles	483
Population	750,097
Civilian Labor Force	424,400
Employment	405,300
Average Wages	\$ 44,573

Workforce Overview (July 2002 - June 2003)

- Unemployment rate at 4.6 %, fourth lowest among the 23 LWIAs. Unchanged from June 2002 rate.
- Construction jobs up over the year, housing markets still strong.
- Manufacturing down, reflecting state and national trends.
- Professional and business services, education and health services, and government down.
- Trade, transportation and utilities, information, financial activities, leisure and hospitality, and other services all up.

The Montgomery County Workforce Investment Board (WIB) combines workforce development initiatives with traditional economic development programs. Through the county's Department of Economic and Workforce Development, Workforce Investment Act programs are coordinated with low-interest-loan economic development programs. This arrangement combines economic and workforce development efforts.

The WIB follows a continuous strategic planning process to assess strengths and weaknesses in the workforce development system, identify gaps, and allocate resources to prioritized needs.

Accomplishments include:

Partnering and Resource Coordination

- ✓ Obtained a \$50,000 grant from the U.S. Department of Labor to fund a "Community Audit" project. The end result of the project was the development of an Internet based system to catalog the services of hundreds of social services agencies located in Montgomery County.
- ✓ Formed a Regional Collaborative with the five WIBs in southeastern Pennsylvania. The purpose of the Collaborative is to share and target resources to address regional workforce needs.
- ✓ Expanded relationships with the Montgomery County Community College to offer programs and services to dislocated workers, displaced homemakers, and welfare recipients. Also contracted with the college to operate a "Teen Camp" program in the summer.
- ✓ Began the formation of a "Financial Services Institute" with the Philadelphia WIB and the community colleges in Montgomery and Philadelphia counties.

WIA Performance Measure Summary

Exceeded	Met	Unmet
6	6	3

Philadelphia Workforce Investment Area



Square Land Miles	135
Population	1,517,550
Civilian Labor Force	670,700
Employment	618,400
Average Wages	\$ 41,505

Workforce Overview (July 2002 - June 2003)

- Unemployment rate at 8.0%, highest among the 23 LWIAs. Up from the June 2002 rate of 7.7%.
- Total nonfarm jobs decreased 5,900 over the year.
- Manufacturing down, reflecting state and national trends.
- Education and health services, and government up.
- Trade, transportation and utilities, information, financial activities, leisure and hospitality, and other services all up.
- Information industry unchanged.

The Philadelphia Workforce Investment Area maximizes the use of workforce development resources through coalitions with a host of partners. Initiatives include:

Workforce Development Funding Resource Mapping Project

✓ With the City of Philadelphia, the Philadelphia Workforce Investment Board (WIB) is looking to secure detailed information about the various workforce development funding streams that flow into the area. This surveying of funds will allow for the categorization and mapping of the approximately \$500 million in public funds that flows through Philadelphia each year to support workforce development activities. The information gathered will be mapped, shared, and used to make informed strategic decisions regarding priorities and opportunities related to workforce development.

Project ECHO (Empowering Communities to Help Others)

✓ Developed through a partnership between the Philadelphia WIB, the Mayor's Office of Faith-Based Initiatives and CareerLink Philadelphia, Project ECHO aims to facilitate the connection of ex-offenders to workforce services by expanding the capacity of current structures of workforce development to serve the needs of this ex-offender population. Project ECHO creates a network of faith-based and community-based organizations that are prepared to help their constituents and others in their communities successfully navigate the regional job market via CareerLink.

Life Science Career Alliance (LSCA)

✓ The LSCA has been convened by life science industry leaders in partnership with the WIBs in Southeastern Pennsylvania. Its mission is to: 1) mobilize regional resources to ensure the availability of a skilled workforce to support the growth of the sector, which includes hospitals, pharmaceutical firms, and biotechnology concerns; 2) systematically identify and monitor regional workforce supply/demand for life sciences; 3) publicize the opportunities for life sciences careers in the region and; 4) promote collaboration on workforce development among life sciences sector.

WIA Performance Measure Summary

Exceeded	Met	Unmet
8	4	3

Pittsburgh Workforce Investment Area



Square Land Miles	55.6
Population	334,563
Civilian Labor Force	166,000
Employment	157,000

Workforce Overview (July 2002 - June 2003)

- In June 2003, the Pittsburgh City LWIAs unemployment rate of 5.4% ranked eighth lowest out of the 23 LWIAs in the state.
- The region's count of employed residents receded over the year, while over 2,000 residents entered the ranks of unemployed.
- Most industries in the region have felt the impact of the recent economic recession with jobs declining by 10,100 or 1.6% over the year.
- Transportation has felt the losses as US Air laid off workers following the 9/11 tragedies.
- Job levels in health and professional and business services were impacted by the closing of St Francis and May's Department Stores.

WIA Performance Measure Summary

<u>Exceeded</u>	<u>Met</u>	<u>Unmet</u>
5	6	4

The City of Pittsburgh operates Workforce Investment Act (WIA)-funded programs through the Pittsburgh/Allegheny County CareerLink and a series of seven Community Centers geographically distributed throughout the City. Pittsburgh/ Allegheny County CareerLink is one of the most innovative and successful employment and business service agencies in the nation. With nearly 50,000 jobseekers enrolled, it is the largest single source of manpower in the region. With more than 2,000 local businesses in the last two years listing 20,000 jobs, Pittsburgh/ Allegheny County CareerLink truly represents a major contributor to workforce development in the Pittsburgh area.

The Three-Rivers Workforce Investment Board (TRWIB) is the WIA-required governance entity for both the Pittsburgh Workforce Investment Area and Allegheny County Workforce Investment Area – a governance relationship that is unique within Pennsylvania.

PY 2002 activities in the Pittsburgh Workforce Investment Area include:

Cluster Analysis

- ✓ Through the TRWIB, developed a cluster analysis which identified five key clusters: Health Services; Tourism and Hospitality; Information Technology, Manufacturing; and Financial Services.

Rapid Response

- ✓ Provided Rapid Response assistance to laid off employees from US Air, Kaufmann's Department Store, and others.

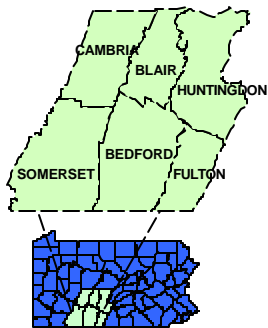
Faith-Based/Community-Based Organization Activities

- ✓ Utilized a cohesive area youth employment system representing two Local Areas and the foundation community.

Customer Service Award

- ✓ In September 2003, Pittsburgh/Allegheny CareerLink took top honors at the National Association of State Workforce Agencies' Customer Service Awards in Seattle, including for activities in PY 2002. Nominated for its excellence in serving the needs of regional employers, the organization received the Prism Award and a \$25,000 grant from the U.S. Department of Labor, Employment and Training Administration. The National Customer Service Awards honor programs and projects serving workforce investment customers nationwide.

Southern Alleghenies Workforce Investment Area



Square Land Miles	4,616
Population	471,596
Civilian Labor Force	216,000
Employment	201,700
Average Wages	\$ 26,396

Workforce Overview (July 2002 - June 2003)

- Unemployment rate edged upward to 6.8%, the fifth highest of all 23 LWIAs.
- The unemployment rate has been rising in the area over the past three years.
- Nonfarm jobs fell by 3,400 over the year.
- Manufacturing down 2,900 jobs and construction down 500 jobs.
- Professional and business services growing as companies continue to outsource functions formerly done in house.

Program year 2002 was an exceptional one for the Southern Alleghenies Workforce Investment Board (SAWIB). Advances were made in moving the Board's strategic objectives; the activities and accomplishments outlined below are even more noteworthy given the challenges created by a struggling regional economy.

Industry Cluster Development

✓ Using the software created by the Center for Workforce Information and Analysis, the SAWIB has begun the identification of the Local Area's significant industry clusters. Analysis will help to determine the most efficient and effective use of training dollars. Key clusters to be targeted are: Building and Construction; Healthcare; and Information Technology/High Tech.

