



# WORKFORCE SYSTEM RESULTS

FIRST QUARTER, PROGRAM YEAR 2004

FOURTH QUARTER, FISCAL YEAR 2004

JULY 1 – SEPTEMBER 30, 2004

EMPLOYMENT AND TRAINING ADMINISTRATION  
UNITED STATES DEPARTMENT OF LABOR



# WORKFORCE

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## SYSTEM RESULTS

**The Employment and Training Administration (ETA)** is pleased to present a review of the public workforce system's performance information as of September 30, 2004. This review provides a snapshot of the results of ETA programs and their progress in achieving the goals to help people find jobs and connect employers to workers. It serves as a starting point for further inquiry and analysis of program performance.

In general, this review presents program outcomes and results for the most recent quarter compared to the same quarter in the prior year. It begins with a look at the larger labor market, examines ETA success in achieving the goals it has established, and then reviews key performance indicators and outcomes for each program. Although the terminology is similar, the definitions of each measure vary by program, and this should be considered when comparing results across different programs. A Glossary of Performance Measures provides the specific definitions for each performance measure by program. Finally, the most recent state formula spending by program area under the Workforce Investment Act is included in the Appendix.

**Our Mission...**to contribute to the more efficient functioning of the U.S. labor market by providing high quality job training, employment, labor market information, and income maintenance services primarily through state and local workforce development systems.

For further information about the review, contact the Office of Performance and Technology, (202) 693-3031. An electronic version can be found at [www.doleta.gov/performance](http://www.doleta.gov/performance).

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# NATIONAL EMPLOYMENT INDICATORS

## National Employment Indicators

	Time Period	Number	Rate
<b>Total Labor Force</b> <sup>1</sup>	September 2004	147,483,000	100.0%
	September 2003	146,610,000	100.0%
<b>Employed</b> <sup>1</sup>	September 2004	139,480,000	94.6%
	September 2003	137,644,000	93.9%
<b>Unemployed</b> <sup>1</sup>	September 2004	8,003,000	5.4%
	September 2003	8,966,000	6.1%
<b>New Initial UI</b> <sup>2</sup> <b>Claims</b>	September 2004	830,707	N/A
	September 2003	960,091	N/A
<b>Number of First UI Payments</b>	September 2004	523,078	N/A
	September 2003	633,190	N/A
<b>Average Duration of UI (weeks)</b>	September 2004	16.5	N/A
	September 2003	16.1	N/A

<sup>1</sup> Source: Bureau of Labor Statistics

<sup>2</sup> Unemployment Insurance

### Summary of Results

The total labor force has increased .6% between September 2003 and September 2004, while the unemployment rate has declined slightly by .7 percentage points. During the same interval, the count of new UI claims has declined 13.5% and the number of first UI payments also declined by 17.4%. However, the average duration of UI payments increased 2.5%, from 16.1 weeks to 16.5 weeks.

The economy and the labor market have been growing steadily in the period covered by this report. Over 2 million jobs were added to the labor market since August 2003. Additionally, there has been continual growth in job openings and turnover, indicating more options available to workers. Eleven of the twelve Federal Reserve Districts reported growth at least matching that for the late-summer period of 2003. Some of these districts have reported labor shortages in sectors such as accounting and construction. The news is not all positive, however, as consumer confidence steadily declined during the quarter ending September 30, 2004.

## Business Relations Group

Under the President's High Growth Job Training Initiative, ETA is investing in national models and demonstrations of solution sets in each of the targeted high growth industries. In September 2004, U.S. Secretary of Labor Elaine L. Chao announced a series of new investments, including \$11.9 million to begin to address the workforce challenges identified by the automotive industry, more than \$19 million to begin to address the workforce challenges identified by the construction industry, and nearly \$6.4 million to begin to address the workforce challenges identified by the geospatial technology industry.

The high growth projects funded are implementing innovative workforce solutions based on industry priorities that address issues such as:

- expanding the pipeline of youth entering high growth industries;
- helping alternative labor pools gain industry-defined skills and competencies;
- developing alternative training strategies for educating and training industry-specific professionals, such as apprenticeship, distance learning, and accelerated training;
- developing tools and curricula for enhancing the skills of industry-specific professionals for nationwide distribution;
- enhancing the capacity of educational institutions to train to industry-defined competencies;
- developing industry-defined career ladders and lattices and corresponding competency models and curricula;
- developing strategies to retain and help incumbent workers move into higher level positions; and
- assisting transitioning individuals from declining industries to high growth industries by building on their existing skills and training for high growth occupations.

During this quarter, the Business Relations Group, through the President's High Growth Job Training Initiative, has listened to industry leaders at Executive Forums with the energy industry (two forums with approximately 50 participants), hospitality industry (two forums with approximately 50 participants), and transportation industry (one forum with approximately 25 participants) to determine the industries' critical workforce issues. ETA considered viewpoints expressed and solutions offered in industry-specific meetings with employers, educators, and the public workforce system. The BRG conducted one consolidated Workforce Solutions Forum with the hospitality and retail industries (50 participants). During this Workforce Solutions Forum, leaders from the industry, the public workforce system, and the community and technical college systems validated the nature and extent of their workforce needs and identified a range of actual and potential solutions that would address their industry's workforce needs. The information gathered from the Industry Forums will be added to the Career Voyages web site and used to make investment decisions.

# WORKFORCE SYSTEM HIGHLIGHTS

## Registered Apprenticeship

In Fiscal Year 2004, Registered Apprenticeship continued to pursue strategies that provided more opportunities for workers to find employment in high growth industries. The National Apprenticeship System has begun the transition from a traditional time-based model to a competency-based model that will integrate standards-based credentialing assessment linked with relevant on-the-job learning.

Employers in high growth industries are becoming increasingly interested in using the apprenticeship concept to develop professional workers. Industries such as advanced manufacturing, healthcare, biotechnology, and information technology are already beginning to apply the apprenticeship model to occupations within these respective fields. Over 526 new programs were registered,

employing over 2,642 apprentices during FY 2004. In addition, Registered Apprenticeship recognized the following new occupations as apprenticeable:

Career Development Technician  
Production Controller  
Information Technology Generalist  
Information Assurance Specialist  
Manager, Household (private residence)  
21 occupations in the Military program

A Certificate of Training for Hair Stylist is also available.

## Trade Adjustment Assistance (TAA)

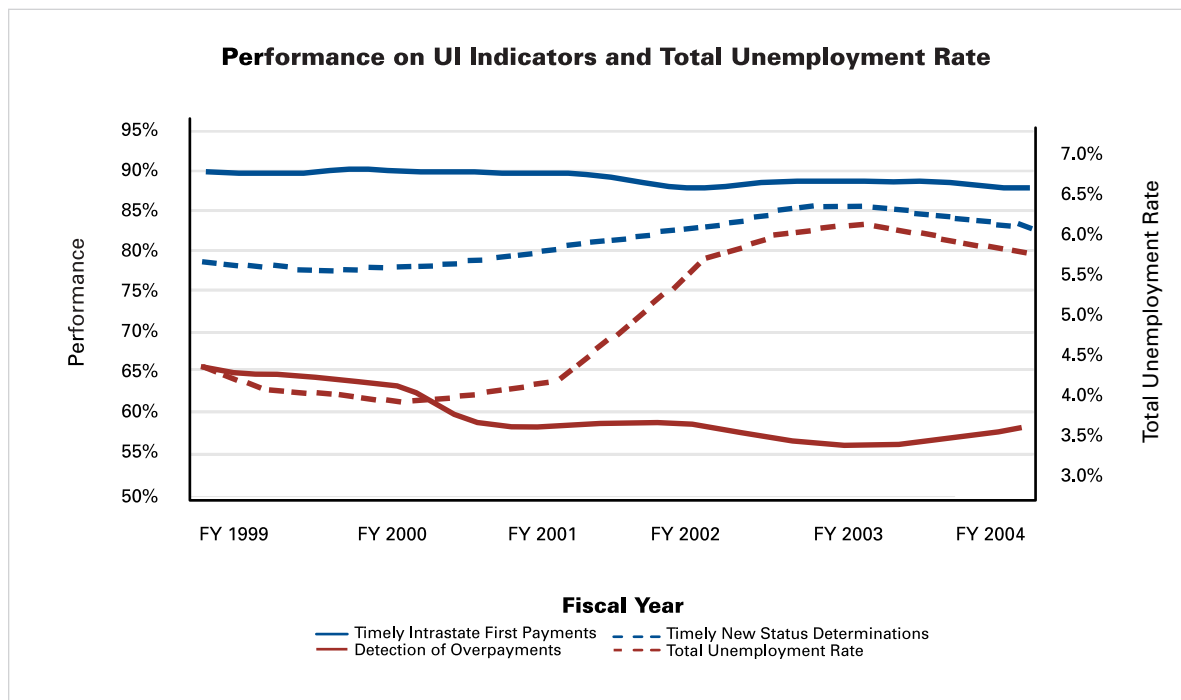
TAA performance improved on all measures. In addition, the average time for processing a TAA petition was maintained at 35 days throughout Fiscal Year 2004, below the statutorily required 40 days.

# WORKFORCE SYSTEM HIGHLIGHTS

## Unemployment Insurance Trend

Benefit payments totaled \$40.8 billion, down from \$53.3 billion in FY 2003. States maintained the timeliness of first payments and new employer status determinations at a high level. ETA continues to emphasize payment integrity. In August, the President signed a law

giving States access to the National Directory of New Hires, an additional tool for swiftly detecting and preventing payments to claimants who have returned to work.



## Kentucky's Electronic Workplace for Employment Services

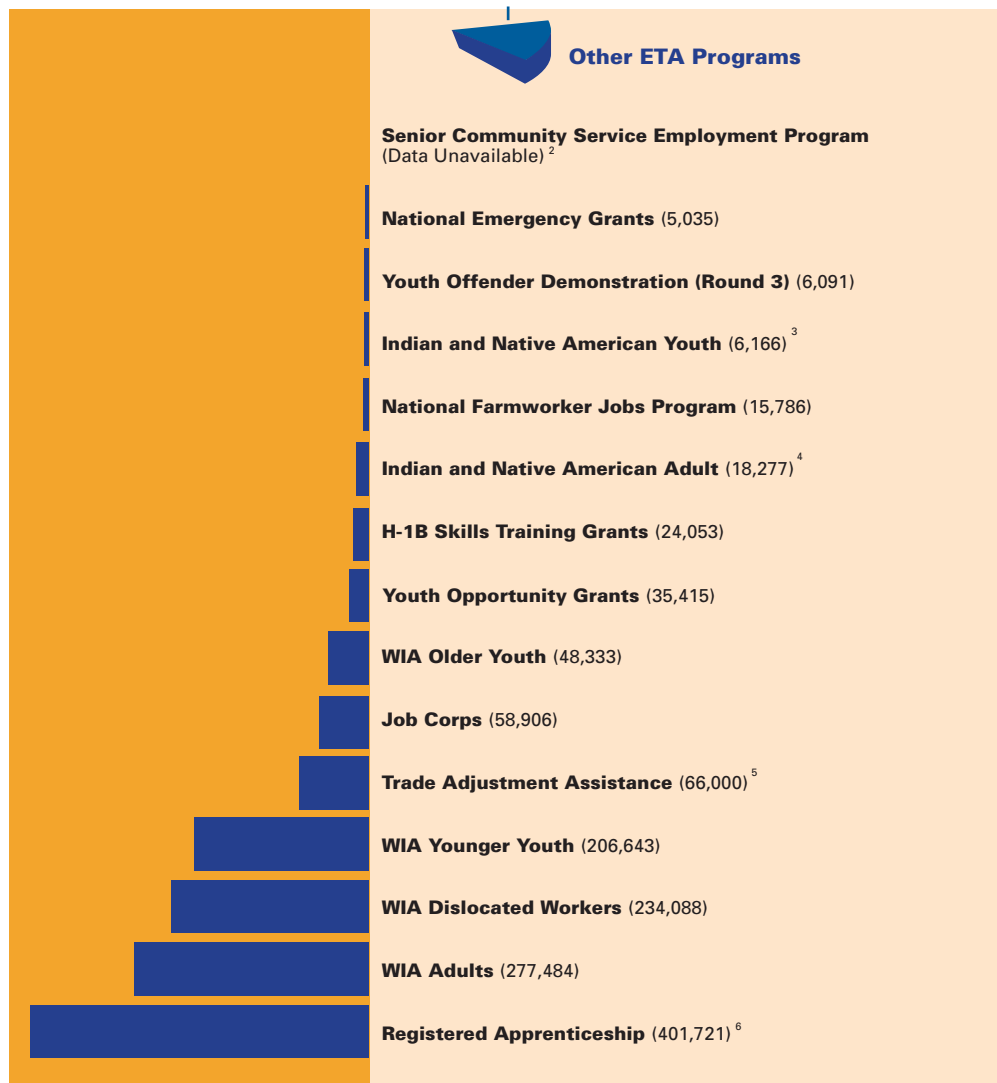
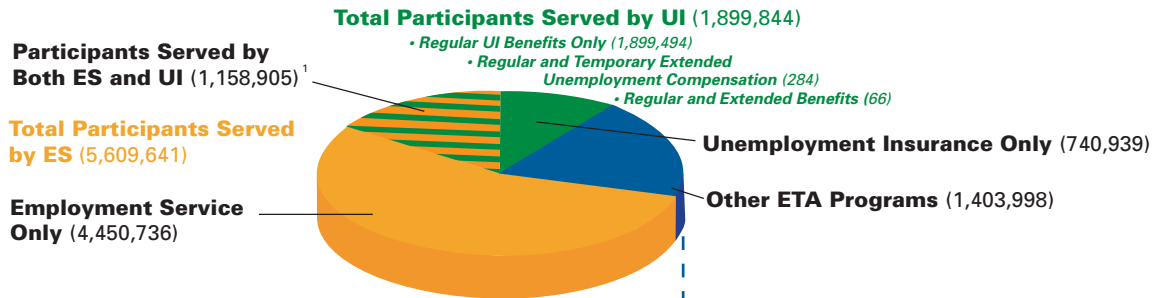
A new online UI claims service option for filing UI benefits in Kentucky makes the process more customer-friendly. The online service, called Kentucky's Electronic Workplace for Employment Services (KEWES), allows people to file new claims and look for jobs without visiting a One-Stop center. In fact, UI claimants can file their claim anywhere they can use an Internet-connected computer. Online claim filing has been developed to ensure that each claimant meets job search requirements. To use the online service, claimants go to [www.kewes.ky.gov](http://www.kewes.ky.gov) and click the Unemployment Benefits-Claim Filing Option. Claimants fill out information such as work history to successfully file for unemployment benefits. The service eliminates paperwork and the need to reenter duplicate data. It also allows One-Stop center staff

more time to devote to other customer services such as working with job seekers, screening applicants for employers and matching job seekers with employers' needs. KEWES is valuable to employers as well, providing services where they can electronically submit quarterly tax reports and pay unemployment taxes.



