



# **Workforce Investment Act Annual Report Commonwealth of Pennsylvania**

**Program Year 2015  
September 30, 2016**

**Tom Wolf**  
*Governor*

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## Part A – Required Narrative

### Pennsylvania's Workforce Investment Act Performance Program Year 2015

The Pennsylvania Department of Labor & Industry, in concert with the state's 22 Workforce Development Boards (WDBs), worked diligently during Program Year (PY) 2015 to meet the employment and training needs of Pennsylvania's residents, to increase the number of successful Workforce Investment Act (WIA) program outcomes, and to assist individuals seeking employment. The data and discussion that follow provide an overview of these efforts, as well as an analysis of the cost to provide services that resulted in successful outcomes throughout the program year.

Please note that throughout the past year the commonwealth focused on transitioning our reporting systems to align with the new reporting requirements under the Workforce Innovation and Opportunity Act (WIOA). As a result, it was not feasible with limited resources to include many of the post-July 1, 2015 WIOA participants in the PY15 WIA performance results. The results are significant trend changes in the following analysis.

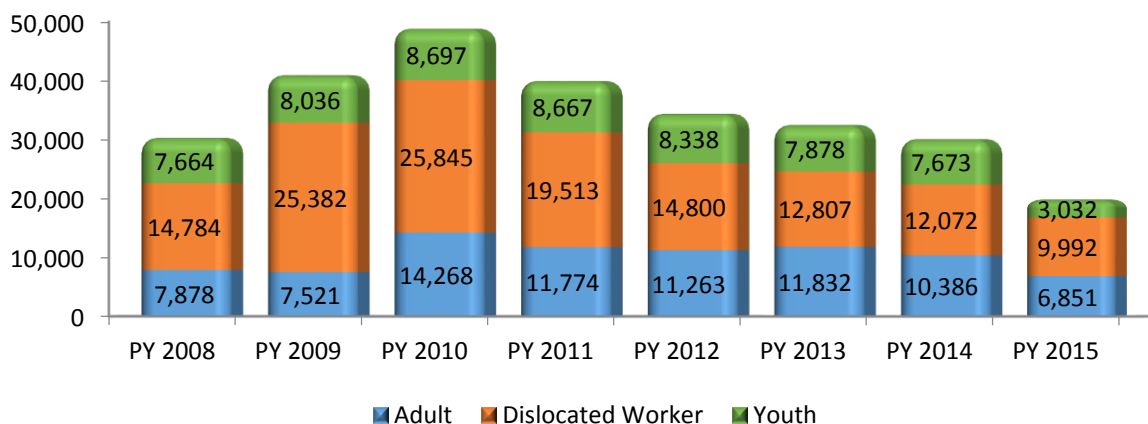
#### **A.1. Participation Overview**

The commonwealth's WIA programs served adults, dislocated workers, and youth through its network of 65 PA CareerLink® offices. All customers 18 years of age and older, who were unemployed or underemployed, in addition to low-income youth facing barriers to employment, were eligible for the WIA programs.

*In Program Year 2015:*

- Pennsylvania's workforce system served 6,851 WIA Adult Participants, a 34 percent decrease from PY14.
- The number of WIA Dislocated Worker participants decreased by 2,080 to 9,992.
- There were 3,032 Youth participants in PY15.

