



EMPLOYMENT AND TRAINING ADMINISTRATION  
UNITED STATES DEPARTMENT OF LABOR



# WORKFORCE SYSTEM RESULTS

For the Quarter ending December 31, 2015 | Second Quarter of Program Year 2015 | First Quarter of Fiscal Year 2016

The Employment and Training Administration (ETA) provides this overview of performance results for the 12-month period ending December 31, 2015. The programs highlighted reinforce ETA's commitment to good jobs for everyone—helping people find good jobs and connecting employers to qualified workers. This commitment supports the Department of Labor's strategic goals of preparing workers for good jobs and ensuring fair compensation, safe and healthy workplaces, health benefits, and high quality work-life environments; providing income security for those not working; and fostering fair working conditions in the global marketplace.

This is the second edition for the Quarterly Workforce System Results with the Workforce Innovation and Opportunity Act (WIOA) participant information. As we go forward, the Workforce Investment Act (WIA) data will be replaced by WIOA as this new law took effect on July 1, 2015, for most programs. Since there is a lag period in the data based on performance data and when it is reported, this transition will take upwards of two years to completely reflect the WIOA.

In the four quarters ending December 31, 2015, ETA programs documented their services to over 23.5 million participants within their respective programs. This is a reduction of approximately 340,000 since last quarter with the majority of this difference reflected in Unemployment Insurance and Wagner-Peyser Employment Service, as well as a decrease in WIOA Adults. Although this is good news, the overall high level of participants in all programs reflects a continued need for temporary income support, training, and employment services including job search assistance. The Quarterly Spotlight in this issue is on Veterans, highlighting two customer stories. Veterans, when eligible, receive priority service in ETA programs.

Other highlights to note in this report are: 1) the recidivism rate in the Youthful Offender Initiative for Youth ages 14-17 and Youth ages 18 and above has been reduced to 15.8 percent and 9.1 percent respectively and is far below program goals of 24.0 percent and 16.0 percent; 2) National Electronic Tools, National Dislocated Worker Grants, National Farmworker Jobs, Wagner-Peyser Employment Service, WIOA Youth, YouthBuild, and the Youthful Offender Initiative, exceeded all three of their Common measure goals (see pages 5-7); and finally; 3) the H1-B Technical Skills Training Grants have a Six Months' Average Earnings of \$42,499 which is almost \$2,000 higher than one year ago.

In general, this overview presents program outcomes and results for the four quarters compared to the same four quarters in the prior year. Although many programs report common performance measures outcomes, several programs have specific performance measures. A glossary of performance measures, included in this overview, provides the performance measure definitions for each program. Common performance measures, applicable to many of ETA's programs, focus on obtaining employment, retaining employment, average earnings in a six-month period, and acquiring industry recognized credentials to ensure that the nations' youth and adults have the skills necessary to succeed in a global environment.

For further information about this overview, please contact ETA's Office of Policy Development and Research at (202) 693-3700. An electronic version is available at [www.doleta.gov/performance](http://www.doleta.gov/performance).

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# Quarterly Spotlight

## Veterans' Success

**Employment and training services are provided to veterans of the United States Armed Forces through a nationwide network of approximately 2,500 American Job Centers. All across the country, states and territories highlight participants' successes that focus attention on achievements of these different services and programs.**

### Virgin Islands

#### Regina's Success Story

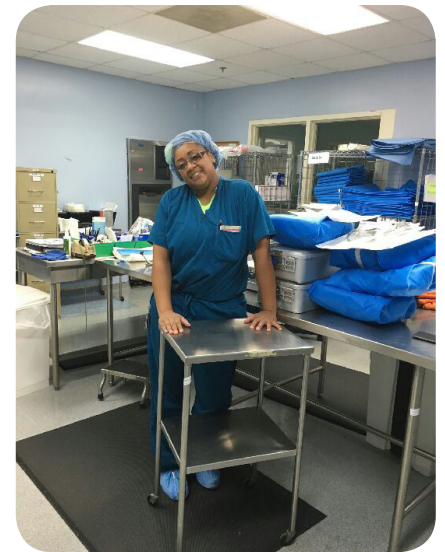
"I am Regina, born in Woodstock, New York, to native Trinidadian parents. In 1994, at the age of 15, I moved to Trinidad with my parents, where I had to learn to adapt to island life. When my dad passed away in 2000, I returned to New York in search of a job to be able to take care of my mom financially. I joined the US Army in November 2000. That was the best decision I ever made. I did four years active duty, three inactive, and three and a half in the US Army Reserves. My experience and training in the military is as a Surgical and Sterile Processing Technician.

I moved to the Virgin Islands in late March with my husband Vaughn and three children. I wanted my children to experience and appreciate the simple island life. I chose the Virgin Islands because I will still be entitled to all my veteran benefits. After two or three days on the island, I met Ms. Edwards who assisted by giving me directions to the grocery store and K-mart. In further conversation I requested information on

the VA Clinic's location, when she asked if I was a veteran or a spouse of a veteran. She went on to inform me she was an employee of the Department of Labor and then described the services provided to veterans.

I met with her on April 8, at which time she assisted me in preparing my resume and referring me to the hospital for a Certified Medical Assistant position. I was so excited when I received the call for my interview in May. I was called for a second interview in June and was hired as a Surgical Prep Technician.

I am so grateful to Ms. Edwards for her time and assistance. I feel truly blessed to have the opportunity to raise my children in this wonderful place I now call home. My supervisor Ms. McDonald, the Operating Room Manager/Head Nurse, also thanks the Department of Labor and Ms. Edwards for the referral."



## Virginia

### William's Success Story

William, a retired Army Veteran, was referred to the SkillSource Group, Inc.'s Northern Virginia Jobs for Veterans (J4VETS) program in November 2013 after he was laid off as a Senior Program Manager. William immediately expressed interest in enrolling in a Project Management Professional (PMP) preparation course with Global Knowledge, which he completed in January 2014. William obtained his PMP certification after sitting for the exam just one time in April 2014. He needed additional assistance with his employment search so his J4VETS Case Manager referred him to the SkillSource Veterans' Job Developer, funded through the United Way of the National Capital Area's Veterans' Employment Initiative. Soon after, William was employed by TASC, Inc. as a Director of Capture Management. He started his new position in June 2014, and is very grateful to the SkillSource Veterans' Job Developer and the J4VETS program for helping him to obtain his certification and his new employment. "The entire J4VETS Program commits to helping the veteran. I felt as if the entire organization was working for my benefit. From assistance in obtaining training to actually finding job leads, J4VETS was there for me," William stated.

William has offered to serve as a Mentor for the Northern Virginia Technology Council's (in partnership with Mitre Corporation) next "Vetworking" cohort to help fellow veterans with their transition into civilian life and employment goals. Todd Rowley, the chairman of the Northern Virginia Workforce Area #11, noted, "As the most populous local workforce area in the Commonwealth of Virginia, the Northern Virginia Workforce Area is honored to offer outstanding workforce



services to veterans seeking employment in our region. Our veterans' employment efforts are closely aligned with outstanding organizations such as the Fairfax County Chamber of Commerce and the Northern Virginia Technology Council, each of which is responding to their members' interest in hiring veterans for a wide range of employment opportunities. In my mind, there is no better way to serve a veteran who has served our nation than to guide their employment search, resulting in permanent, well compensated employment."

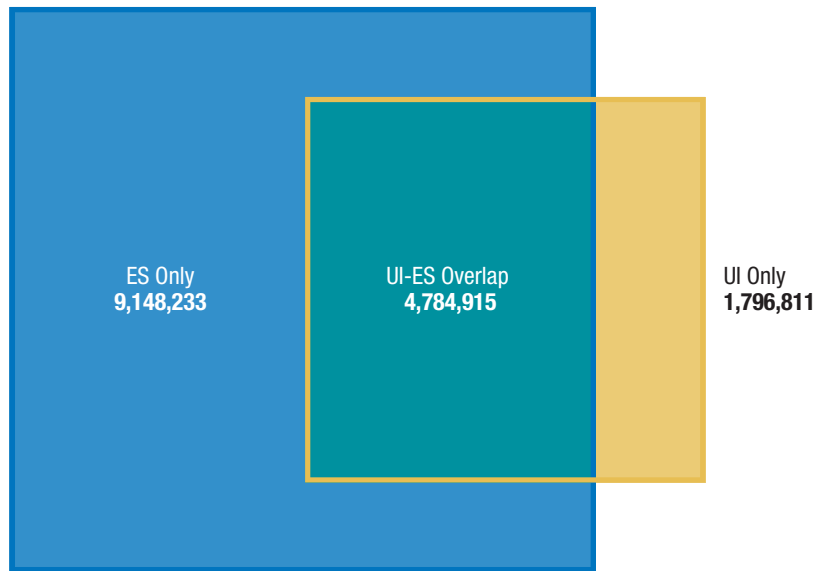
*Source: [https://doleta.gov/performance/WIA\\_Success\\_Story/2014/WIA\\_Annual\\_Report\\_Stories\\_2014.pdf](https://doleta.gov/performance/WIA_Success_Story/2014/WIA_Annual_Report_Stories_2014.pdf)*

# People Served by Program

In the 12 month period ending December 31, 2015, ETA programs served a total of 23,559,276 participants. ETA programs are largely administered via the American Job Center Network. Caseworkers assess program participants' needs and connect them with different services and programs funded by the ETA. Thus, participants receive customized and comprehensive support based on their needs and eligibility, and often receive services from various programs simultaneously.\*

Of all the total participants receiving Unemployment Insurance (UI), 72.7 percent of those also received Wagner-Peyser funded Employment Services (ES).

\* These participants may also be receiving services from other ETA workforce development programs that provide targeted assistance to those seeking to rejoin the workforce.



## Other ETA Programs\*\*



\*\*Data presented in logarithmic scale in base 10.

- <sup>1</sup> Source: Count includes all active, completed, and cancelled apprentices tracked by Apprenticeship, US Military Apprentices Program, and State Apprenticeship Agency (SAA) States.
- <sup>2</sup> All participants include the number of students active on the start date, number of students enrolled during the timeframe, number of graduates separated prior to start date and in the placement service window during the timeframe, and number of former enrollees separated prior to the start date and in the placement service window during the timeframe.
- <sup>3</sup> Data are cumulative grant-to-date.
- <sup>4</sup> Data reflect program-to-date performance.
- <sup>5</sup> Number includes self-service individuals.
- <sup>6</sup> Data are cumulative grant-to-date.
- <sup>7</sup> Data reflective of the period from April 1, 2014 through September 30, 2015; most recent data available.

# Current Appropriations

In general, the following resources are used to operate authorized workforce investment programs. Although this report generally presents quarterly results, the figures below represent annual appropriations. This report for the quarter ending December 31, 2015 covers programs operating in Program Year (PY) 2015, (July 1, 2015, through June 30, 2016) and programs operating in Fiscal Year (FY) 2016, (October 1, 2015, through September 30, 2016). The funding displayed is from both the FY 2015 and FY 2016 appropriations. Apprenticeship, Trade Adjustment Assistance (TAA), and Unemployment Insurance (UI) run on a FY and December 31, 2015, is the end of the first quarter of FY 2016. All other programs run on the PY and December 31, 2015, is the end of the second quarter of PY 2015.

## FY 2016 & PY 2015 Workforce Investment Resources<sup>a</sup>

Apprenticeship <sup>1</sup>	\$34,000,000
Women in Apprenticeship	\$994,000
Dislocated Worker National Reserve <sup>2</sup>	\$220,250,000
Indian and Native American Adult Program <sup>3</sup>	\$37,124,376
Job Corps (Operations) <sup>4</sup>	\$1,421,597,961
National Farmworker Jobs Program <sup>5</sup>	\$75,885,000
Senior Community Service Employment Program	\$433,285,000
Trade Adjustment Assistance Training <sup>6</sup>	\$391,452,000
Unemployment Insurance (UI) Administration	\$2,745,550,000
Wagner-Peyser Act/Employment Service (ES)	\$662,400,000
WIOA Adult	\$774,593,000
WIOA Dislocated Workers Formula Grant	\$1,012,728,000
Reintegration of Ex-Offenders	\$82,078,000
Youth Activities <sup>7</sup>	\$825,374,856
Indian and Native American Youth Program <sup>7</sup>	\$8,271,061
WIOA Youth	\$817,103,795
Youthbuild	\$79,689,000
<b>TOTAL</b>	<b>\$8,797,001,193</b>

### Notes:

- <sup>a</sup> Pursuant to P.L. 113-235 and P.L. 114-113, which included the authority for the Secretary to transfer not more than 0.5 percent in FY 2015 and not more than 0.75 percent in FY 2016 from TES, CSEOA, OJC, and SUIESO appropriations made available in this Act to carry out evaluations, the Department transferred \$14,939,000 from ETA TES, OJC, CSEOA and SUIESO appropriations to the Department's Office of the Chief Evaluation Officer (CEO) in FY 2015. This includes \$2,295,000 from WIOA Youth, \$2,143,000 from WIOA Adult, \$2,802,000 from WIOA Dislocated Workers, \$609,000 from the Dislocated Worker National Reserve, \$4,220,000 from Job Corps Operations, \$1,086,000 from CSEOA, and \$1,784,000 from WP-ES.
- <sup>1</sup> Registered Apprenticeship programs are funded by employers and do not receive specific program appropriations. The resources listed above support Federal staff who provide technical assistance for Registered Apprenticeship programs.
- <sup>2</sup> The Dislocated Worker (DW) National Reserve contains funds for National Dislocated Worker Grants, demonstrations, technical assistance and training, outlying areas Dislocated Worker programs, and special assistance for Adults/Dislocated Worker programs.
- <sup>3</sup> The total appropriation is \$46,082,000; \$8,957,624 was transferred to the Department of Interior/Bureau of Indian Affairs for those Indian and Native American grantees per P.L. 102-477.
- <sup>4</sup> The total appropriation is \$1,683,935,000 with \$1,576,605,000 for Operations, \$75,000,000 for Construction, and \$32,330,000 for expenses. \$155,007,039 was transferred from Operations to the Department of Agriculture/Forest Service.
- <sup>5</sup> The total appropriation is \$81,896,000; \$5,517,000 is set aside for migrant and seasonal housing and \$494,000 is set aside for technical assistance and training.
- <sup>6</sup> The total appropriation for Federal Unemployment Benefits and Allowances is \$802,452,000 and includes \$384,000,000 for TAA benefits and \$27,000,000 for Wage Insurance. TAA Training reflects a 6.8 percent sequestration reduction to mandatory budget authority pursuant to the Balanced Budget and Emergency Deficit Control Act, as amended.
- <sup>7</sup> The total Youth Activities appropriation is \$829,547,000; the total Indian and Native American Youth Program appropriation is \$12,443,205 of which \$4,172,144 was transferred to the Department of Interior/Bureau of Indian Affairs per P.L. 102-477.