# PEOPLE SERVED BY PROGRAM

**In the period ending September 30, 2004, ETA programs served over 7.7 million people.** The Employment Service (ES) and Unemployment Insurance (UI) served over 80 percent of all participants, and three-fifths of those receiving Unemployment Insurance were also registered with the Employment Service. ETA's targeted programs, described below as "Other ETA Programs," provided more comprehensive services to over 1.4 million people.



<sup>1</sup> Of the approximately 1.9 million unemployment beneficiaries who received a first payment in the quarter ending September 30, 2004, 61% were registered with the Employment Service.

<sup>2</sup> Data is unavailable due to a delay in implementing the new Quarterly Progress Report system. Data for this program will be included in the next Workforce System Results Report (for October 1 – December 31, 2004).

<sup>3</sup> This figure reflects data for the semi-annual period April 1, 2004 through September 30, 2004.

<sup>4</sup> This figure reflects the period July 1, 2003 through June 30, 2004 (PY 2003).

<sup>5</sup> This figure is an estimate.

<sup>6</sup> This figure is preliminary.



## 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 September 30, 2004 covers programs operating in Program Year 2004 (July 1, 2004 through June 30, 2005) and programs operating in Fiscal Year 2004 (October 1, 2003 through September 30, 2004). This quarter's funding displayed for all programs is from the FY 2004 appropriation.

<b>Apprenticeship</b> <sup>1,2</sup>	\$20,760,000
<b>Dislocated Worker National Reserve</b> <sup>3</sup>	\$276,226,813
<b>Indian and Native Americans Adult Program</b> <sup>4</sup>	\$46,738,847
<b>Job Corps (Operations)</b> <sup>5</sup>	\$1,310,082,679
<b>National Farmworker Jobs Program</b> <sup>6</sup>	\$71,786,943
<b>Senior Community Service Employment Program</b>	\$438,649,607
<b>Trade Adjustment Assistance</b> <sup>1,7</sup>	\$259,200,000
<b>NAFTA Training</b>	\$1,000,000
<b>Trade Adjustment Assistance Training</b>	\$258,200,000
<b>Unemployment Insurance (UI)</b> <sup>1</sup>	\$2,687,168,987
<b>Wagner-Peyser Act/Employment Service (ES)</b> <sup>8</sup>	\$786,886,814
<b>WIA Adult</b>	\$898,890,800
<b>WIA Dislocated Workers Formula Grant</b>	\$1,178,192,303
<b>Youth Activities</b> <sup>9</sup>	\$991,021,964
<b>Indian and Native American Youth Program</b> <sup>9</sup>	\$10,888,548
<b>WIA Youth (Older and Younger)</b>	\$980,133,416
<b>Youth Offender Demonstration</b> <sup>10</sup>	\$49,705,000
<b>TOTAL</b>	<b>\$9,015,310,757</b>

<sup>1</sup> The Apprenticeship, TAA, and UI programs operate on a fiscal year and September 30, 2004 is the end of the fourth quarter of FY 2004. All other programs operate on a program year (PY), from July 1 to June 30, and September 30, 2004 is the first quarter of PY 2004.

<sup>2</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>3</sup> The Dislocated Worker National Reserve contains funds for national emergency grants, demonstrations, technical assistance and training, outlying areas Dislocated Worker programs, and special assistance for Adult/Dislocated Worker programs.

<sup>4</sup> The total appropriation is \$54,675,500; \$7,936,653 was transferred to the Department of Interior/Bureau of Indian Affairs for those Indian and Native American grantees per P.L. 102-477.

<sup>5</sup> The total appropriation is \$1,541,151,338, with \$1,411,113,612 for Operations and \$130,037,726 for Construction. \$101,030,933 has been transferred to the Departments of Agriculture and Interior for Job Corps center operations.

<sup>6</sup> The total appropriation is \$76,873,753; \$5,086,810 is set aside for housing grants and technical assistance.

<sup>7</sup> The total appropriation is \$1,338,200,000; this total includes \$1,062,000,000 for TAA benefits and \$7,000,000 for NAFTA benefits, and \$10,000,000 for Wage Insurance.

<sup>8</sup> The Wagner-Peyser/ES appropriation includes both the regular Wagner-Peyser allocation and the Reemployment Services allocation, which are distributed to the states using different formulas.

<sup>9</sup> The total Youth Activities appropriation is \$995,059,306; the total Indian and Native American Youth Program appropriation is \$14,925,890, of which \$4,037,342 was transferred to the Department of Interior/Bureau of Indian Affairs per P.L. 102-477.

<sup>10</sup> The total appropriation is \$49,705,500; the Round Three Youth Offender Demonstration grant, for which participant and performance outcomes are reported in this review, was funded at \$31,500,000.

# GOVERNMENT PERFORMANCE AND RESULTS ACT GOALS

**The Government Performance and Results Act of 1993 (GPRA)** was designed to improve the American people's confidence in the capability of the Federal Government by holding Federal agencies accountable for achieving program results. Federal managers will ensure that program performance indicators and objectives are met and information about program results and service quality is made available to the public. These pages contain performance indicators, arrayed by program, which display the key results ETA programs work to achieve. Performance goals for the Employment and Training programs listed are established in the budget process and consistent with GPRA. The goals are usually set to be "ambitious" within the context of prior performance—that is, at the higher end. 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 goals reflect Program Year 2003 goals for most programs and Fiscal Year 2004 goals for the Unemployment Insurance, Trade Adjustment Assistance, and Apprenticeship programs. The goals for PY 2004 are currently under review for final approval and will be available in the next Workforce System Results Report (for October 1-December 31, 2004). Results for programs that run on a program year are from the first quarter of PY 2004 and therefore should not be compared to the goals for PY 2003 which are presented simply as benchmarks. In the next quarterly review these programs will report results against final PY 2004 goals.

	PY 03/FY 04 Goal	Results as of 9/30/2004
<b>Customer satisfaction with services received from workforce investment activities in connection with the One-Stop delivery system <sup>1</sup></b>		
Participant satisfaction	71	77
Employer satisfaction	69	72
<b>Foreign Labor Certification</b>		
Process employer labor condition applications for H-1B professional/specialty temporary program within 7 days	95%	99%
Process H-2B applications within 60 days of receipt	90%	78%
<b>Indian and Native American Adult Program <sup>2</sup></b>		
Entered employment rate	54%	53%
Positive outcomes at program exit	84%	82%
<b>Indian and Native American Youth Program <sup>3</sup></b>		
Attainment of at least two goals under established program activities	61%	73%
Attainment of a H.S. diploma, GED, or improvement of basic skills by at least two grade levels <sup>4</sup>	66%	98%
<b>Job Corps</b>		
Employment/education retention rate	65%	63%
Graduate average hourly wage at six months	\$8.20	\$9.18
Attainment of high school diploma <sup>5</sup>	20%	-7%
<b>National Farmworker Jobs Program (Adults)</b>		
Entered employment rate	75%	91%
Employment retention rate <sup>6</sup>	75%	79%
Earnings gain <sup>6</sup>	\$3,200	\$4,035
<b>Registered Apprenticeship <sup>7</sup></b>		
Number of new apprentices registered	Increase from 67,401 to 68,592 <sup>8</sup>	69,597
Number of new programs in industries that comprise the High Growth Job Training Initiative <sup>9</sup>	Increase from 359 to 366 <sup>8</sup>	526
<b>Senior Community Service Employment Program (Older Workers)</b>		
Placement into unsubsidized employment	35%	Data unavailable
<b>Trade Adjustment Assistance (TAA) <sup>7</sup></b>		
Entered employment rate	70%	63%
Employment retention rate	88%	88%
Earnings replacement rate	90%	77%
<b>Unemployment Insurance <sup>7</sup></b>		
Percent of intrastate payments made timely	89%	89%
Detection of recoverable overpayments	59%	58%
Entered employment rate for UI claimants <sup>10</sup>	52%	Data unavailable
Percent of employer tax liability determinations made timely	82%	84%

# GOVERNMENT PERFORMANCE AND RESULTS ACT GOALS

	PY 03/FY 04 Goal	Results as of 9/30/2004
<b>Wagner-Peyser Act/Employment Service (ES)</b>		
Entered employment rate	58%	61%
Employment retention rate	72%	80%
Total number of job openings listed with State Workforce Agencies and on America's Job Bank	10,426,794 <sup>11</sup>	2,947,796 <sup>12</sup>
Total number of job searches conducted on America's Job Bank	Baseline under development	36,511,647 <sup>12</sup>
Total number of resume searches conducted on America's Job Bank	Baseline under development	2,030,494 <sup>12</sup>
<b>WIA Adult Program</b>		
Entered employment rate	71%	73%
Employment retention rate	82%	84%
Earnings change	\$3,100	\$3,106
<b>WIA Dislocated Worker Program</b>		
Entered employment rate	78%	81%
Employment retention rate	88%	89%
Earnings replacement rate	93%	89%
<b>WIA Youth Program</b>		
Entered employment rate (Older Youth)	65%	70%
Employment retention rate (Older Youth)	78%	78%
Diploma attainment rate (Younger Youth)	52%	66%

<sup>1</sup> This represents a score based on the American Customer Satisfaction Index, not a rate.

<sup>2</sup> These results are for the annual period July 1, 2003, through June 30, 2004 (PY 2003).

<sup>3</sup> These results reflect outcomes for the Indian and Native American Youth Program for the semi-annual period April 1, 2004 through September 30, 2004.

<sup>4</sup> Grantees are allowed to count those participants separately who obtain a GED or return to school full-time and raise their literacy/numeracy skills level by at least two grade levels.

<sup>5</sup> This indicator reflects the percentage change from PY 2003 first quarter performance.

<sup>6</sup> These results reflect outcomes for the July 1, 2003 through March 30, 2004 period.

<sup>7</sup> This is a fiscal year program; the results represent four quarters of data toward the annual goal.

<sup>8</sup> Goal reflects Federal staff activities only.

<sup>9</sup> Registered Apprenticeship excluded the construction industry from the industries identified as High Growth Industries.

<sup>10</sup> Baseline of 52% was established based on pilot results.

<sup>11</sup> This goal is a 1% increase over the total number of job openings listed in PY 2002 (10,323,559).

<sup>12</sup> This result represents one quarter's progress towards the annual goal.

## Summary of Results

ETA programs have shown continuous positive progress in meeting their GPRA goals. Most programs are reaching or exceeding the majority of their goals, despite challenging performance targets.

As Fiscal Year 2004 ended, Registered Apprenticeship far exceeded both targets in registering new apprentices and increasing the new programs in high growth job industries. The implementation of the consultative sales technique strategy by staff is the main contributing factor to the success. Since the initial Consultative/Solutions Sales Techniques training began in June 2003, the numbers of programs and apprentices in all industries registered by staff have grown significantly.

The Unemployment Insurance (UI) program performed well. Of the almost 8.8 million UI beneficiaries who received their first payment in regular benefits during Fiscal Year 2004, one million of them also received over \$4 billion in extended benefits. To emphasize UI payment integrity, during FY 2004, ETA signed a memorandum of understanding with the Social Security Administration (SSA) to allow State Workforce Agencies and the SSA to exchange data in real time. ETA provided funds and encouraged states to access its National Directory of New Hires, a tool for detecting and preventing payments to claimants who have returned to work, as well as other State databases.

In the Job Corps program 1,774 diplomas were attained, although there was a decrease in the diploma attainment rate. The negative outcome can be attributed to the large increases this measure experienced in the initial years after implementation.

# ADULT PROGRAM RESULTS

## **National Farmworker Jobs Program (NFJP)**

The NFJP provides employment, training and related assistance services to migrant and seasonal farmworkers who depend on agricultural employment and who are often characterized by chronic unemployment or underemployment. Through these services, the NFJP assists migrant and seasonal farmworkers to enter training, retain employment, or upgrade their skills for jobs likely to provide stable, year-round employment, both within and outside agriculture.