**Figure 1: WIA Participants by Program**

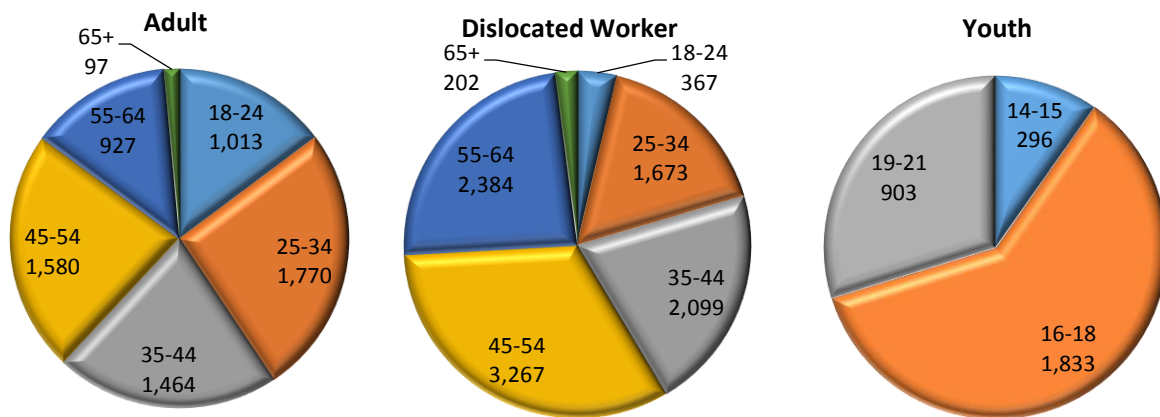


### Age, Race, and Ethnicity:

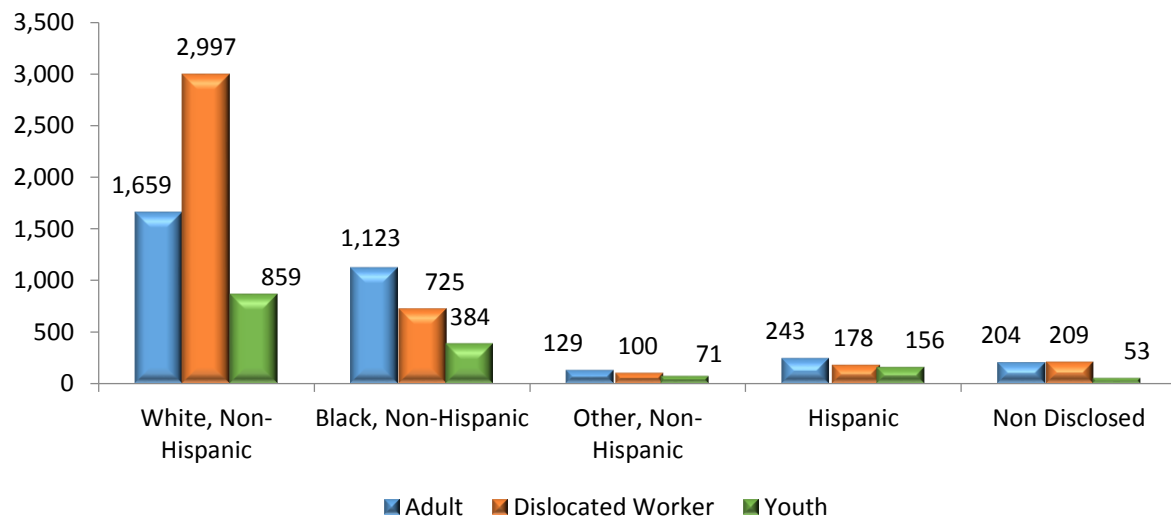
Figure 2A below displays the distribution of participants within each WIA program by age category. Demographic information for race or ethnicity across the WIA programs appears in Figures 2B and 2C.

- The average age of the WIA Adult participants was 40 years old, while Dislocated Worker participants remained at an average age of 46 years old. The WIA Youth average age also remained unchanged from last year at 18 years of age.
- Male participants were predominant in all programs (54%) driven largely by the fact that 58 percent of WIA Dislocated Worker participants were male.
- More than 80% of WIA Adult participants (5,741) were of prime working age (25 to 64).
- 70% of youth participants served were 18 years of age or younger.
- 65% of those served through all programs were White, non-Hispanic.