# Government Performance and Results Act Goals (GPRA)

<http://www.doleta.gov/performance/goals/gpra.cfm>

On January 4, 2011, President Obama signed H.R. 2142, the “GPRA Modernization Act of 2010,” which became Public Law 111-352. The new law requires Federal agencies to set clear performance goals that can be accurately measured and publicly reported in a more transparent way. The following table contains performance indicators, arrayed by program, which represent the key results that ETA programs work to achieve. Performance goals for the employment and training programs listed are established in the budget process. The goals are set at the higher end to be “ambitious” within the context of prior performance. Since the program performance goals are nationwide goals, they may not apply in every instance to individual states or grantees where different economic or other circumstances may demand an adjustment in performance expectations.

The following table reflects PY 2015 (July 1, 2015 - June 30, 2016) goals for most programs and FY 2016 (October 1, 2015 - September 30, 2016) goals for Foreign Labor Certification, Unemployment Insurance, Trade Adjustment Assistance, and Registered Apprenticeship Programs. Cost per Participant is not displayed because it is an annual measure.

Government Performance and Results Act Goals	Annual Goal	Results as of 12/31/15 <sup>1</sup>
<b>Foreign Labor Certification</b>		
Percent of H-1B Applications Resolved in Seven Business Days	100%	100%
Average Number of Days to Resolve PERM Applications Not Subject to Integrity Review	125-200	192
Average Number of Days to Resolve PERM Applications Subject to Integrity Review (Audit)	350-425	438
Percent of Complete H-2A Employer Applications Resolved within 30 Days Before the Date of Need	95%	99.2%
Percent of H-2B Applications Resolved Within 30 Days <sup>2</sup>	TBD	38.4%
<b>Indian and Native American Adult Program<sup>3</sup></b>		
Entered Employment Rate	65.5%	67.2%
Employment Retention Rate	78.2%	69.2%
Six Months' Average Earnings	\$10,377	\$10,085
<b>Indian and Native American Youth Program<sup>4</sup></b>		
Education Attainment for Dropouts	N/A	5.2%
Participants Who Attained Two or More Goals	N/A	93.6%
<b>Job Corps</b>		
Placement in Employment or Education Rate	77%	79%
Attainment of Degree or Certificate Rate	63%	62%
Percentage of Students Who Achieve Literacy or Numeracy Gains	63%	63%
<b>National Electronic Tools/Employment and Training Administration (ETA) Internet Based Assistance</b>		
Combined Site Visits for CareerOneStop, America's Service Locator, and O*NET	55,000,000	82,756,797



<b>Government Performance and Results Act Goals</b>	<b>Annual Goal</b>	<b>Results as of 12/31/15<sup>1</sup></b>
<b>National Dislocated Worker Grants (formerly National Emergency Grants)</b>		
Entered Employment Rate	76.5%	77.3%
Employment Retention Rate	88.6%	88.9%
Six Months' Average Earnings	\$19,321	\$19,448
<b>National Farmworker Jobs Program (NFJP)</b>		
Entered Employment Rate	87.0%	89.1%
Employment Retention Rate	83.3%	86.1%
Six Months' Average Earnings	\$10,871	\$11,794
<b>Reentry Employment Opportunities-(REO)<sup>5</sup></b>		
Entered Employment Rate	61.2%	55.7%
Employment Retention Rate	68.2%	64.4%
Six Months' Average Earnings	\$10,473	\$11,016
Percent of Participants Re-arrested for a New Crime or Re-incarcerated for Revocation of Parole or Probation Violation within One Year from Release from Prison	<22%	14.2%
<b>Registered Apprenticeship</b>		
Entered Employment Rate	76.3%	76.4%
Employment Retention Rate	87.7%	88.8%
Six Months' Average Earnings	\$25,642	\$24,021
<b>Senior Community Service Employment Program<sup>6</sup></b>		
Entered Employment Rate	44.4%	48.7%
Employment Retention Rate	73.5%	71.1%
Six Months' Average Earnings	\$7,709	\$7,848
<b>Trade Adjustment Assistance</b>		
Entered Employment Rate	71.5%	74.0%
Employment Retention Rate	91.2%	92.2%
Six Months' Average Earnings	\$20,149	\$18,141
<b>Wagner-Peyser Employment Service</b>		
Entered Employment Rate	55.0%	62.4%
Employment Retention Rate	81.2%	83.8%
Six Months' Average Earnings	\$15,210	\$15,383

<b>Government Performance and Results Act Goals</b>	<b>Annual Goal</b>	<b>Results as of 12/31/15<sup>1</sup></b>
<b>Unemployment Insurance</b>		
Percent of Intrastate Payments Made Timely	87.5%	83.9%
Detection of Recoverable Overpayments	67.9%	60.2%
Percent of Employer Tax Liability Determinations Made Timely	89.0%	87.3%
<b>Workforce Innovation and Opportunity Act Adult Program</b>		
Entered Employment Rate	63.1%	66.0%
Employment Retention Rate	82.1%	84.1%
Six Months' Average Earnings	\$14,194	\$13,824
<b>Workforce Innovation and Opportunity Act Dislocated Worker Program</b>		
Entered Employment Rate	62.8%	67.1%
Employment Retention Rate	84.6%	85.8%
Six Month's Average Earnings	\$16,998	\$16,898
<b>Workforce Innovation and Opportunity Act Youth Program</b>		
Placement in Employment or Education Rate	66.9%	67.7%
Attainment of Degree or Certificate Rate	62.2%	65.0%
Percentage of Students Who Achieve Literacy and Numeracy Gains of One Adult Basic Education Level	46.0%	49.9%
<b>YouthBuild<sup>7</sup></b>		
Placement in Employment or Education Rate	50.5%	53.2%
Attainment of Degree or Certificate Rate	67.1%	69.0%
Percentage of Students Who Achieve Literacy and Numeracy Gains	57.6%	60.8%
<b>Youthful Offender initiative</b>		
Placement Rate for Youth Ages 18 and Above <sup>8</sup>	35.7%	49.6%
Recidivism Rate for Youth Ages 14 to 17	<16%	15.8%
Recidivism Rate for Youth Ages 18 to Above	<17%	9.1%

<sup>1</sup> Cumulative four quarters unless otherwise indicated.

<sup>2</sup> As a result of the H-2B Interim Final Rule published April 29, 2015, OFLC will need to re-evaluate the performance target regarding H-2B applications and will not have conclusive results until a measurable sample is available. In addition, OFLC has other factors that have impacted determining a target goal, such as the Omnibus Act on December 18, 2015, which caused a 17-day processing pause to implement the Act.

<sup>3</sup> Entered Employment Rate is based on Unemployment Insurance Wage Record and Grantee Supplemental Data for the exit cohort: April 1, 2014 – March 31, 2015. The Employment Retention Rate is based on Unemployment Insurance Wage Record and Grantee Supplemental Data for the exit cohort: October 1, 2013 – September 30, 2014. Six Months' Average Earnings are based on Unemployment Insurance Wage Record Data for the exit cohort: October 1, 2013 – September 30, 2014.

<sup>4</sup> Data reported semi-annually and annually. Results above are reflective of the period from April 1, 2014 through March 31, 2015.

<sup>5</sup> Results are cumulative for currently operating projects.

<sup>6</sup> Results reflect cumulative two quarters ending December 31, 2015.

<sup>7</sup> Results are program-to-date for the aggregate of all grant cycles of YouthBuild, beginning with the 2007 grant class.

<sup>8</sup> Program-to-date for currently operating projects.

# Indian and Native American Adult Program (INAP)

<http://www.doleta.gov/dinap/>

## Program Description

The Indian and Native American Program (INAP) provides employment and training grants to Indian Tribes, nonprofit tribal organizations, Alaska Native entities, and Native Hawaiian organizations with comprehensive employment and training services designed to increase the ability of program participants to compete in the new global economy and promote the economic and social development of Indian, Alaska Native, and Native Hawaiian communities.

## Quarter Highlights

With the assistance of the United Indians of All Tribes Foundation's (UIATF) Workforce Innovation and Opportunity Act (WIOA) program in Seattle, Washington, a participant and enrolled tribal member of the Yankton Sioux Tribe of South Dakota attended Highline Community College in Des Moines, WA, and earned her two-year Associate's degree. She then transferred to Heritage University, located on the Yakama Indian Reservation in Toppenish, WA. She is a model student earning good grades and she was on the Dean's List while enrolled in the Early Childhood Education degree program. Despite the many barriers she faced, she graduated and received her Bachelor's degree in Early Childhood Development.

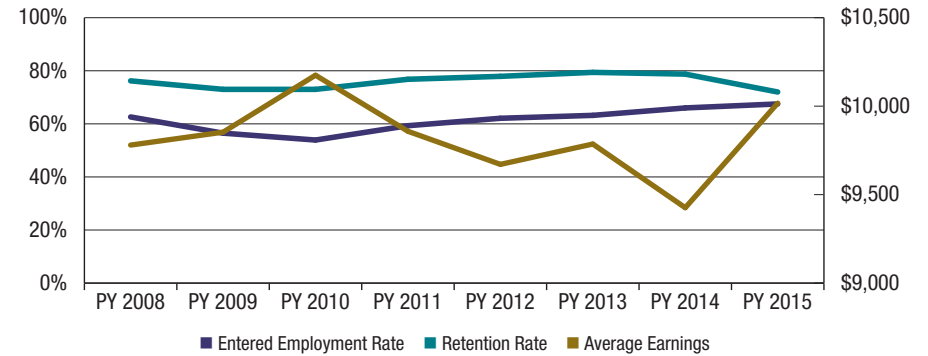
UIATF's WIOA program also assisted a participant who is a member of the Swinomish Indian Tribal Community of Washington by preparing her to receive her GED. After receiving her GED, she applied to attend Tacoma Community College. She did great on her placement testing and will finish her first quarter with high grades. A mother of two, she also works at a domestic violence women's shelter as an Administrative Assistant.

## Program Performance

Performance Measure	Four Quarters Ending 12.31.14	Four Quarters Ending 12.31.15*
Entered Employment Rate	65%	67.2%
Employment Retention Rate	78.8%	69.2%
Six Months' Average Earnings	\$9,387	\$10,085

\* Entered Employment Rate is based on Unemployment Insurance Wage Record and Grantee Supplemental Data for the exit cohort: April 1, 2014 – March 31, 2015. The Employment Retention Rate is based on Unemployment Insurance Wage Record and Grantee Supplemental Data for the exit cohort: October 1, 2013 – September 30, 2014. Six Months' Average Earnings are based on Unemployment Insurance Wage Record Data for the exit cohort: October 1, 2013 – September 30, 2014.

## Performance in the Past Eight Program Years



## Analysis

Using current wage record data:

- The Entered Employment Rate for the 12-month period ending December 31, 2015, was 67.2 percent. This reflects an increase of 2.2 percentage points when compared to the same time period last year.
- The Employment Retention Rate for the 12-month period ending December 31, 2015, was 69.2 percent. This reflects a decrease of 9.6 percentage points when compared to the same period last year.
- The Six Months' Average Earnings for the 12-month period ending December 31, 2015, was \$10,085. This reflects an increase of \$698 when compared to the same period last year.

Using current grantee supplemental data:

- This quarter, 5,910 participants received services and 588 participants entered employment.
- INAP served 11,733 individuals during the 12-month period ending on December 31, 2015.
- Including self-service individuals, INAP served 32,167 people.
- 2,229 participants received Work Experience training for the 12-month period ending on December 31, 2015.
- 5,523 participants received training services. Of those receiving training, 150 received On-the-Job training and 49 received Entrepreneurial and Small Business training.
- The number of veterans served for the 12-month period ending December 31, 2015, was 122. The number of veterans' spouses served for the same time period was 10.

# National Farmworker Jobs Program (NFJP)

<http://www.doleta.gov/Farmworker/html/NFJP.cfm>

## Program Description

The National Farmworker Jobs Program (NFJP) assists migrants, other seasonally employed farmworkers, and their families in achieving economic self-sufficiency and stability through job training and other services that address their employment related needs. New job skills training in occupations with higher wages are offered, as well as supportive services that help farmworkers stabilize their employment in agriculture. Assistance from the NFJP is accessed directly through the grantee organizations and local American Job Centers.

## Quarter Highlights

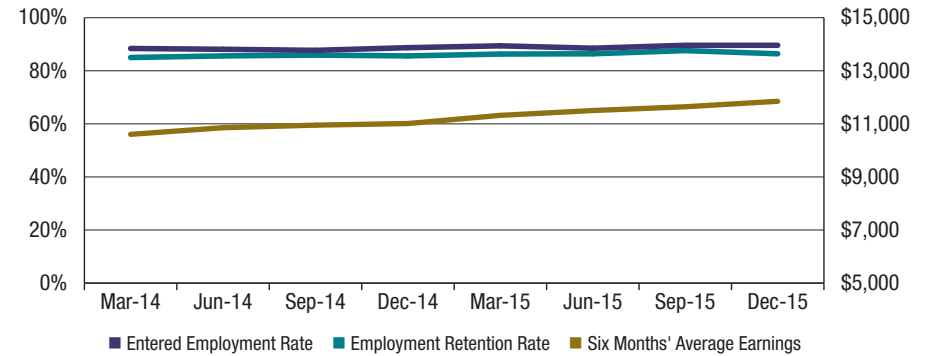
Yinaira, a farmworker and a single mother, struggled with many obstacles. She had limited English skills, issues with housing and child care, and unreliable transportation. Yinaira visited the NFJP in Pennsylvania, operated by the PathStone Corporation. She was enrolled into PathStone's English as a Second Language (ESL) program, attended job readiness training, was provided housing assistance, and was referred to a community-based program that assists with child care costs. The NFJP also assisted with finding reliable transportation to and from her worksite.