Faith-Based Organization/Community-Based Organizations

✓ The SAWIB supported an initiative that served to identify the region's faith-based and community-based organizations, and orient their staff to the CareerLink and its resources. The SAWIB then selected two of the organizations, through a competitive Request for Proposals process, to provide "Fundamental Workplace Literacy" workshops to interested employers and job seekers within the CareerLink setting. Some 300 individuals, representing job seekers as well as workers from 50 different employers, attended the workshops.

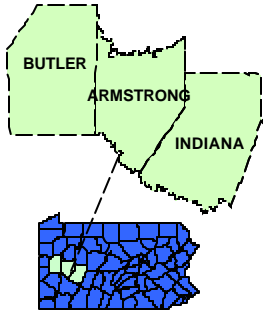
Community Building Outreach Project

✓ The SAWIB hosted multiple forums with the region's educators and economic developers in order to disseminate industry cluster information, and develop a campaign to increase public awareness of employment opportunities in growth industries corresponding with required educational attainment levels. Multi-page "fact sheets" identifying growth in industries/occupations have been produced for distribution to educational institutions, economic development agencies, service providers, and CareerLinks. These are designed to help interested individuals make career choices.

WIA Performance Measure Summary

<u>Exceeded</u>	<u>Met</u>	<u>Unmet</u>
10	5	0

Tri-County Workforce Investment Area



Square Land Miles	2,272
Population	337,166
Civilian Labor Force	158,700
Employment	149,800
Average Wages	\$ 29,452

Workforce Overview (July 2002 - June 2003)

➤ The Tri-County LWIAs unemployment rate increased by three-tenths of a percentage point from June 2002 to a rate of 6.3% in June 2003. The LWIAs unemployment rate was 14th lowest among the state's 23 LWIAs.

➤ Job levels in the Tri-County WIA receded by more than 1.5% over the year, compared to Pennsylvania jobs which were down about 0.5%.

➤ Most industries in the region have felt the impact of the recent economic recession.

The Tri-County Workforce Investment Board, Inc. (TCWIB) is comprised of 37 volunteer board members from Butler, Armstrong, and Indiana counties. Members represent economic development, education, community-based organizations, organized labor, and public sector agencies with the majority of membership representing the private sector. The TCWIB is committed to linking the efforts of workforce development, economic development, and education to ensure the Local Area remains competitive in a global economy.

Industry Partnerships

✓ The TCWIB has been instrumental in developing health care consortia in each of the three counties to address workforce and training needs for this industry. Indiana County received a Critical Job Training (CJT) Grant to serve the industry. Over 300 individuals have received training through this grant.

✓ The TCWIB has been an active partner in developing manufacturing consortia in Butler, Armstrong, and Indiana counties. Armstrong has received a CJT grant, and Indiana is applying.

✓ The Local Area has suffered severe job losses in the coal mining industry in the last few years. As a result, the TCWIB entered into a partnership with the United Mine Workers of America (UMWA) and the Commonwealth's Department of Labor and Industry (DLI) to develop an extremely successful National Emergency Grant (NEG) project. This highly effective partnership is offering retraining to hundreds of dislocated miners and has spawned a new, similar NEG grant with Washington/Greene County WIB, Tri-County WIB, the UMWA, and the DLI partnering in that effort.

Faith-Based/Community-Based Initiatives

✓ The TCWIB developed a successful grant application to engage local faith-based and community based agencies.

Economic and Workforce Development Linkage Activities

✓ The TCWIB works closely with the Team Pennsylvania Business Calling Program. WIB staff have gone along on calls, and the WIB Planning Committee has developed questions to add to the surveys in order to collect relevant information.

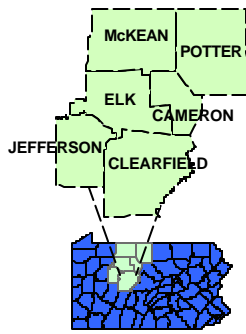
Resource Coordination

✓ The TCWIB has reviewed local and regional data and developed a list of sources linked to the WIB website. This data covers area demographics, labor market, education levels, industry trends, etc. The TCWIB is creating a state-of-the-workforce report.

WIA Performance Measure Summary

Exceeded	Met	Unmet
12	3	0

North Central Workforce Investment Area



Square Land Miles	5,092
Population	234,416
Civilian Labor Force	111,300
Employment	103,300
Average Wages	\$ 26,557

Workforce Overview (July 2002 - June 2003)

- Unemployment rate in the LWIA eased to 7.0%.
- Elk, Cameron, Clearfield, and Jefferson counties' unemployment rates declined. Potter County's rate rose seven-tenths of a percentage point. McKean County's rate stayed steady at 6.1%.
- Manufacturing decreased by about 3%, with Potter County accounting for most of the drop. Pennsylvania lost 4.6% of manufacturing jobs during that same time period.
- The information industry added about 300 positions.
- Professional and business services employers lost 200 jobs.

The North Central Workforce Investment Board (NCWIB) has been active in working toward the goals identified by the Rendell Administration:

Cluster Analysis

✓ Industry clusters were identified through a cooperative planning process that included the Center for Workforce Information and Analysis, Workforce Development Planning Personnel, Economic Development, and Enterprise Development Directors in the North Central region. Nine overall industry clusters were identified: Business Services; Education; Electronics; Glass; Government; Health Care; Lumber and Wood; Powdered Metals/Manufacturing; and Tourism. Of these nine clusters, three were identified as priority clusters: Health Care; Lumber and Wood; Powdered Metals/Manufacturing. Industry Training Consortia, established in each county of the region, include representatives from the nine major industry clusters, develop specific training programs that relate directly to the needs of individual clusters, as well as cross-industry training for areas of common need that encompass all of the industry clusters. This partnership, with employers from the most important employment sectors in the region, resulted in thousands of entry-level and incumbent workers obtaining industry-specific training to make these clusters more profitable and competitive.

Key Industry Clusters

- ✓ The NCWIB collaborated with the Elk Regional Health System and the Pennsylvania Mountains Healthcare Alliance (PMHA) on two separate Critical Job Training Grants (CJTG). The individuals who received Nurses Aide Certification were hired by Pine Crest Manor, an affiliate of the Elk Regional Health System.
- ✓ The NCWIB subcontracted with PMHA on another CJTG to provide training in critical healthcare staffing needs of PMHA's eight member hospitals. Incumbent workers received training for Certified Nurses Assistant, LPN to RN, Radiology Technician, Ultrasound Technician, and Nuclear Medicine Technician.

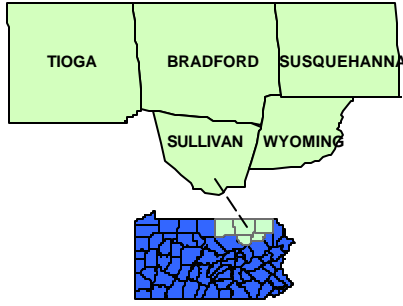
Faith-Based/Community-Based Initiatives

- ✓ More than 80 faith-based organizations (FBOs) and community-based organizations (CBOs), serving Jefferson County, participated in a pilot project producing a resource guide of services available, and were given instruction on how to access the Community Assets PA database of human and community services.

WIA Performance Measure Summary

Exceeded	Met	Unmet
15	0	0

Northern Tier Workforce Investment Area



Square Land Miles	3,955
Population	180,757
Civilian Labor Force	87,600
Employment	82,300
Average Wages	\$ 27,268

Workforce Overview (July 2002 - June 2003)

- From June 2002 to June 2003, unemployment rate fell from 6.5% to 5.5%, the largest over-the-year decline in the state.
- One of only five LWIAs to show an over-the-year drop in the unemployment rate.
- Modest job growth of less than 1% from June 2002 to June 2003.
- Nearly one out of every four Northern Tier jobs is in manufacturing.
- While statewide factory jobs have declined dramatically over the year, the Northern Tier LWIA saw a net increase in manufacturing.

The Northern Tier region is an extremely rural area consisting of Bradford, Sullivan, Susquehanna, Tioga, and Wyoming counties.