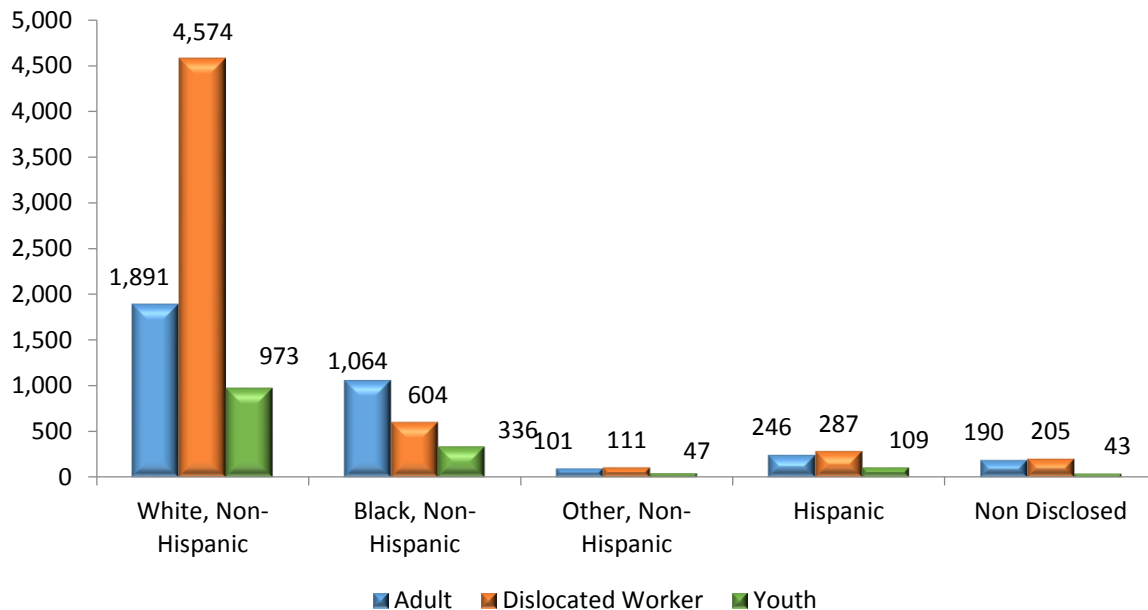
**Figure 2A: WIA Participants by Age**



**Figure 2B: Female WIA Participants by Race/Ethnicity**



**Figure 2C: Male WIA Participants by Race/Ethnicity**



## **A.2. Performance Overview**

For the ninth year in a row, Pennsylvania successfully met all nine of its performance goals. During PY15, six of the nine common measures increased from their PY14 levels. Further discussion and analysis of the three programs follows.

### *Adults & Dislocated Workers*

Outcomes for the Adult and Dislocated Worker programs are tied to the health of the state labor market, and over the course of PY15, the Pennsylvania economy continued to stabilize and strengthen. Non-agricultural jobs generally experienced an upward trend, complemented by a comparable increase in resident employment over the same time period. In addition, the unemployment rate decreased incrementally over the measurement period. In light of these trends, adult entered employment was at its highest rate in eight years, but still 1.4 percentage points below the pre-recession level of 76.8 percent. Dislocated Worker outcomes rose in all three measures, with the entered employment rate up 1.5 percentage points, retention higher by 0.9 percentage points, and six-month average earnings up \$630.

### *Youth*

In PY15, the Youth program saw an increase in the placement measure to a record high of 68.9 percent. Attainment of a degree or certificate fell 3.4 percentage points from PY14 to 86.4 percent, while literacy numeracy experienced a decrease of 1.2 percentage points to 64.8 percent.

Continuing the trend from previous years, 18- and 19-year-olds were the two largest age groups in terms of literacy/numeracy participants and collectively made up slightly more than half of the total youth

served (51.4%). The 17-year-old cohort had the highest success rate (69.1 percent), although they comprised less than 10 percent of total youth participants. The 19-year-olds had the second-highest success rate at 68.3% and accounted for over one-quarter of all youth served. The success rate for all other individual age groups ranged from 60.3% (20-year-olds) to 67.3% (21-year-olds) and can be seen in Figure 3 below.

**Figure 3: Literacy/Numeracy Performance by Age**

Age Group	Participants	Success Rate
Age 16	20	65.0%
Age 17	152	69.1%
Age 18	391	61.6%
Age 19	429	68.3%
Age 20	350	60.3%
Age 21	254	67.3%