Through perseverance and hard work, Yinaira was hired by a local employer, Communication Test Design International (CTDI) and was offered full-time employment with benefits. Yinaira continues to strive to better herself and her daughter and thanks the NFJP for giving her the tools and training she needed to begin her new career.

## Program Performance

Performance Measure	Four Quarters Ending 12.31.14	Four Quarters Ending 12.31.15
Entered Employment Rate	88.7%	89.1%
Employment Retention Rate	85.6%	86.1%
Six Months' Average Earnings	\$11,012	\$11,794

## Performance in the Past Eight Quarters



## Analysis

- The program served 9,306 participants in the second quarter of PY 2015.
- The Entered Employment Rate increased to 89.1 percent from 88.7 percent from the same reporting period one year ago and well exceeded the program's performance goal of 87 percent.
- The Employment Retention Rate increased to 86.1 percent from 85.6 percent from the same reporting period one year ago and exceeded the performance goal of 83.3 percent.
- The Six Months' Average Earnings result of \$11,794 is \$782 higher than the same reporting period one year ago and well exceeded the program's performance goal of \$10,871.
- Of the 2,949 NFJP participants who exited in the quarter ending December 31, 2015, 806 (27.3 percent) received credentials.
- Of the 2,949 NFJP participants who exited in the quarter ending December 31, 2015, 1,418 (48.1 percent) received training.

# Senior Community Service Employment Program (SCSEP)

<http://www.doleta.gov/seniors>

## Program Description

Authorized by the Older Americans Act of 1965, the Senior Community Service Employment Program (SCSEP) is designed to foster individual economic self-sufficiency and promote useful opportunities in community service employment for unemployed low-income persons (particularly persons who have poor employment prospects) who are age 55 or older, and to increase the number of persons who may benefit from unsubsidized employment in the public and private sectors.

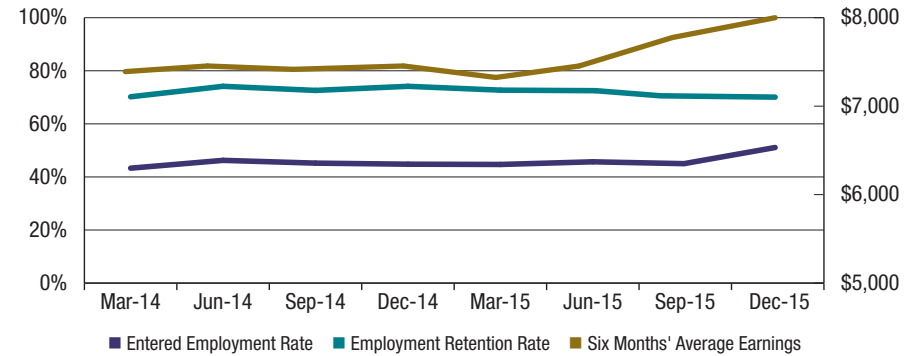
## Quarter Highlights

In the second quarter of PY 2015, SCSEP grantees continued to build and leverage community partnerships to support participants. One great example is a new partnership between a current grantee and a community organization that provides English as a Second Language classes. SCSEP has designated English language learners as a “most in need” group. Through this new partnership, this grantee’s clients with limited English proficiency are now able to develop language skills that will improve their employment prospects.

## Program Performance

Performance Measure	Four Quarters Ending 12.31.14	Four Quarters Ending 12.31.15
Entered Employment Rate	44.8%	50.0%
Employment Retention Rate	73.1%	69.7%
Six Months' Average Earnings	\$7,454	\$7,989

## Performance in the Past Eight Quarters



## Analysis

SCSEP continued working to achieve their mission of providing low-income older adults with the training and supportive services they need to become self-sufficient and enter unsubsidized employment. SCSEP served 44,850 participants in the second quarter of PY 2015. Of them, 17 percent had low literacy skills when they entered the program, 19 percent had disabilities, and 88 percent had family incomes at or below the poverty level.

In the second quarter of PY 2015:

- SCSEP met its goal of serving those who are most in need of its services;
- SCSEP participant Six Months' Average Earnings exceeded the annual goal of \$7,709 by \$280;
- SCSEP participants had an Entered Employment Rate 5.6 percentage points above the annual goal of 44.4 percent;
- SCSEP participants received 135,878 hours of training;
- 2,328 SCSEP participants entered unsubsidized employment; and
- Seventy-nine SCSEP participants were placed in On-the-Job Experience training.

# Wagner-Peyser Employment Service

[http://www.doleta.gov/Programs/Wagner\\_Peyser.cfm](http://www.doleta.gov/Programs/Wagner_Peyser.cfm)

## Program Description

The Wagner-Peyser Act Employment Service (ES) is an integral part of the American Job Center service delivery system, and provides universal access to all workers, job seekers, and businesses. The Employment Service focuses on providing a variety of employment related services including but not limited to job search assistance, job referral, and placement assistance for job seekers, re-employment services to unemployment insurance claimants, and recruitment services to employers with job openings. Services are provided in one of three modes of delivery approaches: self and information-only service, basic career service, and individualized career service.

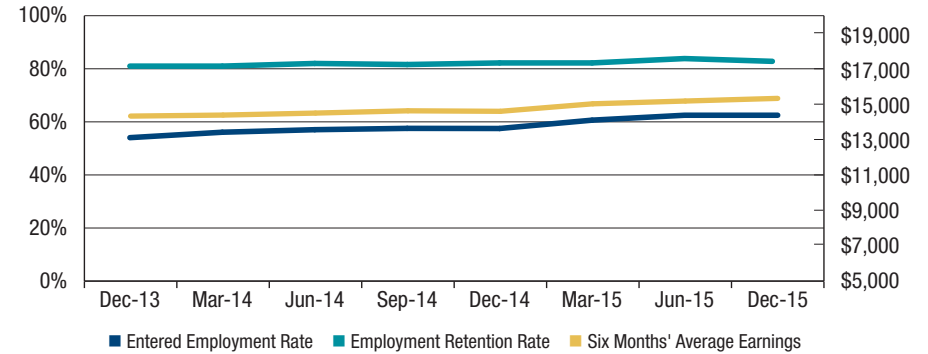
## Quarter Highlights

Veteran Earl Anderson came to the WIN Job Center in Mississippi seeking employment assistance. He had exhausted his UI benefits, was also on SNAP, and he was dependent on family members for housing. After an initial assessment, Mr. Anderson was assisted by the Disabled Veterans Outreach Program Specialist (DVOP) who helped him develop his resume, improve his job interviewing skills, learn new job search methods, and later develop an IEP to become an electrician. The DVOP distributed Mr. Anderson's resume, which eventually led to an interview and a job offer from Huntington Ingalls Shipyard for an electrical apprentice position. Mr. Anderson's starting wage was \$18.85 per hour and after a 90-day probationary period, he would be eligible for full benefits, including training offered by the shipyard on marine electrical procedures knowledge.

## Program Performance

Performance Measure	Four Quarters Ending 12.31.14	Four Quarters Ending 12.31.15
Entered Employment Rate	57.5%	62.4%
Employment Retention Rate	82.2%	83.8%
Six Months' Average Earnings	\$14,559	\$15,383

## Performance in the Past Eight Quarters\*



\* Entered Employment, Employment Retention, and Six Months' Average Earnings data for March 31, 2015 are the data from December 31, 2014; the most recent data available.

## Analysis

- Nearly 14 million people received services from the Wagner-Peyser Employment Service.
- More than six million unemployed individuals entered employment after receiving services from the Employment Service.
- Nearly 800,000 veterans received services between January 1, 2015 and December 31, 2015.
- All three common measures (Entered Employment Rate, Employment Retention Rate, and Six Months' Average Earnings) were higher in the last four quarters than in the previous four quarters.

# Workforce Innovation and Opportunity Act Adult Program

[http://www.doleta.gov/programs/general\\_info.cfm](http://www.doleta.gov/programs/general_info.cfm)

## Program Description

The Workforce Innovation and Opportunity Act (WIOA) title I Adult Program helps prepare adult job seekers, particularly those who are low income or low skilled, for good jobs, through formula grants to states. States use the funds to provide employment and training services through a network of approximately 2,500 American Job Centers as of December 31, 2015.

WIOA provides employment and training services at three broad service levels to job seeker customers: basic career services, individualized career services, and training services. These services are provided at a level which most effectively meets their needs to achieve gainful employment. The program is also designed to assist employer customers meet their needs for skilled workers.

Adult Programs serve the broadest range of individuals, including but not limited to low income and public assistance recipients, basic skills deficient, Unemployment Insurance claimants, veterans, people with disabilities, dislocated workers, migrant and seasonal farmworkers, Indian and Native Americans, and workers age 55 or older.

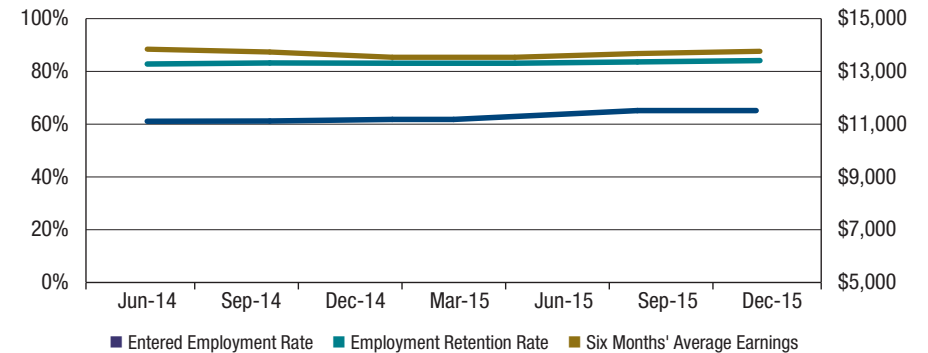
## Quarter Highlights

When Army Specialist LaCorey Tate returned from deployment, he went to the Golden Triangle WIN Job Center to gather information about the Yokohama Tire Corp. plant. He learned he needed a Career Readiness Certification (CRC) and a Basic Manufacturing Skills Certificate (MBSC) to apply. As a veteran with significant barriers to employment, LaCorey received both classes, free of charge, at East Mississippi Community College (EMCC). He also worked with a Disabled Veterans Outreach Program (DVOP) Specialist who provided him with individualized career services. LaCorey finished his MBSC in May 2015. In September 2015, LaCorey was enrolled in the On-the-Job training program at Yokohama Tire Corp. He completed all the requirements for employment at Yokohama and was hired making \$14.00 per hour.

## Program Performance

Performance Measure	Four Quarters Ending 12.31.14	Four Quarters Ending 12.31.15
Entered Employment Rate	61.8%	66.0%
Employment Retention Rate	83.1%	84.1%
Six Months' Average Earnings	\$13,536	\$13,824

## Performance in the Past Seven Quarters\*



\* Entered Employment, Employment Retention, and Six Months' Average Earnings data for March 31, 2015 are the data from December 31, 2014; the most recent data available.

## Analysis

- More than 1.9 million participants received services through the Adult program.
- More than 136,000 unemployed individuals entered employment after receiving services through the Adult program.
- More than 19,000 participants received training.
- More than 13,000 participants obtained credentials.

# Workforce Innovation and Opportunity Act Dislocated Worker Program

[http://www.doleta.gov/programs/general\\_info.cfm](http://www.doleta.gov/programs/general_info.cfm)

## Program Description

The Workforce Innovation and Opportunity Act (WIOA) Dislocated Worker Program funds services to support the reemployment of laid-off workers. The Department allocates 80 percent of funds by formula to the states. The Secretary of Labor may use the remaining 20 percent for National Dislocated Worker Grants—these specially targeted funds can infuse resources to areas suffering most from plant closings, mass layoffs, or job losses due to natural disasters or military base realignment and closures.

States allocate their Dislocated Worker funds to their local workforce development areas to provide career and training services to individuals who have lost their jobs through no fault of their own, including separating service members, military spouses, and displaced homemakers. Additionally, the program allows for states to reserve up to 25 percent of their Dislocated Worker funds for Rapid Response activities. Rapid Response is a pro-active, business-focused, and flexible strategy to help growing companies access an available pool of skilled workers, and can respond to layoffs by quickly coordinating services and aid to companies and their workers.

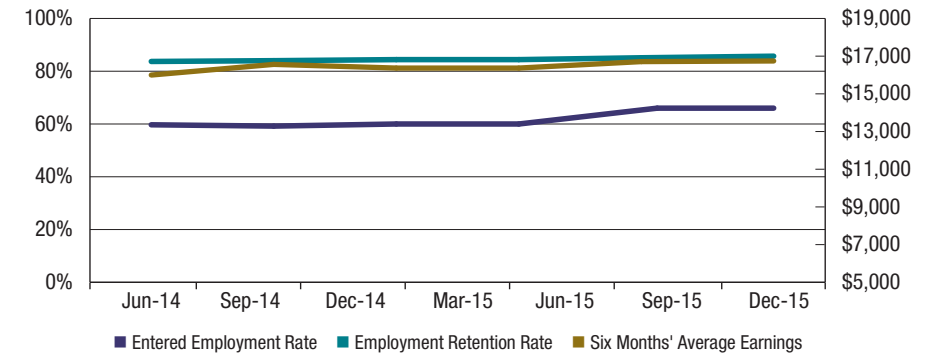
## Quarter Highlights

Although Susan Alford is still grieving the loss of her last job, she is now gainfully employed as a Customer Service Representative (CSR) at WestRock in Latta, SC. Her journey as a dislocated job seeker began with a Rapid Response meeting where she learned about SC Works re-employment services in Marion. She used the SC Works Marion Center to conduct job searches, develop her resume, and enroll in Trade Adjustment Assistance (TAA) and Workforce Innovation and Opportunity Act (WIOA) services. She applied for a CSR opening at WestRock and was hired through the On-the-Job (OJT) training program in November 2015. Her OJT ended successfully on February 9, 2016. WestRock management is delighted to have her on their team.

## Program Performance

Performance Measure	Four Quarters Ending 12.31.14	Four Quarters Ending 12.31.15
Entered Employment Rate	60.0%	67.1%
Employment Retention Rate	84.4%	85.8%
Six Months' Average Earnings	\$16,368	\$16,898

### Performance in the Past Seven Quarters\*



\* Entered Employment, Employment Retention, and Six Months' Average Earnings data for March 31, 2015 are the data from December 31, 2014; the most recent data available.

