

Workforce Investment Act - 2010

State of New Mexico Annual Report



Program Year 2010
www.dws.state.nm.us



STATE OF NEW MEXICO

Workforce Investment Act

Annual Report - Program Year 2010



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Equal Opportunity is the Law

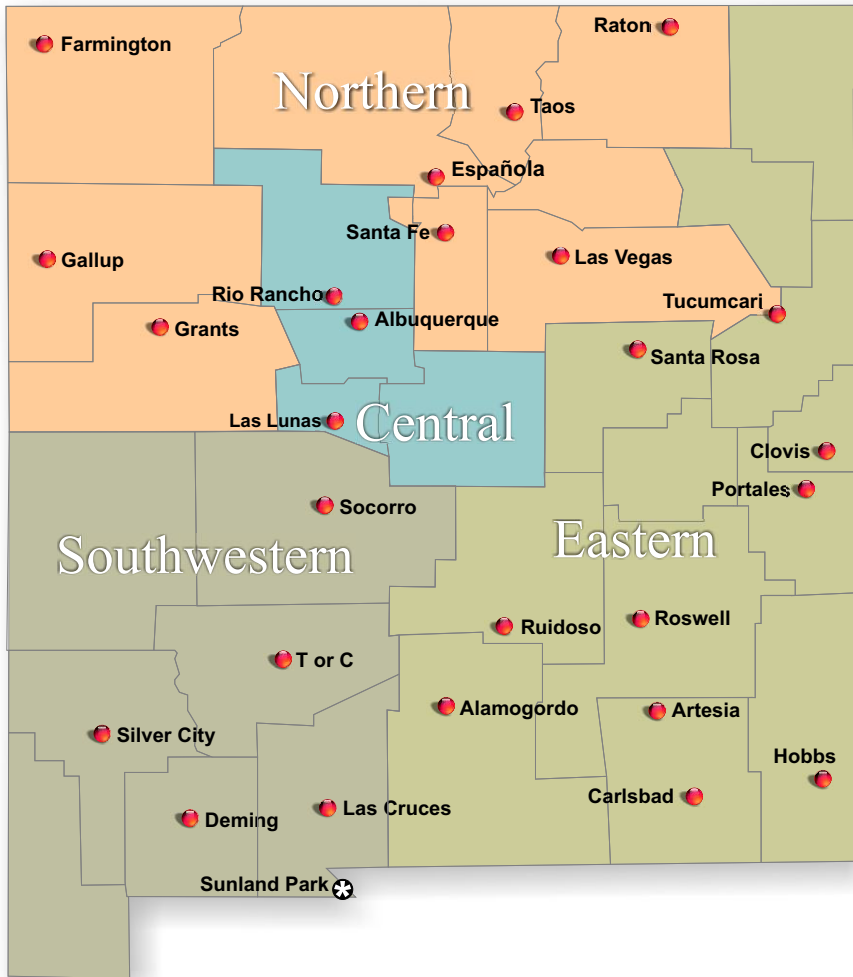
The New Mexico Department of Workforce Solutions is an equal opportunity employer/program and auxiliary aids and services are available upon request. WIA applicants, claimants, participants, recipients, employers, and staff shall not be discriminated against on the basis of race, color, religion, sex/gender, sexual orientation, national origin, citizenship, age disability, political affiliation, or belief in both participation and employment reprisal or retaliation for filing grievances, testifying or agreeing to testify any investigation or proceeding related to the WIA also regarding health, safety, and displacement of denying benefits to any individual to which that individual is otherwise entitled, or participation in any WIA financially assisted program or activity.

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NEW MEXICO'S SERVICE DELIVERY

Workforce Connection Centers (NMWCC's) Establish One Stop Delivery System Statewide through Four Workforce Investment Areas



Local one stops established to provide a variety of workforce development programs & Services

-  NM Workforce Connection Centers
-  NM Workforce Connection Office Itinerant Service
-  Central Area Workforce Development Board
-  Eastern Area Workforce Development Board
-  Northern Area Workforce Development Board
-  Southwestern Area Workforce Development Board

Central Area WDB Administrative Entity-
 Mid Region Council of Governments (MRCOG)
 Ramona Chavez, WIA Administrator
 809 Copper NW
 Albuquerque, NM 87102

Eastern Area WDB Administrative Entity -
 Eastern Plains Council of Governments (EPCOG)
 Sandy Chancey, Executive Director
 418 Main Street
 Clovis, NM 88101

Northern Area WDB Administrative Entity-
 Northern Area Local Workforce Development Board (NALWDB)
 Jerry Gaussoin, Executive Director
 5 Bisbee Court - Suite 104
 Santa Fe, NM 87508

Southwestern Area WDB Administrative Entity-
 South Central Council of Governments (SCCOG)
 Steve Duran, WIA Administrator
 600 Hwy 195, Suite C
 Elephant Butte, NM 87935

STATE PROFILE -

The New Mexico Economic Outlook

Statewide

The prolonged economic downturn of 2010 continues to present challenges to New Mexico's business, industry, and workforce investment partners. At this time last year, the state profile indicated New Mexico was emerging from the worst recession in decades. The downturn rippled throughout the economy and its effects have proven difficult to reverse. The rate of over-the-year job growth, comparing June 2011 with June 2010, was 0.2 percent, representing an over-the-year growth of 1,900 jobs.¹

Not all is doom and gloom. Across much of the state, new jobs are being added to the economy, primarily in health care and educational services. Yet long-standing problems remain in many rural areas, and "quality" concerns persist regarding some of the jobs currently held by New Mexico workers. Approximately 70 percent of our jobs do not require postsecondary education.

The effects of economic development efforts to attract new businesses can already be seen around the state. Hundreds of jobs in photovoltaic manufacturing, business support, scientific research and development, and even space travel positions were added during this past year. Construction of Spaceport America's 10,000-foot runway is complete and work continues on the terminal and support buildings. Retention and expansion efforts also face challenges as the economy slowly recovers. New Mexico's film industry is getting attention from other states as they imitate the state's methodology to offer larger incentives that lure film production to their areas. Commodity prices have had a positive impact on mining across southern New Mexico while the northwest is still struggling with low natural gas prices.

New Mexico's Population and Current Workforce Supply

According to the 2010 Census,² New Mexico's population reached 2.06 million people. That represents a growth rate of 13.2 percent between 2000 and 2010. New Mexico was the fifteenth fastest growing state in the country between 2000 and 2010. However, New Mexico still has a low population density, with about 17 persons per square mile compared to an average of 87 persons for all states. Statewide, the civilian labor force, 16 years and older, numbered 953,300 in 2010, with 873,100 employed. The workforce investment regions designated as Central, Southwestern and Northern, each contain at least one Metropolitan Statistical Area (MSA) and experienced a higher rate of growth, with the Eastern region, experiencing the least growth rate.



¹ New Mexico Department of Workforce Solutions, Economic Research, and Analysis Bureau, conducts market analysis, and research of the economy and its effects on major industries, staff contributors include Mark Boyd, Bob Richardson, and ER&A Staff.

² Source: U.S. Census Bureau, Census 2010, New Mexico census population.

STATE PROFILE -

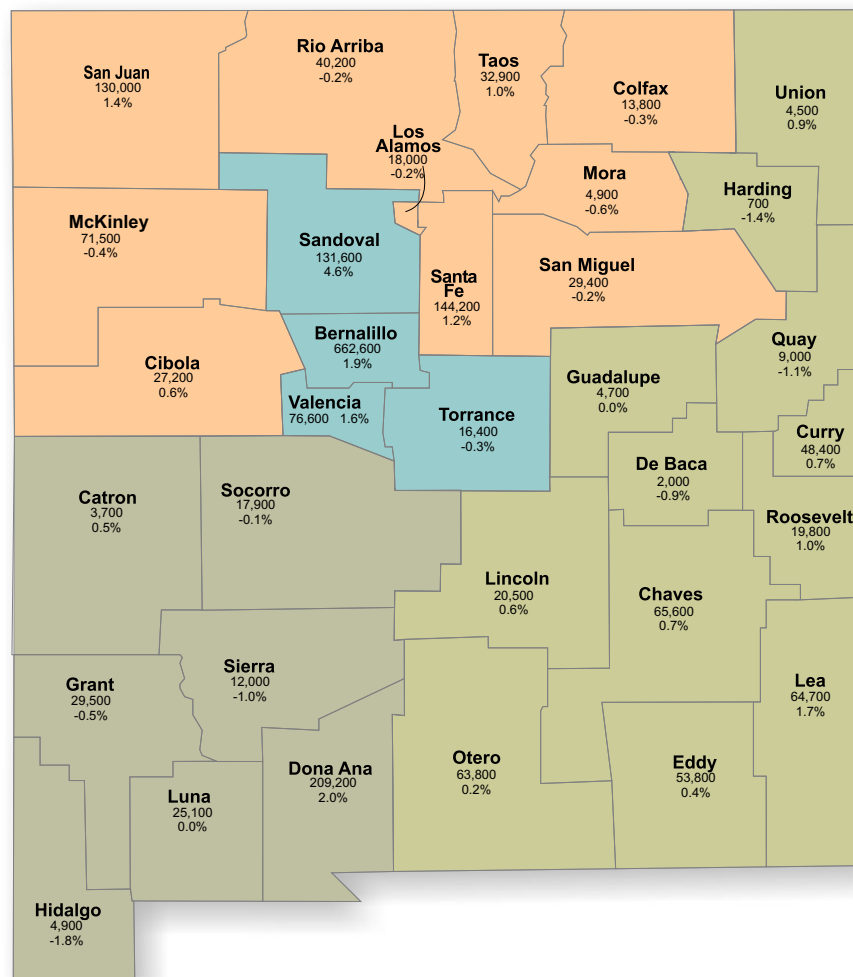
The New Mexico Economic Outlook

Population Growth by County

The following map shows each county's 2010 population and 2000 to 2010 average annual growth rate. As expected, nearly all of the counties comprising the four MSAs were among the top ten counties for population growth. Three of the four counties making up the Albuquerque MSA - Sandoval, Bernalillo, and Valencia - ranked first, third and fifth, respectively. Torrance County, the fourth county in the

Albuquerque MSA, ranked twenty-fifth. Doña Ana County ranked second and Lea County moved to the fourth fastest growing county. San Juan County was the sixth fastest growing county, with Santa Fe County being seventh and Roosevelt County, Taos County, and Union County rounding out the top ten. One interesting note, 14 of New Mexico's 33 counties posted population decreases during this period.

Population Growth by County, 2000-2010³



³ Source: U.S. Census Bureau, Census 2010.

STATE PROFILE -

The New Mexico Economic Outlook

Unemployment Rate in the Workforce Investment Area (WIA) Regions

Each workforce area has experienced significant increases in the unemployment rate since reaching a record low in 2007.⁴

The Eastern area has had the lowest unemployment rate of all areas since 2004. Only the Eastern area had a lower unemployment rate than the state in 2010.