Cluster Analysis

✓ Industry cluster data analysis is used as a supportive tool to assist in the development of technology training centers in two of its counties. The analysis is supporting the assertions of the industrial community and aiding in the development of the potential curriculum. Among the clusters identified, the following key clusters are targeted: Health Care; Diversified Manufacturing; Construction; and the Lumber and Wood Industry.

Partnering

- ✓ Industry cluster data analysis was used to help bring together a consortium of businesses in the lumber industry to apply for a Customized Job Training Grant.
- ✓ Northern Tier's Local Workforce Investment Board (WIB) and CareerLink, through a Faith-Based Organization Grant from the Commonwealth, developed its first partnership with a faith-based organization. The organization provides hands-on construction skills training, mentoring, and other services to non-violent incarcerated individuals. The group is a CareerLink partner and has office space in the Bradford County CareerLink.
- ✓ The Digital Divide Program provides technology training to low-income individuals through CareerLinks, and portable computer centers in partnership with regional CareerLinks and Penn College; more than 150 have already completed the program.

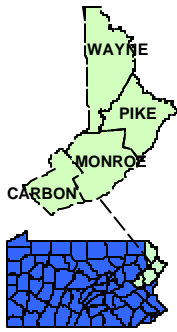
Linking Workforce Development with Economic Development

- ✓ The WIB worked with Economic Development agencies to produce a regional marketing and awareness campaign for the region's youth.
- ✓ Northern Tier participated in the Youth Leadership Program.
- ✓ Northern Tier began a region-wide youth leadership program, which is continuing into its second year.

WIA Performance Measure Summary

Exceeded	Met	Unmet
11	1	3

Pocono Counties Workforce Investment Area



Square Land Miles	2,268
Population	291,513
Civilian Labor Force	131,100
Employment	122,100
Average Wages	\$ 26,468

Workforce Overview (July 2002 - June 2003)

- June 2003 unemployment rate of 6.4% ranked 15th lowest among the state's 23 LWIAs.
- Pike and Wayne counties' June 2003 unemployment rates among the lowest in the state. Pocono Counties LWIA rate skewed upward by Monroe and Carbon counties' rates.
- From June 2002 to June 2003, nonfarm jobs grew by more than 1% compared favorably to the state, which saw an overall drop in jobs.
- Financial activities, educational & health services, and government employment sectors are all up significantly from last year.

The Pocono Counties Workforce Investment Board (WIB) continued integration of long and short-term strategic goals with regional partners.

The WIB's activities in PY 2002 include:

Cluster Analysis

- ✓ Analysis of Industry Cluster Data focused concentration of available training funds to specific occupational clusters.
- ✓ Priority Cluster Occupations were Health Care, Transportation Services, and Information Technology.

Rapid Response

- ✓ Approximately \$185,000 in Workforce Investment Act Rapid Response funding provided training/retraining opportunities beyond the capacity of the formula Dislocated Worker Allocation.

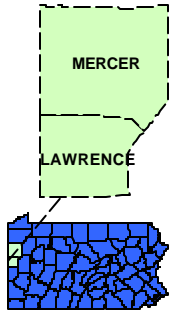
Critical Skills

- ✓ During PY 2002, Pocono Counties, along with the Lehigh Valley and Luzerne/Schuylkill Workforce Investment Areas, participated in two Critical Job Training Grant programs. This involved recruitment, screening, scheduling, and case management activities between two community colleges, two vocational-technical schools, and six CareerLinks within the eight counties served by respective WIBs. The training programs centered on demand occupations in health care and transportation services, specifically nurses aides, licensed practical nurses, registered nurses, and truck drivers. The customers served through these grants included Transitional Assistance for Needy Families clients, Workforce Investment Act customers, and Incumbent Workers interested in acquiring the skills necessary to pursue employment opportunities in these fields.

WIA Performance Measure Summary

<u>Exceeded</u>	<u>Met</u>	<u>Unmet</u>
9	6	0

West Central Workforce Investment Area



Square Land Miles	1,032
Population	216,539
Civilian Labor Force	97,800
Employment	92,200
Average Wages	\$ 27,145

Workforce Overview (July 2002 - June 2003)

- Unemployment rate rose six-tenths of a percentage point to 5.9% due to increases in both Mercer and Lawrence counties.
- Manufacturing decreased by about 11% due to heavy losses in Mercer County. By comparison, Pennsylvania lost 4.6% of manufacturing jobs over the year.
- Construction, natural resources and mining employers lost 8% of their jobs.
- Financial activities employers increased their payrolls by 5.9%.
- Education and health services jobs increased by 1.9%.

The West Central Workforce Investment Board's accomplishments during PY 2002 include:

Cluster Analysis

- ✓ Concluded an industry cluster analysis that identified value added, high wage paying, manufacturing industries within the Local Workforce Investment Area.
- ✓ Identified three key clusters to target: Health Care and Health-Related Industries; Diversified Manufacturing; and Logistical and Transportation.
- ✓ Created a Cluster Analysis Committee to identify the processes involved in the industries identified in the cluster analysis, and to develop curricula for training workers in those processes.

Faith-Based/Community-Based Organization Activities

- ✓ Hosted meetings to educate faith-based and community-based organizations about Pennsylvania's workforce development and CareerLink systems.
- ✓ Provided Internet access to CareerLink services at faith-based and community-based organizations located in remote parts of the Local Area, but close to the residences of individuals most likely to be in need of assistance.
- ✓ Reconstructed the Employer Advisory Council in each county of the Local Area to serve as advisors to CareerLink staff and to focus on improving the services rendered.
- ✓ Established a relationship with the Coro Regional Internship Center to make local businesses aware of work/study internship opportunities and resources.

Rapid Response

- ✓ Formed a Training Consortium in each county to ensure Rapid Response assistance for local employers.
- ✓ Obtained additional funds needed to support Rapid Response activities and provide needs-related payments for dislocated workers.

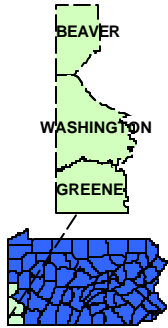
Resource Coordination

- ✓ Leveraged additional funds needed to provide transportation services to the working poor.

WIA Performance Measure Summary

Exceeded	Met	Unmet
10	4	1

Southwest Corner Workforce Investment Area



Square Land Miles	1,868
Population	424,981
Civilian Labor Force	200,100
Employment	187,000
Average Wages	\$ 31,117

Workforce Overview (July 2002 - June 2003)

- The Southwest Corner LWIA's unemployment rate rose five-tenths of a percentage point from 6.1% in June 2002 to 6.6% in June 2003.
- Unemployment rate ranked 17th among the state's 23 LWIAs.
- The region's count of employed residents receded by 2.7% over the year.
- Job levels in the Southwest Corner LWIA receded by more than 1.0% over the year.
- Washington County, however, saw an increase in jobs over the year.

The Southwest Corner Workforce Investment Board (WIB), representing Washington, Greene, and Beaver counties in Southwestern Pennsylvania, has achieved much in PY 2002, including:

Cluster Analysis and Industry Partnerships

- ✓ Forged new relationships in five key clusters in the region (health care, manufacturing, information technology, and hospitality and tourism) by promoting training among jobseekers, encouraging employers to take advantage of services available, and attempting to fill gaps between the demand for and supply of labor.
- ✓ Engaged in discussions concerning key industry clusters with other local WIBs as part of its regional strategic plan, and with WIBs across the Commonwealth through a committee convened by the Pennsylvania Association of Workforce Investment Boards.

Resource Mapping

- ✓ Developed a resource guide for faith and community based organizations in Washington County, Greene County, and the Mon Valley.
- ✓ Developed a youth resource guide for the entire area that identifies youth services providers throughout the region.

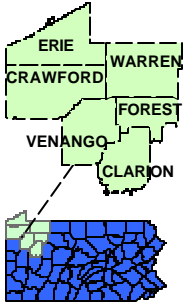
Rapid Response

- ✓ Created the Southwest Corner Dislocated Workers Outreach Program, which was staffed by peer counselors who assisted in recruitment, information dissemination, and enrollment.
- ✓ Worked with the Tri-County WIB and the United Mineworkers Association Career Center to provide services to dislocated coal miners.
- ✓ Worked with USAirways, through a regionally-secured National Emergency Grant, to retrain and place dislocated workers.