## Analysis

- More than 242,000 participants received services through the Dislocated Worker program.
- More than 72,000 unemployed individuals entered employment after receiving services through the Dislocated Worker program.
- More than 11,000 participants received training.
- More than 7,900 participants obtained credentials.



# National Dislocated Worker Grants (DWG)

<http://www.doleta.gov/neg>

## Program Description

National Dislocated Worker Grants (DWGs), formerly known as National Emergency Grants (NEGs), provide employment and training activities for dislocated workers and other eligible populations. They are intended to expand service capacity temporarily at the state and local levels, by providing time-limited funding assistance in response to major economic dislocations or other events that create a sudden need for assistance that cannot reasonably be expected to be accommodated within the ongoing operations of the Workforce Innovation and Opportunity Act Dislocated Worker Formula Program. Disaster Recovery DWGs allow for the creation of disaster relief employment to assist with clean-up and recovery efforts from emergencies or major disasters.

## Quarter Highlights

William enrolled in the Job-Driven (JD) DWG in March 2015. He is a veteran and was an ex-offender. He had some employment barriers with this background. William completed an On-the-Job training program at Archer Daniels Midland Company (ADM) in Columbus, NE, in June 2015, working as a Plant Utility Maintenance Technician. He secured the job at ADM and is still working there today. Each time a career counselor conducts follow-up with William, he is upbeat and reports how happy he is and how much he loves working for ADM. He has a great supervisor and good team environment. He is very appreciative of the opportunity that JD DWG provided and he is happy to be working again.

## Program Performance

Performance Measure	Four Quarters Ending 12.31.14	Four Quarters Ending 12.31.15
Entered Employment Rate	74.2%	77.3%
Employment Retention Rate	88.4%	88.9%
Six Months' Average Earnings	\$20,060	\$19,448

## Analysis

- More than 18,000 participants were served through DWGs.
- More than 2,700 unemployed individuals entered employment after receiving services through a DWG.
- More than 1,000 participants attained a credential.
- More than 2,200 participants received training.
- Over the last four quarters the DWG program has outperformed the annual goals for all of the common measures.

# H-1B and Permanent Foreign Labor Certification (PERM)

<http://www.foreignlaborcert.doleta.gov>

## Program Description

H-1B program permits employers to hire, on a temporary basis, foreign workers in professional or specialty occupations. The H-1B program includes the H-1B1 (Singapore and Chile) and E-3 (Australia) professional programs. The PERM program allows employers to begin the process for permanently hiring a foreign worker when there are not sufficient numbers of U.S. workers who are able, willing, qualified, and available to perform the job. In addition, the program ensures that the employment of the foreign worker does not adversely affect the wages and working conditions of American workers who are similarly employed.

## Quarter Highlights

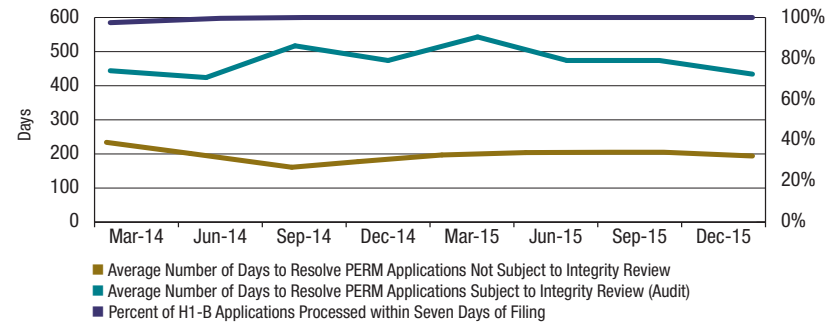
The percentage of employer applications processed within seven business days of filing under the H-1B program sustains at approximately 100 percent for the reporting period. Employer filings under H-1B increased approximately 17.9 percent compared to the same four quarter reporting period one year ago.

The Office of Foreign Labor Certification (OFLC) implemented a PERM Integrity Review reduction plan to reduce the number and age of the pending cases in the Integrity Review processing queue. As a result, the backlog for applications subject to integrity review decreased by approximately 75.3 percent by December 31, 2015.

## Program Performance

Performance Measure	Four Quarters Ending 12.31.14	Four Quarters Ending 12.31.15
Percent of H-1B Applications Resolved in Seven Business Days	100%	100%
Average Number of Days to Resolve PERM Applications Not Subject to Integrity Review	186	199
Average Number of Days to Resolve PERM Applications Subject to Integrity Review (Audit)	474	508

## Performance in the Past Eight Quarters\*



\* The data presented in the Performance in the Past Eight Quarters graph reflect the average for the specific quarters referenced versus the data presented in the Program Performance table that reflect the average for all four quarters combined.

## Analysis

- Of the total 662,908 H-1B applications processed over the past four quarters, 100 percent of these applications were completed within seven business days of the filing date.
- The average number of days to resolve PERM applications NOT subject to integrity review increased by seven percent when compared to this period last year due to the resources being reallocated in effort to support the Integrity Review reduction plan. The average number of days to resolve PERM applications subject to integrity review increased by approximately seven percent when compared to this period last year.

# H-2A and H-2B Foreign Labor Certification Programs

<http://www.foreignlaborcert.doleta.gov>

## Program Description

H-2A labor certification permits employers to hire foreign workers on a temporary basis for the agricultural sector of the economy. H-2B labor certification permits employers to hire foreign workers to come to the United States and perform temporary non-agricultural work, which must be one-time, seasonal, peak load, or intermittent in nature.

## Quarter Highlights

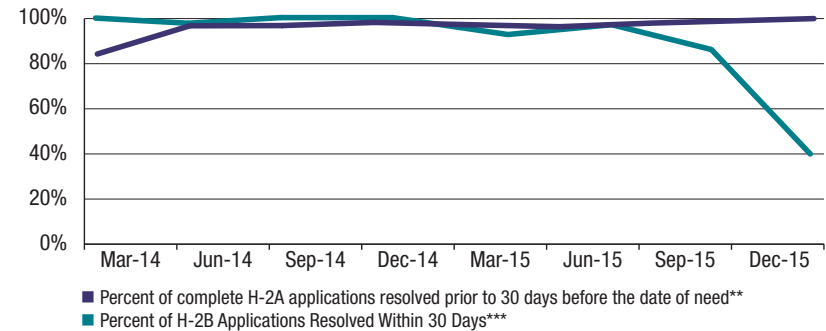
The Office of Foreign Labor Certification (OFLC) resolved approximately 99.2 percent of complete H-2A applications on time. Employer filings under the H-2A program have increased approximately 10.4 percent compared to the same four-quarter reporting period one year ago.

Employer filings under the H-2B program increased 40.4 percent compared to the same four quarters reporting period one year ago, during a period also marked by the additional workload as a result of the March 4, 2015, vacatur (a court order annulling previous rulings) and transition to the new H-2B Interim Final Rule, and December 18, 2015, Omnibus Act “riders.”

## Program Performance

Performance Measure	Four Quarters Ending 12.31.14	Four Quarters Ending 12.31.15
Percent of complete H-2A employer applications resolved within 30 days before the date of need	92.1%	92.1%
Percent of H-2B Applications Processed Within 30 Days	98.7%	72.3%

## Performance in the Past Eight Quarters\*



\*The data presented in the Performance in the Past Eight Quarters graph reflect the average for the specific quarters referenced versus the data presented in the Program Performance table that reflect the average for all four quarters combined.

\*\*H-2A measure changed in January 2014.

\*\*\*H-2B measure changed in April 2015.

## Analysis

- Of the 831 total of H-2A complete applications processed during this reporting period, 99.2 percent were resolved prior to 30 calendar days before the date of need.
- OFLC had to pause processing H-2B applications for 17 days to prepare and issue guidance for filers to comply with the new wage and program requirements contained in the legislative riders requirements from riders in the FY 2016 Omnibus Appropriations Act.

# Reentry Employment Opportunities - Adult (REO)

[http://www.doleta.gov/REO/eta\\_default.cfm](http://www.doleta.gov/REO/eta_default.cfm)

## Program Description

The Reentry Employment Opportunities - Adult Program (REO-Adult) aims to help offenders find long-term employment. Current projects include Training to Work grants which provide occupational training to offenders in work-release programs and grants that focus on serving female offenders who have been released from prison or jail within the last six months. Roughly 60 percent of participants served by the grants targeting female offenders are females.

## Quarter Highlights

New grants are in their planning stage to start American Job Centers in local jails in the cities of Haywood, Santa Ana, San Diego, and Ventura, CA; New Haven, CT; West Palm Beach, FL; Indianapolis, IN; Springfield, MA; Brunswick, MD; Kansas City and St. Louis, MO; Utica, NY; Cleveland, OH; Portland, OR; Allentown and Norristown, PA; Warsaw and Vienna, VA; and Milwaukee and Madison, WI. Twenty new grants are also in their planning stage to provide occupational training to offenders in work-release programs.

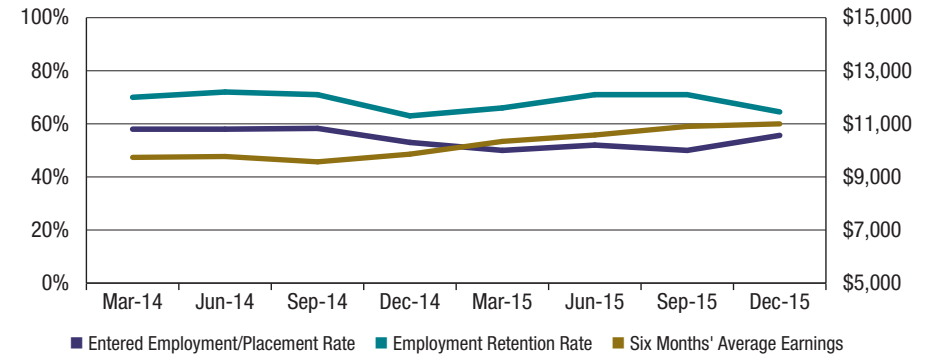
## Program Performance

Performance Measure	Program-to-Date Ending 12.31.14*	Program-to-Date Ending 12.31.15**
Entered Employment Rate	55%	55.7%
Employment Retention Rate	61%	64.4%
Six Months' Average Earnings	\$9,411	\$11,016

\* The December 31, 2014 numbers are program-to-date for currently operating projects.

\*\* The December 31, 2015 numbers are program-to-date for currently operating projects.

## Performance in the Past Eight Quarters



## Analysis

The Entered Employment Rate has improved over the previous quarter as ten Training to Work grants with very low Entered Employment Rates have markedly improved numbers, due either to correcting previous REO Management Information System (MIS) problems or improving their programming, or a combination of the two.

# Registered Apprenticeship

<http://www.doleta.gov/oa>

## Program Description

Registered Apprenticeship is a leader in preparing American workers to compete in a global 21st Century economy. Registered Apprenticeship has already trained millions of America's workers through a network of 21,000 Registered Apprenticeship programs across the nation consisting of over 150,000 employers. Modern apprenticeships are now on the cutting edge of innovation in preparing a skilled workforce for today's industries including expanding industries like health care, information technology, transportation, telecommunications, and advanced manufacturing, as well as in industries like construction where apprenticeships have a long and successful history.

## Federal Program Performance

Performance Measure	Quarter Ending 12.31.14	Quarter Ending 12.31.15
<b>Apprentices</b>		
Total Apprentices (Active Apprentices)*	194,987	222,296
New Apprentices*	16,642	18,268
<b>Programs</b>		
New Programs*	171	166
Programs Maintained Total (Active Programs)*	9,727	9,685
Number of New Programs in Construction and Manufacturing*	116	119

Performance Measure	Four Quarters Ending 12.31.14	Four Quarters Ending 12.31.15
Entered Employment Rate	75.7%	76.4%
Employment Retention Rate	88.2%	88.8%
Six Months' Average Earnings	\$24,173	\$24,021

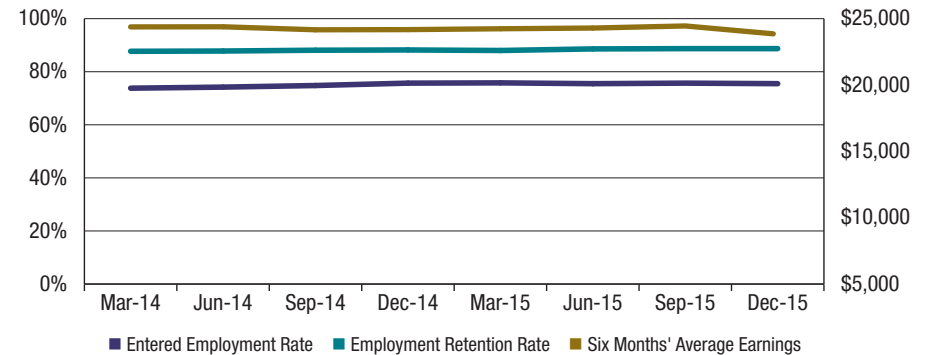
Source: Registered Apprenticeship Partners Information Management Data System (RAPIDS); data managed by Department of Labor staff only.

\* Running total of apprentices/programs during the Fiscal Year.

## Quarter Highlights

The \$175 million in American Apprenticeship Grants will help train and hire more than 34,000 new apprentices in high-growth and high-tech industries, which are as diverse as health care, IT, and advanced manufacturing. HOPE is a leading non-profit training provider in Detroit that has been serving the community for over twenty years. Its adult education programs help workers acquire the skills needed to advance to better employment. With its grant, HOPE will expand these proven programs by adding new disciplines to keep up with the changing technology powering advanced manufacturing jobs.

## Performance in the Past Eight Quarters



## Analysis

- During the first quarter of FY 2016, there were 451,448 active apprentices nationwide, an overall increase of 8.5 percent (35,278 participants) over the prior year's first quarter results.
- 9,629 program participants nationwide completed their apprenticeship during the quarter and received a credential that is industry recognized and provides a pathway to sustainable careers.
- 37,538 participants began their apprenticeship nationwide during the first quarter, a decrease of 4.6 percent (1,833 participants) over the prior year's first quarter results.
- The Entered Employment Rate for participants who completed their Registered Apprenticeship program was 91.9 percent, 15.5 percent higher than for all program exiters who either completed or cancelled (76.4 percent, as shown in table above).
- The Six Months' Average Earnings for program completers was \$30,942, which is over \$6,921 more than that of all program exiters (i.e., completers or those who cancelled). The results for those completing the program shows it pays to stay.