## **Trade Adjustment Assistance (TAA)**

The TAA program assists individuals who have become unemployed as a result of increased imports from, or shifts in production to, foreign countries. A goal of the program is to help trade-affected workers return to suitable employment. The outcomes shown here reflect services delivered under the TAA program and the North American Free Trade Agreement-Transitional Adjustment Assistance (NAFTA-TAA) program prior to the TAA Reform Act of 2002.

## **Wagner-Peyser Act/Employment Service (ES)**

Within the One-Stop delivery system, Wagner-Peyser Act programs, also called the Employment Service, serve as the portal through which many job seekers and businesses access high quality, non-fee based labor exchange services, such as labor market and workforce information, and work opportunity tax credit programs. All job seekers and businesses – including migrant and seasonal farmworkers, UI claimants, veterans, persons with disabilities, and dislocated workers – have universal access to labor exchange services. Public labor exchange services are delivered through State Workforce Agencies in coordination with One-Stop partner programs.

## **WIA Adult Program**

The Adult Program, under Title I of the Workforce Investment Act (WIA), provides workforce investment activities that increase the employment, retention, earnings, and occupational skill attainment of the participants. The program aims to improve the quality of the workforce, reduce welfare dependency, and enhance the productivity and competitiveness of the nation's economy.

## **WIA Dislocated Worker Program**

The Dislocated Worker Program, under Title I of WIA, is tailored to assist experienced workers who have been laid off. The program offers employment and training assistance for workers affected by shutdowns or downsizing.

## **Senior Community Service Employment Program (SCSEP)**

The SCSEP, authorized by Title V of the Older Americans Act, is the only grant program designed specifically to serve low-income older workers, age 55 and older, by providing job training through community-based organizations and government agencies. The goals of the program are to provide community service and to promote self-sufficiency by placing individuals in unsubsidized employment.

## **Indian and Native American Adult Program**

This program supports employment and training activities for American Indian, Alaska Native, and Native Hawaiian individuals.

## **Summary of Results**

The NFJP employment rate rose to 91% from its level of 83% in the quarter ending September 30, 2003. Average earnings change declined 8.5%, from \$4,413 to \$4,035 between the quarter ending September 30, 2003 and the quarter ending September 30, 2004. The rate at which program exiters were employed six months after leaving stayed at 79% for the same time period. All measures for the TAA program showed improvement between September 30, 2003 and September 30, 2004.

The WIA Adult program showed improvement in most measures. The rate at which unemployed participants found jobs rose slightly from 72% to 73% between the quarters ending September 30, 2003 and September 30, 2004, with 29,327 finding work. The percentage of those employed (43,938 individuals) six months after exiting the program rose from 81% to 84% over the same interval. (The number for September 30, 2003 was higher due to a larger number of exiters but the percentage was higher in 2004.) The increase in earnings for program exiters declined slightly from \$3,145 to \$3,106 (1%) during that same time period.

The WIA Dislocated Worker program saw improvement in two of three measures. The employment rate rose from 78% to 81% from the quarters ending September 30, 2003 to September 30, 2004, and the retention rate rose from 87% to 89% during the same period. The earnings change declined from 92% to 89% over the same interval.

The Indian and Native American program showed similar results. It should be noted that this program is on a different reporting schedule from those discussed above, in accordance with section 189(g)(1)(A) of WIA. The program year data cover the period(s) from July 1 through June 30 (see footnote #4 on page 11). The entered employment rate rose slightly from 52% to 53% between the period ending June 30, 2003 (PY 2002) and the period ending June 30, 2004 (PY 2003). The rate at which exiters found jobs or improved their employability rose from 81% to 82% over that period, while the rate at which participants achieved an enhancement to their employability declined slightly from 49% to 48% during the same interval.

# ADULT PROGRAM RESULTS

## Outcomes Reported as of 9/30/2004 and 9/30/2003

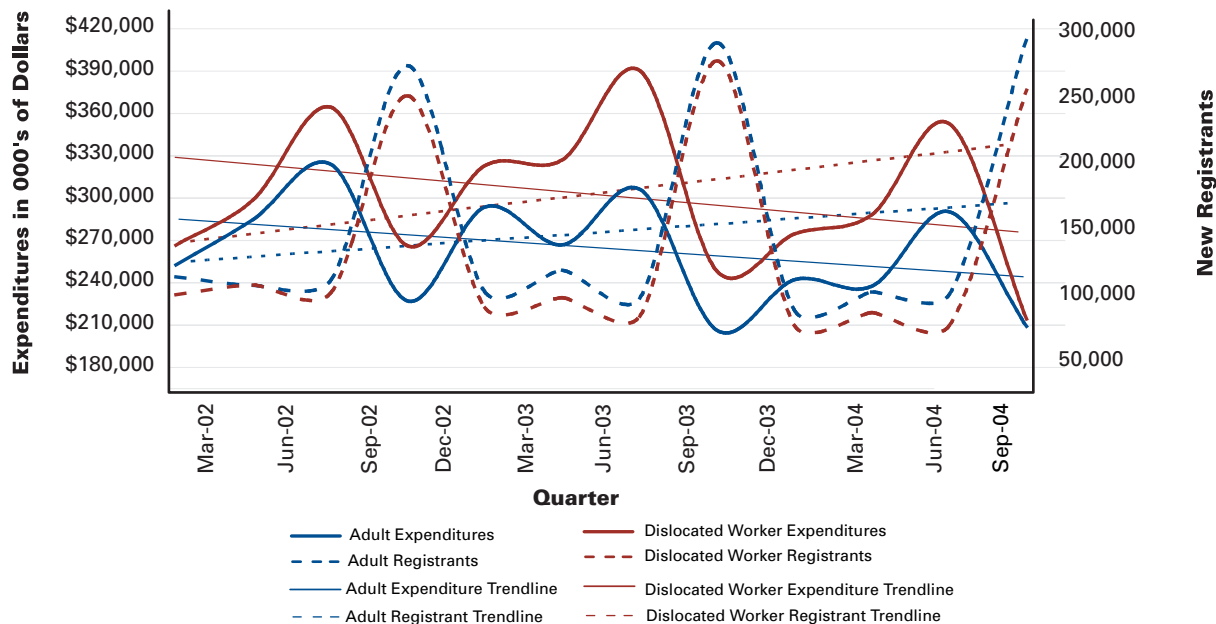
		Employment	Earnings	Retention
<b>NFJP</b> <sup>1</sup>	2004	91%	\$4,035 <sup>2</sup>	79%
	2003	83%	\$4,413 <sup>2</sup>	79%
<b>TAA</b>	2004	63%	77% <sup>3</sup>	88%
	2003	62%	73% <sup>3</sup>	86%
<b>Wagner-Peyser Act/ Employment Service (ES)</b>	2004	61%	Not a measure for ES	80%
	2003	63%	Not a measure for ES	Data unavailable
<b>WIA Adult Program</b>	2004	73%	\$3,106 <sup>2</sup>	84%
	2003	72%	\$3,145 <sup>2</sup>	81%
<b>WIA Dislocated Worker Program</b>	2004	81%	89% <sup>3</sup>	89%
	2003	78%	92% <sup>3</sup>	87%

		Placement Rate	Service Level
<b>SCSEP</b>	2004	Data unavailable	Data unavailable
	2003	30%	161%

		Employment	Employability Enhancement Rate	Positive Termination Rate
<b>Indian and Native American Adult Program</b> <sup>4</sup>	2003	53%	48%	82%
	2002	52%	49%	81%

- <sup>1</sup> The earnings and retention measure outcomes for the National Farmworker Jobs Program reflect the July 1 through March 30, 2004 period.
- <sup>2</sup> Average earnings change
- <sup>3</sup> Earnings replacement rate
- <sup>4</sup> These results are for the July 1 through June 30 period of each (program) year. The "2003" period ended on June 30, 2004, and the "2002" period ended on June 30, 2003.

### Net Expenditures and Registrants by Quarter for the WIA Adult and Dislocated Worker Programs



Source: State Expenditure Reports and WIA Quarterly Performance Reports

# ADULT PROGRAM RESULTS

## **H-1B Technical Skills Training Program**

The H-1B Technical Skills Training Program has the long term goal of raising the skill levels of domestic workers in order to fill specialty occupations presently being filled by temporary workers admitted to the United States under the provisions of the H-1B visa.

## **Registered Apprenticeship Program**

The Registered Apprenticeship System is a Federal-State partnership. Registered Apprenticeship combines on-the-job learning with theoretical related instruction provided by various educational institutions and sponsors to prepare workers for job opportunities in several industries.

## **National Emergency Grants (NEGs)**

National Emergency Grants are discretionary funds distributed at states' request to assist and retrain workers affected by plant closings and other drastic events.

There are four NEG project types:

**Regular**, which encompasses plant closures, mass layoffs, and multiple layoffs in a single community.

**Disaster**, which includes all eligible Federal Emergency Management Agency-declared natural and manmade disaster events.

**Trade-WIA Dual Enrollment**, which provides supplemental funding to ensure that a full range of services is available to trade-impacted individuals eligible under the TAA program provisions of the Trade Adjustment Assistance Reform Act of 2002.

**Trade Health Insurance Coverage Assistance**, which provides specialized health coverage, support services, and income assistance to targeted individuals defined in the Trade Adjustment Assistance Reform Act of 2002.

## **Summary of Results**

The H-1B Technical Skills training grants showed a substantial growth in the "total to be trained" and "total in training" measures between September 30, 2003, and September 30, 2004, with increases of almost 20,000 (29%) and almost 5,000 (34%), respectively. The number of individuals that completed training experienced the largest increase of 47% to 61,678 (up from 42,072) during the same period. A major focus of the training continued to be on the High Tech/Information Technology field, followed by the Health Care and Biotechnology fields.

Over 139,000 new apprentices entered the Registered Apprenticeship System in Fiscal Year 2004. The Registered Apprenticeship Information System (RAIS), which highlights programs registered by federal field staff and by participating state-coordinated programs, reflects a total of over 69,500 new apprentices registered in nine major industries.

# ADULT PROGRAM RESULTS

## H-1B Technical Skills Training Grants

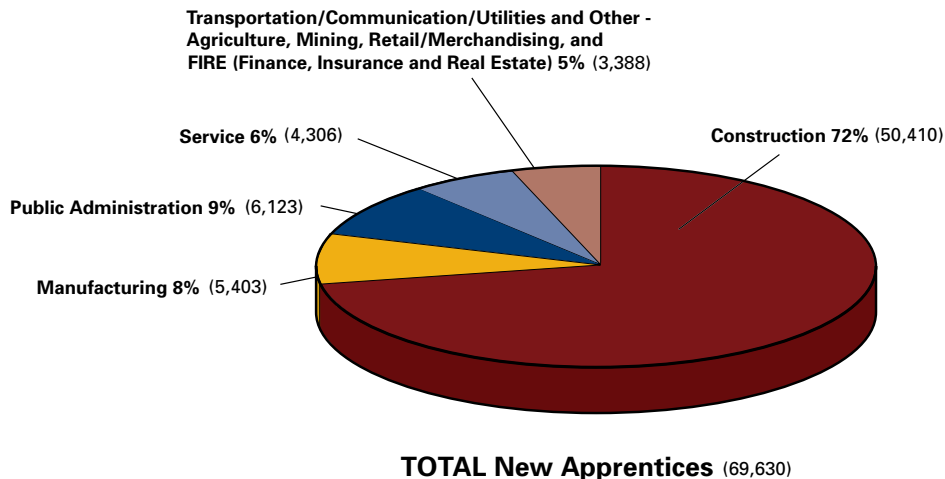
<b>Grant Funding through 9/30/2004: \$328,303,894<sup>1</sup></b>	
<b>Total Grants<sup>1</sup></b>	<b>129</b>
<b>Start-up</b>	0
<b>Operational</b>	79
<b>Ended</b>	50
<b>Project Focus<sup>1,2</sup></b>	
<b>High-Tech/Information Technology</b>	100
<b>Biotechnology</b>	11
<b>Health Care</b>	29

<b>Training</b>		
<b>Total to be Trained</b>	2004	87,101
	2003	67,382
<b>Total in Training</b>	2004	19,615
	2003	14,646
<b>Training Completed</b>	2004	61,678
	2003	42,072

<sup>1</sup> Grant funding, number of grants and focus information is cumulative since March 31, 2000.

<sup>2</sup> Projects can have more than one focus area.

## New Apprentices by Major Industry



## National Emergency Grants

During the first quarter of Program Year 2004, ETA awarded 16 NEGs totaling \$32,638,417 to serve 5,035 dislocated workers. The grants consisted of 11 regular projects, 2 trade/dual enrollment, and 3 natural disaster projects. Additionally, ETA awarded 3 Health Care Gap Filler grants totaling \$5,937,552 to assist 4,025 dislocated workers. Health

Insurance Coverage Assistance provides 65 percent of monthly premiums for qualified health insurance coverage until individuals targeted for such assistance in the Trade Adjustment Assistance Reform Act of 2002 can benefit from their payment under the Health Coverage Tax Credit administered by the Internal Revenue Service.

# ADULT PROGRAM RESULTS

## **Unemployment Insurance (UI)**

The UI program, a Federal-State partnership, helps laid-off workers through the transitional period between jobs by providing temporary income support.