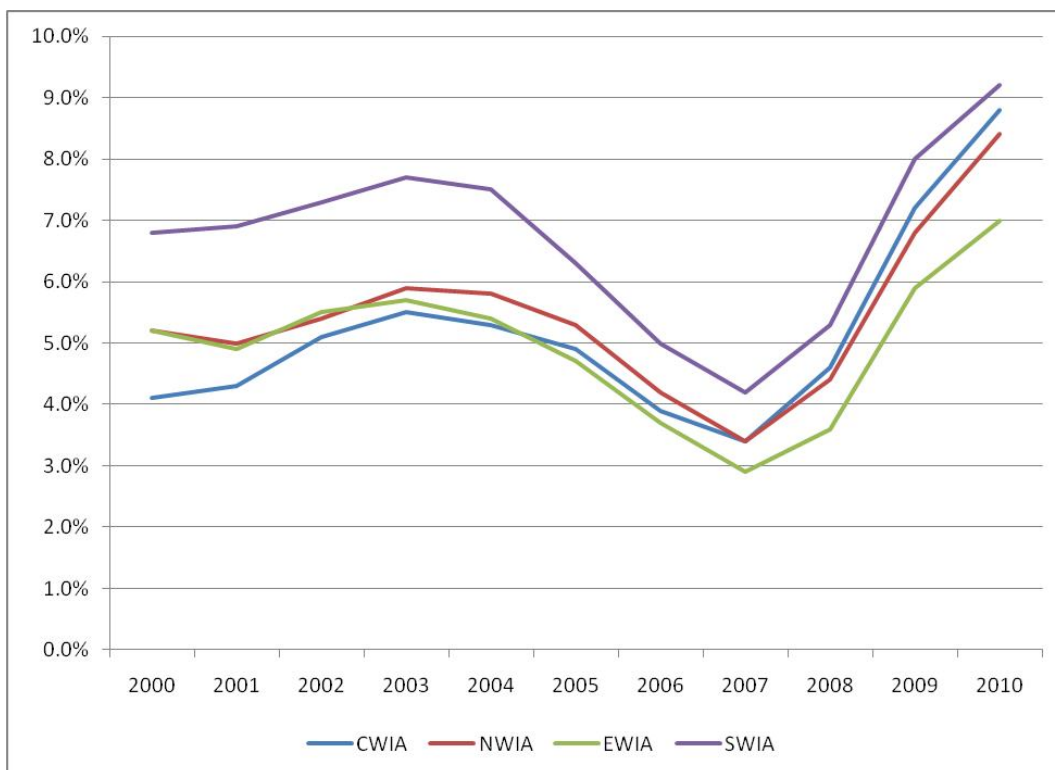
The Central area had the lowest unemployment rate of all WIAs between 2000 and 2003. By 2007, the rate had begun to increase and remained consistently equal to or higher than the state unemployment rate through 2010.

Between 2004 and 2006, the Northern area unemployment rate was greater than the statewide rate. From 2007 through 2010, the Northern area rate was less than or the same as the state as a whole.

The Northern area and Central area unemployment rates have been very similar to the state rate since 2007.

The Southwestern area has consistently registered the highest unemployment rate among the four WIAs. The Southwestern area rate was higher than the statewide rate for the duration of the 2000 through 2010 period.

Unemployment Rates in the WIAs - 2000-2010



⁴ New Mexico Department of Workforce Solutions, Economic Research and Analysis Bureau, conducts statewide market analysis and research of Local Area Unemployment Statistics, source contributions taken from DWS State of the Workforce 2011, www.dws.state.nm.us.

STATE PROFILE -

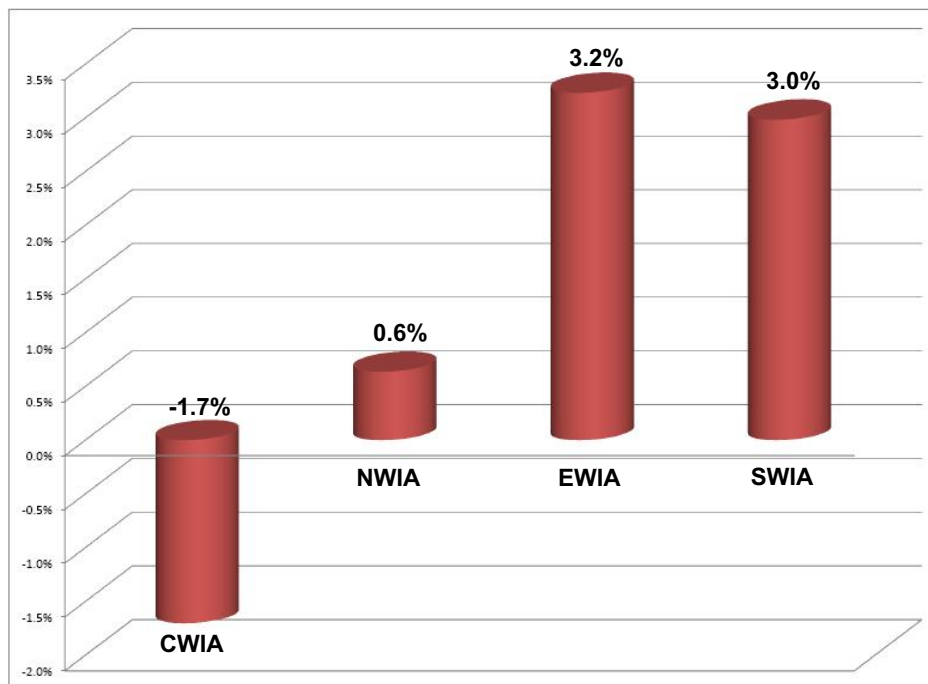
The New Mexico Economic Outlook

Employment Growth in the Regions

The two WIA regions affected most by the 2007-2009 recession were the Central and Northern WIAs.⁵ Health care and education kept adding jobs or maintained their employment levels through the recession. At the beginning of the recovery, accommodation & food service, along with the non-government other services sector, showed the first signs of job growth. However, construction, manufacturing, mining, and

professional & technical services industries suffered huge losses and remain slow to recover. As a result of the recession, most job losses in the Eastern and Southwestern regions were distributed across all industries, so no one industry sector was disproportionately affected. Construction and mining activity helped to cushion some of the job losses through the recession.

Employment Growth, 2005-2010



CWIA - Central Workforce Investment Area
NWIA - Northern Workforce Investment Area
EWIA - Eastern Workforce Investment Area
SWIA - Southwestern Workforce Investment Area

⁵ New Mexico Department of Workforce Solutions, Economic Research and Analysis Bureau, conducts statewide market analysis and research of Local Area Employment Growth statistics, source contributors Mark Boyd, Bob Richards, ER&A Staff, and State of the Workforce 2011, www.dws.state.nm.us.

STATE PROFILE -

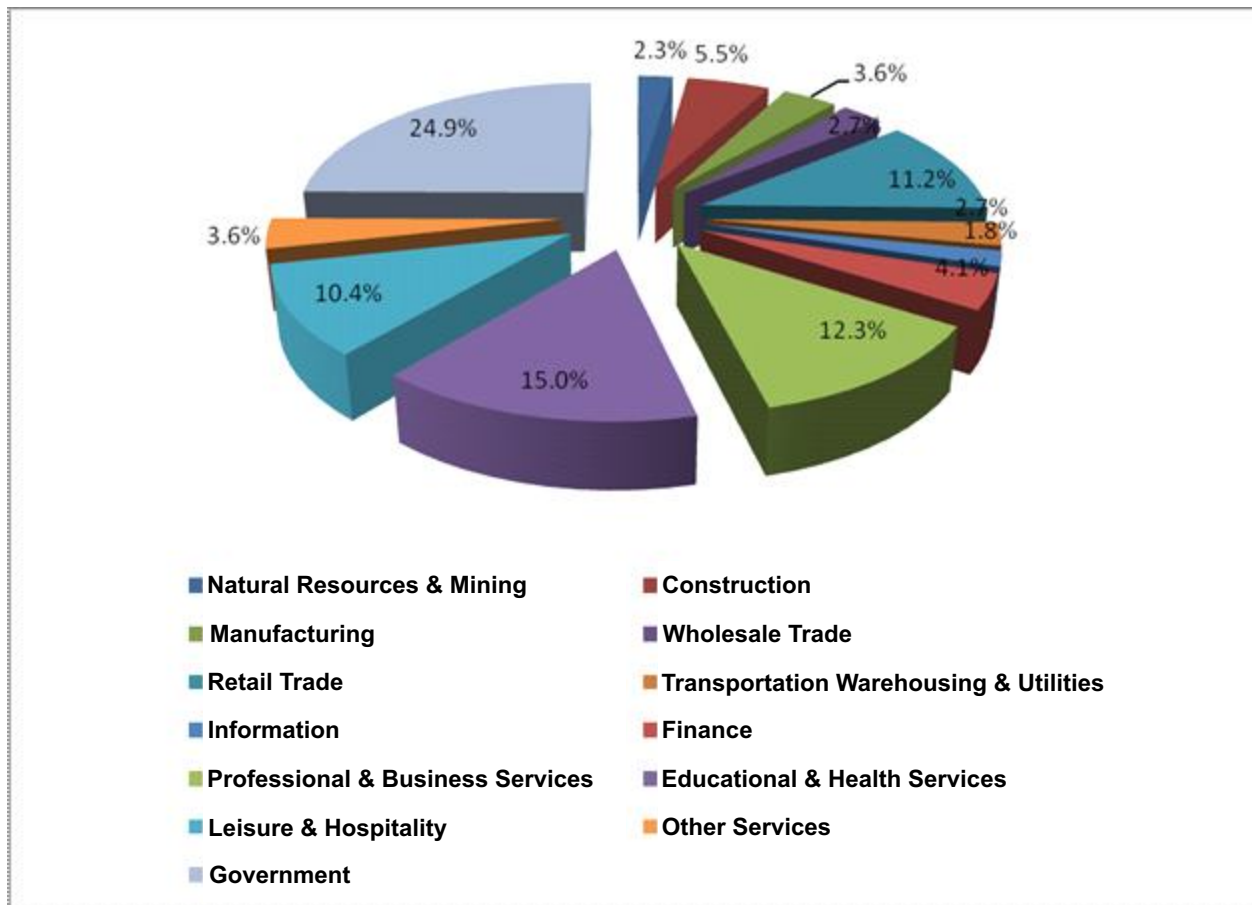
The New Mexico Economic Outlook

Employment Distribution by Industry Sector

In 2010, roughly one of every four jobs in New Mexico was in the government sector. The largest private-sector industries were educational & health services and professional & business services, accounting for a respective 15.0 percent and 12.3 percent of the state's jobs. The retail and leisure & hospitality sectors followed as the next largest sources of jobs in New Mexico at 11.2 percent and 10.4 percent, respectively.

The goods-producing sector (mining, construction & manufacturing) and the service-providing sector (all others) have maintained a fairly constant level of employment over the past several years, with goods-producing jobs accounting for 15.2 percent of the employment and service-providing jobs at 84.8 percent of the total.

Employment Distribution by Industry Sector⁶



⁶ New Mexico Department of Workforce Solutions, Economic Research and Analysis Bureau, conducts statewide market analysis and research of Local Area Employment Distribution by Industry Sector Growth, source contributors Mark Boyd, Bob Richards, ER&A Staff, and State of the Workforce 2011, www.dws.state.nm.us.