WIA Performance Measure Summary

Exceeded	Met	Unmet
11	3	1

Northwest Workforce Investment Area



Square Land Miles	4,404
Population	519,170
Civilian Labor Force	248,100
Employment	231,000
Average Wages	\$ 28,397

Workforce Overview (July 2002 - June 2003)

- Unemployment rate in the LWIA held steady at 7.2 %.
- Manufacturing jobs decreased by approximately 6%. By comparison, Pennsylvania lost 4.6% of manufacturing jobs over the year.
- Retail trade positions dropped 2.0%.
- Professional and business services employers added close to 3% more jobs to their payrolls.
- Education and health services jobs increased by slightly less than 2%.
- Leisure and hospitality jobs decreased.

The vision of the Northwest Pennsylvania Workforce Investment Area is to have a dynamic labor market driven by technology and intellectual capital, with a workforce that is flexible, responsive, and better skilled. The resulting community will have a desirable quality of life and career opportunities that will attract and retain workers and employers.

The Local Area has undertaken many initiatives to attain this vision, including:

Regional Workforce Systems Gap Analysis and Closure Initiative

Phase I:

- ✓ Determined the skill, competency, and training needs of employers within the region's targeted industry clusters: Health Care; Metals and Metal Fabrication; Specialty Manufacturing (Rubber and Plastics and Lumber and Wood); Services (Finance/Insurance and Real Estate and Hospitality/Tourism); and Technology and Communication.
- ✓ Identified training programs and curricula currently available in the region, and assessed the ability of the content to meet the needs of employers within the target industries; and quantified the forecast of job availability and growth within the identified key positions of those industry clusters over the next three to five years.

Phase II:

- ✓ Identify opportunities and priorities for intervention with Education agencies, Welfare agencies, CareerLinks, and Economic Development agencies using results of gap analysis.

Faith-Based and Community-Based Partnership Campaign

Phase I:

- ✓ The Faith-Based Organization (FBO) and Community-Based Organization (CBO) Resource Guide Survey approached FBOs and CBOs throughout the region to compile information into a resource guide that is a "one-stop shop" for workforce development and social service needs.

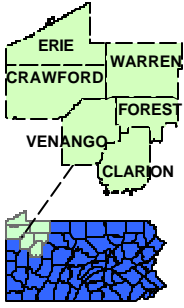
Phase II:

- ✓ CareerLink Partnership Open-Houses invited those FBO/CBOs that participated in the survey to attend an informational open-house in each of the five CareerLinks with the goal of new encouraging partnerships and affiliations within the CareerLink and workforce development system.

WIA Performance Measure Summary

Exceeded	Met	Unmet
11	3	1

Northwest Workforce Investment Area



Square Land Miles	4,404
Population	519,170
Civilian Labor Force	248,100
Employment	231,000
Average Wages	\$ 28,397

Workforce Overview (July 2002 - June 2003)

- Unemployment rate in the LWIA held steady at 7.2 %.
- Manufacturing jobs decreased by approximately 6%. By comparison, Pennsylvania lost 4.6% of manufacturing jobs over the year.
- Retail trade positions dropped 2.0%.
- Professional and business services employers added close to 3% more jobs to their payrolls.
- Education and health services jobs increased by slightly less than 2%.
- Leisure and hospitality jobs decreased.

The vision of the Northwest Pennsylvania Workforce Investment Area is to have a dynamic labor market driven by technology and intellectual capital, with a workforce that is flexible, responsive, and better skilled. The resulting community will have a desirable quality of life and career opportunities that will attract and retain workers and employers.

The Local Area has undertaken many initiatives to attain this vision, including:

Regional Workforce Systems Gap Analysis and Closure Initiative

Phase I:

- ✓ Determined the skill, competency, and training needs of employers within the region's targeted industry clusters: Health Care; Metals and Metal Fabrication; Specialty Manufacturing (Rubber and Plastics and Lumber and Wood); Services (Finance/Insurance and Real Estate and Hospitality/Tourism); and Technology and Communication.
- ✓ Identified training programs and curricula currently available in the region, and assessed the ability of the content to meet the needs of employers within the target industries; and quantified the forecast of job availability and growth within the identified key positions of those industry clusters over the next three to five years.

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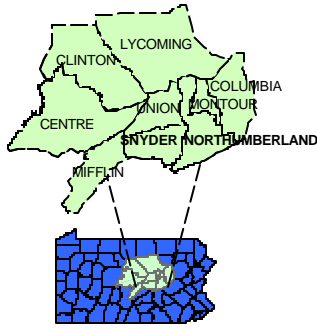
Phase II:

- ✓ CareerLink Partnership Open-Houses invited those FBO/CBOs that participated in the survey to attend an informational open-house in each of the five CareerLinks with the goal of new encouraging partnerships and affiliations within the CareerLink and workforce development system.

WIA Performance Measure Summary

Exceeded	Met	Unmet
11	3	1

Central Workforce Investment Area



Square Land Miles	5,368
Population	589,417
Civilian Labor Force	294,100
Employment	277,200
Average Wages	\$ 28,616

Workforce Overview (July 2002 - June 2003)

- Unemployment rate dropped two-tenths of a percentage point to 5.7%, primarily due to significant rate drops in Clinton and Mifflin counties.
- Rates increased in Lycoming, Columbia, Snyder, Union, and Montour counties while Northumberland County's rate held steady at 7.0%.
- Manufacturing decreased by just over 4%, with Centre County as the major catalyst. For the same timeframe, Pennsylvania's manufacturing loss was 4.6%.
- Education & health services increased by more than just under 1,300 jobs over the year.

The Central Pennsylvania Workforce Development Corporation (CPWDC) worked extensively on numerous strategic projects directed at improving the alignment of economic and workforce development through an ongoing analysis of the Region's cluster industries, and continuous improvement of the Region's ten CareerLink facilities.

Cluster Analysis

- ✓ Developed cluster industry analysis and mapping of all employment in the Central Region, including determining the strategic industries that the Board will focus resources on in the coming years – Lumber and Wood Products, Healthcare, Education, and Diversified Manufacturing.

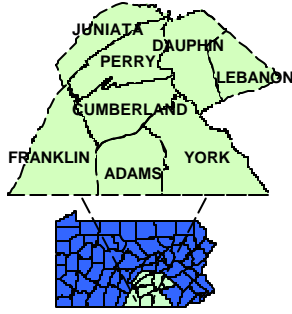
Partnering for Employment and Growth

- ✓ Worked extensively with Ben Franklin Technology Partners to help identify key industrial areas for future investment utilizing the cluster industry analysis.
- ✓ Formed a partnership with the eight Career and Technical Centers across the Central Region to develop regional initiatives and align training programs with the in-demand occupations.
- ✓ Worked extensively with Penn State University on a project that produced a publication entitled, "Attracting and Retaining Young Adults to the Pennsylvania Heartland."
- ✓ Provided extensive customized training opportunities to many area employers.
- ✓ Received a Critical Job Training Grant that enabled training and placement of 140 individuals in the healthcare field that resulted in an average hourly income of \$10.50.
- ✓ Piloted a project through the Pennsylvania Conservation Corps and the CareerLinks to provide job training, work experience, and educational opportunities to out of school youth that are unemployed.

WIA Performance Measure Summary

<u>Exceeded</u>	<u>Met</u>	<u>Unmet</u>
12	1	2

South Central Workforce Investment Area



Square Land Miles	4,627
Population	1,221,347
Civilian Labor Force	687,900
Employment	658,200
Average Wages	\$ 32,464

Workforce Overview (July 2002 - June 2003)

- The unemployment rate climbed from 4.3% to 4.4% in the South Central LWIA, third lowest among the 23 LWIAs.
- Total nonfarm jobs in the area grew by roughly 2% or 12,300 jobs.
- Manufacturing declined 3.9%.
- Professional and business services (+1,800), education and health services (+2,800).
- Transportation and utilities declined by nearly 1,000.
- Information, financial activities, and leisure and hospitality sectors showed slight growth.