## **Permanent Foreign Labor Certification Program**

The Permanent Foreign Labor Certification Program allows employers to hire foreign workers permanently 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.

## **H-2B Temporary Nonimmigrant Program**

The H-2B Nonimmigrant Program permits employers to hire foreign workers to come to the U.S. and perform temporary non-agricultural work, which may be one-time, seasonal, peak load, or intermittent.

## **Work Incentive Grants**

Work Incentive Grants (WIGs) are part of a systems change initiative to increase, enhance and improve services for jobseekers with disabilities in One-Stop Career Centers. These grants to state and local workforce investment entities are increasingly focused on establishing "Navigators" in local workforce areas who can forge new partnerships that achieve seamless and comprehensive access to services for persons with disabilities.

### **End of Year Highlights:**

ETA currently administers 42 WIGs and 17 Disability Program Navigator (DPN) cooperative agreements with the following states: Vermont, Massachusetts, New York, Delaware, Maryland, Florida, South Carolina, Mississippi, Wisconsin, Illinois, Iowa, Colorado, New Mexico, Oklahoma, Arizona, Oregon, and California. Through the combined efforts of the WIG and DPN grants, ETA anticipates the deployment of approximately 340 Navigators in local workforce investment areas in 34 states by the end of calendar year 2004.

## **Summary of Results**

There was a continued downward trend in the 12-month average rate of unemployed individuals receiving UI payments. Its 38% mark for the year ending September 30, 2004, was its lowest since January 30, 2001, when it was 37.8%. The 12-month average rate of UI beneficiaries who exhausted their benefits before finding jobs also declined steadily to 40.4%, from a peak of 43.8% in July and August 2003.

The number of Permanent Labor Certification applications received by the ETA Regional Offices from the State Workforce Agencies during Fiscal Year 2004 decreased by 13,858 (16%) compared to the same period in 2003. The balance of applications on hand, which measures the number of applications that are pending processing by the Regional Offices, increased by 24,903 applications (51%) since the end of Fiscal Year 2003. These results are partly due to resources being concentrated on processing applications for temporary labor certification in order to meet statutory and administrative timeframes coupled with increased employer demand for temporary workers. In addition, ETA and the State Workforce Agencies are in a period of transition whereby the processing of permanent alien labor certification applications will be accomplished in two major centralized locations, i.e., backlog elimination centers.

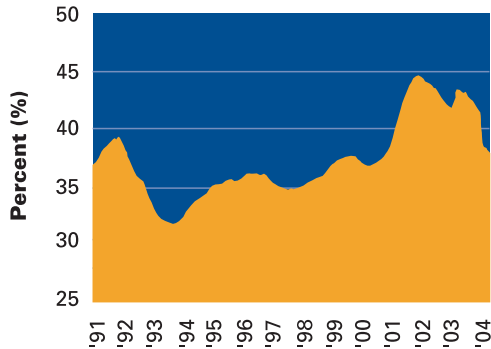
The number of new applications received by the Regional Offices for H-2B Temporary Labor Certification increased by 466 in Fiscal Year 2004 compared to the same period in 2003, which represents a 5% increase. The continual rise in employer demand for H-2B workers over the past several years led to the annual H-2B visa cap being reached for the first time on March 9, 2004.



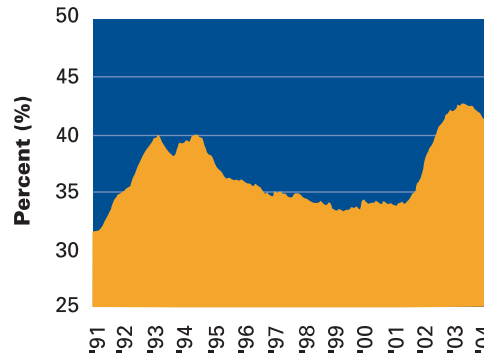
# ADULT PROGRAM RESULTS

## Unemployment Insurance

Reciency Rate (12-Month Average)



Exhaustion Rate (12-Month Average)



**For the 12 months ending September 30, 2004,**

- About 75% of UI claimants were of prime working age (25-54), and about 15% were ages 55 and older. Since FY 2003, there has been a slight decline in the prime age component and a corresponding rise in that of older workers.
- About 44% of the claimants were female. This proportion has been in the range of 42% to 44% since 1999.

**The Reciency Rate** shows what fraction of the unemployed receives UI payments.

**The Exhaustion Rate** shows what fraction of UI beneficiaries reaches the end of their benefit entitlement before finding work.

## Permanent Foreign Labor Certification Outcomes Reported as of 9/30/2004 and 9/30/2003

		ETA Regional Office Activity
<b>New applications received</b> <sup>1</sup>	2004	73,148
	2003	87,006
<b>Applications completed</b> <sup>1</sup>	2004	65,726
	2003	93,195
<b>Balance on hand</b>	2004	73,950
	2003	49,047

## H-2B Temporary Nonimmigrant Program Outcomes Reported as of 9/30/2004 and 9/30/2003

		ETA Regional Office Activity
<b>New applications received</b> <sup>1</sup>	2004	9,399
	2003	8,933
<b>Applications completed</b> <sup>1</sup>	2004	9,148
	2003	8,426
<b>Balance on hand</b>	2004	985
	2003	688

<sup>1</sup> Counts shown are cumulative from October 1 through September 30.

# YOUTH PROGRAM RESULTS

## Job Corps

Job Corps is a national, primarily residential, training program serving disadvantaged youth ages 16 through 24. The 122 Job Corps centers nationwide provide an integrated, comprehensive array of services that include: academic, vocational, and life skills training; career planning and work-based learning; health care; and post-program placement and transitional support.

## Indian and Native American Youth Program

The Indian and Native American Youth Program supports employment and training activities for American Indian, Alaska Native, and Native Hawaiian individuals between the ages of 14 and 21.

## Youth Opportunity Grants

Youth Opportunity Grants are designed to increase levels of high school graduation, college enrollment, and employment for youth ages 14-21 living in designated high-poverty communities.

## WIA Youth

Youth programs under Title I of WIA serve eligible low-income youth between the ages of 14-21 who face barriers to employment, including those who have deficiencies in basic skills or meet one or more of these criteria: homeless, a runaway, pregnant, parenting, an offender, school dropout, or a foster child. The programs also serve youth with disabilities and others who may require additional assistance to complete an educational program or to secure and hold employment.

## Youth Offender Demonstration Project

In 1999, the ETA initiated the multi-phased Youth Offender Demonstration Project to increase employability and employment of 14-24 year-old youth offenders, gang members, and youth at risk of court or gang involvement. Demonstration findings are designed to uncover institutional change that, if replicated in local areas, will assist youth offenders and youth at risk of court or gang involvement to reenter the labor market. The Demonstration has been implemented in three consecutive rounds of grants. The first round was completed December 31, 2002. The second round of Youth Offender Demonstration grants completed the last phase of its 30-month period of performance in December 2003. A third round of these grants is currently underway. Highlights from Round Three activities as of September 30, 2004 include:

### Round Three of the Youth Offender Demonstration Project

- 6,091 youth are enrolled in Round Three Youth Offender Demonstration Projects.
- 84% of youth offenders have participated in a project activity during the second month of the quarter.
- Only 13% of youth offenders were re-arrested after entering the project.
- 2,423 youth (70%) were placed in unsubsidized employment, long-term occupational skills training, and postsecondary education. The percentage represents the proportion of older youth (18-24 years old) enrollees who have been placed in employment or postsecondary education.
- 726 youth (23%) attained a diploma or GED. The percentage represents the proportion of all youth who enrolled without a diploma or GED and have attained a diploma or GED since enrollment. In addition, many youth are still working toward their GED or high school diploma.

## Summary of Results

Job Corps outcomes remained steady between the quarter ending September 30, 2003, and the quarter ending September 30, 2004. The percentage of Job Corps graduates who were initially placed in a job, the military or schooling rose to 91% from 89%, while the average hourly earnings of these graduates rose 1% to \$8.22. The percentage who were still at the job or school they were placed in upon exit increased by 1 percentage point to 63%.

The WIA Youth programs also experienced consistent performance in most measures in the quarter ending September 30, 2004, compared to the same quarter in 2003. The number of older youth finding jobs after exiting the program increased by 85, or 3%, while the change in earnings experienced by exiters six months after leaving compared to their pre-WIA experience also saw a slight increase of four dollars per exiter. Of those older youth who were employed in the first quarter after exit, 5,726 (78%) were employed six months later. This is a slight percentage decrease from last year's outcome of 79%. Although the number of younger youth who attained a diploma or equivalent after exiting the program decreased by over 13,000, there was an increase of 4% due to a smaller base of exiters for this measure. The number of skills goals attained by younger youth increased substantially by 26,000 from a year ago. Sixty-one percent (17,000) of younger youth exiters were found in one of the following categories in the third quarter following exit – postsecondary education, advanced training, employment, military service, or qualified apprenticeships. This is a modest increase over last year's outcome of 58%.

In the six month period ending September 30, 2004, the Indian and Native American Youth Program experienced improvement in both of its measures compared to the equivalent period in 2003. The percentage of youth that attained 2 or more goals increased slightly from 69% to 73%, while the rate of dropouts who have obtained a high school diploma, GED, or increased their literacy and numeracy grew more significantly, from 82% to 98%.

There were declines in all three of the Youth Opportunity Grants' measures between September 30, 2003, and September 30, 2004. The program is entering its final year of operation and the participants still participating in the program are therefore the most difficult to serve, i.e., those who have yet to be placed in employment or long term education and those struggling to maintain consistent participation in the program. Given these factors, long-term placements fell almost 10%, from 4,682 to 4,236 during this interval. The percentage of participants within the quarter who are either in a long-term placement program or have participated in a program element within the last three months declined from 72% to 68%. Skill attainment also fell from 72% to 60% during this period, which represents a 17% decline.

# YOUTH PROGRAM RESULTS

## Outcomes Reported as of 9/30/2004 and 9/30/2003 <sup>1</sup>

		Employment	Earnings	Retention
<b>Job Corps</b>	2004	91%	\$8.22 <sup>2</sup>	63%
	2003	89%	\$8.12 <sup>2</sup>	62%
<b>WIA Older Youth</b>	2004	70%	\$2,969 <sup>3</sup>	78%
	2003	68%	\$2,965 <sup>3</sup>	79%

		Diploma Attainment	Skill Attainment	Retention
<b>WIA Younger Youth</b>	2004	66%	85%	61%
	2003	62%	76%	58%

		Attainment of 2 or More Goals	Educational Attainment for Dropouts <sup>5</sup>
<b>Indian and Native American Youth Program <sup>4</sup></b>	2004	73%	98%
	2003	69%	82%

		Long Term Placements	Placed or in Progress	Skill Attainment
<b>Youth Opportunity Grants</b>	2004	4,236	68%	60%
	2003	4,682	72%	72%

<sup>1</sup> Although the terminology is similar, the definitions of each measure vary by program, and this should be considered when comparing results from different programs. Please see the Glossary of Performance Measures for the specific definitions on pages 22 - 23.

<sup>2</sup> Average hourly wages

<sup>3</sup> Average earnings change

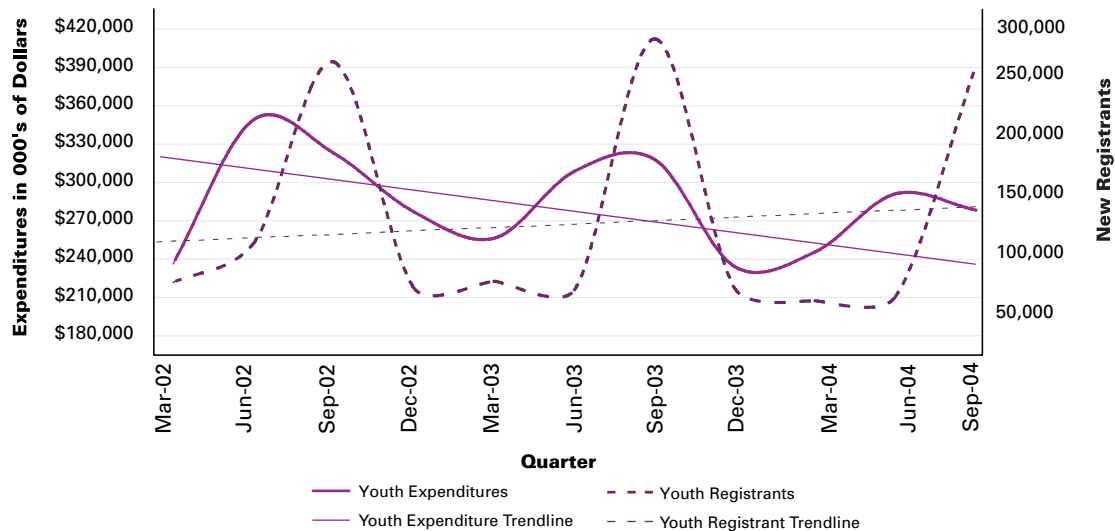
<sup>4</sup> These figures reflect data for the semi-annual period April 1, 2004 through September 30, 2004 as compared to the April 1- September 30 period for 2003.

<sup>5</sup> Grantees are allowed to count those participants separately who obtain a GED or return to school full-time and raise their literacy/numeracy skills level by at least two grade levels.