RAPID RESPONSE -

Transitioning Through Job Loss

New Mexico reports the 12 months ending June 30, 2011, resulted with 83 Rapid Response events (events are inclusive of Employers with Worker Adjustment and Retraining Notice (WARN) and impacted Employers with less than 100 employees) providing information for services to 4156 dislocated workers statewide.⁷

Dislocated workers face new challenges for new careers as they transition through job loss, unemployment, and re-employment options. The purpose of Rapid Response is:

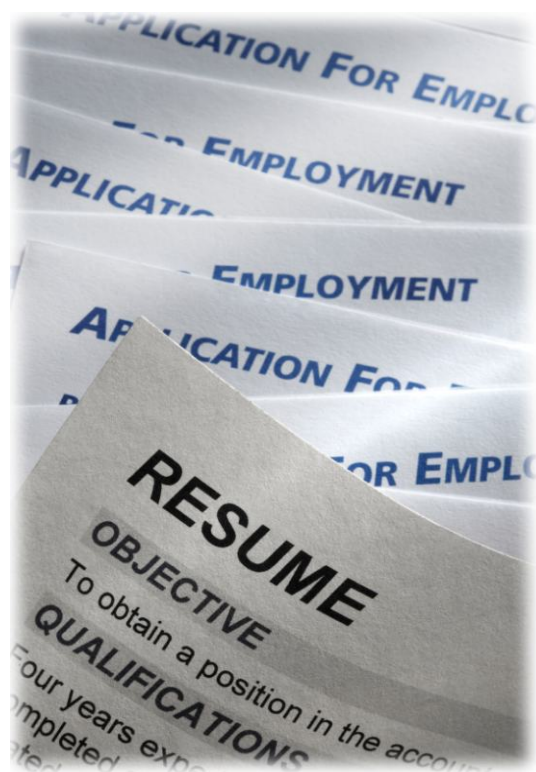
- TO COORDINATE the tools and resources available to assist workers impacted by layoff;
- TO PROVIDE transition services designed to ensure a positive environment for success; and
- TO CONNECT the impacted worker to new employment, educational and training opportunities.

Rapid Response is an early intervention service provided through Federal funding that assists both employers and employees affected by layoffs or plant closures. It provides access to user-friendly resources and information to help transition affected workers into re-employment.

It is recognized that most dislocated workers face huge obstacles in understanding how to access services from State and Federal programs that are designed to help them return to sustainable employment. The Rapid Response Program creates a coordinated outreach effort, utilizing mandatory partners of the Workforce Investment Act (WIA) to provide timely information on services provided by partners that can be of assistance to a worker who is dislocated from employment in order to minimize those obstacles. This approach allows for the program to dramatically support the Business Services objectives of the New Mexico Department of Workforce Solutions in providing business services that will meet or exceed the needs of employers.

Once a layoff notice is received either through a Worker Adjustment and Retraining Notice (WARN) notice or other means, a meeting is scheduled with the employer to discuss resources available to assist both the employer and the employee. A meeting is arranged with the employer to provide that information to the impacted employees and a plan of action is developed to assist the employees. A Rapid Response Team conducts the meetings statewide and provides information on all resources that the partners have available to assist employees through the transition of being unemployed to gainful employment.

Rapid Response responds to employers facing potential layoffs quickly in order to meet transition needs, pre-layoff aversion assistance, provide WARN and Trade Act Adjustment (TAA) information.



⁷ New Mexico Department of Workforce Solutions, Business Services Division, source contributor, Mark Remington, State Rapid Response Coordinator.

LOCAL WORKFORCE PROGRESS

New Mexico's economic recovery depends in part on the ability of the workforce system to provide a well-trained and qualified workforce. Throughout thirty-three (33) local New Mexico counties, New Mexico Workforce Connection Centers (NMWCC's) provide services to job seeker and business customers by optimizing the use of WIA formula funds, and innovative grant opportunities such as Workforce Innovation Regional Economic Development (WIRED) Grant, National Emergency Grant (NEG), and the State Energy Sector Partnership (SESP). All projects designed to coordinate the goals, strategies, and outcomes with results that ensure accessibility, training resources and a better-educated workforce.

The statewide delivery system brings people and jobs together under the direction and oversight of four local workforce development boards.

The following progress is representative of local and statewide funded activities as reported by the Local Workforce Development Board; and regional maps depict that local board counties served. The local board progress may include unique and innovative service strategies, with success stories relative to programs.



7 New Mexico Department of Workforce Solutions, Business Services Division, source contributor, Mark Remington, State Rapid Response Coordinator.

LOCAL WORKFORCE PROGRESS -

Workforce Connection of Central NM (WCCNM)



Adult/Dislocated and Youth Workforce Programs

The Central Workforce Development Board serves 43% of the state's urban population through its four county areas.⁸ Service delivery provided through the Workforce Connection of Central New Mexico (WCCNM) and the New Mexico Workforce Connection Business and Career Centers (BCCs) are committed in their strategic approach to meet the needs of industry, and in assisting businesses to become competitive and profitable, during this challenging economic recovery. The continued growth of skilled and productive workers validated by a business-driven system helps to identify our region as a valued resource for the economy of New Mexico.

Boosting Employment Activity

The New Mexico Workforce Connection Business and Career Center Business Consultants and Career Development staff work hard to boost employment activity in central New Mexico. This past year, WCCNM received three grants a National Emergency Grant (NEG), Career Pathways grant and a grant through the State Energy Sector Partnership (SESP). All grants set into motion with intent to preserve and create jobs, promote the nation's economic recovery, and assist those impacted by the recession. These grants support the workforce system and assist workers facing challenges of retooling their skills and re-establishing themselves in possible career paths.

The National Emergency Grant (NEG) provides employment related services which target the Central Region's long term unemployed population with formalized On-the-Job (OJT) Training agreements.

The Career Pathways grant lays the foundation for the creation and adaption of a career pathway model to various high growth industries in our state. The initial pathway that central region focused on is in the health care sector. The pathway model is set for students, post-secondary institutions, service and training providers and employers who clearly convey the requirements from classroom to career.

The State Energy Sector Partnership Grant (SESP) provides training opportunities for individuals interested in pursuing careers or upgrading skills in the areas of solar energy, wind energy, biofuels, and green building/energy efficiency. The SESP grant allows our Business and Career Center staff to collaborate with the region's green energy industry sectors, thus coordinating the needs of the industry through training. The groups targeted by the grant include the incumbent worker in need of skill upgrades for solar, wind, biofuels, green building, or energy efficiency, as well the unemployed, females, veterans, spouses of veterans, low income, high school dropouts, and offenders. Furthermore, the grant identifies entry-level positions that may transition to a high growth industry; this workforce opportunity assists industries such as construction, an industry significantly affected by the recession and job loss. These grant opportunities offer businesses and job seekers the support required as they contend with economic and workforce challenges in our region.

The influence of our industry groups along with these grants provide direction-keeping youth engaged in the completion of their education and in the preparation for career paths available in their future. This year the WCCNM is providing a scaled down Summer Youth Employment Program (SYEP). The Youth Summer Employment Program is planned for July 1 through September 30, 2011. Through this initiative, the Central Region will provide approximately 100 -150 youth, full and part-time employment in the four county areas of Bernalillo, Sandoval, Torrance, and Valencia. Youth participating in this program will participate in work readiness training and will work up to 240 hours. This plan ensures all youth be provided the correct soft skill components to be successful in the workplace.

⁸ Central Workforce Development Board, administered by the Mid-Region Council of Governments (MRCOG) refer to website for information at <http://www.mrcog-nm.gov/workforce-mainmenu-64>.

LOCAL WORKFORCE PROGRESS -

Workforce Connection of Central NM (WCCNM)

Opportunities through these workforce initiatives offer businesses and job seekers the support required to remain optimistic as they address workforce challenges in our region and beyond.

Program Highlights

The Central Workforce Board, through its Business and Career Center (BCC) Service Providers, SER- Jobs for Progress, Inc., provides services to the Adult and Dislocated Worker population and Youth Development Inc. (YDI) is the youth provider. SER, spearheads efforts as a service provider, on behalf of the Central Board, and takes a creative, aggressive, and business approach to serving the four county areas to deliver the highest quality services to its clients, serving both job seekers and business. YDI continues to provide quality and innovative services to both our in-school and out-of-school youth populations.

WCCNM Business Consultant staff conducts outreach connecting with many businesses throughout the Central Region and beyond, providing customized training and on the job training opportunities to their employees. Other outreach initiatives provided by SER Jobs for Progress Inc., staff result in solid working relationships with the three non-union open shop trade associations in the Central Region to include the Association of General Contractors, Associated Builders and Contractors, and the Independent Electrical Contractors. Many apprentices now receive placements to On-the-Job Training, this an initial step of Apprentice certifications, because of these relationships job seeker and trade association experience positive outcomes. WIA Business Consultants speak regularly at the associations' member events and continually promote the importance of apprenticeships in the trades with the WIA program, and other services offered at the Business and Career Centers. The WIA program now featured in the associations' newsletters on a monthly basis, which has resulted in new companies expressing their interest and intent to participate in the WIA OJT/Apprenticeship program for future projects.

Additionally, through these collaborations, and those made through the SESP grant, the WIA program has assisted employers, many of which are "green industry" employers, in the Central Region in the training of their workforce on OSHA 10, OSHA 30, Green Passport LEED Rating Systems, North American Board of Certified Energy Practitioners (NABCEP) and Six Sigma Green Belt training certifications. This initiative has provided these companies training funds, which support pending projects, and secures the retention of their workforce while providing individuals with industry and/or nationally recognized certifications.

The solid working relationships developed with the CNM Workforce Training Center, UNM Continuing Education, UNM Valencia and Economic Development offices in our four county areas established leads and referrals of new and existing businesses in need of WIA training funds.

Program year 2010 has been an amazing year for the WCCNM Youth Program and its participants. Thanks to our exceptional WCCNM Youth Program Provider, Youth Development, Inc. (YDI), and staff for providing only the most exceptional services and support to the youth of the Central Region. Through their hard work and dedication, staff was able to enroll 204 new youth into the WIA program and carry a total caseload of 567 youth throughout our four county areas, with over 50 percent of the total new youth enrolled coming from outside of the metropolitan area.

Overall, this year has been challenging as well as rewarding for all involved in the program, and with the continued commitment of staff and the customers accessing services in our centers we expect PY11 to be even more successful than PY10.

LOCAL WORKFORCE PROGRESS -

Workforce Connection of Central NM (WCCNM)

Central Region Success Stories

Adult ARRA Success

Aaron completed four semesters of construction trade training at CNM in 2009, unable to continue, as he had to secure employment. Aaron came to WIA for assistance in July 2010, as his attempts at securing full time permanent employment had not been successful. At the time, Aaron came to see a WCCNM Business Consultant, for assistance, he was working on a temporary basis as a maintenance worker earning \$10.00 per hour without any benefits. Aaron was interested in continuing his education in the electrical trade and wanted an apprenticeship opportunity. After assessments, career counseling and review of Aaron's education and work history, Patrick thought Aaron would be a good fit for an apprenticeship opportunity as an electrician helper with Silverado Enterprise, an electrical commercial contractor WIA has a good working relationship with. Aaron interviewed with the employer and was offered the electrician helper apprenticeship position under an OJT funded by Adult ARRA with a starting wage of \$12.75 per hour with full benefits after 90 days. Aaron began employment on July 26, 2010, after successful completion of his OJT on 2/17/11; he enrolled in the Independent Electrical Contractors Association's apprenticeship program.

SESP Success

Justin is a recent college graduate with an MBA whose employment opportunities in this dismal job market have been limited to low wage, entry-level jobs. Justin came to WIA seeking services in May 2011 seeking employment assistance. Through assessments and career counseling, WCCNM Business Consultant was able to determine that Justin was interested in pursuing a career with the green/alternative industries, with a position in management being his ultimate goal, enabling him to utilize his MBA. He was referred to Affordable Solar, a company with high and rapid growth in the solar industry, for a position in sales. Affordable Solar was impressed by Justin's credentials, his obvious level of professionalism and desire to grow, and offered Justin a full-time position as a Solar Sales Associate, at a wage of \$11.50 per hour (with commission and bonus incentives) at the end of May 2011. A recent follow-up

with Justin revealed that he is doing very well in his position and he has recently completed his NABCEP certification. The employer quite impressed with Justin's performance and quick learning curve, indicates that he has a bright future with Affordable Solar, as even considering him for a management track.