The South Central Workforce Investment Area CareerLink partners produced outstanding results for area jobseekers and employers in Program Year 2002.

Industry Cluster Analysis

✓ An extensive Industry/Occupational Cluster Analysis has been taking place and will be ongoing. Local forums are planned. Among the clusters identified, the following key clusters are targeted: Health Care; Manufacturing; and Construction.

Industry Partnerships

✓ An industry consortium has been formed and sustained for each cluster the South Central Workforce Investment Board has identified. Regional Skills Specialists are planned to follow up.

Performance Measurement

✓ A common format for CareerLink performance reporting was developed for reporting to the South Central Workforce Investment Board.

Resource Mapping

✓ The South Central Youth Council developed a comprehensive youth services/resources database maintained by Youth Investment Coordinators.

Rapid Response Activities

✓ The Local Area has had many layoffs and plant closures, mostly in manufacturing and service. Multiple Rapid Response sessions were conducted for over 60 plants or businesses. The airline industry and the Steelworkers' initiatives were strongly supported.

Faith-Based and Community-Based Initiatives

✓ Each CareerLink site conducted special outreach initiatives to build partnerships and encourage coordination with CareerLinks.

WIA Performance Measure Summary

Exceeded	Met	Unmet
8	6	1

WIA Annual Report Data

State Name: PA

Program Year: 2002

Table A: Workforce Investment Act Customer Satisfaction Results

Customer Satisfaction	Negotiated Performance Level	Actual Performance - Level - American Customer Satisfaction Index	Number of Surveys Completed	Number of Customers Eligible for the Survey	Number of Customers Included in the Sample	Response Rate
Participants	68	70.6	594	11,735	1,155	51.4
Employers	66	70.7	611	15,234	842	72.6

Table B: Adult Program Results At-A-Glan

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	72	75.4	2,543
			3,371
Employment Retention Rate	80	82.8	2,765
			3,340
Earnings Change in Six Month	3,390	2,719	9,081,852
			3,340
Employment and Credential Rate	60	66.6	2,009
			3,016

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	62.4	151	79.1	185	60.8	115	76.4	133
		242		234		189		174
Employment Retention Rate	80	136	87	200	81.4	118	86.6	142
		170		230		145		164
Earnings Change in Six Months	4,053	599,792	2,687	618,107	3,470	503,114	1,262	206,951
		148		230		145		164
Employment and Credential Rate	51.2	63	67.8	141	55.6	70	70.7	87
		123		208		126		123

Table D: 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	76.6	1,798	72.8	745
		2,347		1,024
Employment Retention Rate	83.5	1,969	81.1	796
		2,359		981
Earnings Change in Six Months	3,166	7,468,460	1,645	1,613,392
		2,359		981

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

	Negotiated Performance Level	Actual Performance Level	
		Rate	Count
Entered Employment Rate	81	85.4	3,734
			4,374
Employment Retention Rate	90	90.5	3,381
			3,734
Earnings Replacement in Six Months	92	85.5	44,335,491
			51,837,843
Employment and Credential Rate	60	70	2,116
			3,023

Table F: Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
	Rate	Count	Rate	Count	Rate	Count	Rate	Count
Entered Employment Rate	81.4	454	84.9	62	79.8	364	62.5	5
		558		73		456		8
Employment Retention Rate	90.5	411	95.2	59	88.5	322	100	5
		454		62		364		5
Earnings Replacement Rate	76.5	5,739,762	96.5	659,682	71	3,830,661	12,450.3	69,099
		7,501,030		683,923		5,395,875		555
Employment And Credential Rate	69.4	275	61.1	22	65.6	177	33.3	2
		396		36		270		6

Table G: Other Outcome Information for the Dislocated Worker Program

Reported Information	Individuals Who Received Training Services		Individuals Who Received Core and Intensive Services	
	Entered Employment Rate	84.9	2,568	86.3
3,023			1,351	
Employment Retention Rate	90.4	2,321	90.9	1,060
		2,568		1,166
Earnings Replacement Rate	87.3	30,636,259	81.9	13,699,232
		35,105,331		16,732,512

Table H: Older Youth Results At-A-Glance

	Negotiated Performance Level	Actual Performance Level	
		Entered Employment Rate	64
Employment Retention Rate	77	76.6	579
			301
Earnings Change in Six Months	2,560	1,948	765,715
			393
Credential Rate	40.5	35.8	255
			712

Table I: Outcomes for Older Youth Special Populations

Reported Information	Public Assistance Recipients		Veterans		Individuals With Disabilities		Out-of-School Youth	
	Entered Employment Rate	46.3	44	0	0	43.4	62	53.3
95			2		143		360	
Employment Retention Rate	70.2	33	0	0	79.7	59	76.1	185
		47		1		74		243
Earnings Change in Six Months	2,829	93,342	0	0	2,381	176,230	2,100	510,363
		33		1		74		243
Credential Rate	26.5	27	0	0	33.1	56	34.7	155
		102		2		169		447

Table J: Younger Youth Results At-A-Glance

	Negotiated Performance Level	Actual Performance Level	
		Skill Attainment Rate	72
			11,452
Diploma or Equivalent Attainment Rate	50	72.6	883
			1,217
Retention Rate	55	55	786
			1,428

Table K: Outcomes for Younger Youth Special Populations

Reported Information	Public Assistance Recipients		Individuals Disabilities		Out-of-School Youth	
Skill Attainment Rate	76.2	1,200	80.7	2,935	67.3	764
		1,575		3,639		1,136
Diploma or Equivalent Attainment Rate	68.2	105	74.9	272	56.7	204
		154		363		360
Retention Rate	48.3	83	58.5	233	52.4	256
		172		398		489

Table L: Other Reported Information

	12 Month Employment Retention Rate		12 Mo. Earnings Change (Adults and Older Youth) or 12 Mo. Earnings Replacement (Dislocated Workers)		Placements for Participants in Nontraditional Employment		Wages At Entry Into Employment For Those Individuals Who Entered Employment Unsubsidized Employment		Entry Into Unsubsidized Employment Related to the Training Received of Those Who Completed Training Services	
Adults	77.7	2,146	4,471	8,825,721	0	0	4,132	10,507,163	0	0
		2,763		1,974		2,543		2,543		1,798
Dislocated Workers	87.2	1,778	112.8	21,518,053	0	0	6,040	22,555,117	0	0
		2,039		19,072,810		3,734		3,734		2,568
Older Youth	69.2	261	3,935	846,074	0	0	2,239	700,728		
		377		215		313		313		

Table M: Participation Levels

	Total Participants Served	Total Exiters
Adults	9,014	3,498
Dislocated Workers	13,024	4,850
Older Youth	2,106	821
Younger Youth	13,538	3,406

Table N: Cost of Program Activities

Program Activity		Total Federal Spending
Local Adults		\$31,630,158.00
Local Dislocated Workers		\$24,634,202.00
Local Youth		\$33,159,223.00
Rapid Response (up to 25%) 134 (a) (2) (A)		\$11,466,692.00
Statewide Required Activities (up to 25%) 134 (a) (2) (B)		\$5,581,420.00
Statewide Allowable Activities 134 (a) (3)	Kvaerner	\$6,647,324.00
	Critical Job Training Grants	\$2,421,352.00
	Keystone Transit	\$1,315,445.00
	Miscellaneous	\$878,156.00
Total of All Federal Spending Listed Above		\$117,733,972.00

WIA Annual Report Data

State Name: PA

Program Year: 2002

Table O: Summary of Participants

Local Area Name: Central Pennsylvania Workforce Investment Board	Total Participants Served	Adults	209
		Dislocated Workers	260
		Older Youth	47
		Younger Youth	341
	Total Exiters	Adults	92
		Dislocated Workers	138
		Older Youth	15
		Younger Youth	77

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	0	
	Employers	63	0	
Entered Employment Rate	Adults	71	86.7	
	Dislocated Workers	82.6	90.2	
	Older Youth	63	33.3	
Retention Rate	Adults	76.8	84.6	
	Dislocated Workers	90.6	93	
	Older Youth	74.1	100	
	Younger Youth	47	75.9	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	2,449	2,100	
	Dislocated Workers	91	92.9	
	Older Youth (\$)	2,680	4,850	
Credential / Diploma Rate	Adults	50	60	
	Dislocated Workers	50	81.3	
	Older Youth	40	28.6	
	Younger Youth	25	79.6	
Skill Attainment Rate	Younger Youth	68	76	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		4	1	12