## Additional Job Corps Program Outcomes

<b>Number of Students Served</b>	2004	58,906
	2003	61,434
<b>Graduate Job Training Placement Wage</b>	2004	\$8.77
	2003	\$8.71
<b>Attainment of High School Diplomas</b>	2004	16%
	2003	16%
<b>Hispanic Participation</b>	2004	16%
	2003	17%
<b>Small Business Activity</b>	2004	\$251,608,696
	2003	Data Unavailable
<b>Large Business Activity</b>	2004	\$998,134,840
	2003	Data Unavailable

**Net Expenditures and Registrants by Quarter for the WIA Youth Programs (Older and Younger)**



Source: State Expenditure Reports and WIA Quarterly Performance Reports

# ETA INTERNET-BASED ASSISTANCE

## The CareerOneStop Portal

The CareerOneStop Portal, [www.careeronestop.org](http://www.careeronestop.org), provides a single point of access to the content of the national electronic tools by customer and topic area. These tools consist of:

**America's Job Bank**, [www.ajb.org](http://www.ajb.org), an electronic labor exchange where employers can post their jobs and search for resumes and job seekers can search for jobs and post their resumes, all without charge.

**America's Career InfoNet**, [www.acinet.org](http://www.acinet.org), a site that offers a wide array of current and accurate career and labor market information, as well as an array of career planning tools.

**America's Service Locator**, [www.servicelocator.org](http://www.servicelocator.org), a tool that directs citizens to available workforce services and information at the Federal, state and local level; it is the link between the "clicks" of virtual service delivery and the "bricks" of the physical One-Stop Career Center system.

**Career Voyages**, [www.careervoyages.gov](http://www.careervoyages.gov), a web site designed to provide information on high growth, high demand occupations along with the skills and education needed to attain those jobs. It is the result of collaboration between the Department of Labor and the Department of Education. While Career Voyages provides value to all Americans, it especially targets four groups: Students, Parents, Career Advisors, and Career Changers. In addition to short videos available for almost every occupation listed, wage trends at the national and

state level are provided as well as detailed information on the range of education and training options for entering those occupations. Users can locate education and training opportunities in their area, whether it is an apprenticeship, community college, 4-year university or any of the many other options available. Since its re-design/re-launch in July 2004, the site has averaged an additional 1 million hits per month.

**O\*NET OnLine**, <http://online.onetcenter.org>, a site that provides detailed information on occupational characteristics and skill requirements, and provides the common occupational language that serves as the underpinnings of the CareerOneStop, as well as the workforce information system as a whole.

**Workforce Tools of the Trade**, [www.workforcetools.org](http://www.workforcetools.org), a web site designed to support the professional growth of those that help business and citizens meet their workforce development needs. The site provides information for professionals at all levels of the workforce development system – front-line staff, managers, administrators and partners – to help enhance their knowledge and performance.

## Summary of Results

Business and individual usage of the services provided by the CareerOneStop (COS) remained high throughout the first quarter of Program Year 2004 (July 1 – September 30, 2004).

Despite a decrease in the number of visits to the COS sites of 5.7 percent in the July 1 – September 30, 2004 period when compared to the previous quarter, page views increased by 1.3 percent this period compared to the previous quarter.

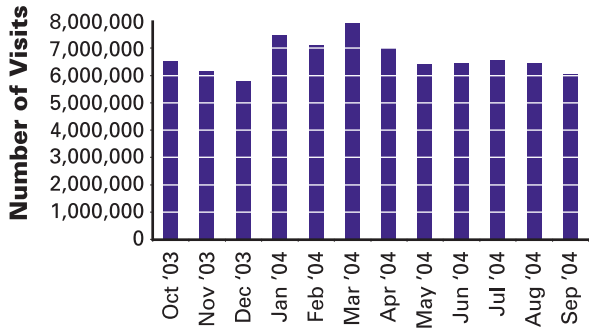
In the accompanying table, the number of job openings posted on America's Job Bank (AJB) and the number of new employer registrations with the site both increased this quarter compared to the same quarter last year. The number of new resumes posted on AJB declined slightly in this quarter compared to the same quarter last year.

The number of visits to the O\*NET Web sites this period increased an average of 14,000 visits from last quarter with a high in September of 282,000. All O\*NET web sites experienced this increase with the greatest increase experienced by O\*NET OnLine. Combined monthly page views of O\*NET web sites increased to a new high for the year of 1,870,958 for the month of September. Combined downloads of O\*NET products have leveled off for the quarter.

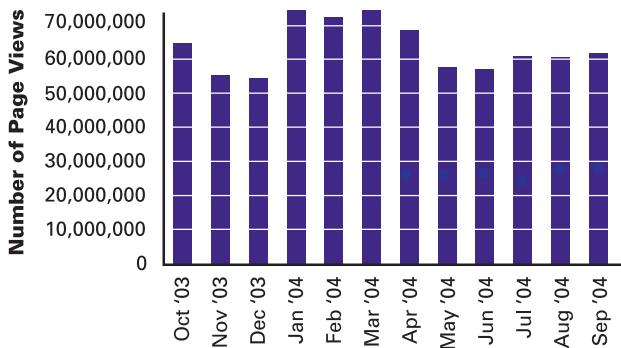
# ETA INTERNET-BASED ASSISTANCE

## CareerOneStop

**Number of Visits to CareerOneStop and O\*NET sites**



**Number of Page Views on CareerOneStop and O\*NET Sites**



### America's Job Bank

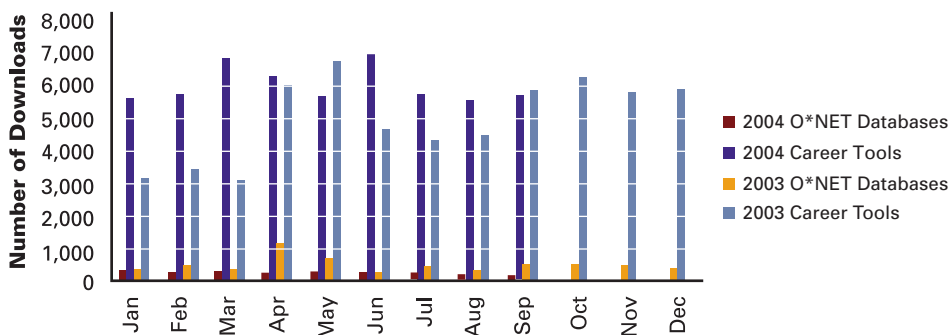
<b>Job Postings (AJB-Originated)</b>	Quarter ending 9/30/04	2,035,158
	Quarter ending 9/30/03	1,766,015
<b>New Resumes</b>	Quarter ending 9/30/04	120,318
	Quarter ending 9/30/03	148,083
<b>New Employer Registrations</b>	Quarter ending 9/30/04	13,398
	Quarter ending 9/30/03	12,119

**A Visit** begins when a visitor views their first web page on a site and ends when the visitor leaves the site. It is a better indicator of how much traffic a site is getting than "hits."

**A Page View** is what appears on the screen after a user performs an action on the sites and serves as a proxy for the quantity of information services provided to customers using the sites.

## O\*NET Analysis

**O\*NET Product Downloads**



**Database Downloads** are a means of making O\*NET data available. Both public and private vendors develop systems using O\*NET that reach millions of customers.

**Tool Downloads** provide an alternative method for the public to access the O\*NET Career Exploration Tools, although the products are available through the Government Printing Office and private parties.

# ETA BUSINESS RELATIONS GROUP

The Business Relations Group (BRG) serves America's workers and employers by creating partnerships between the workforce system and businesses. Using innovative approaches, it helps business and industry better access the services of the workforce investment system and promotes strategic partnerships between the workforce investment system, business and industry, and education and training providers to ensure that workers have the skills needed for the 21st century economy. Two primary initiatives of the Business Relations Group are the President's High Growth Job Training Initiative and Partnerships for Jobs.

## The President's High Growth Job Training Initiative

The President's High Growth Job Training Initiative is designed to provide national leadership for a demand driven workforce system that ensures no worker is left behind. It is a strategic effort to prepare workers to take advantage of new and increasing job opportunities in high growth/high demand and economically vital industries and sectors of the American economy. The foundation of this initiative is partnerships that include the public workforce system, business and industry, education and training providers, and economic development organizations working collaboratively to develop solutions to the workforce challenges facing these industries and to develop maximum access for American workers to gain the competencies they need to get good jobs.

Through September 2004, ETA has funded 53 High Growth Job Training Initiative pilot and demonstration grant projects totaling \$102.5 million in the following industry areas: advanced manufacturing, aerospace, automotive services, biotechnology, construction, energy, geospatial technology, health care services, hospitality, information technology, and retail trade.

During this quarter, ETA funded one automotive solution for \$5 million, two biotechnology solutions for \$2.4 million, one construction solution for \$4.3 million, and four geospatial technology solutions for \$5.5 million. Information about each of the grants is below:

### **Training for Auto Alliance International Vehicle**

**Production**, a \$5,000,000 grant was awarded to Downriver Community Conference in Flat Rock, Michigan to train automotive workers for new production processes. (\$25 million in leveraged funds.)

**Home Builders Institute**, was awarded a \$4,268,454 grant to create a systemic approach to construction industry workforce development that provides a continuum of recruitment, career exploration, education and training beginning with middle and high school and continuing through postsecondary education and life-long learning. (\$5,273,000 in leveraged funds.)

### **Redefining and Communicating Geospatial Industry Workforce Demand – Spatial Technologies Industry Association**

was awarded a \$695,392 grant to broadly develop and disseminate authoritative information regarding the geospatial technology industry's occupational and skills definition and data. The grant will also seek to improve the geospatial technology sector's public image and basic public spatial literacy. (\$670,927 in leveraged funds.)

**Geo 21 Project – Nortel Networks Kidz Online, NASA Center for Distance Learning**, was awarded a \$1,000,000 grant to create a comprehensive youth and adult learner focused image building and awareness effort. Nortel will deliver learning resources, including video

programming and live web casts, provide professional development services and integrate geospatial concepts into existing programming and ETA's Career Voyages web site. (\$1,002,055 to in leveraged funds.)

### **Geospatial Imagery Analysis and Practical Applications – William F. Goodling Advanced Skills Center**

was awarded a \$990,125 grant to develop a certificate program in imagery analysis in private and municipal applications with 2+2+2 articulation agreements with high schools, community colleges, and universities to produce imagery analysis technicians. These 2+2+2 articulation agreements provide students and/or workers with career and education advancement tracks, enabled by linked curricula and levels of education, training and certifications at the high school, community college and university levels. (\$495,000 in leveraged funds.)

### **A Model for Connecting the Geospatial Technology Industry to Community College Workforce Development: Geospatial User Needs Assessments – Rancho Santiago Community College District**

was awarded a \$187,939 grant to assess the needs for geospatial skills in the natural resources, construction, manufacturing, trade/transportation and other key local geospatial technology user communities and share the results with other community colleges across the nation focusing on meeting geospatial user needs. (\$56,684 in leveraged funds.)

The results, products, and knowledge gained from these demonstration projects will be disseminated widely to the public workforce system and our strategic partners in business and industry and the education communities. ETA is committed to sharing new approaches and the actual products from these grants, such as industry-defined competencies, curricula, or new ways to partner around solving these complex workforce issues, to ensure that ETA is maximizing its investments nationwide.

## Partnerships for Jobs

The Partnerships for Jobs Initiative brokers the connection of large, multi-state businesses to the resources of the 1,900 One-Stop Centers nationwide to meet their workforce needs, from hiring to assistance with downsizing. The initiative helps these partners learn about state and local training resources provided through the workforce system. Other partners learn about these resources, and look to the workforce system to help address various workforce needs, including increasing employee retention and connecting with older workers, veterans, Native Americans, and migrant and seasonal farmworker populations. The BRG has forged relationships with 24 national business partners.

### Accomplishments

- Twenty-four (24) national business partners have hired approximately 18,000 individuals from the public workforce system.
- Over thirty-six (36) local partnership meetings and events connecting business partners' HR personnel to One-Stop Center staff and Workforce Investment Boards (WIBs) were held across the country to date in 2004.
- Special topic meetings were conducted with business partners on transitioning workers in the information technology industry, connections to older workers and Job Corps programs, and an interagency session focusing on employer strategies for hiring persons with disabilities.
- Partnership inquiries were fielded on Volt Services, Labor Ready, and InterContinental Hotels Group. The BRG conducted initial research of these partners in progress and began to educate them about the public workforce system.

### Current National Business Partners

- Adecco
- Aramark
- Allstate Insurance
- Bank of America
- Citigroup
- CVS Pharmacy
- Diamond Triumph Auto Glass, Inc.
- Express Personnel
- First Data Corporation
- Good Samaritan Society
- Hospital Corporation of America (HCA)
- The Home Depot
- IBM
- Jiffy Lube
- Manpower
- Menlo Worldwide
- Petco
- PrimeFlight Aviation Services
- Saks Incorporated
- Shell Corporation
- Swift Transportation
- Toys "R" Us
- Verizon
- Werner Enterprises

# GLOSSARY OF PERFORMANCE MEASURES

Q = quarter

## Indian and Native American Adults

### Employability Enhancement Rate

As a rate, the total number of terminees who obtained an employability enhancement (whether or not they entered employment), divided by the total number of terminees enrolled in the program year.

### Entered Employment Rate

The number of terminees who entered unsubsidized employment at termination divided by the total number of terminees.