NEG Success

Rick a long term, unemployed individual (laid off in April 2009) who came to WIA for assistance in March 2011 after 2 years of unsuccessful job search. Rick had been working in the construction industry, as an electrician, with all current electrical licensures, had no luck finding employment. After resume review, assessments, career counseling, NMWC staff determined that Rick would be a suitable candidate for a lead solar installation position that was available with Affordable Solar. Rick had a solid work history, good communication skills and presented himself very well. Rick was sent to the company for an interview and made such a positive impression that Affordable Solar offered to hire him under an OJT as a lead solar installer with a starting wage of \$20.00 per hour, on a full-time basis. Rick started his new position under a NEG funded OJT in the last week of March 2011 and is doing very well in his new occupation. Rick recently received his NABCEP certification and both he and employer are very pleased.

Adult/Dislocated Worker Success Stories

Tri is a 36-year old immigrant from Vietnam with a wife and child, who previously worked at Panda Express Restaurants as an Assistant Manager. Tri was laid off in July 2009 and was having difficulty securing new employment. Tri was unemployed and collecting UI benefits, wanted to resume his career as a machinist, and went to CNM to pursue his AA degree in Sheet Metal Work. Tri is a highly motivated individual who graduated at the top of his class. Through the assistance of WCCNM Business Consultant, Tri interviewed at Wonik Quartz in May for a position as a CNC machinist and secured the position through our OJT program. Tri is working full-time at \$15.00 per hour and will be receiving full benefits after his

LOCAL WORKFORCE PROGRESS -

Workforce Connection of Central NM (WCCNM)

probationary period. Tri is excited to learn another aspect of his profession through Wonik, who is teaching him the art of machining quartz glass.

Youth Success

Stephanie is a citizen of Mexico who is now a permanent resident in the U.S. Born in Baja California, Mexico, Stephanie immigrated here as a young child with both her parents. She attended public school, but after a few years enrolled in home schooling as she became disenchanted with the public school system. Shortly after her arrival at YDI in August 2010, Stephanie received her high school diploma and completed with a 4.0 GPA. When Stephanie came into the program, she was having difficulties at home and moved into her boyfriend's mother's home. We placed her to work at Valencia Counseling where she did an awesome job. Always on time and always pleasant, Stephanie's evaluations were exceptional, so much so, that after completion of her hours with YDI, Stephanie obtained a permanent position and to this day continues to work there.

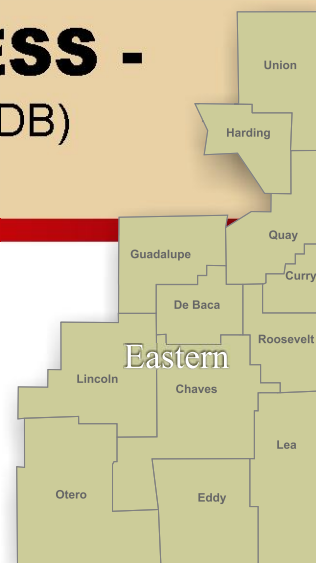
Stephanie is now meeting other challenges head-on, enrolled at UNM Valencia where she will be majoring in Business Management. When she came into our program Stephanie's parents refused to provide her with their social security numbers as required filing for FAFSA. Due to their unwillingness to assist, Stephanie has dealt with the problem directly and is paying her way through college on her own, talk about determination. The WIA program will also assist her with this important goal. Stephanie has informed us that she is very motivated in seeing this through. Perhaps in two years we will see her transition to UNM and then to Anderson School of Business, and finally a Master's Degree in Business Management. We have no doubt that Stephanie will transform into a lovely, brilliant young woman with much spunk and determination. We definitely have not heard the end of her story.

Ariel dropped out of school at the age of 16. Her attendance had started to decline and her interest in school had faded. She focused more on helping her family and improving her family life. Her goal was to complete her high school and college education faster so that she could help her large family financially. Ariel was enrolled in the WIA program in September 2010, referred to GED classes at YDI and started the workforce literacy training. Ariel obtained a work experience placement at La Promesa Charter School and did an excellent job. Ariel received her GED in December 2010 and continues to work at La Promesa. She is also enrolled in two other YDI programs; Argus Learning for Living, which is providing green industry certification training, and she is receiving mentoring services through the C-Core program. Ariel states, "WIA helped me get my life back in order. These programs are the best thing I have done for myself. The program is not easy; you really have to be dedicated to your studies and committed to all parts of each program. I would recommend WIA and YDI to any one that has fallen off course and needs a little help and motivation."

"WIA helped me get my life back in order. These programs are the best thing I have done for myself."

LOCAL WORKFORCE PROGRESS -

Eastern Area Workforce Development Board (EAWDB)



Adult/Dislocated and Youth Workforce Programs

EAWDB - Changes in Service Delivery

This local workforce area serves twelve (12) counties, covering a large land mass in New Mexico.

The EAWDB⁹ has had a busy and exciting year. The Board's focus was to provide a more uniform service delivery model for its customers with a focus on high quality customer service to job seekers and employers and utilizing management funds in a more economically efficient and streamlined manner. As a result, our program year began with the establishment of an area-wide one-stop operator Eastern New Mexico University - Ruidoso (ENMU-Ru).

The new operator was selected based on a history of quality services delivered in Lincoln County. Since the establishment as the area wide operator ENMU-Ru has hired several new staff and infused the system with new energy and ideas. They have established a focus on staff development for customer service, community and business outreach and quality assurance. The result has been an increase in the number of individuals being trained in high skilled demand occupations.

In March the EAWDB selected Region IX Education Cooperative to be our area wide comprehensive youth provider. This decision serves to increase the quality and availability of services to youth in rural outlying areas. Region IX brings to the table successful use of ITV and technology to serve youth in small rural communities when direct face-to-face contact is not possible.

State Energy Sector Partnership Grant

The State Energy Sector Partnership grant (SESP) launched in PY 2010. The Eastern Area is utilizing this funding to assist in training a workforce ready to meet the demands of an ever-growing green economy throughout the state and the area. There has been a large influx of green companies moving into the area and a need for a skilled workforce to meet the level of

growth has resulted. The SESP grant coordinator has been reaching out to employers to identify their training needs and to train providers to identify training programs currently available in the area.

During this outreach to employers and training providers, the process identified large gaps of available training for this part of the state. SESP and EAWDB outreach discovered that many employers had no alternative but to send employees out of state for their training needs. As a result, the SESP project coordinator began working with local community colleges, employers, and training entities outside New Mexico to bring needed training to the Eastern Area of the state.

- Targeted industries and training areas indicate the largest green job growth areas identified, have a need for trained workers, which include:
 1. The wind industry with several wind farms throughout the area and its support industries,
 2. Biofuels training need is identified, with a new manufacturing facility opening in Roosevelt county and one scheduled for Eddy county; and
 3. Green construction training targeted with identified trainings that deliver work on remodeling projects, the removal of lead based paint, and other hazardous materials with employers projecting an increased need for employees to be certified.

Scheduled trainings include Tower Rescue and first aid, OSHA 10 certification, fiber optic installation certification and OSHA 30 certification. Plans for future trainings to be delivered include lead based paint certification, HAZWOPR, weatherization, and energy auditing.

⁹ The EAWDB administers WIA funds for the eastern region refer to local board website at <http://eawdb.org/>.

LOCAL WORKFORCE PROGRESS -

Eastern Area Workforce Development Board (EAWDB)

American Recovery and Reinvestment Act (ARRA) and the Workforce Investment Act (WIA) Adult and Dislocated Worker Programs

The economic downturn of 2009, and the increase in individuals receiving unemployment, accompanied by lower hiring rates, forced our area offices to step back and reevaluate how services were being delivered. The standard model of training individuals for jobs in demand industries or businesses no longer fit as demand occupations changed due to economic times, so assisting this outdated model required an update. When the economy was booming the problem was finding enough individuals to fill the vacant positions. After the downturn, jobs were scarce and wages were lower with more individuals competing for fewer available jobs.

The offices began to shift their focus more toward training for immediately available openings and entrepreneurial efforts. The outcome of utilizing this approach has been successful with a few individuals becoming self-employed in green areas such as energy auditing and conservation.

ARRA and WIA formula funded activities included training services to over 200 adults and 47 dislocated workers. Allied health has remained a growing industry with many openings for nurses, aides, billing, radiology technicians, and support staff. The transportation industry has been a very viable industry over the last year. This targeted approach has led to a slow and steady increase in the entered employment performance measure over the preceding year.

Workforce Investment Act Youth Programs

Youth programs in the area had a stronger focus on alignment with adult programs for recruitment, referral, and transitional programs to move youth from the youth program into the adult program.

With decreased funds, an additional area of focus was long distance case management strategies. As a result, technology

has begun playing a major role in the Eastern area's service delivery model. One provider's Career Development Specialists (CDSs) began utilizing ITV to accomplish more face-to-face meetings via computer with their youth; Blackboard was used for assignment of activities such as work readiness, occupational exploration, and budgeting. Websites such as Facebook and email were utilized to keep in contact with the youth. The multimedia contact approach led to stronger ties between the CDSs and the youth.

Best Practices

The best practices in the Eastern Area over the last year are:

- Maintaining strong linkages between employers and training providers to ensure that trainings being offered meet employer needs
- Utilizing technology to increase contact with our customers by employing innovative techniques that have proven successful outcomes, and
- Ensuring all offices work together with a consistent message and method.

One focus area for the upcoming year, based on best practices learned this year, will be increased utilization of social media and technological communication with customers in the system. This should include the expansion of these practices to the adult and dislocated worker programs.

Eastern Area Youth Success Stories 2010 - 2011

Youth Success in Otero County - Region IX Education Cooperative

A 17-year old young man from a very emotionally abusive family is the subject of this success story. Distressed and hopeless, he came to the Workforce Center for assistance. Staff reached out to the community support system; a family was located and willing to offer him the help he needed to

LOCAL WORKFORCE PROGRESS -

Eastern Area Workforce Development Board (EAWDB)

survive and thrive. Staff supported this young man through many personal barriers until he graduated from high school. They helped him obtain summer employment. He was able to save all his money to buy a car and pay for the books he needs for college, which he will be starting soon. He will be taking 18 credit hours. He tells us he now has hope in his life thanks to the Center and a community that embraced him so he could focus on his life and his future.

A mildly autistic young man from one of the smallest schools in the district, who hated any type of technology. One huge goal set this last year was to get him on a computer. He loves to draw and write comic books. He took his love of comic books into a love to type up the stories on the computer. It took him two semesters but he completed an entire comic book online. To enhance his computer experience, the Information Technology department found a computer program where we could scan his drawings into the computer and add the text boxes to make and print out his own comic book. This spilled over into his school studies as he completed his senior class project on the computer. He was able to research everything online and he learned to copy and paste which was a huge accomplishment for him. He is currently taking a college class online, which is amazing to me that he feels comfortable enough to be enrolled in one. He is a huge success for his willingness to learn and grow his computer skill base and in how far he has come.

Lincoln County Youth Success - **Region IX Education Coop**

This young woman referred to the program when she was 16 years old, is already the mother of a six-month old son. A high school dropout since the second month of her sophomore year and home includes her single mother and four other siblings. She recalls going through most of her pregnancy without propane and without heat. The family took cold showers and ate cold meals.

During an interview, she expressed an interest in Hospitality and Tourism. Staff administered a TABE test, which she scored exceptionally well. She was referred to GED classes, and spent a considerable amount of time working with instructors for the necessary hours that would allow her completion and official GED testing to enable her to register for the Spring 2011 ENMU classes.