WIA Annual Report Data

State Name: PA

Program Year: 2002

Table O: Summary of Participants

Local Area Name: Lehigh Valley Workforce Investment Board	Total Participants Served	Adults	88
		Dislocated Workers	368
		Older Youth	18
		Younger Youth	265
	Total Exiters	Adults	52
		Dislocated Workers	171
		Older Youth	10
		Younger Youth	95

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	0	
	Employers	65	0	
Entered Employment Rate	Adults	66	88.1	
	Dislocated Workers	80.5	94.1	
	Older Youth	65	83.3	
Retention Rate	Adults	80.5	81.3	
	Dislocated Workers	88	95.7	
	Older Youth	75.5	100	
	Younger Youth	55	93.8	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,420	6,236	
	Dislocated Workers	81	87.7	
	Older Youth (\$)	2,540	4,356	
Credential / Diploma Rate	Adults	55	77.1	
	Dislocated Workers	55	87.3	
	Older Youth	40.5	50	
	Younger Youth	50	94.7	
Skill Attainment Rate	Younger Youth	72	73.3	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		2	0	15

WIA Annual Report Data

State Name: PA

Program Year: 2002

Table O: Summary of Participants

Local Area Name: North Central Workforce Investment Board	Total Participants Served	Adults	172
		Dislocated Workers	225
		Older Youth	38
		Younger Youth	392
	Total Exiters	Adults	64
		Dislocated Workers	82
		Older Youth	7
		Younger Youth	52

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	0	
	Employers	61	0	
Entered Employment Rate	Adults	69.4	87.2	
	Dislocated Workers	80	87.9	
	Older Youth	63	100	
Retention Rate	Adults	74	88.4	
	Dislocated Workers	84	84.5	
	Older Youth	74	77.8	
	Younger Youth	46	48.5	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	2,400	5,770	
	Dislocated Workers	86	93.3	
	Older Youth (\$)	1,450	2,056	
Credential / Diploma Rate	Adults	50	79.1	
	Dislocated Workers	50	81.7	
	Older Youth	40	60	
	Younger Youth	50	94.3	
Skill Attainment Rate	Younger Youth	69	88.5	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		2	0	15

WIA Annual Report Data

State Name: PA

Program Year: 2002

Table O: Summary of Participants

Local Area Name: Lackawanna County Workforce Investment Board	Total Participants Served	Adults	181
		Dislocated Workers	790
		Older Youth	60
		Younger Youth	278
	Total Exiters	Adults	101
		Dislocated Workers	418
		Older Youth	32
		Younger Youth	68

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	68	0
	Employers	66	0
Entered Employment Rate	Adults	72	81.6
	Dislocated Workers	81	89.2
	Older Youth	64	54.5
Retention Rate	Adults	79	80.3
	Dislocated Workers	90	90.5
	Older Youth	50	75
	Younger Youth	40	60.9
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,000	1,975
	Dislocated Workers	70	72.2
	Older Youth (\$)	1,200	-475
Credential / Diploma Rate	Adults	60	74.2
	Dislocated Workers	60	80.9
	Older Youth	40.5	54.5
	Younger Youth	30	40
Skill Attainment Rate	Younger Youth	68	74.6
Description of Other State Indicators of Performance			
Overall Status of Local Performance	Not Met	Met	Exceeded
	4	1	12

WIA Annual Report Data

State Name: PA

Program Year: 2002

Table O: Summary of Participants

Local Area Name: Luzerne/Schuykill Counties Workforce Investment Board	Total Participants Served	Adults	447
		Dislocated Workers	440
		Older Youth	168
		Younger Youth	543
	Total Exiters	Adults	263
		Dislocated Workers	254
		Older Youth	100
		Younger Youth	204

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	0	
	Employers	63	0	
Entered Employment Rate	Adults	81.3	72.1	
	Dislocated Workers	86.5	87.8	
	Older Youth	64.6	56.6	
Retention Rate	Adults	79	80.8	
	Dislocated Workers	88	94.6	
	Older Youth	85.5	87.3	
	Younger Youth	50	62.1	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	2,521	2,634	
	Dislocated Workers	83	93.4	
	Older Youth (\$)	1,800	2,644	
Credential / Diploma Rate	Adults	50	49.2	
	Dislocated Workers	50	65.6	
	Older Youth	50	40.6	
	Younger Youth	50	68.8	
Skill Attainment Rate	Younger Youth	70	62.9	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		2	5	10

WIA Annual Report Data

State Name: PA

Program Year: 2002

Table O: Summary of Participants

Local Area Name: Pocono Counties Workforce Investment Board	Total Participants Served	Adults	342
		Dislocated Workers	518
		Older Youth	91
		Younger Youth	540
	Total Exiters	Adults	221
		Dislocated Workers	304
		Older Youth	39
		Younger Youth	154

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	0	
	Employers	63	0	
Entered Employment Rate	Adults	71	64.1	
	Dislocated Workers	80	73.9	
	Older Youth	63	61.1	
Retention Rate	Adults	79	80.5	
	Dislocated Workers	89	89.5	
	Older Youth	76	64.3	
	Younger Youth	50	62	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,320	2,714	
	Dislocated Workers	91	100.7	
	Older Youth (\$)	2,510	2,883	
Credential / Diploma Rate	Adults	50	43.7	
	Dislocated Workers	50	50.9	
	Older Youth	40	45.8	
	Younger Youth	50	64.4	
Skill Attainment Rate	Younger Youth	70	81.4	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		2	6	9

WIA Annual Report Data

State Name: PA

Program Year: 2002

Table O: Summary of Participants

Local Area Name: Northern Tier Workforce Investment Board	Total Participants Served	Adults	169
		Dislocated Workers	203
		Older Youth	27
		Younger Youth	254
	Total Exiters	Adults	86
		Dislocated Workers	92
		Older Youth	6
		Younger Youth	35

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	67	0	
	Employers	60	0	
Entered Employment Rate	Adults	60.1	70.6	
	Dislocated Workers	65.8	72	
	Older Youth	25	0	
Retention Rate	Adults	71.3	85.7	
	Dislocated Workers	84.4	87	
	Older Youth	75	100	
	Younger Youth	45	68	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	2,806	3,305	
	Dislocated Workers	88.3	104.3	
	Older Youth (\$)	1,136	4,211	
Credential / Diploma Rate	Adults	50	47.1	
	Dislocated Workers	50	69.2	
	Older Youth	25	9.1	
	Younger Youth	50	81	
Skill Attainment Rate	Younger Youth	68	44.2	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		5	1	11

WIA Annual Report Data

State Name: PA

Program Year: 2002

Table O: Summary of Participants

Local Area Name: West Central Workforce Investment Board	Total Participants Served	Adults	291
		Dislocated Workers	226
		Older Youth	65
		Younger Youth	223
	Total Exiters	Adults	109
		Dislocated Workers	89
		Older Youth	16
		Younger Youth	48

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	0	
	Employers	66	0	
Entered Employment Rate	Adults	72	82.3	
	Dislocated Workers	81	93.4	
	Older Youth	64	90.9	
Retention Rate	Adults	80	77.8	
	Dislocated Workers	90	87.3	
	Older Youth	77	73.3	
	Younger Youth	55	61.1	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,100	2,540	
	Dislocated Workers	90	107.6	
	Older Youth (\$)	2,250	1,741	
Credential / Diploma Rate	Adults	60	73.2	
	Dislocated Workers	60	78.1	
	Older Youth	40.5	68.8	
	Younger Youth	50	86.2	
Skill Attainment Rate	Younger Youth	72	80.7	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		3	4	10

WIA Annual Report Data

State Name: PA

Program Year: 2002

Table O: Summary of Participants

Local Area Name: Northwest Workforce Investment Board	Total Participants Served	Adults	480
		Dislocated Workers	969
		Older Youth	95
		Younger Youth	507
	Total Exiters	Adults	243
		Dislocated Workers	244
		Older Youth	35
		Younger Youth	162