### Positive Termination Rate

As a rate, those who either entered unsubsidized employment at termination or attained an employability enhancement, divided by all terminees enrolled in the program year.

## 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 thirteen goals listed in the legislation divided by the total number of Supplemental Youth Services participants enrolled during the report period.

### 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

### Attainment of High School Diplomas

The percentage of students who attain a high school diploma while enrolled in Job Corps.

### Earnings

The average hourly wage of graduates initially placed in a job or the military.

### Entered Employment Rate

The percentage of graduates who are initially placed in a job, the military, and/or an education program.

### Graduate Job Training Placement Wage

The average hourly wage of vocational completers initially placed in training-related jobs or the military.

### Hispanic Participation

The percentage of enrollees that are Hispanic.

### Large Business Activity

The dollar value of Job Corps contracts awarded/obligated to large business based on fiscal year-end data.

### Retention Rate

The percentage of graduates who are placed in a job, the military, and/or an education program at six months after initial placement.

## Small Business Activity

The dollar value of Job Corps contracts awarded/obligated to small business based on fiscal year-end data.

## National Farmworker Jobs Program (NFJP)

### Earnings Gain

The "Earnings Gain" measure applies to each NFJP participant placed in unsubsidized employment. It is the average increase (or decrease) to income earned from all employment sources during the six months following placement, compared to pre-participation employment income. The Earnings Gain is computed by subtracting from all income earned during the six months following placement, one-half the total income from employment during the full year prior to NFJP enrollment.

### Entered Employment Rate

The number of migrant and seasonal farmworkers who enter unsubsidized employment divided by the sum of the number who receive intensive or training services and have exited the program (during the program year).

### Retention Rate

The number who are employed at any time within the last 90 days of the six-month-follow-up date divided by the number of migrant and seasonal farmworkers placed in unsubsidized employment.

## Senior Community Service Employment Program (SCSEP)

### Placement Rate

The number of participants during the report period who were placed in unsubsidized employment divided by the number of authorized grantee community service positions. Placement in unsubsidized employment may be either part-time or full-time.

### Service Level

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

## Trade Adjustment Assistance (TAA)

### Earnings Replacement Rate

Of those dislocated workers who are employed in Q1 after exit: Total Post-Program Earnings (earnings in Q2 + Q3 after exit) divided by Pre-Dislocation Earnings (earnings in Q2 and Q3 prior to dislocation).

## Entered Employment Rate

The number of dislocated workers who have entered employment by the end of Q1 after exit divided by the number of dislocated workers who exit during the quarter.

### Retention Rate

Of those who are employed in Q1 after exit: the number of dislocated workers who are employed in Q3 after exit divided by the number of dislocated workers who exit during the quarter.

## Unemployment Insurance (UI)

### Percent of Intrastate Payments Made Timely

The percentage of intrastate UI 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 an intrastate first payment in a given quarter who had earnings in the next quarter. (Approval to collect data from all states is being sought).

### 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.

## Wagner-Peyser Act/Employment Service (ES)

### Entered Employment Rate

The number of registered job seekers who, in Q1 or Q2 following the registration quarter, earned wages from a new employer divided by the total number of registered job seekers minus the number of registered job seekers whose only wages earned in Q1 and Q2 following registration were exclusively with the same employer from which wages were earned in the quarter prior to the registration quarter.

### Employment Retention Rate

The number of registered job seekers who retained employment for two quarters after entering employment with a new employer in Q1 or Q2 following the registration quarter divided by the total number of registered job seekers who entered employment with a new employer in the first or second quarter following the registration quarter.



## **WIA Adult Program**

### **Entered Employment Rate**

Of those who are not employed at registration: the number of adults who have entered employment by the end of Q1 after exit divided by the number of adults who exit during the quarter.

### **Employment Retention Rate at Six Months**

Of those who are employed in Q1 after exit: the number of adults who are employed in Q3 after exit divided by the number of adults who exit during the quarter.

### **Average Earnings Change in Six Months**

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.

## **WIA Customer Satisfaction Measures**

### **Employer Satisfaction**

The weighted average of employer ratings on each of the three American Customer Satisfaction Index (ACSI) questions regarding overall satisfaction are reported on a 0-100 point scale. The score is a weighted average, not a percentage.

### **Participant Satisfaction**

The weighted average of participant ratings on each of the three American Customer Satisfaction Index (ACSI) questions regarding overall satisfaction are reported on a 0-100 point scale. The score is a weighted average, not a percentage.

## **WIA Dislocated Worker Program**

### **Entered Employment Rate**

The number of dislocated workers who have entered employment by the end of Q1 after exit divided by the number of dislocated workers who exit during the quarter.

### **Employment Retention Rate at Six Months**

Of those who are employed in Q1 after exit: the number of dislocated workers who are employed in Q3 after exit divided by the number of dislocated workers who exit during the quarter.

## **Earnings Replacement Rate in Six Months**

Of those who are employed in Q1 after exit: the total post-program earnings (earnings in Q2 + Q3 after exit) divided by the pre-dislocation earnings (earnings in Q2 + Q3 prior to dislocation).

## **WIA Older Youth Program**

### **Entered Employment Rate**

Of those who are not employed at registration and who are not enrolled in postsecondary education or advanced training in Q1 after exit: the number of older youth who have entered employment by the end of Q1 after exit divided by the number of older youth who exit during the quarter.

### **Employment Retention Rate at Six Months**

Of those who are employed in Q1 after exit and who are not enrolled in post-secondary education or advanced training in Q3 after exit: the number of older youth who are employed in Q3 after exit divided by the number of older youth who exit during the quarter.

### **Average Earnings Change in Six Months**

Of those who are employed in Q1 after exit and who are not enrolled in post-secondary education or advanced training in the third quarter 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 older youth who exit during the quarter.

## **WIA Younger Youth Program**

### **Diploma or Equivalent Rate**

Of those who register without a diploma or equivalent: the number of younger youth who attained a secondary school diploma or equivalent by the end of Q1 after exit divided by the number of younger youth who exit during the quarter (except those still in secondary school at exit).

## **Skill Attainment Rate**

Of all in-school youth and any out-of-school youth assessed to be in need of basic skills, work readiness skills, and/or occupational skills: the total number of basic skills goals attained by younger youth plus number of work readiness skills goals attained by younger youth divided by the total number of basic skills goals plus the number of work readiness skills plus the number of occupational skills goals set.

### **Retention Rate**

The number of younger youth found in one of the following categories in Q3 following exit – postsecondary education, advanced training, employment, military service, or qualified apprenticeships – divided by the number of younger youth who exit during the quarter (except those still in secondary school at exit).

## **Youth Opportunity Grants**

### **Long Term Placements**

The total number of placements in long-term outcomes. Placement types include long-term unsubsidized employment, secondary or post-secondary education, and long-term occupational skills training (including vocational/technical school, CBO/proprietary training, pre-apprenticeship training, and Job Corps).

### **Placed or in Progress**

Percentage of youth within the quarter who are either in a long-term placement or still progressing in the program. Progressing is defined by participation in a program element within the last three months.

### **Skill Attainment**

Of all youth who are assessed to be in need of basic, work readiness, and/or occupational skills: the total number of attained basic skills plus number of attained work readiness skills plus the number of attained occupational skills, divided by the number of basic skills goals plus the number of work readiness skills goals plus the number of occupational skills goals.

# APPENDIX

## WIA STATE FORMULA SPENDING FOR PROGRAM YEAR 2004 - ALL PROGRAMS COMBINED

Following are the latest quarterly spending reports for the WIA Title 1B programs. Please note that the outcomes for these resources have not yet been reported.

Reg	State	PY 2004 Availability				Total Available 7/01/04 - 6/30/05*	Expenditures		Unexpended Balance 9/30/04*
		Unexpended Carry-In to PY 2004	New PY 2004 Funds				\$ 7/01/04 - 9/30/04*	as % of Total Available	
			PY 2004 7/1/2004*	FY 2005 10/01/04	Total				
	<b>Total</b>	<b>\$1,178,101,584</b>	<b>\$1,494,261,644</b>	<b>\$1,558,220,000</b>	<b>\$3,052,481,644</b>	<b>\$4,230,583,228</b>	<b>\$710,124,462</b>	<b>16.8%</b>	<b>\$3,520,458,766</b>
3	Alabama	27,625,075	22,599,538	22,726,891	45,326,429	72,951,504	14,403,312	19.7%	58,548,192
6	Alaska	4,829,711	4,789,477	5,181,722	9,971,199	14,800,910	2,599,534	17.6%	12,201,376
6	Arizona	21,071,247	27,810,911	28,007,653	55,818,564	76,889,811	10,933,712	14.2%	65,956,099
4	Arkansas	12,610,537	12,105,935	11,805,369	23,911,304	36,521,841	6,860,628	18.8%	29,661,213
6	California	131,893,228	219,813,939	236,675,798	456,489,737	588,382,965	105,577,819	17.9%	482,805,146
4	Colorado	12,289,961	17,407,284	19,089,628	36,496,912	48,786,873	7,714,308	15.8%	41,072,565
1	Connecticut	3,772,815	11,436,165	11,608,155	23,044,320	26,817,135	4,242,857	15.8%	22,574,278
2	Delaware	2,160,509	3,323,202	2,814,373	6,137,575	8,298,084	1,208,894	14.6%	7,089,190
2	D. C.	5,863,876	4,448,133	4,540,008	8,988,141	14,852,017	3,927,789	26.4%	10,924,228
3	Florida	44,579,367	65,841,389	71,654,730	137,496,119	182,075,486	28,805,028	15.8%	153,270,458
3	Georgia	22,272,652	31,402,523	32,239,379	63,641,902	85,914,554	17,316,470	20.2%	68,598,084
6	Hawaii	7,172,066	5,354,712	4,588,041	9,942,753	17,114,819	2,772,993	16.2%	14,341,826
6	Idaho	3,063,194	5,684,014	5,755,238	11,439,252	14,502,446	2,776,256	19.1%	11,726,190
5	Illinois	63,410,006	72,952,730	79,844,513	152,797,243	216,207,249	28,335,198	13.1%	187,872,051
5	Indiana	15,143,155	24,040,426	23,488,770	47,529,196	62,672,351	10,399,872	16.6%	52,272,479
5	Iowa	4,338,269	7,258,432	6,894,580	14,153,012	18,491,281	3,084,704	16.7%	15,406,577
5	Kansas	8,613,780	10,458,912	9,877,629	20,336,541	28,950,321	3,940,237	13.6%	25,010,084
3	Kentucky	29,059,931	21,134,052	21,130,103	42,264,155	71,324,086	9,896,906	13.9%	61,427,180
4	Louisiana	49,876,207	28,559,851	27,659,167	56,219,018	106,095,225	18,568,637	17.5%	87,526,588
1	Maine	1,425,362	4,296,560	4,136,673	8,433,233	9,858,595	1,974,144	20.0%	7,884,451
2	New Hampshire	2,925,399	3,725,984	3,848,797	7,574,781	10,500,180	1,665,958	15.9%	8,834,222
1	New Jersey	37,241,643	40,463,837	45,339,046	85,802,883	123,044,526	19,127,361	15.5%	103,917,165
5	New Mexico	12,827,743	10,511,573	9,708,525	20,220,098	33,047,841	4,168,150	12.6%	28,879,691
5	New York	102,926,569	107,783,341	116,505,263	224,288,604	327,215,173	62,586,333	19.1%	264,628,840
3	North Carolina	47,149,370	47,067,203	50,930,413	97,997,616	145,146,986	20,457,172	14.1%	124,689,814
5	North Dakota	852,731	3,231,451	2,578,735	5,810,186	6,662,917	1,590,234	23.9%	5,072,683
4	Ohio	67,861,034	58,625,779	60,427,848	119,053,627	186,914,661	23,009,509	12.3%	163,905,152
5	Oklahoma	8,619,411	13,547,126	13,177,756	26,724,882	35,344,293	6,145,814	17.4%	29,198,479
6	Oregon	16,997,688	26,533,536	29,275,130	55,808,666	72,806,354	12,338,065	16.9%	60,468,289
1	Pennsylvania	35,891,781	60,752,937	62,872,805	123,625,742	159,517,523	22,849,956	14.3%	136,667,567
1	Puerto Rico	60,339,034	55,744,079	51,816,624	107,560,703	167,899,737	17,907,335	10.7%	149,992,402
4	Rhode Island	1,075,845	4,634,365	4,469,356	9,103,721	10,179,566	1,802,867	17.7%	8,376,699
1	South Carolina	19,157,212	21,924,303	23,309,798	45,234,101	64,391,313	11,912,227	18.5%	52,479,086
3	South Dakota	2,566,106	3,197,935	2,492,662	5,690,597	8,256,703	1,788,433	21.7%	6,468,270
4	Tennessee	21,287,342	24,160,570	23,679,028	47,839,598	69,126,940	10,410,999	15.1%	58,715,941
5	Texas	85,659,732	128,103,772	132,937,260	261,041,032	346,700,764	60,998,035	17.6%	285,702,729
4	Utah	4,957,199	8,793,048	9,198,469	17,991,517	22,948,716	2,437,622	10.6%	20,511,094
6	Vermont	8,637	3,209,218	2,521,639	5,730,857	5,739,494	2,138,002	37.3%	3,601,492
2	Virginia	19,143,222	19,253,107	18,940,338	38,193,445	57,336,667	8,380,455	14.6%	48,956,212
1	Washington	34,315,066	41,298,971	45,093,025	86,391,996	120,707,062	20,639,915	17.1%	100,067,147
1	West Virginia	5,203,567	11,014,351	10,701,788	21,716,139	26,919,706	9,350,887	34.7%	17,568,819
3	Wisconsin	12,825,578	23,445,352	24,553,664	47,999,016	60,824,594	12,859,021	21.1%	47,965,573
4	Wyoming	1,949,801	3,173,902	2,430,939	5,604,841	7,554,642	2,033,930	26.9%	5,520,712