With a referral to CYFD for childcare, this would allow her to attend classes. After completing a series of work readiness lessons, she was placed in a work experience with Distance Ed at ENMU. This worksite was selected as she had no transportation or driver's license. Region IX staff and Distance Ed provided workforce and supportive services; they assisted her to refine her social skills, which enhanced her self-esteem. Region IX enrolled her in "Driver's Ed in a box" a program paid for by WIA supportive services, and receiving her driver's license, was one big step towards self-sufficiency.

When her work experience ended, she successfully secured a position at ENMU. She is an exceptionally bright young girl, and has done well in her college classes. She will graduate in another year with her AA in Restaurant Management and Business. She is a good mother, working hard to be able to support herself and her son with minimal assistance. She has given herself the opportunity to do great things with her future by using this program to be successful. Now 17 years old, she at times struggles to put things into proper perspective, but center staff is encouraged with the young woman she is becoming. She is thankful with this WIA program, the opportunities, and the services it offers for an education, which means positive changes for her life and that of her child.

LOCAL WORKFORCE PROGRESS -

Eastern Area Workforce Development Board (EAWDB)

Curry County - ENMU Success Story

Eldon became our first WIA participant of the year. He was recently unemployed; this individual had been forced to sell his business due to medical reasons. He and his wife were attempting to live on her income and at the time Eldon entered training, she was making minimum wage at a seasonal job. He was interested in obtaining a CDL license in order to gain employment, provide for his family, and earn a sufficient wage. Upon completion of his CDL training, Eldon was able to obtain employment, and is now working for a local trucking company where he earns enough to support his family.



LOCAL WORKFORCE PROGRESS -

Southwestern Area Workforce Development Board (SAWDB)



Adult/Dislocated and Youth Workforce Programs

The Southwestern Area Workforce Development Board's¹⁰ (SAWDBs) mission is to empower individuals in the region by providing them with the tools and training they need to acquire higher paying jobs based on the needs of local businesses. With an emphasis on economic and employer driven goals, SAWDBs cooperative programs cater to the region's unique employment needs allowing for effective distribution of federal funds and serving local employers by cultivating a highly skilled workforce.

SAWDB continues to enhance relationships with the local economic development organizations and businesses across five cities, plus one itinerant site, or seven (7) counties to include Catron, Dona Ana, Grant, Hidalgo, Luna, Sierra, and Socorro. The Southwestern Area workforce Development Board works toward improving one-stop facilities in order to house more partners and businesses. The Administrative Entity of the Southwestern Area Workforce Development Board provides extensive training for all Board members and staff on the Workforce Investment Act, Policies, and Procedures.

American Reinvestment and Recovery Act (ARRA) Short-Term Summer Youth Employment Program PY 2010

Through American Reinvestment Recovery Act funding, the Southwestern Area Workforce Development Board was able to establish a Short-Term Summer Youth Employment Program. This short-term program provided \$17,789.00 in funds, with a targeted performance goal to serve 14 eligible in school and out of school youth participants. The time allotted to service these 14 participants was June 1, 2011 through June 30, 2011. The workforce centers distributed information about the summer youth program, and were able to meet their projected goal.

The Short-Term Summer Youth Employment Program was a big success in that it was able to provide more eligible youth with

Work experience. The participants were provided with job readiness skills and an opportunity to participate in the workforce that they may not have had otherwise. The tenacious work of the people involved in getting this Short-Term Summer Youth Employment Program implemented, completed, and successful is an example of how devoted the Southwestern Area Workforce Development Board is to making sure necessary services are provided for youth and adult programs. The country is continuing to experience economic hardships and this short-term program was able to assist these individuals with opportunities to assist their families with some of the financial burden, as expressed by some of the participants.

Summer Youth Employment Program Success Stories across the Southwest

Deming, NM, A young man heard about the program from his sister who had previously participated in the prior year Summer Youth Employment Program and had a very positive experience. He decided to come in to the workforce center to try to get a job because he had had trouble in his previous efforts to find employment and was interested in finding a way to earn money for college. He was successful in obtaining employment at a local hardware store where he completed his month long work experience, this with the help of the workforce staff.

In a follow up interview with this young man, he expressed appreciation and his enthusiasm at the opportunity to learn about plumbing, cars, and how to use tools associated with the trades. He mentioned that when his younger brother is old enough, he will definitely encourage him to participate in programs offered through the centers, similarly as his sister had done for him. He spoke of his future goals of becoming an agent for the Federal Bureau of Investigation and his plans of

¹⁰SAWDB is the governing and funding body for the delivery of WIA services in the southwest region refer to website at <http://www.employnm.com/>.

LOCAL WORKFORCE PROGRESS -

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Enrolling at Western New Mexico University in Silver City, NM, in the fall. He is majoring in Criminal Justice, as well as registering for the Police Academy Program offered through WNMU.

This young man had such a positive experience that he spoke at a joint meeting of the Executive Committee and the Chief Elected Officials of the Southwestern Area Workforce Development Board providing a testimonial of his time as a participant in this Short-Term Summer Youth Employment Program. He spoke of his aspirations of becoming an FBI Agent, we were able to connect this young man with an FBI agent who he could use as an additional resource in his pursuit of meeting his goals. He has since been in contact with the FBI agent, and they are planning a time to meet to discuss a positive career path for this young man.

Truth or Consequences, NM, A single mother and recent high school graduate from Hot Springs High School was looking for an opportunity to gain some work experience and prepare to attend college in the fall. She came into the workforce center to inquire about opportunities for her. Through our Short-Term Summer Youth Employment Program, we were able to assist her in obtaining employment at a local child development center where she was an administrative assistant. She had many responsibilities in this position, which provided her with significant and valuable work experience. She was asked by the child development center to continue employment once the short-term program was over, and was able to save even more money in her preparation for college. She is now enrolled and attending New Mexico State University where she had since secured family housing for her and her daughter. She credits the efforts of our organization and the short-term program for facilitating this opportunity for her and her daughter, and is currently seeking employment in the Las Cruces area using the work experiences she received from her participation in our Short-Term Summer Youth Employment Program.

Truth or Consequences, NM, A Short-Term Summer Youth Employment Program participant and recent Hot Springs High School graduate came to the SAWDB in search of summer employment assistance. We assisted him in securing employment at a local boys and girls club where he excelled as a youth mentor and tutor. Upon completion of the short-term employment program, he was asked to continue for the rest of the summer and was extended an invitation from the organization to work during his winter break from school as well if he is available. This participant is now attending New Mexico Tech in Socorro majoring in Mechanical Engineering with a minor in Aerospace Engineering and has credited this employment program for giving him such a positive work experience and ability to assist his parents with purchasing some of his necessities for college. He says he will be back for vacations and summers to continue working with the local boys and girls club.



LOCAL WORKFORCE PROGRESS -

Southwestern Area Workforce Development Board (SAWDB)

Rapid Response and Dislocated Worker Assistance

The Southwestern Area Workforce Development Board provided Rapid Response assistance in Grant County when the local mines closed and put many workers into the category of Dislocated Worker Status. Services were provided through the Silver City Workforce Center in the form of:

- job search and placement assistance
- career counseling
- labor market information identifying job vacancies, skills needed for high demand occupations, and local, regional, and national employment trends
- initial assessments of skills and needs
- information about available training services and programs
- follow-up services to include counseling/advice to help customers keep their jobs once they are placed, and
- resources for effective resume preparation and interviewing skills.

Due to the effectiveness of the SAWDB rapid response and the Silver City Workforce Center services, eight (8) eligible participants receive assistance with allocated funds designed to assist these dislocated workers. Another twenty-five (25) participants received supportive services in conjunction with funding provided by the Trade Assistance Act. WIA Wrap around services assist several individuals receiving Trade Adjustment Act (TAA) assistance, also provided through the SAWDB.

Rapid Response and Dislocated Worker Success Stories

Silver City, NM, An individual had to relocate back to live with family as he was laid off from his position as a foreman due to the facility closing down and no other positions available in that area. This individual is a veteran and has over twenty years' experience and skills in the construction industry. He is a journeyman carpenter, and heavy equipment operator. He

was unable to find employment in our area and decided to go for CDL training through WIA. He attended International Schools of Truck Driving in Las Cruces, and his desire to get back into the workforce was so strong, he completed and faxed applications to employers before he completed his CDL training. Upon completion of his CDL training, he delivered his certificate of completion and proof of CDL license for his WIA file, as he was on his way to Phoenix, Arizona to start driving a truck for Werner Enterprises.

A veteran and single father who was dislocated from a job he held for several years, came into the program in search of a high demand career. He was working as a Certified Nurse Assistant and attending Western New Mexico University and is now accepted into the Nursing Program. He graduated in December 2010 with an excellent GPA, has received his RN license, with full time employment at the local hospital.

Trade Adjustment Act (TAA) students received supportive and wrap-around services from WIA:

- An individual graduated from WNMU with a Master's Degree in Business Administration, and was hired by Freeport McMoran as Contractor Management Coordinator in Phoenix, AZ.
- Participant graduated from WNMU with an Associate's Degree in Criminal Justice. He was hired by the Silver City Police Department as a Police Officer.
- Participant graduated from Pro Force Academy with an Associate's Degree in Law Security & Management. He was subsequently hired as a Security Guard Level III by Pro Force Academy.

LOCAL WORKFORCE PROGRESS -

Southwestern Area Workforce Development Board (SAWDB)

SAWDB ARRA Success Stories: Intensive Training Classes offered to Dislocated Workers

The New Mexico Workforce Connection Centers offered free computer software and job readiness classes to unemployed job seekers, plus a \$100 incentive for successfully completing a class in Las Cruces and Silver City, NM. This program made possible through funding allocated under the American Reinvestment and Recovery Act. The classes offered were computer literacy and software classes along with classes to include: Job Readiness, Customer Service, Business Writing, and Business Leadership. This service under the American Reinvestment and Recovery Act was designed to assist unemployed persons who are seeking employment to complete short-term courses that will make them more marketable to employers who are looking for those types of skills.

SAWDB Innovative Happenings That Meet the Workforce Needs of Business

The Southwestern Area Workforce Development board through its One-stop partners and community colleges received a \$100,000 grant to meet the workforce needs of businesses needing employees with Certificates or Credentials in green energy efficiency and green renewable energy. As an innovative approach to the green sector needs, Western New Mexico University held customized green job training programs in the area of green energy efficiency and green renewable generation.

Western New Mexico University focused their training on green energy efficiency and green renewable generation with class participants having the opportunity to sit for the North American Board of Certified Energy Practitioner (NABCEP) PV entry level exam upon completion of the workshops.

WNMU is one of several providers of this examination in the State of New Mexico. The training included the following:

- Two solar workshops to address the needs of creating a skilled workforce in solar energy applications and producing employees for the following green occupations:
 - Solar Energy Installation Managers
 - Solar Photovoltaic Installers
 - Solar Thermal Installers and Technicians

The program was a huge success and Western New Mexico University has since been implementing green jobs training as well as looking for further programs and/or resources to continue with this initiative. The Southwestern Area Workforce Development Board is proud to be part of some of the ground floor projects designed to bring training opportunities to New Mexicans in an effort to prepare them to be more qualified and more marketable in an impending high demand occupation.



LOCAL WORKFORCE PROGRESS -

Northern Area Workforce Development Board



The Northern Area Local Workforce Development Board¹¹ (NALWDB), was incorporated in 2001 as a nonprofit 501(c)(3) to operate as the Administrative Entity for workforce funds to promote business and community partnerships for local economic development while providing vocational training and employment services to meet the demands of a changing workforce in challenging economic times.