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	69	0	
	Employers	66	0	
Entered Employment Rate	Adults	62	79.8	
	Dislocated Workers	74	90.1	
	Older Youth	60	47.8	
Retention Rate	Adults	70	92.2	
	Dislocated Workers	71	91.1	
	Older Youth	75	90.9	
	Younger Youth	55	46.7	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	2,220	3,175	
	Dislocated Workers	58	89.3	
	Older Youth (\$)	1,414	1,193	
Credential / Diploma Rate	Adults	50	69.7	
	Dislocated Workers	50	75	
	Older Youth	35	30.4	
	Younger Youth	49	51.6	
Skill Attainment Rate	Younger Youth	72	73	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		3	3	11

WIA Annual Report Data

State Name: PA

Program Year: 2002

Table O: Summary of Participants

Local Area Name: Southern Alleghenies Workforce Investment Board	Total Participants Served	Adults	670
		Dislocated Workers	565
		Older Youth	281
		Younger Youth	810
	Total Exiters	Adults	309
		Dislocated Workers	277
		Older Youth	130
		Younger Youth	333

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	68	0
	Employers	68	0
Entered Employment Rate	Adults	72	79.2
	Dislocated Workers	82	88.9
	Older Youth	57	58.3
Retention Rate	Adults	81	85.9
	Dislocated Workers	91	92.7
	Older Youth	77	71.4
	Younger Youth	55	63.8
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	2,500	2,769
	Dislocated Workers	92	87.6
	Older Youth (\$)	1,950	1,637
Credential / Diploma Rate	Adults	60	68.6
	Dislocated Workers	60	71.8
	Older Youth	41	38.8
	Younger Youth	50	58.3
Skill Attainment Rate	Younger Youth	72	68.6
Description of Other State Indicators of Performance			
Overall Status of Local Performance	Not Met	Met	Exceeded
	2	5	10

WIA Annual Report Data

State Name: PA

Program Year: 2002

Table O: Summary of Participants

Local Area Name: Southcentral Workforce Investment Board	Total Participants Served	Adults	426
		Dislocated Workers	355
		Older Youth	46
		Younger Youth	378
	Total Exiters	Adults	164
		Dislocated Workers	142
		Older Youth	21
		Younger Youth	54

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	70	0
	Employers	64	0
Entered Employment Rate	Adults	77	81.2
	Dislocated Workers	87	86.9
	Older Youth	64	93.3
Retention Rate	Adults	83	92.2
	Dislocated Workers	92	94.4
	Older Youth	83	80
	Younger Youth	50	48.1
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,000	1,853
	Dislocated Workers	89	96.2
	Older Youth (\$)	2,550	2,178
Credential / Diploma Rate	Adults	55	52.2
	Dislocated Workers	55	61.5
	Older Youth	40.5	36.4
	Younger Youth	54	56.8
Skill Attainment Rate	Younger Youth	71	74.3
Description of Other State Indicators of Performance			
Overall Status of Local Performance	Not Met	Met	Exceeded
	3	6	8

WIA Annual Report Data

State Name: PA

Program Year: 2002

Table O: Summary of Participants

Local Area Name: Berks County Workforce Investment Board	Total Participants Served	Adults	140
		Dislocated Workers	398
		Older Youth	31
		Younger Youth	301
	Total Exiters	Adults	112
		Dislocated Workers	315
		Older Youth	9
		Younger Youth	137

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	76	0
	Employers	65	0
Entered Employment Rate	Adults	71	75.4
	Dislocated Workers	81	87.3
	Older Youth	55	52.9
Retention Rate	Adults	80	85.2
	Dislocated Workers	90	90.8
	Older Youth	72	73.3
	Younger Youth	50	50
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	2,200	2,833
	Dislocated Workers	82	76.7
	Older Youth (\$)	2,200	1,707
Credential / Diploma Rate	Adults	50	65.8
	Dislocated Workers	50	73.8
	Older Youth	40	29.6
	Younger Youth	50	94.7
Skill Attainment Rate	Younger Youth	70	69.3
Description of Other State Indicators of Performance			
Overall Status of Local Performance	Not Met	Met	Exceeded
	4	3	10

WIA Annual Report Data

State Name: PA

Program Year: 2002

Table O: Summary of Participants

Local Area Name: Bucks County Workforce Investment Board	Total Participants Served	Adults	169
		Dislocated Workers	377
		Older Youth	35
		Younger Youth	120
	Total Exiters	Adults	79
		Dislocated Workers	156
		Older Youth	17
		Younger Youth	61

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	69	0
	Employers	62	0
Entered Employment Rate	Adults	60	47.8
	Dislocated Workers	79	87
	Older Youth	67	63.6
Retention Rate	Adults	79	61.5
	Dislocated Workers	80	85
	Older Youth	71	75
	Younger Youth	50	84.6
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,390	5,473
	Dislocated Workers	85	72.6
	Older Youth (\$)	1,900	776
Credential / Diploma Rate	Adults	50	55.6
	Dislocated Workers	55	73.9
	Older Youth	40.5	33.3
	Younger Youth	50	20
Skill Attainment Rate	Younger Youth	70	96.3
Description of Other State Indicators of Performance			
Overall Status of Local Performance		Not Met	Met
		6	3
		Exceeded	8

WIA Annual Report Data

State Name: PA

Program Year: 2002

Table O: Summary of Participants

Local Area Name: Chester County Workforce Investment Board	Total Participants Served	Adults	74
		Dislocated Workers	138
		Older Youth	34
		Younger Youth	211
	Total Exiters	Adults	45
		Dislocated Workers	70
		Older Youth	25
		Younger Youth	123

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	0	
	Employers	66	0	
Entered Employment Rate	Adults	72	91.3	
	Dislocated Workers	81	73	
	Older Youth	64	50	
Retention Rate	Adults	80	75	
	Dislocated Workers	90	94.4	
	Older Youth	77	80	
	Younger Youth	55	85.7	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,390	-2,502	
	Dislocated Workers	92	106.8	
	Older Youth (\$)	2,560	1,866	
Credential / Diploma Rate	Adults	60	77.8	
	Dislocated Workers	60	70.3	
	Older Youth	40.5	45	
	Younger Youth	50	50	
Skill Attainment Rate	Younger Youth	72	93.5	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		5	2	10

WIA Annual Report Data

State Name: PA

Program Year: 2002

Table O: Summary of Participants

Local Area Name: Delaware County Workforce Investment Board	Total Participants Served	Adults	253
		Dislocated Workers	121
		Older Youth	39
		Younger Youth	246
	Total Exiters	Adults	150
		Dislocated Workers	66
		Older Youth	29
		Younger Youth	137

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	69	0	
	Employers	62	0	
Entered Employment Rate	Adults	75	71.3	
	Dislocated Workers	80	71.6	
	Older Youth	71	23.1	
Retention Rate	Adults	82	90.1	
	Dislocated Workers	90	81.1	
	Older Youth	72	75	
	Younger Youth	50	47.2	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	2,015	-2,211	
	Dislocated Workers	90	74.2	
	Older Youth (\$)	2,005	1,696	
Credential / Diploma Rate	Adults	55	55.5	
	Dislocated Workers	55	60	
	Older Youth	40.5	26.7	
	Younger Youth	50	88.9	
Skill Attainment Rate	Younger Youth	70	96.1	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		5	6	6

WIA Annual Report Data

State Name: PA

Program Year: 2002

Table O: Summary of Participants

Local Area Name: Lancaster County Workforce Investment Board	Total Participants Served	Adults	128
		Dislocated Workers	260
		Older Youth	12
		Younger Youth	64
	Total Exiters	Adults	84
		Dislocated Workers	196
		Older Youth	9
		Younger Youth	36