\* Includes PY 2004 Youth beginning 4/1/04

# APPENDIX

## WIA STATE FORMULA SPENDING FOR PROGRAM YEAR 2004 - ADULT ACTIVITIES PROGRAM

Reg	State	PY 2004 Availability						Expenditures			Unexpended Balance 9/30/04
		Unexpended Carry-In to PY 2004	New PY 2004 Funds				Total Available 7/01/04 - 6/30/05	\$ 7/01/04 - 9/30/04*	as % of Total Available		
			PY 2004		FY 2005					Total	
			7/01/04	Transfers	10/01/04	Transfers					
	<b>Total</b>	<b>\$352,628,870</b>	<b>\$186,423,573</b>	<b>\$4,681,832</b>	<b>\$710,220,000</b>	<b>\$0</b>	<b>\$901,325,405</b>	<b>\$1,253,954,275</b>	<b>\$208,377,061</b>	<b>16.6%</b>	<b>\$1,045,577,214</b>
3	Alabama	10,657,295	2,958,739	1,502,531	11,271,943	0	15,733,213	26,390,508	6,788,736	25.7%	19,601,772
6	Alaska	543,624	594,436	0	2,264,628	0	2,859,064	3,402,688	680,224	20.0%	2,722,464
6	Arizona	6,384,386	3,611,708	475,423	13,759,564	0	17,846,695	24,231,081	3,603,632	14.9%	20,627,449
4	Arkansas	4,638,590	1,592,758	0	6,067,946	0	7,660,704	12,299,294	2,135,509	17.4%	10,163,785
6	California	35,124,110	27,650,963	0	105,342,179	0	132,993,142	168,117,252	31,087,359	18.5%	137,029,893
4	Colorado	3,139,627	1,726,042	419,888	6,575,721	0	8,721,651	11,861,278	2,683,848	22.6%	9,177,430
1	Connecticut	842,857	1,343,374	0	5,117,867	0	6,461,241	7,304,098	947,907	13.0%	6,356,191
2	Delaware	1,035,514	466,059	0	1,775,550	0	2,241,609	3,277,123	264,395	8.1%	3,012,728
2	D. C.	1,459,453	569,542	0	2,169,789	0	2,739,331	4,198,784	1,218,871	29.0%	2,979,913
3	Florida	13,842,751	8,608,834	325,000	32,797,172	0	41,731,006	55,573,757	9,797,158	17.6%	45,776,599
3	Georgia	6,058,280	3,939,896	0	15,009,869	0	18,949,765	25,008,045	4,473,032	17.9%	20,535,013
6	Hawaii	2,716,723	780,871	0	2,974,893	0	3,755,764	6,472,487	968,496	15.0%	5,503,991
6	Idaho	1,089,496	654,078	0	2,491,847	0	3,145,925	4,235,421	689,090	16.3%	3,546,331
5	Illinois	15,702,719	8,664,118	0	33,007,791	0	41,671,909	57,374,628	10,351,376	18.0%	47,023,252
5	Indiana	4,452,073	2,848,224	0	10,850,911	0	13,699,135	18,151,208	2,738,286	15.1%	15,412,922
5	Iowa	1,203,031	737,281	0	2,808,829	0	3,546,110	4,749,141	834,010	17.6%	3,915,131
5	Kansas	2,184,863	1,224,320	0	4,664,306	0	5,888,626	8,073,489	968,560	12.0%	7,104,929
3	Kentucky	9,473,810	2,819,406	0	10,741,125	0	13,560,531	23,034,341	3,595,790	15.6%	19,438,551
4	Louisiana	13,805,049	3,852,590	242,213	14,677,257	0	18,772,060	32,577,109	6,031,377	18.5%	26,545,732
1	Maine	594,299	566,899	0	2,159,720	0	2,726,619	3,320,918	654,300	19.7%	2,666,618
2	Maryland	3,407,094	2,084,949	0	7,943,053	0	10,028,002	13,435,096	2,515,818	18.7%	10,919,278
1	Massachusetts	1,439,685	2,472,497	461,943	9,419,499	0	12,353,939	13,793,624	2,734,081	19.8%	11,059,543
5	Michigan	12,182,070	7,004,200	663,466	26,683,982	0	34,351,648	46,533,718	8,373,473	18.0%	38,160,245
5	Minnesota	2,293,333	1,608,463	0	6,127,782	0	7,736,245	10,029,578	1,840,435	18.4%	8,189,143
3	Mississippi	7,336,277	2,308,105	0	8,793,216	0	11,101,321	18,437,598	4,775,788	25.9%	13,661,810
5	Missouri	2,878,062	3,025,443	0	11,526,065	0	14,551,508	17,429,570	2,038,672	11.7%	15,390,898
4	Montana	700,397	598,054	0	2,278,412	0	2,876,466	3,576,863	554,728	15.5%	3,022,135
5	Nebraska	1,873,366	466,059	0	1,775,550	0	2,241,609	4,114,975	547,557	13.3%	3,567,418
6	Nevada	3,119,074	1,039,555	0	3,960,403	0	4,999,958	8,119,032	1,674,124	20.6%	6,444,908
1	New Hampshire	821,618	466,059	0	1,775,550	0	2,241,609	3,063,227	309,938	10.1%	2,753,289
1	New Jersey	12,456,719	5,091,588	0	19,397,480	0	24,489,068	36,945,787	4,457,530	12.1%	32,488,257
4	New Mexico	6,456,881	1,413,557	0	5,385,243	0	6,798,800	13,255,681	706,229	5.3%	12,549,452
1	New York	30,555,144	13,802,414	260,176	52,583,216	0	66,645,806	97,200,950	19,164,717	19.7%	78,036,233
3	North Carolina	10,522,782	5,653,372	(21,287)	21,537,718	0	27,169,803	37,692,585	5,419,720	14.4%	32,272,865
4	North Dakota	406,126	466,059	0	1,775,550	0	2,241,609	2,647,735	589,024	22.2%	2,058,711
5	Ohio	23,235,195	7,253,144	33,197	27,632,384	0	34,918,725	58,153,920	7,454,064	12.8%	50,699,856
4	Oklahoma	2,615,479	1,762,450	0	6,714,425	0	8,476,875	11,092,354	1,844,394	16.6%	9,247,960
6	Oregon	4,589,199	3,181,094	0	12,119,052	0	15,300,146	19,889,345	3,495,702	17.6%	16,393,643
2	Pennsylvania	9,497,013	7,403,834	0	28,206,470	0	35,610,304	45,107,317	6,292,843	14.0%	38,814,474
1	Puerto Rico	17,446,416	7,834,148	0	29,845,845	0	37,679,993	55,126,409	4,436,981	8.0%	50,689,428
1	Rhode Island	571,581	521,584	0	1,987,084	0	2,508,668	3,080,249	459,941	14.9%	2,620,308
3	South Carolina	5,972,555	2,705,841	0	10,308,474	0	13,014,315	18,986,870	3,750,824	19.8%	15,236,046
4	South Dakota	761,527	466,059	0	1,775,550	0	2,241,609	3,003,136	646,520	21.5%	2,356,616
3	Tennessee	7,167,239	3,247,361	0	12,371,506	0	15,618,867	22,786,106	3,624,737	15.9%	19,161,369
4	Texas	26,947,705	15,993,524	214,540	60,930,711	0	77,138,775	104,086,480	17,053,953	16.4%	87,032,527
4	Utah	1,516,667	954,774	104,742	3,637,414	0	4,696,930	6,213,597	729,596	11.7%	5,484,001
1	Vermont	0	466,059	0	1,775,550	0	2,241,609	2,241,609	434,652	19.4%	1,806,957
2	Virginia	5,119,722	2,489,990	0	9,486,143	0	11,976,133	17,095,855	1,587,019	9.3%	15,508,836
6	Washington	8,562,864	4,839,139	0	18,435,723	0	23,274,862	31,837,726	4,667,396	14.7%	27,170,330
2	West Virginia	1,897,695	1,514,260	0	5,768,896	0	7,283,156	9,180,851	1,841,169	20.1%	7,339,682
5	Wisconsin	4,628,223	2,613,741	0	9,957,597	0	12,571,338	17,199,561	3,173,697	18.5%	14,025,864
4	Wyoming	702,612	466,059	0	1,775,550	0	2,241,609	2,944,221	669,783	22.7%	2,274,438