The Administrative Entity is responsible for administering WIA funds, setting rules, and policies for local WIA programs, coordinating partnerships with economic development, education, local governments, state human service agencies, and other workforce programs. In addition, the local board establishes a Youth Council to include members of the juvenile justice system, public housing, job corps, and other individuals with experience relating to youth activities. The Northern Area is comprised of ten counties that include Cibola, Colfax, Los Alamos, McKinley, Mora, Rio Arriba, San Juan, Santa Fe, San Miguel, and Taos.

NALWDBs, NM Youth Program Best Practices

With the courtesy of the Las Vegas Daily Times in Las Vegas,¹² New Mexico, the following news article about West Las Vegas, Robertson, Mora, and Anton Chico Students are able to earn computers through a national program by training local adults about modern technology.

In an age where technology is taking over the world rural New Mexico is getting help to keep up with the ever-changing technological world. With people using digital cameras rather than film, watching TV on the Internet, newspaper's dying off, shopping online, and people having more friends on Facebook than in real life local students are reaching out to teach people to connect with the world via technology.

Several youth participated in 6 weeks of community service where they worked through the Escalera Program through the agency HELP-New Mexico to serve as digital literacy instructors and train community members. Nationwide the Digital Connectors Program plans to train over 6,000 people in technology by August 2011.

The local HELP-New Mexico office initiated the program locally to help the community and the elderly especially, to not get left behind in today's technological age. Students invested hundreds of hours of community service teaching people how to use digital cameras, set up email accounts, shop on EBay and Amazon, and use I-Phones, among other devices.

Local educators collaborated with HELP-New Mexico to help give the students the proper training, organization, and direction. "It was a very positive program, the students worked hard and were much disciplined," stated local educators.

Besides working throughout the community, the students were allowed to use the Luna Community College computer lab at no expense. For their community service, the students earned computers, digital cameras, and stipends.

The Escalera Program

In 2001, National Council of La Raza (NCLR), in collaboration with and through the support of PepsiCo Foundation and PepsiCo, Inc., created the Escalera Program: Taking Steps to Success and expanded with the support of Shell Oil Company, to promote economic mobility for Latino youth by increasing educational attainment, career planning, and access to information about advanced careers. The program aligns with NCLR's goals to eliminate barriers to employment and economic mobility while increasing the capacity of NCLR Affiliates to provide effective workforce development, education, and leadership services for Latino youth. The intent

¹¹ Information courtesy Northern Area Workforce Development Board webpage located at <http://www.nalwdb.nm.org/>.

¹² Las Vegas Daily Times in Las Vegas, New Mexico, located at lvdailytimes.com article dated 8/05/11 heading reads, WLV/Robertson/Mora/ and Anton Chico Students Earn Computers through National Program by Training Local Adults About Modern Technology.

LOCAL WORKFORCE PROGRESS -

Northern Area Workforce Development Board

of the Escalera Program is to design a replicable program model for serving Latino youth that can be implemented by NCLR Affiliates throughout the country. The program's principal components are career exploration, technology skills development, leadership development, personal development And academic support.

NALWDB Success Stories throughout the Region

Success Story - McKinley County - Gallup, NM

Steve moved from California to New Mexico in hopes of finding better employment. He started his job search with the help of the New Mexico Workforce Connection (NMWCC). He learned of WIA through our Farmington office. He was then referred to the McKinley County District for CDL training. Steve was able to go through WIA orientation, initial assessment, drawing up his employment goal and taking the proper assessments needed with high motivation. Our Gallup office worked with Steve step by step to enroll him with Gallup CDL training. He successfully completed 8 weeks of training and received his CDL certificate. Steve was able to start employment with Fed Ex immediately after his training. He is now a full time worker and is making use of his CDL certificate. Steve started with a troubled situation and turned his circumstances into a success. Steve has demonstrated that our assistance with training and job search has helped him achieve a career he desired.

Youth Success Story - Santa Fe County Santa Fe, NM

Francine is 18 years old, and is a success story in Santa Fe County. At age 12, Francine's father removed her from school, and for the last six years, she simply sat at home. Since January 2011, she has attended GED classes at SER, and received Work Readiness and Career Assessments at NMWCC. Francine is interested in Law Enforcement; the career center contacted the Sheriff's Department for the possibility of a Work Experience, because of her limited communication and social skills, Francine's interview did not land her the position. Staff then provided skills enhancement and interview training, and

Francine obtained a Work Experience with the Police Department. Their evaluations of Francine praised her as an excellent worker, they commended her for not missing a day at work, and on more than one occasion, and her second language skills in Spanish came in handy. She has been encouraged to apply for permanent positions with the Police Department, which should shortly open up. Francine still wants a job in law enforcement but is realistic and knows the road ahead is only a stepping-stone to her grater goal. Francine is thankful to the program for this new beginning.

NAWDB Business Success Story

New Mexico Workforce Connection (NMWC) in Farmington has been working with Process Equipment & Service Co, Inc. (PESCO) assisting their Human Resource staff in prescreening all their applicants who applied for several welding positions. In meeting with PESCO, several retention issues were identified that caused the company to lose employees within a matter of two weeks from their hire date. With the recommendation of NMWC staff, they identified WorkKeys as the PESCO pre-screening tool for all applicants in finding the right candidates with the skills needed to become a Code Welder.

In addition to the prescreening requirements that PESCO wanted to implement, PESCO also requested a job profile completed for the Welder's positions. The NMWC staff worked hand in hand with the staff and subject matter experts of PESCO in completing the job profile for the welding position. Before the profile, the primary assessments administered to applicants were reading for information, locating information and applied math. The profile was a success as the results showed that the welding position specific to PESCO did not require the applied math but found that 70% of the position required observation. The assessments now changed to match the results of the profile and added workplace observation as a required assessment. The outcomes are exceptional.

LOCAL WORKFORCE PROGRESS -

Northern Area Workforce Development Board

Ninety-five (95) applicants applied for PESCO's talent search for Code Welders. On May 6, 2011, all applicants tested to identify their welding skills, abilities, their knowledge of the tools, and materials. Out of 95 applicants, 10 potential candidates for hire are selected. Next, the potential candidates referred to NMWC to complete the Reading for information, locating information and Workplace Observation assessments. All applicants completed their assessments within the range that PESCO established for each skill. Seven (7) of the 10 welders were hired by PESCO starting June 15, 2011 through a 6 month On-the-job training contract where the employer is training

each welder to become a Code Welder. The employer receives 50% reimbursement of the training wage of each employee through the State Energy Sector Partnership Grant. Today, the seven employees hired to work at PESCO, remain employed, and continue to receive training. One participant received his code stamp as a Code Welder in August 2011. PESCO has been very pleased with the services they receive from New Mexico Workforce Connection and continue to work in partnership with New Mexico Workforce Connection in Farmington in developing their current workforce.



NM Special Project 10% Discretionary Funds - ARRA At-Risk Youth

Program Description and Funding Source

\$800,000 of 10% Discretionary Funds from the American Recovery and Reinvestment Act was awarded to five innovative youth providers to serve New Mexico's most at-risk youth population.

Youth contractors designed and delivered a comprehensive WIA youth program to eligible youth between the ages of 14 and 21.

The ARRA At-Risk Youth (ARY) program design required the WIA ten program elements be included in the service deliverables that comprised the comprehensive youth program. ARRA program provided a menu of services to eligible youth to include employment, education-Basic Skills including math, reading, comprehension, communication, and Computer Literacy, GED preparation, Mentoring Services, life skills training and paid work experiences related to job and community-service. Work Readiness training services included resume writing, cover letter, job search strategies, and career counseling. Skills training included decision-making, problem solving, conflict resolution, work habits, customer service, work habits, integrity, leadership, and time management are included in most of the programs. At-Risk program fosters the development of skills conducive to future employability, post-secondary education, training, and career opportunities.

Selected Program Highlights

The five service provider contracts serve 3 WIA areas and 303 youth as follows:

1. New Mexico Abilities and member organization Davis Innovations provided services in Northern New Mexico, Santa Fe County, through Youth Works Service Provider.
 - In summary, the six-month contract was successful, for Santa Fe At-Risk youth, which served 58 youth. Program highlights include youth obtaining basic

educational and life skills training, leadership development, and obtain job and community service training and work towards successful post-secondary goals and work readiness skills.

2. SER de New Mexico provided services to 51 youth in Central New Mexico.
 - Fifty-one (51) at-risk youth served in Bernalillo County obtained job readiness skills, life skills, basic education training and GED preparation. Students attended Dress for Success Workshops; obtained counseling assistance to eliminate barriers and address substance abuse issues; received referrals to State Child Development Centers for continued support; and moved forward to post-secondary and/or work opportunities.
3. Families and Youth, Inc., program provided services in Southwestern New Mexico, with services available in two counties Dona Ana (Las Cruces), and Luna County (Deming), with 67 youth served.
 - At-Risk program partners work closely with Dona Ana County Community College for GED prep program. FYI works with the at-risk youth truancy programs, education and basic skills training, supportive services, work readiness training and paid work experience.
4. Youth Development Inc. provides services in Central New Mexico, Bernalillo County.
 - YDI program served 76 youth, and places 50 youth in paid work experience. Services include GED and basic skills instruction; a Mentoring program that placed 66 youth at a business or a non-profit organization to gain valuable workplace skills; Workforce Literacy provided to 57 participants which covers foundational employability skills to include work ethics, habits, etiquette, communication skills, and career development.

NM Special Project 10% Discretionary Funds - ARRA At-Risk Youth

5. SER Jobs for Progress, Inc., provided services in Northern New Mexico, serving two counties Santa Fe and Taos
- Two Northern NM counties benefit with unique opportunities that serve 51 youth in a program that offered training credit hours towards the Applied Technology degree at Santa Fe Community College. Students also obtained field experience at work sites and received safety awareness training in job hazards and pathogens at remote restoration work sites. The professional growth plans offered students training in Healthy Choices for Nutrition, communication, conflict resolutions, as well receive academic development in math, writing, computer literacy skills.



Program Performance Targets and Outcomes

ARRA ARY Scope of Works Performance Goals and Outcomes, for six-month contract ending June 30, 2011, summary of selected WIA activities:

Activities	Target	Outcomes to Contract End
Number of Youth Participants Served	300	303
Number of Youth in Work Experience & Related Skills Training	208	208
Number of Individualized Educations Plans	300	303
Classroom Training, GED Preparation Services and Related Basic Skills	300	280
Work Readiness, Job Development & Related Skills	300	284

NM Special Project 10% Discretionary Funds - ARRA At-Risk Youth

ARRA ARY Success Stories

Nicholas, 18, and his girlfriend, Mercedes, 17, have a one-year-old son; they both lack a GED but school was the last thing they wanted to attend. During the SER de NM program, both enrolled in SER de New Mexico's GED program. Nicholas passed the GED in February 2011. Mercedes is still attending GED classes and plans to test soon. Both completed the 40 hours of CRT. Nicholas recently found employment at a pet store, and will attend CNM full time for the fall 2011 term. Both received bus passes, gas cards, and dress for success cards.

Justin, 21, is a high school drop out with substance abuse issues and legal issues. He completed the 40 hours of CRT with SER de NM and was motivated to re-take the GED exam. He is signed up to take the GED exam in September 2011. He wants to attend CNM and become a nurse. He received bus passes, gas cards, and a dress for success card.