# Trade Adjustment Assistance (TAA)

<http://www.doleta.gov/tradeact/>

## Program Description

The Trade Adjustment Assistance (TAA) Program is an integral part of the comprehensive workforce development system. The program is essential to helping workers dislocated by foreign trade to adjust to changing market conditions and shifting skill requirements. Addressing the needs of trade-affected workers involved in this transformation is a unique challenge because, in general, these workers are being dislocated from relatively outdated-skill, high-wage employment. In many cases, this is complicated by mass layoffs or plant closures that occur in single-industry towns, which makes finding comparable employment in the same geographic area difficult. Furthermore, many of these jobs are lost permanently from the domestic economy, requiring affected workers to completely retool their skills.

## Quarter Highlights

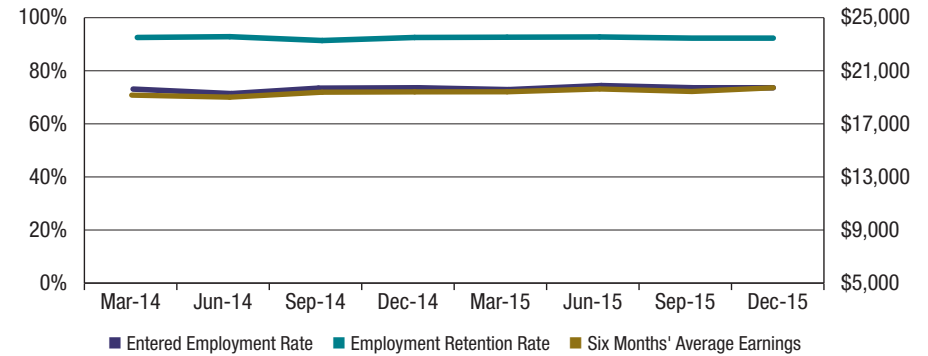
The state of Oregon has increased its staff of Trade Navigators that are tasked with conducting TAA program outreach to the public, local companies, and training providers. This focused effort with key business and community stakeholders has led to the development of better coordinated training strategies that are customized to support employer engagement with TAA. This has led to increases in on-the-job training opportunities and associated training plans for TAA workers tailored to meet local labor needs. This strategy has also had a significant impact in increasing the number of TAA petitions filed on behalf of worker groups, which will increase the potential for serving more TAA eligible workers within the state.

Oregon's Six Months' Average Earnings of \$18,425 is higher than the national average of \$18,141. The state anticipates additional performance improvement as a result of its outreach program.

## Program Performance

Performance Measure	Four Quarters Ending 12.31.14	Four Quarters Ending 12.31.15
Entered Employment Rate (EER)	72.8%	74.0%
Employment Retention Rate (ERR)	91.5%	92.2%
Six Months' Average Earnings (AE)	\$17,881	\$18,141

## Performance in the Past Eight Quarters



## Analysis

During the quarter ending December 31, 2015, there were 30,381 participants receiving TAA benefits or services. Of these participants, 45.6 percent were enrolled in training.

Of those exiting the program this quarter, 70.2 percent of participants completed trainings they started. A total of 90.8 percent of those who completed training earned a credential. Completing training and receiving a credential lead to higher Entered Employment and Employment Retention Rates.

Entered Employment Rate:

- 75.8 percent for those who completed training; and
- 78.4 percent for those who completed training with a credential.

Employment Retention Rate:

- 91.5 percent for those who completed training; and
- 92.8 percent for those who completed training with a credential.

The Entered Employment Rate and Six Months' Average Earnings are the highest they have been over the past eight quarters.

# Unemployment Insurance (UI)

<http://oui.doleta.gov/unemploy/>

## Program Description

The federal-state Unemployment Insurance (UI) System minimizes individual and family financial hardship due to unemployment and stabilizes the economy during economic downturns by providing unemployed workers with temporary income support. States operate their own Unemployment Insurance Programs regulated by state laws.

As the Federal partner, the Department provides program leadership, allocates administrative funds, provides technical assistance, and exercises performance oversight.

## Quarter Highlights

With the Department provided funding, state workforce agencies continue to provide UI claimants with improved reemployment services; prevent, detect, and recover improper UI benefit payments; address outdated IT system infrastructures necessary to improve UI program integrity; and implement projects to reduce worker misclassification.

## Program Performance

Performance Measure	Four Quarters Ending 12.31.14	Four Quarters Ending 12.31.15
Percent of Intrastate Payments Made Timely	81.2%	83.9%
Detection of Recoverable Overpayments Rate	67.4%	60.2%
Percent of Employer Tax Liability	88.3%	87.3%
<b>Operational Results</b>		
Reciency Rate	27.2%	27.3%
Exhaustion Rate	40.4%	37.6%
Percent of Recipients of Prime Working Age (25-54)	69.8%	69.3%
Percent of Recipients Who Are Female	43.7%	42.3%
New Initial Unemployment Insurance Claims	11,323,141	10,280,802
Number of First Unemployment Insurance Payments	7,121,124	6,580,965
Average Duration of Unemployment Insurance (Weeks)	16.5	15.5

## Analysis

During the year ending December 31, 2015:

- Signaling an improving economy, the number of New Initial Claims declined over nine percentage points from one year ago. Additionally, this trend also follows in the reduction of the average duration of claims and the exhaustion rate of claims.
- 10.3 million individuals applied for UI benefits and 6.6 million of those received a first payment.
- The UI system did not meet all its performance targets, but the First Payment timeliness target is trending upward, having risen by almost three percentage points over the last year. To improve UI Program Integrity, the Department has developed a comprehensive strategic plan to encourage and sponsor the implementation of several innovative strategies by states to prevent, detect and recover UI overpayments.

# Youthful Offender Initiative

<http://www.doleta.gov/REO/aboutREO.cfm>

## Program Description

The Employment and Training Administration uses its Youthful Offender Initiative Appropriation to fund a variety of projects that target youth offenders and young adult offenders. Currently operating projects include grants to intermediary organizations to serve young offenders in high-poverty, high-crime communities and grants to help youth offenders enter diversion programs as an alternative to out-of-home placements and to assist eligible youth have their juvenile records sealed or expunged.

## Quarter Highlights

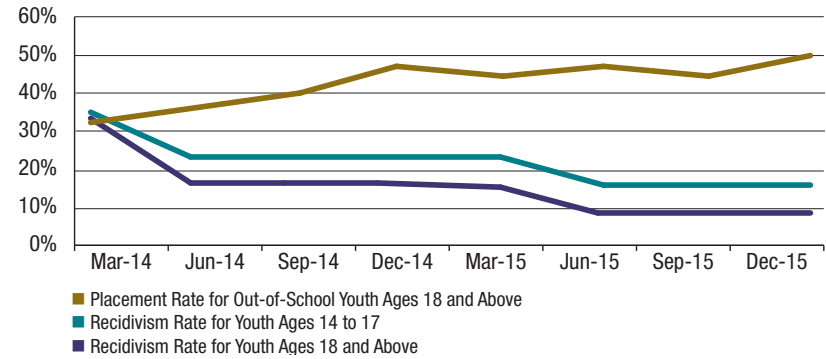
New grants are currently in their planning stages to enhance workforce development programming in Youth Challenge programs operated by the Georgia, Michigan, and South Carolina National Guards.

Four new intermediary grants to serve young offenders in high-poverty, high-crime communities and 11 grants to serve youth offenders in diversion programs are also currently in their planning stages.

## Program Performance

Performance Measure	Four Quarters Ending 12.31.14	Four Quarters Ending 12.31.15
Placement Rate for Youth Ages 18 and Above	46.8%	49.6%
Recidivism Rate for Youth Ages 14 to 17	24.0%	15.8%
Recidivism Rate for Youth Ages 18 and Above	16.0%	9.1%

## Performance in the Past Eight Quarters



## Analysis

Projects have markedly different placement and recidivism rates which are dependent on the following:

- Whether they are serving young adults in their 20s or youth 18 and 19 years old;
- Whether they recruit youth in the community or through direct referrals from the juvenile justice system;
- Whether they are located in small or large cities;
- The extent to which enrollees are at high or low risk of re-offending; and
- Whether the grants are just starting or close to being completed.



# Workforce Innovation and Opportunity Act Youth Program

[http://www.doleta.gov/youth\\_services/](http://www.doleta.gov/youth_services/)

## Program Description

The Workforce Innovation and Opportunity Act (WIOA) Youth Formula Program provides employment and education services to eligible in-school youth, ages 14 to 21, and eligible out-of-school youth (OSY), ages 16-24, who face barriers to employment. The program serves high school dropouts, foster youth, homeless youth, offenders, youth with disabilities, youth with low literacy rates, as well as others who may require additional assistance to complete an educational program and acquire an industry-recognized credential or enter employment.

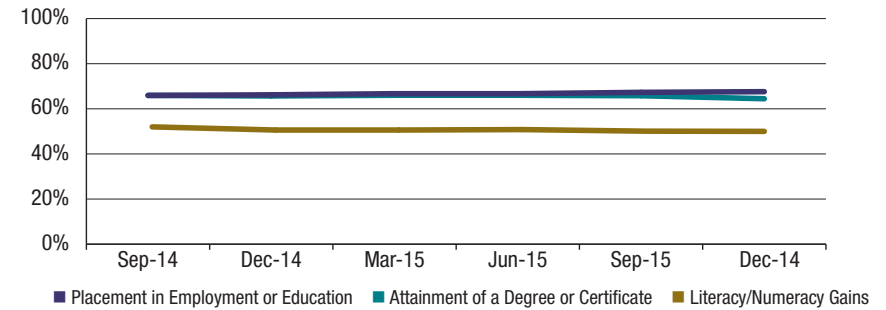
## Quarter Highlights

A major focus of the Workforce Innovation and Opportunity Act is providing youth, including OSY, with work experiences. Employment of OSY increased in several states in this quarter compared to the same period of the previous year. Sixty-five percent of states that reported the earnings increase measure, increased average earnings of OSY during the comparison periods. States with the most significant increases included Oklahoma, Wyoming, Delaware, Florida, North Dakota, Vermont, Connecticut, West Virginia, Minnesota, and Nebraska. In these states, average earnings for OSY ranged from \$2,678 in Delaware to \$9,420 in Idaho in the most recent quarter.

## Program Performance

Performance Measure	Four Quarters Ending 12.31.14	Four Quarters Ending 12.31.15
Placement in Employment or Education	66.7%	67.7%
Attainment of Degree or Certificate	66.0%	65.0%
Literacy and Numeracy Gains	50.2%	49.9%

## Performance in the Past Six Quarters\*



\* Entered Employment, Employment Retention, and Six Months' Average Earnings data for March 31, 2015 are the data from December 31, 2014; the most recent data available.

## Analysis

- 173,131 participants were served in the cumulative four quarter reporting period, compared to 203,854 served during the same time period last year. This is most likely a result of the shift to serve more OSY under WIOA, a more service intensive population to serve.
- Placement in Employment or Education achieved a result of 67.7 percent, a one percentage point increase when compared with the same time period last year.
- The program achieved a result of 65.0 percent for the Attainment of a Degree or Certificate measure, a one percentage point decrease when compared with the same time period last year.
- The Literacy and Numeracy Gains measure achieved a result of 49.9 percent, a 0.3 percentage point decrease when compared with the same time period last year.
- All three youth common measures exceeded PY 2015 GPRA goals of 66.9 percent, 62.2 percent, and 46.0 percent, respectively.

## Program Description

Job Corps is the nation's largest residential, educational, and career technical training program for at-risk youth, ages 16 through 24. The 126 Job Corps centers nationwide provide an integrated, comprehensive array of services that include: academic, career technical and life skills training; career planning and work-based learning; health care; and post-program placement and transition support.

Job Corps is committed to offering all students a safe, drug-free environment where they can take advantage of the resources provided. Job Corps' mission is to attract eligible young people, teach them the skills they need to become employable and independent, and place them in meaningful jobs or further education.

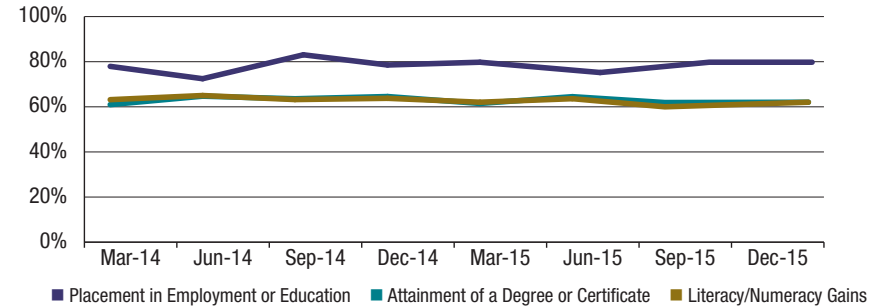
## Quarter Highlights

Job Corps is committed to being a safe and secure environment for young people to receive education and hands-on career training. In September 2015, over 22,000 Job Corps students across the country organized and led a violence-prevention initiative called Youth 2 Youth: Partners for Peace or "Y2Y." The purpose of the initiative is to enable Job Corps youth to talk openly about violence, aggression, and bullying; learn how their peers may have been affected by youth violence; empower one another to make a difference; and explore solutions for the future. More than 70 communities across the county participated in Y2Y sponsored activities. Y2Y is a proud supporter of the National Forum on Youth Violence Prevention and My Brother's Keeper.

## Program Performance

Performance Measure	Four Quarters Ending 12.31.14	Four Quarters Ending 12.31.15
Placement in Employment or Education	77.9%	79.2%
Attainment of a Degree or Certificate	63.5%	62.3%
Literacy/Numeracy Gains	63.8%	62.7%

## Performance in the Past Eight Quarters



## Analysis

- In the current quarter, Job Corps served 72,562 participants, almost identical to the same quarter in PY 2014 (72,579).
- In the current quarter, Job Corps placed 8,701 students in employment or education. This is a 17.2 percent increase from the same quarter in PY 2014 (7,424). The Certificate and Literacy/Numeracy Gains rates remain largely the same as the same quarter last year.
- During the cumulative four quarters ending on December 31, 2015, the placement rate increased by 1.3 percentage points to 79.2 percent, when compared to the same four quarters for PY 2014 at 77.9 percent. The Certificate Attainment rate, however, decreased 1.2 percentage points to 62.3 percent when compared to 63.5 percent in the same four quarters for PY 2014. Similarly, the Literacy/Numeracy Gains decreased 1.1 percentage points to 62.7 percent.