# APPENDIX

## WIA STATE FORMULA SPENDING FOR PROGRAM YEAR 2004 - DISLOCATED WORKERS PROGRAM

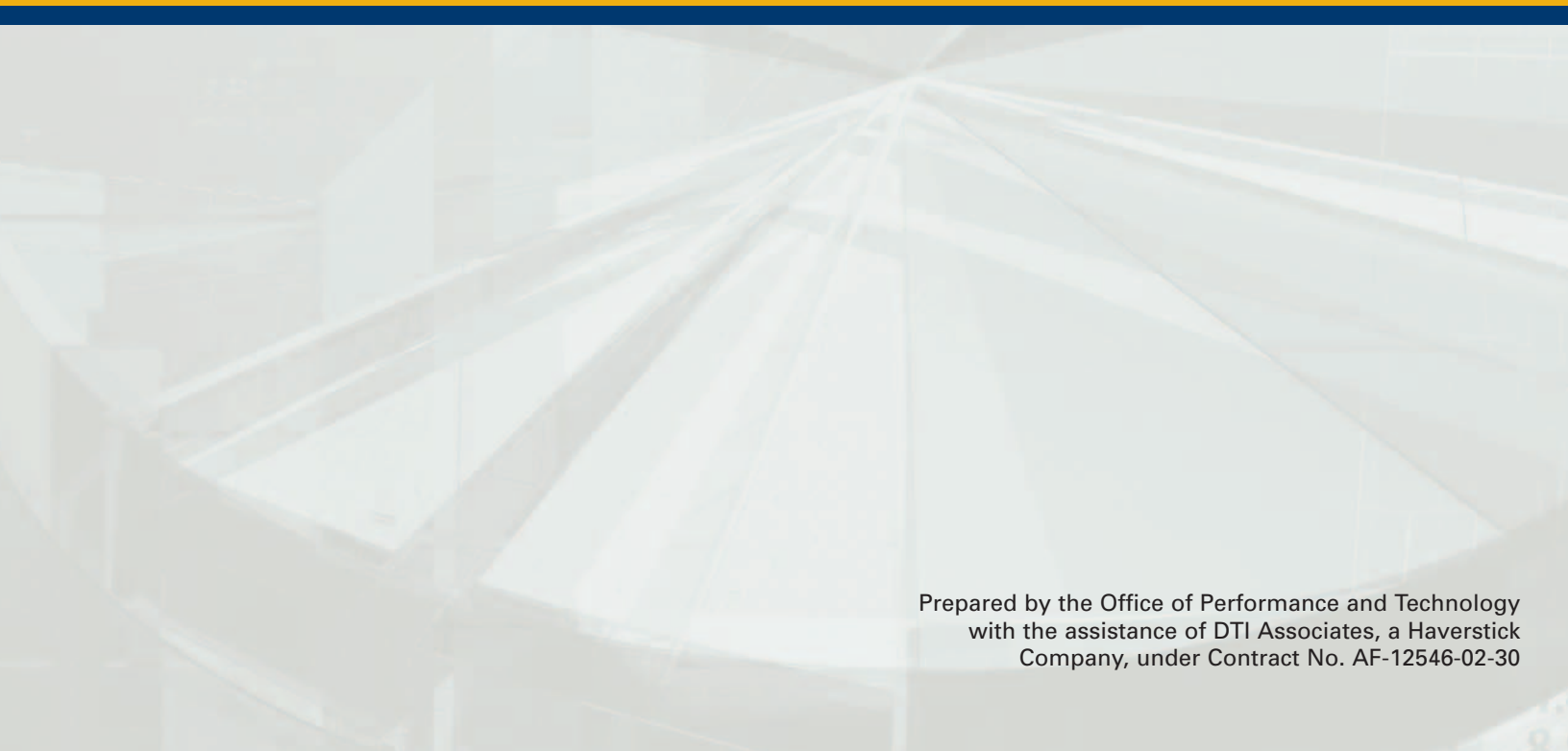
Reg	State	PY 2004 Availability						Expenditures			Unexpended Balance 9/30/04
		Unexpended Carry-in to PY 2004	New PY 2004 Funds				Total Available 7/01/04 - 6/30/05	\$ 7/01/04 - 9/30/04*	as % of Total Available		
			PY 2004		FY 2005					Total	
			7/01/04	Transfers	10/01/04	Transfers					
	<b>Total</b>	<b>\$549,475,273</b>	<b>\$330,192,303</b>	<b>(\$4,681,832)</b>	<b>\$848,000,000</b>	<b>\$0</b>	<b>\$1,173,510,471</b>	<b>\$1,722,985,744</b>	<b>\$213,492,677</b>	<b>12.4%</b>	<b>\$1,509,493,067</b>
3	Alabama	12,498,714	4,460,302	(1,502,531)	11,454,948	0	14,412,719	26,911,433	3,373,066	12.5%	23,538,367
6	Alaska	3,196,079	1,135,851	0	2,917,094	0	4,052,945	7,249,024	1,148,103	15.8%	6,100,921
6	Arizona	9,923,815	5,547,888	(475,423)	14,248,089	0	19,320,554	29,244,369	2,649,728	9.1%	26,594,641
4	Arkansas	4,534,285	2,234,025	0	5,737,423	0	7,971,448	12,505,733	1,457,594	11.7%	11,048,139
6	California	58,656,929	51,138,384	0	131,333,619	0	182,472,003	241,128,932	34,834,683	14.4%	206,294,249
4	Colorado	5,784,914	4,872,637	(419,888)	12,513,907	0	16,966,656	22,751,570	2,436,023	10.7%	20,315,547
1	Connecticut	2,295,114	2,527,174	0	6,490,288	0	9,017,462	11,312,576	1,458,327	12.9%	9,854,249
2	Delaware	583,547	404,494	0	1,038,823	0	1,443,317	2,026,864	200,169	9.9%	1,826,695
2	D. C.	2,485,765	922,911	0	2,370,219	0	3,293,130	5,778,895	1,572,270	27.2%	4,206,625
3	Florida	23,347,708	15,130,267	(325,000)	38,857,558	0	53,662,825	77,010,533	4,118,771	5.3%	72,891,762
3	Georgia	10,825,698	6,708,787	0	17,229,510	0	23,938,297	34,763,995	4,700,914	13.5%	30,063,081
6	Hawaii	2,206,993	628,124	0	1,613,148	0	2,241,272	4,448,265	870,323	19.6%	3,577,942
6	Idaho	927,077	1,270,692	0	3,263,391	0	4,534,083	5,461,160	1,007,100	18.4%	4,454,060
5	Illinois	36,309,259	18,237,176	0	46,836,722	0	65,073,898	101,383,157	8,779,309	8.7%	92,603,848
5	Indiana	6,934,804	4,920,901	0	12,637,859	0	17,558,760	24,493,564	3,413,481	13.9%	21,080,083
5	Iowa	2,178,791	1,590,901	0	4,085,751	0	5,676,652	7,855,443	1,204,702	15.3%	6,650,741
5	Kansas	2,960,282	2,029,952	0	5,213,323	0	7,243,275	10,203,557	863,082	8.5%	9,340,475
3	Kentucky	12,132,780	4,045,236	0	10,388,978	0	14,434,214	26,566,994	3,082,872	11.6%	23,484,122
4	Louisiana	23,532,771	5,054,866	(242,213)	12,981,910	0	17,794,563	41,327,334	6,228,190	15.1%	35,099,144
1	Maine	615,389	769,782	0	1,976,953	0	2,746,735	3,362,124	724,372	21.5%	2,637,752
2	Maryland	4,918,609	3,313,869	0	8,510,680	0	11,824,549	16,743,158	3,198,399	19.1%	13,544,759
1	Massachusetts	4,889,829	7,102,206	(461,943)	18,239,890	0	24,880,153	29,769,982	4,871,616	16.4%	24,898,366
5	Michigan	16,270,286	14,127,399	(663,466)	36,281,993	0	49,745,926	66,016,212	9,586,285	14.5%	56,429,927
5	Minnesota	4,065,840	3,152,668	0	8,096,683	0	11,249,351	15,315,191	2,140,268	14.0%	13,174,923
3	Mississippi	9,070,168	3,846,189	0	9,877,784	0	13,723,973	22,794,141	4,719,177	20.7%	18,074,964
5	Missouri	4,794,866	5,425,768	0	13,934,460	0	19,360,228	24,155,094	2,818,671	11.7%	21,336,423
4	Montana	461,450	454,433	0	1,167,075	0	1,621,508	2,082,958	401,491	19.3%	1,681,467
5	Nebraska	2,463,315	799,115	0	2,052,286	0	2,851,401	5,314,716	553,092	10.4%	4,761,624
6	Nevada	3,417,501	1,956,179	0	5,023,859	0	6,980,038	10,397,539	1,472,910	14.2%	8,924,629
1	New Hampshire	593,942	807,276	0	2,073,247	0	2,880,523	3,474,465	441,946	12.7%	3,032,519
1	New Jersey	17,385,088	10,101,068	0	25,941,566	0	36,042,634	53,427,722	6,244,874	11.7%	47,182,848
4	New Mexico	2,558,088	1,683,390	0	4,323,282	0	6,006,672	8,564,760	898,243	10.5%	7,666,517
1	New York	48,305,177	24,889,820	(260,176)	63,922,047	0	88,551,691	136,856,868	16,921,995	12.4%	119,934,873
3	North Carolina	24,640,288	11,444,861	21,287	29,392,695	0	40,858,843	65,499,131	7,383,862	11.3%	58,115,269
4	North Dakota	217,579	312,743	0	803,185	0	1,115,928	1,333,507	246,604	18.5%	1,086,903
5	Ohio	24,095,769	12,769,823	(33,197)	32,795,464	0	45,532,090	69,627,859	7,145,244	10.3%	62,482,615
4	Oklahoma	3,182,781	2,516,677	0	6,463,331	0	8,980,008	12,162,789	1,253,677	10.3%	10,909,112
6	Oregon	8,777,629	6,680,194	0	17,156,078	0	23,836,272	32,613,901	4,125,284	12.6%	28,488,617
2	Pennsylvania	19,125,618	13,498,298	0	34,666,335	0	48,164,633	67,290,251	6,803,072	10.1%	60,487,179
1	Puerto Rico	29,127,323	8,554,932	0	21,970,779	0	30,525,711	59,653,034	199,277	0.3%	59,453,757
1	Rhode Island	276,827	966,542	0	2,482,272	0	3,448,814	3,725,641	565,825	15.2%	3,159,816
3	South Carolina	8,794,520	5,062,426	0	13,001,324	0	18,063,750	26,858,270	4,215,221	15.7%	22,643,049
4	South Dakota	510,869	279,227	0	717,112	0	996,339	1,507,208	227,140	15.1%	1,280,068
3	Tennessee	9,323,242	4,402,897	0	11,307,522	0	15,710,419	25,033,661	3,227,373	12.9%	21,806,288
4	Texas	39,178,596	28,037,745	(214,540)	72,006,549	0	99,829,754	139,008,350	19,218,611	13.8%	119,789,739
4	Utah	2,498,654	2,165,351	(104,742)	5,561,055	0	7,621,664	10,120,318	979,685	9.7%	9,140,633
1	Vermont	0	290,510	0	746,089	0	1,036,599	1,036,599	273,538	26.4%	763,061
2	Virginia	9,457,392	3,681,253	0	9,454,195	0	13,135,448	22,592,840	1,746,510	7.7%	20,846,330
6	Washington	19,368,995	10,379,759	0	26,657,302	0	37,037,061	56,406,056	7,985,972	14.2%	48,420,084
2	West Virginia	3,305,872	1,920,758	0	4,932,892	0	6,853,650	10,159,522	4,055,927	39.9%	6,103,595
5	Wisconsin	5,973,639	5,683,383	0	14,596,067	0	20,279,450	26,253,089	5,190,418	19.8%	21,062,671
4	Wyoming	494,807	255,194	0	655,389	0	910,583	1,405,390	257,391	18.3%	1,147,999

# APPENDIX

## WIA STATE FORMULA SPENDING FOR PROGRAM YEAR 2004 - YOUTH ACTIVITIES PROGRAM

Reg	State	PY 2004 Availability			Expenditures		Unexpended Balance 6/30/04
		Unexpended Carry-In to PY 2004	New PY 2004 Funds 04/01/03	Total Available 4/01/04 - 6/30/05	\$ 4/01/04 - 9/30/04*	as % of Total Balance	
	<b>Total</b>	<b>\$275,997,441</b>	<b>\$977,645,768</b>	<b>\$1,253,643,209</b>	<b>\$288,254,724</b>	<b>23.0%</b>	<b>\$965,388,485</b>
3	Alabama	4,469,066	15,180,497	19,649,563	4,241,510	21.6%	15,408,053
6	Alaska	1,090,008	3,059,190	4,149,198	771,207	18.6%	3,377,991
6	Arizona	4,763,046	18,651,315	23,414,361	4,680,352	20.0%	18,734,009
4	Arkansas	3,437,662	8,279,152	11,716,814	3,267,525	27.9%	8,449,289
6	California	38,112,189	141,024,592	179,136,781	39,655,777	22.1%	139,481,004
4	Colorado	3,365,420	10,808,605	14,174,025	2,594,437	18.3%	11,579,588
1	Connecticut	634,844	7,565,617	8,200,461	1,836,623	22.4%	6,363,838
2	Delaware	541,448	2,452,649	2,994,097	744,330	24.9%	2,249,767
2	D. C.	1,918,658	2,955,680	4,874,338	1,136,648	23.3%	3,737,690
3	Florida	7,388,908	42,102,288	49,491,196	14,889,099	30.1%	34,602,097
3	Georgia	5,388,674	20,753,840	26,142,514	8,142,524	31.1%	17,999,990
6	Hawaii	2,248,350	3,945,717	6,194,067	934,174	15.1%	5,259,893
6	Idaho	1,046,621	3,759,244	4,805,865	1,080,066	22.5%	3,725,799
5	Illinois	11,398,028	46,051,436	57,449,464	9,204,513	16.0%	48,244,951
5	Indiana	3,756,278	16,271,301	20,027,579	4,248,105	21.2%	15,779,474
5	Iowa	956,447	4,930,250	5,886,697	1,045,992	17.8%	4,840,705
5	Kansas	3,468,635	7,204,640	10,673,275	2,108,595	19.8%	8,564,680
3	Kentucky	7,453,341	14,269,410	21,722,751	3,218,244	14.8%	18,504,507
4	Louisiana	12,538,387	19,652,395	32,190,782	6,309,070	19.6%	25,881,712
1	Maine	215,674	2,959,879	3,175,553	595,472	18.8%	2,580,081
2	Maryland	2,115,444	10,504,944	12,620,388	2,735,323	21.7%	9,885,065
1	Massachusetts	1,986,062	16,527,910	18,513,972	4,779,431	25.8%	13,734,541
5	Michigan	4,706,053	36,605,909	41,311,962	10,640,195	25.8%	30,671,767
5	Minnesota	589,279	9,540,062	10,129,341	3,702,250	36.5%	6,427,091
3	Mississippi	2,800,761	12,349,400	15,150,161	3,406,931	22.5%	11,743,230
5	Missouri	3,554,079	16,241,262	19,795,341	5,046,724	25.5%	14,748,617
4	Montana	632,565	2,880,952	3,513,517	768,511	21.9%	2,745,006
5	Nebraska	1,506,520	2,765,459	4,271,979	944,714	22.1%	3,327,265
6	Nevada	1,776,941	5,146,670	6,923,611	1,346,220	19.4%	5,577,391
1	New Hampshire	1,509,839	2,452,649	3,962,488	914,074	23.1%	3,048,414
1	New Jersey	7,399,836	25,271,181	32,671,017	8,424,957	25.8%	24,246,060
4	New Mexico	3,812,774	7,414,626	11,227,400	2,563,678	22.8%	8,663,722
1	New York	24,066,248	69,091,107	93,157,355	26,499,621	28.4%	66,657,734
3	North Carolina	11,986,300	29,968,970	41,955,270	7,653,590	18.2%	34,301,680
4	North Dakota	229,026	2,452,649	2,681,675	754,606	28.1%	1,927,069
5	Ohio	20,530,070	38,602,812	59,132,882	8,410,201	14.2%	50,722,681
4	Oklahoma	2,821,151	9,267,999	12,089,150	3,047,743	25.2%	9,041,407
6	Oregon	3,630,860	16,672,248	20,303,108	4,717,079	23.2%	15,586,029
2	Pennsylvania	7,269,150	39,850,805	47,119,955	9,754,041	20.7%	37,365,914
1	Puerto Rico	13,765,295	39,354,999	53,120,294	13,271,077	25.0%	39,849,217
1	Rhode Island	227,437	3,146,239	3,373,676	777,101	23.0%	2,596,575
3	South Carolina	4,390,137	14,156,036	18,546,173	3,946,182	21.3%	14,599,991
4	South Dakota	1,293,710	2,452,649	3,746,359	914,773	24.4%	2,831,586
3	Tennessee	4,796,861	16,510,312	21,307,173	3,558,889	16.7%	17,748,284
4	Texas	19,533,431	84,072,503	103,605,934	24,725,471	23.9%	78,880,463
4	Utah	941,878	5,672,923	6,614,801	728,341	11.0%	5,886,460
1	Vermont	8,637	2,452,649	2,461,286	1,429,812	58.1%	1,031,474
2	Virginia	4,566,108	13,081,864	17,647,972	5,046,926	28.6%	12,601,046
6	Washington	6,383,207	26,080,073	32,463,280	7,986,547	24.6%	24,476,733
2	West Virginia	0	7,579,333	7,579,333	3,453,791	45.6%	4,125,542
5	Wisconsin	2,223,716	15,148,228	17,371,944	4,494,906	25.9%	12,877,038
4	Wyoming	752,382	2,452,649	3,205,031	1,106,756	34.5%	2,098,275





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