David participated with YouthWorks job training, states, "they helped me in numerous ways including job training, education, and funds to support my family." I gained work skills such as, framing techniques, landscaping, drip irrigation system installation, and other general restoration labor. Before YouthWorks enrolled me, I was broke, struggling to support my son, and a high school dropout. The YouthWorks (YW) program assisted me to become employed after completion of my GED. After I began work on the YW crew, I was required to study and work at the same time. I worked towards getting my GED for a few months and I just got it on July 13, 2011. YouthWorks helped me become a better person become educated; I am now enrolled to attend college full time beginning this fall, and obtained a job with Youth Conservation Corps.

Jessica dropped out of High School just recently at the age of sixteen. She lives with her mother and sister and the family receives food stamps. After SER JFP had discussions with Jessica, it seemed that she was very interested in the college credits as a way to work toward her goal of being a Midwife. She enrolled at SFCC GED Program and after being determined eligible, signed up for the Earthworks class where she learned a great deal about the earth and life in general. The instructor had nothing but praise for Jessica, citing her attendance and her diligence in GED Classes. Her hard work paid off; Jessica completed all of her tests and received her GED.

Javier came to the FYI, Inc. Program in November 2011, after his release from the detention center to live in foster care with conditions a judge set that he was not to return home with his mother, as Javier became violent and made the home environment unsafe for the family. He was waiting to go to court facing serious charges, while already on probation he entered the FYI program. The program took a chance, placed him in pre-employment training (work experience), and soon located a job with the Dollar Tree on Main. He has turned his life around, learning his job quickly and is excelling with the supervisor singing his praises, and thanked the program for sending such a great young man. With the program completion, he has been offered permanent employment. He has been released from foster care is now living on his own, and has completed his GED and enrolled at Dona Ana Community College. Javier is very proud of the accomplishments that he has made in such a short period. He is a great example of what can be done when someone is put in the right programs at the right time. He took everyone's support and help and pulled himself out of a bad situation.

OTHER INNOVATIVE STATE PROGRAMS



WIRED Grant Summary for WIA 2010

Program Description and Funding Source

The New Mexico Department of Workforce Solutions¹³ received the \$5 million Workforce Innovation in Regional Economic Development (WIRED) Grant in 2007 from the US Department of Labor.

The goals of the grant are to:

- Develop the entrepreneurial and innovative capacity of the grant region around green technologies
- Develop a training pipeline, which will expand and promote the pipeline of green technology talent to meet the needs of the green industry in New Mexico.

WIRED has six targeted industries, which are:

- Renewable energy
- Green building construction
- Microelectronics
- Optics
- Aerospace and Aviation
- Advanced Manufacturing

The grant serves an eight county region including Los Alamos, Santa Fe, and Sandoval County, Bernalillo, Torrance, Valencia, Socorro and Sierra counties. The grant was successfully completed on May 31, 2011.

Selected Program Highlights

- Awarded 232 vocational training scholarships to students at Central New Mexico Community College, Santa Fe Community College, and UNM, Los Alamos.
- Developed numerous courses and curricula in new green technology to meet the needs of businesses and job seekers. Examples of courses are solar installation, biofuels, photonics, green building construction, and environmental remediation.
- Thirty-two (32) high school teachers have received scholarships to attend NM Tech to receive their Master of Science in Teaching.

Performance Progress

The New Mexico WIRED Program met 10 of the 13 training measures, and has met all the curricula performance measures, and has met 18 of the 22 program measures as listed. These performance results suggest that the WIRED region was effective in developing and supporting the green jobs manufacturing pipeline in New Mexico.

Success Stories

The Department felt it was important to offer training opportunities to at-risk youth. One program was the "Training Today's Youth for Tomorrow's Jobs" that offered an opportunity for this special population to build an energy efficient home with Habitat for Humanity and complete course work towards a green building certificate.

The Department also felt it was important to reach New Mexico's green entrepreneurs and partnered with Technology Ventures Corporation to offer entrepreneurial training seminars, which over 1000 people attended over the past two years.

The WIRED grant also was able to create the NM Career Match website. This website is designed as an online resource for college graduates and alumni from schools in the WIRED region, like UNM. The website is a resource to assist those interested in returning to New Mexico to find jobs.

WIRED provided for the "Choices" online career assessment software to be purchased and used in 4 New Mexico Workforce Connection Centers, 3 charter schools, 15 district high schools, and 4 educational institutions in the WIRED region. This online tool helps job seekers find the right career path.

The WIRED grant has enabled the New Mexico Department of Workforce Solutions to develop initiatives in the central region of the state, which will benefit all citizens of New Mexico as many of the initiatives funded by the grant continue beyond the grant's lifespan.

¹³NMDWS Contributor Gregory Scheib, Program Manager, WIRED Grant and New Mexico State Energy Sector Program.

OTHER INNOVATIVE STATE PROGRAMS

Program Performance Goals and Outcomes

The performance metrics listed in the New Mexico WIRED project implementation plan are as follows:

Training:

Performance Measure	Target	Cumulative through May 2011
Public schools involved in academy programs	50	61*
Student participants	1000	3923
Students entered into Green Tech Internships	150	39
Companies offering internships	50	10
Technologists receiving scholarships	150	232
University student scholarships in key disciplines	15	32
Teachers Receiving Masters of Science in Teaching (*enrolled)	25	10**
Trained Workers Receiving Skill Upgrades in Short Course Modules (completed)	200	467
Trained in certificate programs for Green Manufacturing	400	5417
Receive entrepreneurial training	125	1778
Trained in technology maturation skills	50	141
Entrepreneurs served at Venture Fairs	300	432
Placed or retained jobs from training	500	320

** Thirty-three teachers have received support through the WIRED Scholars Program. NM Tech has reported ten (10) WIRED Scholar graduates as of May 31, 2011. Ten additional scholars are close to graduating with most graduating this summer. Two are close enough to completion to graduate by spring 2012. Five are still active and will graduate later.

Curricula:

Performance Measure	Target	Cumulative through May 2010
New short course modules created	10	19
Certificate programs impacted by new curriculum	8	16
Best practice programs and/or partnerships created	6	8
Partnership applications submitted	20	21

OTHER INNOVATIVE STATE PROGRAMS

SESP

SESP Grant Summary

Program Description and Funding Source

The New Mexico Department of Workforce Solutions¹⁴ received the \$5,999,989 State Energy Sector Partnership (SESP) Grant in 2010, which expires on January 28, 2013 from the US Department of Labor.

The goals of the grant are to:

- Develop a workforce in NM to meet the needs of the expanding green industry; and
- Establish Centers of Excellence to develop and expand green curricula to be shared statewide.

The SESP grant has six targeted populations, which are:

- Incumbent workers;
- Displaced workers;
- Women;
- Veterans and their qualified spouses;
- High school dropouts; and
- Low-income individuals

The four target industries of the SESP grant are:

- Biofuels;
- Green Building/Energy Efficiency;
- Solar; and
- Wind.

The grant is overseen by the Green Industry Council, a subcommittee of the State Workforce Board. NMDWS manages the grant and provides training statewide through the Workforce Connection System. Four Sub-Industry Councils (SICs), each coordinated by one of the Local Workforce Development Boards (LWDBs) are responsible for identifying green employment needs and training opportunities throughout the state.

Selected Program Highlights

Local Workforce Development Board activities:

Central

- Contract signed with solar manufacturer EMCORE to provide training for 38 incumbent workers.
- Conducted outreach to approximately 35 solar companies representing both manufacturing and installation.
- Collaborated with Central New Mexico Community College to provide a course offering in North American Board of Certified Energy Practitioners (NABCEP).
- Met with numerous green building businesses such as Gerald Martin Construction, Jaynes Corp, Sumco, Associated General Contractors, Northern New Mexico Independent Electrical Contractors, Albuquerque Job Corps, Flintco, and Direct Water and Power.

Eastern:

- Working in collaboration with Clovis Community College to provide Tower Rescue Training for three area wind farms.

Northern:

- Working with Santa Fe Area Homebuilders Association, and Santa Fe Community College (SFCC) to construct a training program upgrade skills for residential construction workers.
- Met with numerous employers such as PESCO, Jetstream Wind, Nambe Housing Entity, and Aerolenz LLC.
- As of July 2011 have received over 100 pre-applications.

Southwestern:

- Established contact with Dona Ana Community College to assess the curriculum being developed.
- Established contact with four biofuel companies to assess their current training needs.
- Established contact with SFCC, which offers a curricula in biofuels.

¹⁴NMDWS Contributor Ryan Vigil, State Energy Sector Partnership Grant Manager.

OTHER INNOVATIVE STATE PROGRAMS

Industry Councils:

The four LWDB's have established and convened at least one meeting of their assigned SICs. The SIC's have membership of education providers, relevant businesses, non-profits and other stakeholders. The SIC's have met to determine what skill sets are needed for employment in that industry, what jobs are currently open and to forecast future sector employment needs. Currently there is approximately \$1.2 million in training funds for the LWDB's that will be awarded based on regional demand. The SIC's have provided funding recommendations to DWS on specific sector training needs statewide

Success Stories

SESP staff has been able to foster numerous relationships between businesses, training providers, and employees by collaborating with the Labor Market Improvement (LMI) grant. SESP and LMI staff collaborated on numerous functions throughout PY 2010. These include SIC meetings, four town hall meetings and the E3 Conference, which was held in Las Cruces.



WAIVERS ASSIST TO BUILD NEW MEXICO'S WORKFORCE

Waivers assist to overcome regulatory barriers that impede programmatic outcomes and provide flexibility to states and local area to improve the delivery of workforce services and enhance their ability to address the local need. New Mexico continues to utilize waivers to provide this increased flexibility while ensuring accountability for improved programmatic outcomes.

New Mexico obtained an extension from Employment and Training Administration for five (5) waivers during Program Year 2010:

- 1) Waiver of WIA Section 101(31)(B) to increase the employer reimbursement for on-the-job-training based on the size of participating business

Under this waiver, the following reimbursement the following reimbursement amounts are permitted:

- Up to 90 percent for employers with 50 or fewer employees;
- Up to 75 percent for employers with 51-250 employees; and
- For employers with more than 250 employees, the current statutory requirements (50 percent reimbursement) continue to apply.

- 2) Waiver of WIA Section 133(b)(4) to increase the allowable transfer amount between Adult and Dislocated Worker funding streams allocated to a local area to 50%
- 3) Waiver of WIA Section 134(a) permitting local areas to use a portion of local funds for incumbent worker training - Under this waiver, the State will be permitted to allow local areas to use up to 20% of local Dislocated Worker funds for incumbent worker training as part of a lay-off aversion strategy
- 4) Waiver of the prohibition at 20 CFR 664.510 on the use of Individual Training Accounts for older and out-of-school youth program participants
- 5) Waiver to permit the State to replace the performance measures at WIA Section 136(b) with Common Measures
- 6) Waiver of the provision at 20CFR 663.530 that prescribes a time limit on the period of initial eligibility for training providers

Local Board	Program Year 2010/Fiscal Year 2011 Table Reflects Dislocated Worker Funds Transfer to Adult Program
Central	\$170,310.00
Eastern	\$0.00
Northern	\$100,170.00
Southwestern	\$75,000.00

STATE EVALUATES WIA ACTIVITIES

The New Mexico Department of Workforce Solutions will measure the effectiveness of its WIA programs in meeting objectives, program goals and performance standards, through an annual WIA system evaluation. Qualitative and quantitative WIA program analysis will be conducted on performance, outcomes, cost efficiencies and customer satisfaction. The State will gauge the success of the workforce system and continuous improvement efforts through the analysis of these measurements.