# Indian and Native American Youth Program

<http://www.doleta.gov/dinap/>

## Program Description

The Indian and Native American Supplemental Youth Services Program provides summer and year-round employment and training activities for Indian, Alaska Native, and Native Hawaiian individuals between the ages of 14 and 24. On July 22, 2014, the Workforce Innovation and Opportunity Act (WIOA) was passed which increased the age range for this program from 14–21 to 14–24. Program resources are targeted to at-risk and the neediest youth who face substantial barriers to education and employment success. This population includes high school dropouts and youth who are basic-skills deficient.

## Quarter Highlights\*

Youth summer employment is a high priority for Native American Tribes. However, most rural reservation areas do not have enough employers to put youth to work during the summer. As a result, Tribes rely on the annual WIA, Section 166, funding to place youth in summer employment where they can earn a wage and receive valuable work experience. Youth are placed in various jobs, including community projects, clerical and administrative jobs within the Tribe, health administration jobs with Indian Health Service facilities, and summer maintenance of schools and school facilities within the local school district.

Summer employment through the Indian and Native American Youth program is often the first job that youth participants have ever had, so teaching soft skills such as punctuality, proper dress and appearance, positive work attitude, and reasoning skills are essential. Youth working in an office environment learn basic clerical skills such as keyboard/typing skills, filing, and answering phones. Youth working on community projects learn how to use tools and power equipment as part of their work experience and gain carpentry, electrical, and general maintenance skills. Older youth often become supervisors of younger youth participants and they often take on increased responsibility and learn more complex work skills.

Over the past four-quarter period, 2,081 of the 3,391 youth that participated in the Indian and Native American Youth Program were placed in summer employment.

*\* The data reported reflect the period from April 1, 2014 through September 30, 2015 as data is reported semi-annually.*

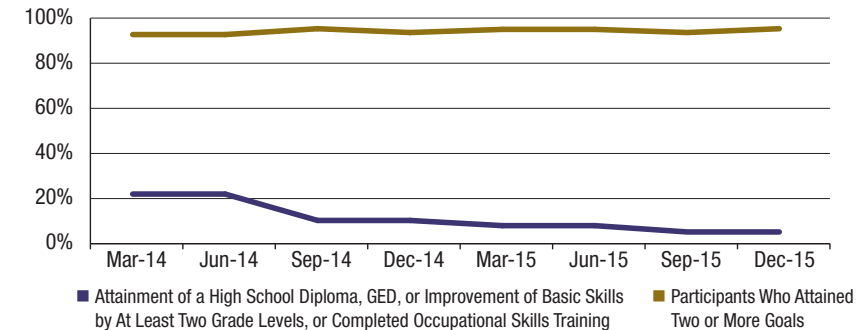
## Program Performance

Performance Measure	Four Quarters Ending 12.31.14*	Four Quarters Ending 12.31.15**
Educational Attainment for Dropouts	10.3%	5.2%
Attainment of Two or More Goals	93.6%	93.6%

*\* The data reported reflect the period from October 1, 2013 through September 30, 2014 as data is reported semi-annually.*

*\*\* The data reported reflect the period from April 1, 2014 through September 30, 2015 as data is reported semi-annually.*

## Performance in the Past Eight Quarters



## Analysis\*

- The rate of Attainment of Two or More Goals decreased from 95.3 percent for the four-quarter period ending September 30, 2014, to 93.6 percent for the four-quarter period ending September 30, 2015.
- The Indian and Native American Youth Program served 3,391 youth during the period April 1, 2015, through September 30, 2015, compared to 3,240 youth during the same time period one year ago.
- The rate of Educational Attainment for Dropouts for the four-quarter period ending September 30, 2015, was 5.2 percent. This is a significant decrease compared to the 10.3 percent rate for the same period one year ago. It is not rare to see significant variation for this measure given the small number of individuals who participate in educational programs such as GED classes. The vast majority of youth participate in the summer employment program.

*\* The data reported reflect the period from April 1, 2014 through September 30, 2015 as data is reported semi-annually.*

# YouthBuild

[http://www.doleta.gov/youth\\_services/youthbuild.cfm](http://www.doleta.gov/youth_services/youthbuild.cfm)

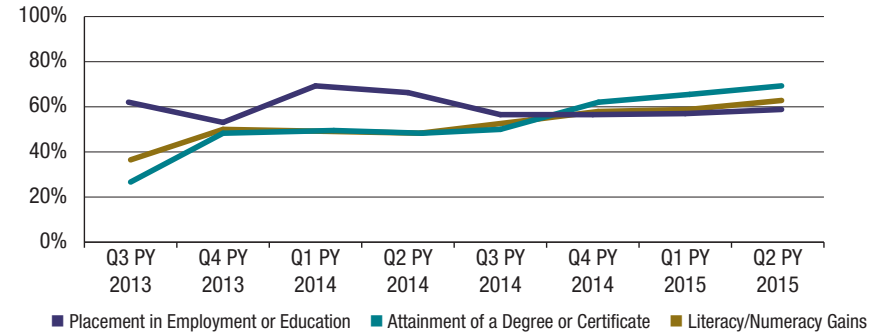
## Program Description

YouthBuild provides job training and educational opportunities for at-risk youth ages 16 to 24, while constructing or rehabilitating affordable housing for low-income or homeless families in their own neighborhoods. The youth split their time between the construction site and the classroom, where they earn their high school diploma or equivalency degree, develop leadership, and prepare for college and other post-secondary training opportunities.

## Quarter Highlights

Neither of Melanie's parents graduated from high school and she felt like she might follow their example. She joined Community Youth Services' (CYS) YouthBuild program in Olympia, WA and their Teen Leadership Council, which gave her the chance to meet the Governor of Washington. Melanie is now in the follow-up year of YouthBuild, she hopes to finish her diploma this spring, and she is also getting her cosmetology license. "My future looks so good right now, and I know for sure I have CYS to thank for that. No matter where I go, I'll always have those CYS friends and mentors. That's the best feeling ever!"

## Class of 2013 Performance in the Past Eight Quarters



## Analysis

- 39,876 participants have been enrolled in the YouthBuild program since 2007, and 37,218 have exited so far.
- Since the program began, a total of 13,923 participants have received a high school diploma or equivalency degree; 21,882 have attained an industry-recognized certificate; and 32,831 have been placed into initial jobs, postsecondary education, and/or long-term vocational/occupational skills training, including apprenticeships.
- Performance is steadily increasing for both the classes of 2013 and 2014, and both classes have exceeded GPRA targets for placement. Other class of 2014 outcomes are expected to rise over the course of PY 2015 as more participants complete the program.
- Overall, outcomes for YouthBuild are exceeding all three GPRA targets.

## Program Performance

Performance Measure	GPRA	Results for Class 2013	Results for Class 2014	Overall Results
Percent of Participants Entering Employment or Enrolling in Postsecondary Education, the Military, or Advanced Training/ Occupational Skills Training in the First Quarter After Exit	50.5%	60.0%	55.6%	53.2%
Percent of Youth Who Attain a Diploma, GED, or Certificate by the End of the Third Quarter after Exit	67.1%	70.9%	53.6%	69.0%
Percent of Participants Deficient in Basic Skills Who Achieve Literacy or Numeracy Gains of One Adult Basic Education Level	57.6%	64.5%	50.2%	60.8%

# H-1B Ready to Work

<http://www.doleta.gov/ReadyToWork>

## Program Description

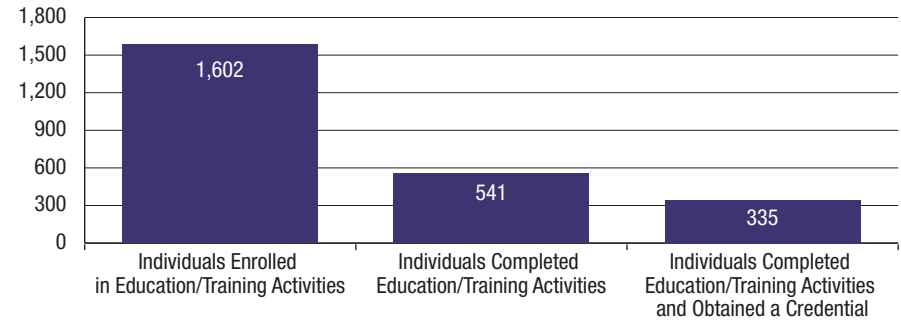
On October 15, 2014, the Department awarded nearly \$170 million H-1B Ready to Work grants to 23 partnerships providing services in 20 states and Puerto Rico. The H-1B Ready to Work grant program is designed to provide long-term unemployed (LTU) workers with individualized counseling, training and supportive and specialized services leading to rapid employment in occupations and industries for which employers use H-1B visas to hire foreign workers.

The primary focus of these grants is to help those experiencing long-term unemployment—defined as 27 or more weeks—find jobs. The H-1B Ready to Work grants fund programs that can effectively recruit and serve long-term unemployed workers, and are built around a comprehensive, up-front assessment resulting in customized interventions across three tracks: 1) intensive coaching and other short-term, specialized services culminating in direct job placement into middle and high-skilled jobs; 2) short-term training leading to employment; and 3) accelerated skills training along a career pathway that leads to an industry-recognized credential and employment.

## Quarter Highlights

The city and county of Denver's Technology Employment in Colorado Partnership (TEC-P) program is a regional joint project that benefits LTU and underemployed people on the Front Range and Western Slope in Colorado using collaborations between employers, educational institutions, and job training programs. Statewide sector strategies and a re-focus on Workforce Innovation and Opportunity Act (WIOA) partnerships have enabled TEC-P to leverage activities, gain new employer and other key partners, and leverage outreach of other programs and industry initiatives. Nearly 100 job seekers learned which technology jobs are in demand locally, received expert advice on writing the perfect Information Technology (IT) resume, and directly engaged with employers during the "Promote Your Tech Talent" event last fall. Eight local employers recruited for current openings in IT and provided feedback that they were impressed with the quality of the candidates. To date, the city and county of Denver has served 85 people; of which 78 participants are LTU, 41 began training, and 15 were placed in new jobs, with an average salary of \$71,000 per year.

## Grant-to-Date Performance



## Analysis\*

- 3,726 participants were served, including individuals receiving services, beginning training, and a combination of both. Of those served:
  - 3,361 are LTU;
  - 293 are unemployed individuals; and
  - 72 are incumbent workers.
- 1,602 participants began job training and education services. Of these:
  - 541 have completed training; and
  - 335 participants have obtained a credential or certification.
- Of participants served, 708 participants have entered employment.

*\* ETA also tracks training-related employment for individuals that enroll in and complete a training program. Data for this outcome is not yet available.*

# H-1B Jobs and Innovation Accelerator Challenge Grants

[http://www.doleta.gov/ETA\\_News\\_Releases/20111398.cfm](http://www.doleta.gov/ETA_News_Releases/20111398.cfm)

## Program Description

The Jobs and Innovation Accelerator Challenge (Jobs Accelerator) is designed to help regions achieve the demonstrated benefits of collaborative, cluster-based regional development. This initiative represents the implementation of Administration policy priorities to accelerate bottom-up innovation in urban and rural regions, as opposed to imposing “one-size-fits-all” solutions. Jobs Accelerator also meets Administration goals for smarter use of government resources through reduction of Federal silos and promotion of coordinated Federal funding opportunities that offer more efficient access to Federal resources. Investments from Federal agencies for the Jobs Accelerator projects include: The U.S. Department of Labor’s Employment and Training Administration (DOL-ETA); the U.S. Department of Commerce’s Economic Development Administration (DOC-EDA) and the National Institutes of Standards and Technology’s Hollings Manufacturing Extension Partnership (NIST-MEP); the Small Business Administration (SBA); the Department of Energy, Advanced Manufacturing Office (DOE AMO); and the Delta Regional Authority (DRA). As of December 31, 2015, of the 30 Jobs Accelerator grantees who received awards 17 are active.

The objectives of the Jobs Accelerator are to:

- Accelerate the formation of new high-growth businesses and expansion of existing businesses;
- Accelerate the creation of higher-wage jobs;
- Advance commercialization of research, including Federally-funded research;
- Support deployment of new processes, new technologies, and new products to grow sales and generate employment;
- Enhance the capacity of small businesses in the cluster, including small and disadvantaged businesses;
- Increase exports and business interaction with international buyers and suppliers;
- Develop the skilled workforce needed to support growing clusters; and
- Ensure diverse workforce participation in clusters through outreach, training, and the creation of career pathways.

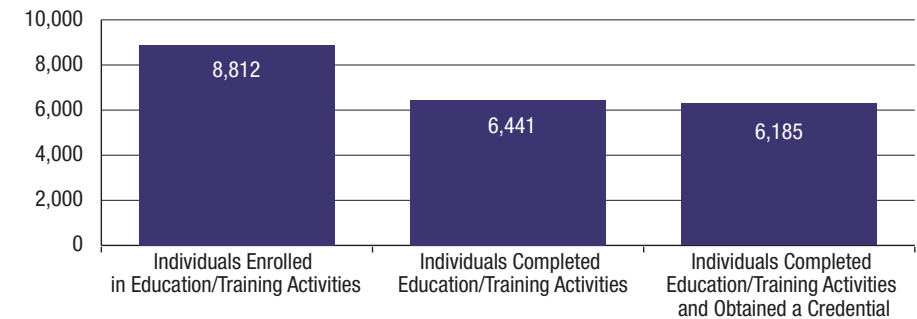
## Quarter Highlights

Westmoreland/Fayette Workforce Investment Board (WIB) of PA, a Job Accelerator Round 2 Jobs Accelerator grantee, along with their community partners, developed a skilled advanced manufacturing workforce by creating and implementing targeted training and employment activities through their Manufacturing 2000 (M2K) training program. The Westmoreland/Fayette WIB targeted 90 participants for their program and served 99. So far, a total of 78 participants obtained a credential and 43 entered employment.

## Program Performance

Performance Measure	Four Quarters Ending 12.31.14	Four Quarters Ending 12.31.15
Entered Employment	38.5%	67.9%
Employment Retention	92.2%	94.6%
Six Months’ Average Earnings	\$26,960	\$30,019

## Grant-to-Date Performance



## Analysis\*

- 9,063 individuals were served. Of these:
  - 8,812 individuals began education/job training activities; and
  - 6,441 individuals completed education/job training services. Of these:
    - 6,185 individuals completed education/training activities and received credentials;
    - 1,334 **unemployed** individuals completed training and entered employment;
    - 1,511 **employed** individuals completed training and retained their current position; and
    - 457 **employed** individuals completed training and advanced into a new position.