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	67	0	
	Employers	60	0	
Entered Employment Rate	Adults	75.3	71.2	
	Dislocated Workers	85	86.6	
	Older Youth	64	33.3	
Retention Rate	Adults	81.8	82.2	
	Dislocated Workers	89	89.1	
	Older Youth	68.3	100	
	Younger Youth	55	60.7	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,297	2,481	
	Dislocated Workers	88.6	87.6	
	Older Youth (\$)	2,533	2,780	
Credential / Diploma Rate	Adults	60	40	
	Dislocated Workers	60	78.6	
	Older Youth	40	42.1	
	Younger Youth	40	50	
Skill Attainment Rate	Younger Youth	72	92.5	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		5	2	10

WIA Annual Report Data

State Name: PA

Program Year: 2002

Table O: Summary of Participants

Local Area Name: Montgomery County Workforce Investment Board	Total Participants Served	Adults	184
		Dislocated Workers	276
		Older Youth	29
		Younger Youth	306
	Total Exiters	Adults	111
		Dislocated Workers	153
		Older Youth	13
		Younger Youth	133

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	67	0	
	Employers	60	0	
Entered Employment Rate	Adults	68.5	64.2	
	Dislocated Workers	80.1	77	
	Older Youth	71.4	50	
Retention Rate	Adults	82.8	80.3	
	Dislocated Workers	90	91.3	
	Older Youth	81.1	72.7	
	Younger Youth	45	47.9	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,224	1,032	
	Dislocated Workers	93.8	81.1	
	Older Youth (\$)	2,464	2,193	
Credential / Diploma Rate	Adults	50	54.3	
	Dislocated Workers	50	60.3	
	Older Youth	40	15.8	
	Younger Youth	35.3	87.5	
Skill Attainment Rate	Younger Youth	68	94	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		5	6	6

WIA Annual Report Data

State Name: PA

Program Year: 2002

Table O: Summary of Participants

Local Area Name: Philadelphia Workforce Investment Board	Total Participants Served	Adults	2,383
		Dislocated Workers	1,971
		Older Youth	576
		Younger Youth	5,044
	Total Exiters	Adults	398
		Dislocated Workers	252
		Older Youth	86
		Younger Youth	501

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	68	0
	Employers	66	0
Entered Employment Rate	Adults	71	75.9
	Dislocated Workers	81	79.7
	Older Youth	61	37.9
Retention Rate	Adults	79	80.6
	Dislocated Workers	88	85.1
	Older Youth	72	75
	Younger Youth	50	38.4
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,620	3,520
	Dislocated Workers	91	92.7
	Older Youth (\$)	2,000	1,745
Credential / Diploma Rate	Adults	55	74.6
	Dislocated Workers	55	72.9
	Older Youth	40.2	16.7
	Younger Youth	50	70
Skill Attainment Rate	Younger Youth	70	75.5
Description of Other State Indicators of Performance			
Overall Status of Local Performance	Not Met	Met	Exceeded
	5	4	8

WIA Annual Report Data

State Name: PA

Program Year: 2002

Table O: Summary of Participants

Local Area Name: Allegheny County Workforce Investment Area	Total Participants Served	Adults	293
		Dislocated Workers	272
		Older Youth	93
		Younger Youth	867
	Total Exiters	Adults	198
		Dislocated Workers	146
		Older Youth	43
		Younger Youth	287

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	70	0
	Employers	65	0
Entered Employment Rate	Adults	71.5	65
	Dislocated Workers	81.2	76.9
	Older Youth	53	63.6
Retention Rate	Adults	79.8	83.6
	Dislocated Workers	94	88.8
	Older Youth	81	86.7
	Younger Youth	41	50.4
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	2,100	841
	Dislocated Workers	101.2	69.2
	Older Youth (\$)	2,525	2,447
Credential / Diploma Rate	Adults	46	66.7
	Dislocated Workers	46	48.6
	Older Youth	40	56
	Younger Youth	47	84.4
Skill Attainment Rate	Younger Youth	70	68.2
Description of Other State Indicators of Performance			
Overall Status of Local Performance	Not Met	Met	Exceeded
	4	5	8

WIA Annual Report Data

State Name: PA

Program Year: 2002

Table O: Summary of Participants

Local Area Name: Westmoreland/Fayette Workforce Investment Board	Total Participants Served	Adults	986
		Dislocated Workers	454
		Older Youth	136
		Younger Youth	1,022
	Total Exiters	Adults	127
		Dislocated Workers	76
		Older Youth	64
		Younger Youth	358

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	67	0	
	Employers	63	0	
Entered Employment Rate	Adults	69.5	76.9	
	Dislocated Workers	82.8	93.3	
	Older Youth	63.5	63.3	
Retention Rate	Adults	79.4	81.9	
	Dislocated Workers	91.4	94	
	Older Youth	76.6	73.9	
	Younger Youth	50	56.5	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	2,388	3,076	
	Dislocated Workers	85.9	90.1	
	Older Youth (\$)	2,510	1,189	
Credential / Diploma Rate	Adults	50	76.5	
	Dislocated Workers	50	84.3	
	Older Youth	40	50	
	Younger Youth	60	83.1	
Skill Attainment Rate	Younger Youth	70	80.2	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		3	2	12

WIA Annual Report Data

State Name: PA

Program Year: 2002

Table O: Summary of Participants

Local Area Name: City of Pittsburgh Workforce Investment Area	Total Participants Served	Adults	206
		Dislocated Workers	175
		Older Youth	74
		Younger Youth	337
	Total Exiters	Adults	151
		Dislocated Workers	100
		Older Youth	63
		Younger Youth	179

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	70	0
	Employers	65	0
Entered Employment Rate	Adults	75.1	69.8
	Dislocated Workers	81.2	81.7
	Older Youth	53	51
Retention Rate	Adults	79.8	75
	Dislocated Workers	94	89.7
	Older Youth	81	50
	Younger Youth	41	51.4
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	2,100	1,942
	Dislocated Workers	101.2	78.8
	Older Youth (\$)	2,525	1,168
Credential / Diploma Rate	Adults	46	41.9
	Dislocated Workers	46	68.6
	Older Youth	40	19.6
	Younger Youth	47	86.3
Skill Attainment Rate	Younger Youth	70	74
Description of Other State Indicators of Performance			
Overall Status of Local Performance	Not Met	Met	Exceeded
	6	6	5

WIA Annual Report Data

State Name: PA

Program Year: 2002

Table O: Summary of Participants

Local Area Name: Tri-County Workforce Investment Board	Total Participants Served	Adults	319
		Dislocated Workers	450
		Older Youth	66
		Younger Youth	235
	Total Exiters	Adults	128
		Dislocated Workers	174
		Older Youth	36
		Younger Youth	97

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	67	0	
	Employers	63	0	
Entered Employment Rate	Adults	67	76.8	
	Dislocated Workers	77	90.6	
	Older Youth	58	55	
Retention Rate	Adults	79	84.7	
	Dislocated Workers	89	92.9	
	Older Youth	76	78.6	
	Younger Youth	50	48.4	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,320	3,186	
	Dislocated Workers	85	106.5	
	Older Youth (\$)	2,510	3,371	
Credential / Diploma Rate	Adults	50	66.3	
	Dislocated Workers	50	66.4	
	Older Youth	40	48	
	Younger Youth	50	59	
Skill Attainment Rate	Younger Youth	70	82.4	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		2	3	12

WIA Annual Report Data

State Name: PA

Program Year: 2002

Table O: Summary of Participants

Local Area Name: Southwest Corner Workforce Investment Board	Total Participants Served	Adults	331
		Dislocated Workers	263
		Older Youth	45
		Younger Youth	254
	Total Exiters	Adults	210
		Dislocated Workers	165
		Older Youth	16
		Younger Youth	75

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	0	
	Employers	63	0	
Entered Employment Rate	Adults	71	83.2	
	Dislocated Workers	80	88.7	
	Older Youth	63	83.3	
Retention Rate	Adults	79	89.5	
	Dislocated Workers	89	89.9	
	Older Youth	65	69.2	
	Younger Youth	50	54.8	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,000	2,621	
	Dislocated Workers	80	77.8	
	Older Youth (\$)	2,000	1,613	
Credential / Diploma Rate	Adults	50	71.8	
	Dislocated Workers	50	85.1	
	Older Youth	40	26.7	
	Younger Youth	50	70.8	
Skill Attainment Rate	Younger Youth	70	77.2	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		3	3	11