Monitoring and Review Performance

NMDWS Workforce Grant Auditing Bureau staff review and monitor all WIA programs on an ongoing basis and work with local workforce boards, local administrative entity staff, and program managers to ensure overall compliance. Administration and Oversight of Local Workforce Investment System includes:

- Conduct annual on-site Workforce Investment Act and monitoring review of local area compliance with Department of labor uniform administrative requirements.
- Determine if expenditures have been made against cost categories, and limitations specified in the Workforce Investment.
- Determine whether there is compliance with other provisions of the Workforce Investment and other applicable laws and regulations.
- Provide technical assistance as necessary and appropriate.

Program Data Validation

NMDWS Workforce Grant Auditing Bureau staff performs data validation functions, as it relates to federally funded programs. The primary purpose of the data validation function is to ensure the integrity of data used for federal reporting and performance management.

Productivity Measures

Productivity measures have been identified to diagnose performance problems and to evaluate system success and effectiveness:

- Participation rate
 - Number of individuals receiving services
 - Number of individuals receiving training
- Program Performance Measures
 - Common Measures for Adult, Dislocated Worker and Youth programs
- Employer Measures
 - Number of employers using workforce system services
 - Employer services being delivered
 - Employer satisfaction surveys
- Cost Analysis
 - Cost per participant
 - Types and cost of intensive and training
 - Administrative vs. Program costs

Sources of Data

- Virtual One Stop System
- Unemployment Insurance Wage Records
- Business Customer Satisfaction Surveys
- Local Workforce Development Board Reports
- System and Program Monitoring Reviews

PERFORMANCE RESULTS

The Workforce Investment Act (WIA) intent is to enhance economic development opportunities and create a pipeline of skilled and talented workers that will attract and retain businesses to local areas. States that receive an allotment under WIA are required to submit annual performance; New Mexico has reported performance outcomes with the filing of WIA Annual Report (ETA Form 9091).¹⁵

U.S. Department of Labor-Employment and Training Administration (USDOL-ETA) negotiates New Mexico

Department of Workforce Solutions (NMDWS) common performance levels for program year 2010, and the state must obtain eighty percent of the negotiated goal.

New Mexico achieved eight of the nine negotiated Common Performance Measures. The state met or exceeded all but the Entered Employment Rate, missing the mark by one percent. The summary table represents New Mexico's Overall Status of State Performance; Table O provides the local performance levels for the four regions.

Table - Overall Status of State Performance

Reported Information		Negotiated Performance Level	80% of Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	83%	66%	65%
	Dislocated Workers	86%	69%	73%
Retention Rates	Adults	89%	71%	82%
	Dislocated Workers	93%	74%	81%
Average Earnings (Adults/DWs)	Adults	\$11,200	\$8,960	\$14,036
	Dislocated Workers	\$14,200	\$11,360	\$16,270
Placement in Employment or Education	Youth (14 - 21)	64%	51%	55%
Attainment of Degree or Certificate	Youth (14 - 21)	35%	28%	46%
Literacy or Numeracy Gains	Youth (14 - 21)	25%	20%	32%
Overall Status of State Performance		Exceeded	Met	Not Met
		4	4	1

¹⁵Source: General Reporting Instructions and ETA Form 9091, Workforce Investment Act Annual Report.

PERFORMANCE RESULTS

Table B - Adult Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	83.0	65.2	495
			759
Employment Retention Rate	89.0	81.7	791
			968
Average Earnings	11,200.0	14,036.4	10,050,059
			716
Employment and Credential Rate	0.0	70.1	1,533
			2,187

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	59.3	89	60.3	38	59.1	13	50.0	26
		150		63		22		52
Employment Retention Rate	74.4	99	93.3	56	78.6	11	84.1	58
		133		60		14		69
Average Earnings Rate	10,367.9	881,272	16,174.3	841,065	11,522.2	115,222	19,425.5	990,699
		85		52		10		51
Employment and Credential Rate	30.5	43	52.7	29	29.4	5	78.5	300
		141		55		17		382

PERFORMANCE RESULTS

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	69.1	318	59.2	177
		460		299
Employment Retention Rate	87.3	551	71.2	240
		631		337
Average Earnings Rate	15,276.7	7,302,252	11,545.4	2,747,808
		478		238

Table E - Dislocated Worker Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	86.0	72.5	198
			273
Employment Retention Rate	93.0	80.9	157
			194
Average Earnings	14,200.0	16,269.5	1,984,882
			122
Employment and Credential Rate	0.0	42.2	97
			230

PERFORMANCE RESULTS

Table F - Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals with Disabilities		Older Individuals		Displaced Homemakers	
	Entered Employment Rate	80.8	21 26	75.0	3 4	61.5	32 52	66.7
Employment Retention Rate	83.3	20 24	100.0	2 2	75.0	24 32	58.3	7 12
Average Earnings Rate	19,869.4	337,779 17	18,044.5	36,089 2	16,411.2	361,046 22	16,721.4	117,050 7
Employment and Credential Rate	45.0	9 20	50.0	2 4	27.9	12 43	30.0	3 10

Table G - Other Outcomes for the Dislocated Worker Program

Reported Information	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services	
	Entered Employment Rate	73.0	165 226	70.2
Employment Retention Rate	83.1	143 172	63.6	14 22
Average Earnings Rate	15,501.2	1,705,133 110	23,312.4	279,749 12

PERFORMANCE RESULTS

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

Reported Information	Negotiated Performance Level	Actual Performance Level	
Placement in Employment or Education	64.0	54.9	373
			679
Attainment of Degree or Certificate	35.0	45.9	255
			556
Literacy and Numeracy Gains	25.0	32.1	80
			249

Table M - Participation Levels

Reported Information	Total Participants Served	Total Exiters
Total Adult Customers	45,571	41,987
Total Adult self-service only	42,952	39,017
WIA Adult	44,777	41,675
WIA Dislocated Worker	885	366
Total Youth (14-21)	1,457	734
Younger Youth (14-18)	1,039	529
Older Youth (19-21)	418	205
Out-of-School Youth	636	314
In-School Youth	821	420

PERFORMANCE RESULTS

Table N - Cost of Program Activities

Program Activity	Total Federal Spending	
Local Adults	3,179,388.08	
Local Dislocated Workers	2,980,648.17	
Local Youth	3,055,704.29	
Rapid Response (up to 25%) WIA Section 134(a)(2)(B)	292,648.65	
Statewide Required Activities (up to 15%) WIA Section 134(a)(2)(B)	1,122,119.65	
Statewide Allowable Activities WIA Section 134(a)(3)	Program Activity Description	
		0.00
		0.00
		0.00
Total of All Federal Spending Listed Above	10,630,508.84	

Table - Cost Per Participant

Participant	Total Participants	Expenditures	Cost per Participant
WIA Adult	1,825	\$3,179,388	\$1,742.13
WIA Dislocated Worker	885	\$2,980,648	\$3,367.96
Total Youth (14-21)	1,457	\$3,055,704	\$2,097.26

PERFORMANCE RESULTS

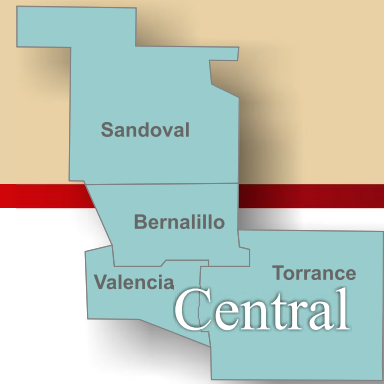


Table O - Local Performance

Local Area Name Central Area Workforce Development Board	Total Participants Served	Adults	19508	
		Dislocated Workers	401	
		Older Youth (19 - 21)	161	
		Younger Youth (14 - 18)	330	
ETA Assigned # 35025	Total Exitters	Adults	17925	
		Dislocated Workers	168	
		Older Youth (19 - 21)	77	
		Younger Youth (14 - 18)	139	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	81	71.9	
	Dislocated Workers	82	69.0	
Retention Rates	Adults	89	87.1	
	Dislocated Workers	93	84.1	
Average Earnings (Adults/DWs)	Adults	11200	18490.9	
	Dislocated Workers	14200	17617.7	
Placement in Employment or Education	Youth (14 - 21)	64	48.9	
Attainment of Degree or Certificate	Youth (14 - 21)	35	36.6	
Literacy or Numeracy Gains	Youth (14 - 21)	25	36.3	
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance				
		0.0	0.0	
		0.0	0.0	
Overall Status of Local Performance		Not Met	Met	Exceeded
		1	4	4

PERFORMANCE RESULTS



Table O - Local Performance

Local Area Name <u>Eastern Area Workforce Development Board</u>	Total Participants Served	Adults	7816	
		Dislocated Workers	66	
		Older Youth (19 - 21)	21	
		Younger Youth (14 - 18)	103	
ETA Assigned # <u>35040</u>	Total Exiters	Adults	7120	
		Dislocated Workers	24	
		Older Youth (19 - 21)	10	
		Younger Youth (14 - 18)	80	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	86	65.2	
	Dislocated Workers	87	53.8	
Retention Rates	Adults	90	80.3	
	Dislocated Workers	91	81	
Average Earnings (Adults/DWs)	Adults	12700	12437.9	
	Dislocated Workers	14200	16489.1	
Placement in Employment or Education	Youth (14 - 21)	64	69.6	
Attainment of Degree or Certificate	Youth (14 - 21)	35	53.3	
Literacy or Numeracy Gains	Youth (14 - 21)	25	38.5	
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance				
		0.0	0.0	
		0.0	0.0	
Overall Status of Local Performance		Not Met	Met	Exceeded
		2	3	4

PERFORMANCE RESULTS



Table O - Local Performance

Local Area Name <u>Southwestern Area Workforce Development Board</u>	Total Participants Served	Adults	7899	
		Dislocated Workers	215	
		Older Youth (19 - 21)	76	
		Younger Youth (14 - 18)	235	
ETA Assigned # <u>35030</u>	Total Exiters	Adults	6806	
		Dislocated Workers	55	
		Older Youth (19 - 21)	68	
		Younger Youth (14 - 18)	190	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	83	75.2	
	Dislocated Workers	84	92.2	
Retention Rates	Adults	86	93.2	
	Dislocated Workers	93	84.8	
Average Earnings (Adults/DWs)	Adults	10300	13345.3	
	Dislocated Workers	12468	11623.6	
Placement in Employment or Education	Youth (14 - 21)	64	52.1	
Attainment of Degree or Certificate	Youth (14 - 21)	35	48.5	
Literacy or Numeracy Gains	Youth (14 - 21)	25	26.5	
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance				
		0.0	0.0	
		0.0	0.0	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	4	5

PERFORMANCE RESULTS



Table O - Local Performance

Local Area Name <u>Northern Area Workforce Development Board</u>	Total Participants Served	Adults	7423	
		Dislocated Workers	202	
		Older Youth (19 - 21)	90	
		Younger Youth (14 - 18)	209	
ETA Assigned # <u>35035</u>	Total Exiters	Adults	9017	
		Dislocated Workers	118	
		Older Youth (19 - 21)	47	
		Younger Youth (14 - 18)	123	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	83	58	
	Dislocated Workers	89	68.8	
Retention Rates	Adults	89	71.4	
	Dislocated Workers	91	68.4	
Average Earnings (Adults/DWs)	Adults	12100	11766.7	
	Dislocated Workers	14200	18167.4	
Placement in Employment or Education	Youth (14 - 21)	64	61.3	
Attainment of Degree or Certificate	Youth (14 - 21)	35	52.4	
Literacy or Numeracy Gains	Youth (14 - 21)	25	23.5	
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance				
		0.0	0.0	
		0.0	0.0	
Overall Status of Local Performance		Not Met	Met	Exceeded
		3	4	2



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