\* Data represent three rounds of the Jobs Accelerator initiative which includes the Jobs Accelerator Round 1, the Advanced Manufacturing Jobs Accelerator Round 2, and the Make it in America (MIIA) Jobs Accelerator grants program.

# H-1B Technical Skills Training Grants

[http://www.doleta.gov/business/H1B\\_Tech\\_Skills.cfm](http://www.doleta.gov/business/H1B_Tech_Skills.cfm)

## Program Description

The H-1B Technical Skills Training (TST) Grants were authorized by the American Competitiveness and Workforce Improvement Act of 1998 (ACWIA), as amended (29 USC 2916a) to provide education, training, and job placement assistance in the occupations and industries for which employers are using H-1B visas to hire highly-skilled foreign workers on a temporary basis, and the related activities necessary to support such training. The H-1B TST Grant Program is intended to raise the technical skill levels of American workers so they can obtain or upgrade employment in high-growth industries and occupations. Over time, these education and training programs will help businesses reduce their use of skilled foreign professionals permitted to work in the U.S. on a temporary basis under the H-1B visa program. The grants represent significant investments in sectors such as information technology, advanced manufacturing, and health care. In addition, these grants will focus on serving participants who have been identified as long-term unemployed, particularly those who have been unemployed the longest. These grants also have an emphasis on providing on-the-job training (OJT) allowing participants to learn new skills while earning a paycheck. ETA announced two rounds of TST grants totaling \$342 million. The first round was announced on October 4, 2011, and the second round was announced on February 22, 2012. As of December 31, 2015, of the 76 TST grantees who received awards, 59 are currently active.

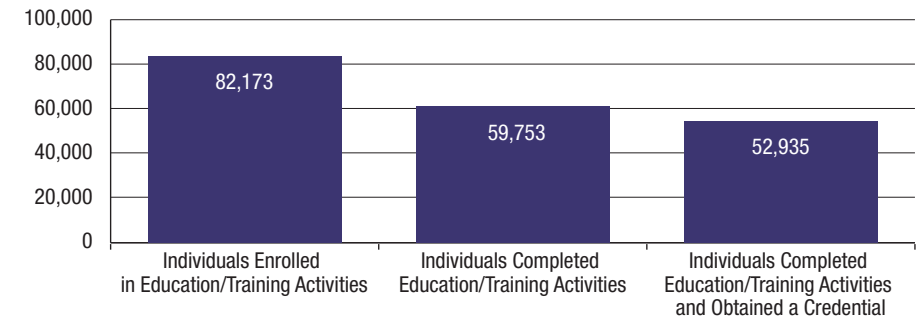
## Quarter Highlights

Northwest Wisconsin Concentrated Employment Program, Inc., a Round 2 H-1B Technical Skills Training grantee with a focus on healthcare training, has served 709 participants through their OJT activities, exceeding their goal of 550 by nearly 30 percent. Of the total participants served, 499 were long-term unemployed and 17 were Veterans. Despite the fact that smaller clinics in the area are becoming absorbed by larger corporate entities, small business development has been an unexpected success story of the grantee's training project. The smaller private clinics have strongly benefited from participating in the grantees' OJT program. Of the 624 individuals who participated in OJT, 255 have entered into unsubsidized employment so far.

## Program Performance

Performance Measure	Four Quarters Ending 12.31.14	Four Quarters Ending 12.31.15
Entered Employment Rate	64.8%	71.2%
Employment Retention Rate	92.6%	94.0%
Six Months' Average Earnings	\$40,648	\$42,499

## Grant-to-Date Performance



## Analysis

- 84,032 individuals were served and of these, 82,173 individuals began education/job training activities. Of these:
  - 59,753 individuals completed education/job training services. Of these:
    - 52,935 individuals completed education/training activities and received credentials;
    - 8,707 **unemployed** individuals completed training and entered employment;
    - 29,494 **employed** individuals completed training and retained their current position; and
    - 6,651 **employed** individuals completed training and advanced into a new position.

# Disability Employment Initiative (DEI)

<http://www.doleta.gov/disability/>

## Program Description

Launched in 2010, the Disability Employment Initiative (DEI) seeks to improve education, training, and employment opportunities for youth and adults with disabilities who are unemployed, underemployed, and/or receiving Social Security disability benefits. DEI is jointly funded by the U.S. Department of Labor's Employment and Training Administration and Office of Disability Employment Policy. DEI projects improve collaboration among employment, training, and asset development programs implemented at state and local levels, including the Social Security Administration's Ticket to Work Program, and build effective partnerships that leverage resources to better serve individuals with disabilities and improve employment outcomes.

## Quarter Highlights

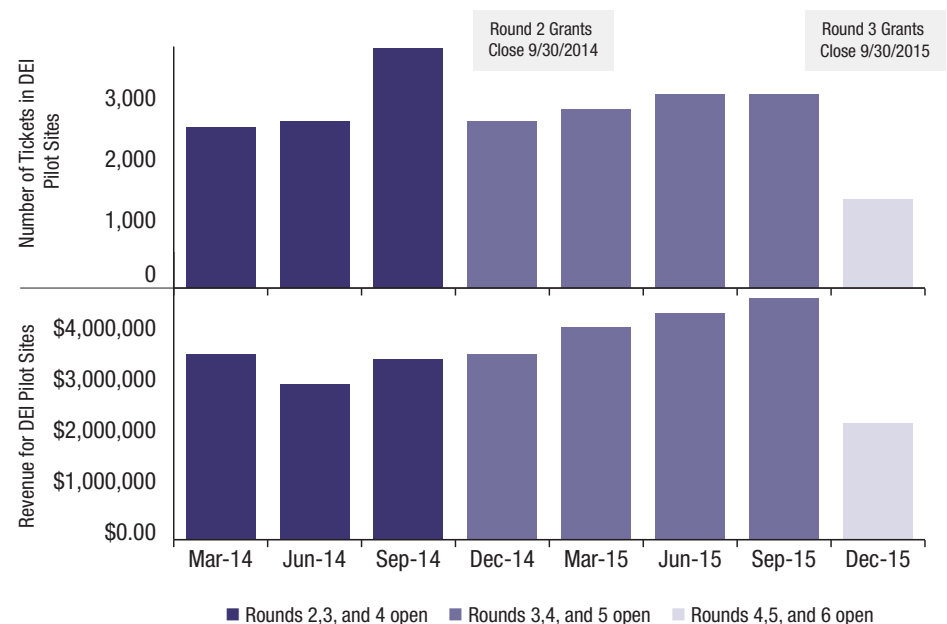
During the past quarter, the Workforce Employment Network of the Maine DEI Round 4 project has been achieving notable state-wide results based on its strategy of integration by employing a state level Ticket Coordinator with DEI funds. This coordinator works collaboratively with Ticket Liaisons throughout the state, regardless if they hold a position as a Disability Resource Coordinator (DRC). This helps strengthen the overall workforce system in the state and helps ensure sustainability beyond the cycle of the DEI grant.

## Program Performance

### All DEI Workforce Employment Network (EN) Trends

Performance Measure	Quarter Ending 12.31.14	Quarter Ending 12.31.15
Number of Tickets in DEI Pilot Sites	2,572	1,380
Revenue for DEI Pilot Sites	\$3,429,058	\$2,229,290

## Performance in the Past Eight Quarters



## Analysis

Over the past year, the number of tickets in DEI pilot sites decreased from 2,572 to 1,380 with a corresponding revenue decline from \$3,429,058 to \$2,229,290. In comparison to the previous quarter, the number of tickets declined from 3,075 to 1,380 with a corresponding revenue decline from \$4,576,295 to \$2,229,290.

There has been a decrease in the number of pilot sites over the past 12-month period and quarter principally due to Round 3 DEI states no longer being active since those grants expired in September 2015. Most notably, Round 3 included Florida, one of the most populated states in the country, and its results could not be incorporated in this quarterly reporting. In addition, Round 4 data from New York has been removed in this reporting as the linkage of its statewide administrative system within the state could not be effectively broken out with specific DEI activities at time of reporting.



# Trade Adjustment Assistance Community College and Career Training (TAACCCT) Grants <http://www.doleta.gov/taaccct/>; <http://www.skillscommons.org>

## Program Description

The purpose of the Trade Adjustment Assistance Community College and Career Training (TAACCCT) Grant Program is to provide eligible institutions of higher education with funds to expand and improve their ability to deliver education and career training programs that can be completed in two years or less, and that result in skills, degrees, and credentials that prepare program participants for employment in high-wage, high-skill occupations, and are suited for workers who are eligible for training under the Trade Adjustment Assistance (TAA) for Workers Program, under Title II, Chapter 2, of the Trade Act of 1974, and other adults. The TAACCCT Grant Program was authorized by the Trade Act under Title II, Chapter 4 and funded under the Health Care and Education Reconciliation Act of 2010, which appropriated nearly \$2 billion across Fiscal Years 2011-2014.

Programmatic data is collected throughout the period of performance through Quarterly Narrative Progress Reports (QNPRs), which emphasize qualitative data on capacity building, and Annual Performance Reports (APRs), where grantees provide quantitative data on their training and employment outcomes.

## Round 1 – FY 2011 Grants

As of December 31, 2015, all periods of performance for Round 1 grantees have concluded. The 49 grantees successfully launched 852 (94 percent) of the 906 new or upgraded programs of study projected. To date, Round 1 grantees reported 111,368 student participants in TAACCCT-funded programs, with 50,164 completing a program of study while earning a total of 78,527 credentials.

## Round 2 – FY 2012 Grants

The 79 grants awarded in FY 2012 began on October 1, 2012, and will end on September 30, 2016; however, their final six months will be dedicated to gathering information and data for reporting final outcome measures and completing the requirements for third-party evaluations. To date Round 2 grantees have launched 618 (81 percent) of the 765 programs projected.

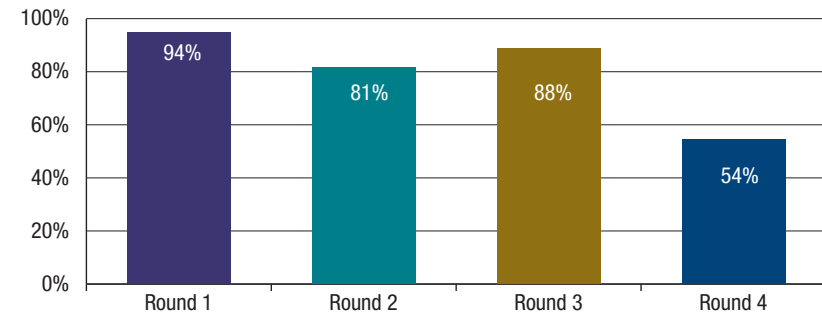
## Round 3 – FY 2013 Grants

Grants awarded in FY 2013 began on October 1, 2013, and will end on September 30, 2017, with the final six months also dedicated to gathering information and data for reporting outcome measures and completing third-party evaluations. The 57 grantees have launched 444 (88 percent) of the 505 programs of study projected.

## Round 4 – FY 2014 Grants

Grants awarded in FY 2014 completed their fifth quarter of performance as they were awarded on October 1, 2014. Their grants will end on September 30, 2018. As of December 31, 2015, Round 4 grantees had already launched 384 (54 percent) of their planned 711 programs.

### Percent of Target Number of Programs Launched as of December 31, 2015 by Grant Round



## Quarter Highlights

- TAACCCT created a free and open online library called SkillsCommons to act as a repository of training and program support materials for job-driven workforce development. The TAACCCT-funded Open Educational Resources (OER) are produced by community colleges across the nation and can be found, reused, revised, retained, redistributed, and remixed by individuals, institutions, and industry. See [www.SkillsCommons.org](http://www.SkillsCommons.org).
- By December 31, 2015, grantees had already uploaded 4,542 materials to SkillsCommons, with more being added continuously. Explore selected TAACCCT projects by industry sector and sample the resources of these significant projects by selecting “Grant Project Showcase.”

# ETA Internet-Based Assistance (E-TOOLS)

[www.servicelocator.org](http://www.servicelocator.org); [www.careeronestop.org](http://www.careeronestop.org); [www.onetonline.org](http://www.onetonline.org); [www.myskillsmyfuture.org](http://www.myskillsmyfuture.org); [www.mynextmove.org](http://www.mynextmove.org)

## Program Description

The Employment and Training Administration’s (ETA) Internet-Based Assistance includes electronic tools that help individuals explore career opportunities and link to job postings, either on their own or at local American Job Centers, to make informed employment and education choices.

The websites feature user-friendly occupation and industry information, salary data, career videos, education resources, career exploration assistance, and other resources that support talent development in today’s fast-paced global marketplace. Users can find information about occupations that are in demand in high-growth industries. Additionally, information is available regarding occupational skills and workplace competencies.

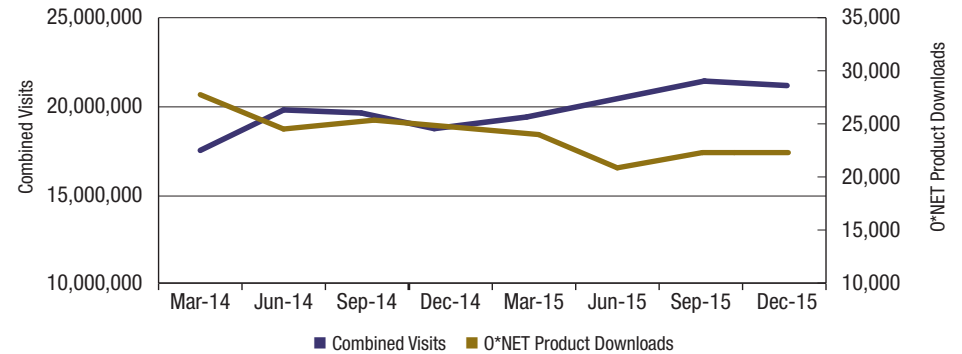
## Quarter Highlights

CareerOneStop (COS) launched two redesigned and responsive tools: 1) American Job Center Finder, also available in the COS mobile application; and 2) the Disaster Recovery Services site with employment and related resources for individuals and businesses impacted by disasters. The O\*NET OnLine and My Next Move sites incorporated over 2,000 new technology skills and alternate titles into more than 200 occupation profiles to keep them updated by reflecting information from employer job postings.

## Program Performance

Performance Measure	Quarter Ending 12.31.14	Quarter Ending 12.31.15
CareerOneStop Portal	5,526,469	6,382,300
O*NET Visits	13,178,079	14,810,035
Combined Visits	18,704,548	21,192,335
O*NET Downloads	25,221	22,762

## Performance in the Past Eight Quarters



## Analysis

Visits to the sites within the COS Portal increased 15.5 percent from the quarter a year ago, and site visits to O\*NET sites, which includes My Next Move, increased 11 percent. O\*NET product downloads decreased by nearly 10 percent over the same period, reflecting the move to Web services and the availability online of the O\*NET Interest Profiler—previously one of the top downloads. In response to customer demand, O\*NET files can now be downloaded in five different formats either as combined (single database) or individual files.

# Glossary of Performance Measures

## Common Performance Measures

Common Performance Measures are used by Workforce Investment Act/Workforce Innovation and Opportunity Act, Indian and Native American Program, Wagner-Peyser, Trade Adjustment Assistance, Senior Community Service Employment Program, Reentry Employment Opportunities, Registered Apprenticeship Program, Job Corps, and National Farmworker Jobs Program.

### Adult Measures

#### Entered Employment

Of those who are not employed at the date of participation: the number of adult participants who are employed in the first quarter after the exit quarter divided by the number of adult participants who exit during the quarter.

#### Employment Retention

Of those who are employed in the first quarter after the exit quarter: the number of adult participants who are employed in both the second and third quarters after the exit quarter divided by the number of adult participants who exit during the quarter.

#### Six Months' Average Earnings

Of those adult participants who are employed in the first, second, and third quarters after the exit quarter: total earnings in the second quarter plus the total earnings in the third quarter after the exit quarter divided by the number of adult participants who exit during the quarter.

#### Average Earnings Change in Six Months<sup>1</sup>

Of those who are employed in Q1 after exit: the total post-program earnings (earnings in Q2 + Q3 after exit) minus pre-program earnings (earnings in Q2 + Q3 prior to registration) divided by the number of adults who exit during the quarter.

### Youth Measures

#### Attainment of a Degree or Certificate

Of those enrolled in education (at the date of participation or at any point during the program): the number of youth participants who attain a diploma, GED, or certificate by the end of the third quarter after the exit quarter divided by the number of youth participants who exit during the quarter.

#### Literacy and Numeracy Gains

Of those out-of-school youth who are basic skills deficient: the number of youth participants who increase one or more educational functioning levels divided by the number of youth participants who have completed a year in the program (i.e., one year from the date of first youth program service) plus the number of youth participants who exit before completing a year in the program.

#### Placement in Employment or Education

Of those who are not in postsecondary education or employment (including the military) at the date of participation: the number of youth participants who are in employment (including the military) or enrolled in postsecondary education and/or advanced training/occupational skills training in the first quarter after the exit quarter divided by the number of youth participants who exit during the quarter.

## Program-Specific Performance Measures

### Disability Employment Initiative (DEI)

#### Number of Tickets Assigned

Number of individuals on Social Security Administration (SSA) disability benefits who assigned their Ticket to the workforce board, agency, or American Job Center as their designated Employment Network, under the SSA Ticket to Work program. All DEI pilot sites must become an Employment Network under Ticket to Work.

#### Amount of Revenue Generated

Under the SSA Ticket to Work program, when jobseekers who receive SSA disability benefits assign their Ticket to a workforce board, agency, or American Job Center as an Employment Network, and then achieve certain employment milestones, the Employment Network receives money, or "Ticket revenue."

<sup>1</sup> This definition was used for earnings in PY 2005. Q=quarter

## Foreign Labor Certification

### Percent of H-1B Applications Resolved in Seven Business Days

This estimate is based on the total number of applications processed within seven business days divided by the total number of applications processed for a given reporting period. An application is considered processed if the last significant event is (1) certified, (2) denied, or (3) withdrawn.

### Average Number of Days to Resolve PERM Applications Not Subject to Integrity Review

The average processing time between case receipt and decision date for non-audited cases.

### Average Number of Days to Resolve PERM Applications Subject to Integrity Review

The average processing time between case receipt and decision date for audited cases.

### Percent of Complete H-2A Employer Applications Resolved within 30 Days Before the Date of Need

This estimate is based on the total number of complete applications resolved within 30 days before the date of need divided by the total number of applications processed for a given reporting period.

### Percent of H-2B Applications Processed Within 30 Days of Receipt

This estimate is based on the total number of applications processed within 30 days of receipt divided by the total number of applications processed for a given reporting period. An application is considered processed if the last significant event is (1) certified, (2) denied, or (3) withdrawn.

## Indian and Native American Youth

### Attainment of Two or More Goals

The total number of youth participants enrolled in the Grantee's Supplemental Youth Services Program who attained at least two of the 14 goals listed below divided by the total number of Supplemental Youth Services participants enrolled during the report period. The 14 goals include:

1. Completed Job Readiness/Orientation to the World of Work Training
2. Completed Internship or Vocational Exploration Program
3. Completed Career Assessment

4. Entered Unsubsidized Employment
5. Remained in School
6. Returned to School Full Time
7. Enrolled in Job Corps
8. Improved Basic Skills Level By At Least Two Grades
9. Attained High School Diploma
10. Attained GED
11. Completed Occupational Skills Training
12. Completed Leadership Skills Training
13. Entered Other (Non-Supplemental Youth) Training Program
14. Summer Employment

### Educational Attainment for Dropouts

The number of dropouts who have obtained a high school diploma, GED, or increased their literacy and numeracy by two grade levels divided by the total number of dropouts.

## Job Corps Measures

### Placement in Employment or Education

Percent of Job Corps participants<sup>2</sup> entering employment or enrolling in post-secondary education and/or advanced skills training/occupational skills training in the first quarter after exit from the program.

### Attainment of a Degree or Certificate

Percent of students who attain a GED, HSD, or certificate.

### Literacy /Numeracy Gains

Percent of students who achieve literacy or numeracy gains of one or more Adult Basic Education (ABE) levels.

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<sup>2</sup> Calculation of the Placement rate measure does not include outcomes for students who participated in the program for less than 60 days.

## Internet-Based Assistance

### Web Site Visits

ETA's Internet-based assistance includes electronic tools that help individuals make informed employment and education choices. The measure for tracking the overall performance and usage of these tools is Web site visits. A visit is defined as a series of page requests from the same uniquely identified client with a time of no more than 30 minutes between each page request.

### O\*Net Product Downloads

The O\*NET product downloads count the number of unique users who download an O\*NET online resource ([www.onetcenter.org](http://www.onetcenter.org)), which includes the O\*NET database (all versions), O\*NET technical reports (such as on green jobs), supplemental data files (lay titles, tools, and technology), the O\*NET Career Exploration Tool files, O\*NET Survey questionnaires, and other related materials such as the Toolkit for Business.

## Registered Apprenticeship Program

### Entered Employment Rate

Percent of apprentices employed in the first quarter after exit who either completed or cancelled from their Registered Apprenticeship Program.

### Employment Retention Rate

Percent of apprentices employed in the first quarter after exit still employed in the second and third quarter after exit who either completed or cancelled from their Registered Apprenticeship Program.

### Six Months' Average Earnings

Six month Average Earnings of apprentices employed in the first quarter after exit still employed in the second and third quarter after exit who either completed or cancelled from their Registered Apprenticeship Program.

## Reentry Employment Opportunities—Adult Program

### Recidivism Rate

The percentage of participants who are rearrested for a new crime or re-incarcerated for revocation of a parole or probation violation within one year from release from prison.

## Senior Community Service Employment Program

### Service Level

The count of participants during the report period divided by the total number of authorized grantee community service positions.

### Community Service

The number of community service hours as reported by each grantee divided by the total community service hours funded for the grantee, adjusted for minimum wage differences among the states.

### Most-in-Need

Most-in-need means participants with one or more of the following characteristics: have a severe disability; are frail; are age 75 or older; are age-eligible but not receiving benefits under Title II of the Social Security Act; reside in an area with persistent unemployment and have severely limited employment prospects; have limited English proficiency; have low literacy skills; have a disability; reside in a rural area; are Veterans; have low employment prospects; have failed to find employment after utilizing services provided under Title I of the Workforce Investment Act of 1998 (29 U.S.C. 2801 et seq.); or are homeless or at risk for homelessness (513(b)(1)(E) as amended by Pub. L. No. 109-365).

## Unemployment Insurance

### Percent of Payments Made Timely

The percentage of intrastate Unemployment Insurance benefit first payments for full weeks of unemployment issued within 14 days following the first compensable week in states with a waiting week, and 21 days in non-waiting week states.

### Detection of Recoverable Overpayments

The amount of overpayments (dollars) established through state operations as a percent of the estimated amount states can detect and establish for recovery.

### Entered Employment Rate

The percent of persons receiving a first payment in a given quarter who had earnings in the next quarter.

### Percent of Employer Tax Liability Determinations Made Timely

The percent of new employer determinations made within 90 days of the end of the quarter in which employers became liable to pay unemployment taxes.

## YouthBuild

### Attainment of a Degree or Certificate

Of those enrolled, the number of youth participants who attain a diploma, high school equivalency degree, or industry-recognized certificate by the end of the third quarter after the exit quarter divided by the number of youth enrolled (minus youth exited for other reasons).

### Literacy and Numeracy Gains

Of those youth participants who are basic skills deficient at enrollment, the number of youth participants who increase one or more educational functioning levels within one year of enrollment divided by the number of youth participants who have completed a year in the program.

### Placement in Employment or Education

The number of youth participants who are in employment (including the military) or are enrolled in post-secondary education and/or advanced training/occupational skills training in the first quarter after the exit quarter divided by the number of youth participants who exited during the previous quarter.

## Youthful Offender Projects

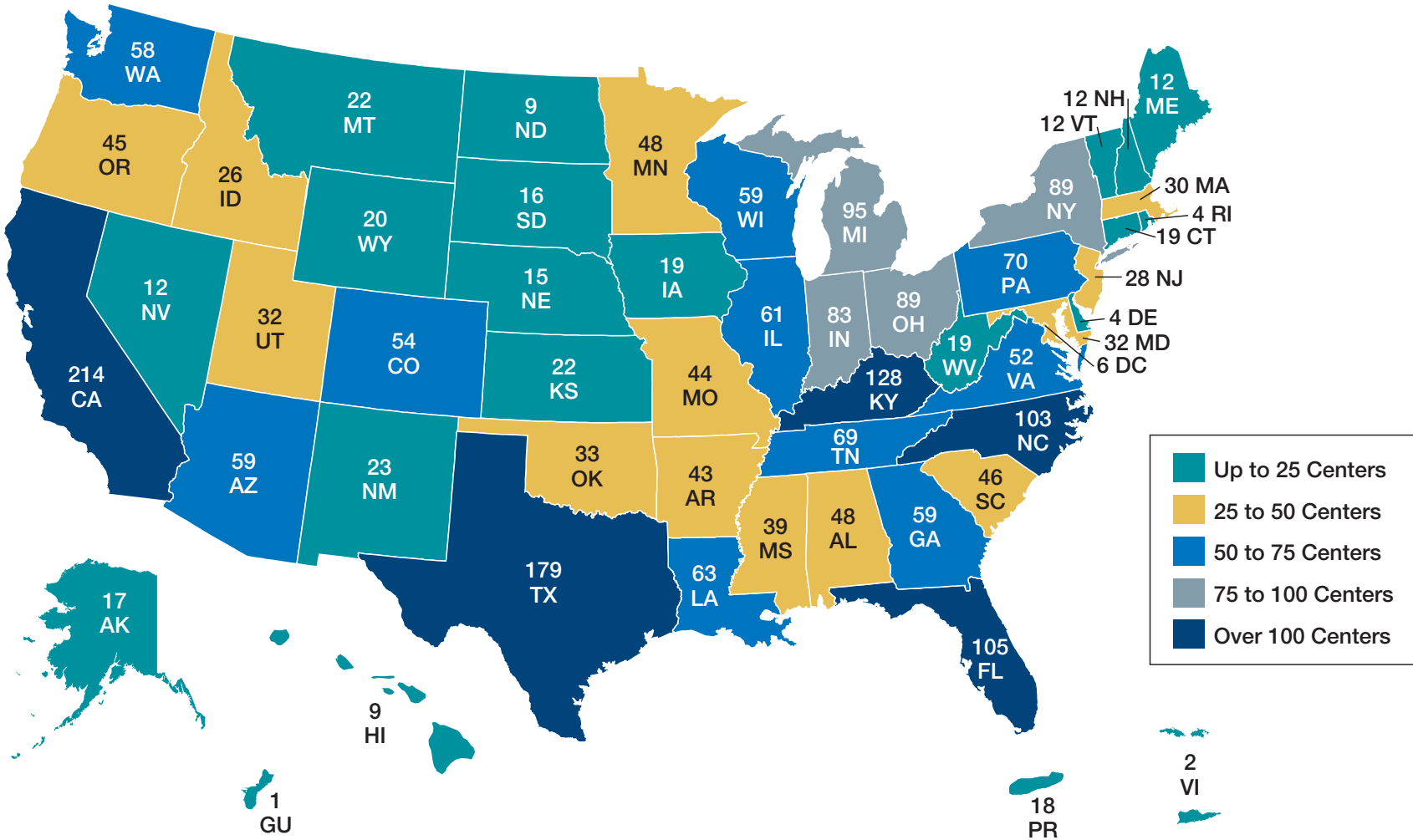
### Placement Rate

The placement rate is the percentage of out-of-school youth ages 18 and above placed in unsubsidized jobs, occupational training, post-secondary education, or the military.

### Recidivism Rate

The recidivism rate is the percentage of youth offenders who have been convicted of a new crime within 12 months of their release of a correctional facility or being placed on probation.

# 2,476 American Job Centers, formerly known as One-Stop Career Centers



Source: America's Service Locator ([www.ServiceLocator.org](http://www.ServiceLocator.org))  
 America's Service Locator connects individuals to employment and training opportunities available at local American Job Centers. The Web site provides contact information for a range of local work-related services, including unemployment benefits, career development, and educational opportunities.

As of January 31, 2016



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