### **A.3. Cost Comparison of Services and Outcomes**

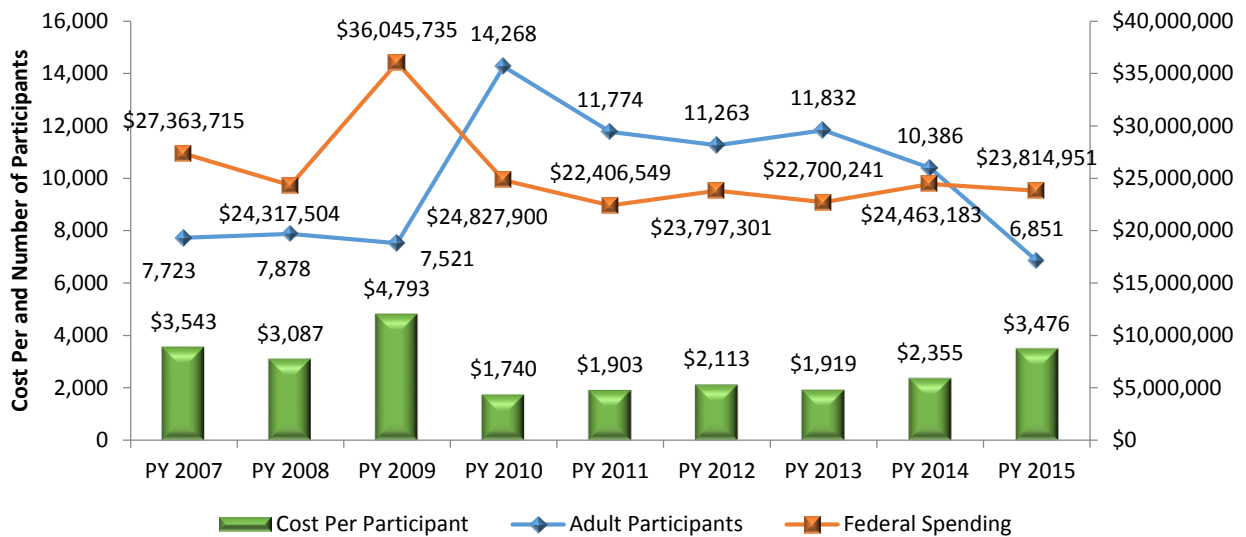
The data and discussion that follow illustrate services and costs for achieving positive outcomes for individuals served by each of the WIA programs. It is again important to note that results discussed below are impacted due to the absence of post-July 1, 2015 WIOA participants.

For the purposes of this cost comparison, funding stream expenditures were divided by the number of total participants for the program year to derive a cost per participant. Using this method, the cost per participant by funding stream for the program year was estimated as follows: Adults, \$3,476; Dislocated Workers, \$2,069; and Youth, \$8,792.

#### *Cost Per Participant: Adult*

Adult participation levels declined in PY15 to 6,851 – the lowest participation level since the start of the Great Recession. Expenditures for the WIA Adult program fell slightly, down 2.6% from PY14. The decrease in spending combined with the decrease in participants led to a \$1,121 rise in the cost per Adult participant, which can be seen in Figure 4A.

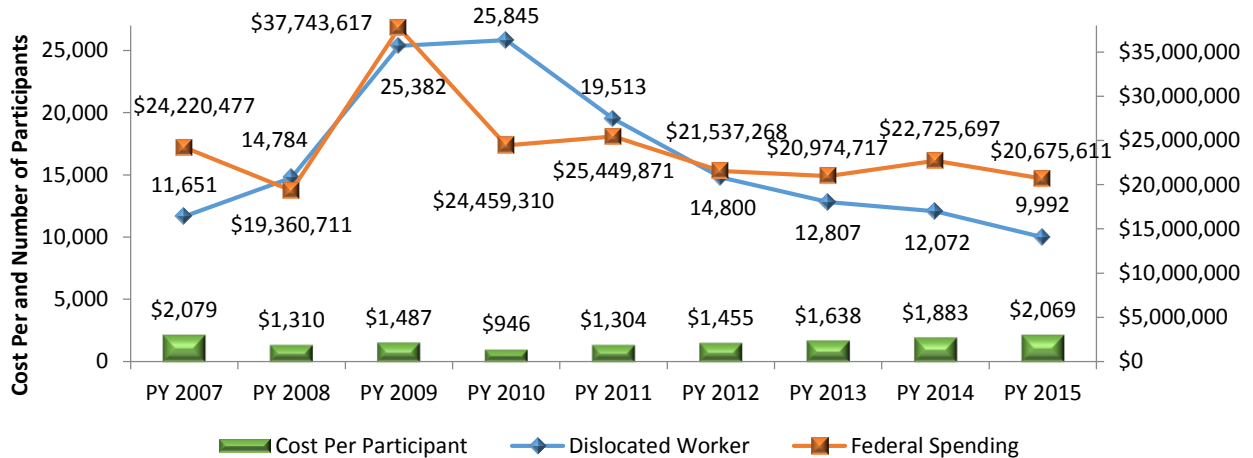
**Figure 4A: PY15 Adult Cost Per Participant**



*Cost Per Participant: Dislocated Worker*

Figure 4B below shows, that when compared with PY14, Pennsylvania experienced a 9.9% increase (\$186) in the cost per participant for its Dislocated Worker program. As was the case with the Adult program, the combination of a drop in Dislocated Worker participants and the decrease in spending led to this increase in cost per participant. This amount remains below the PY07 cost per participant early in the recession with a greater number of Dislocated Workers served.

**Figure 4B: PY15 Dislocated Worker Cost per Participant**

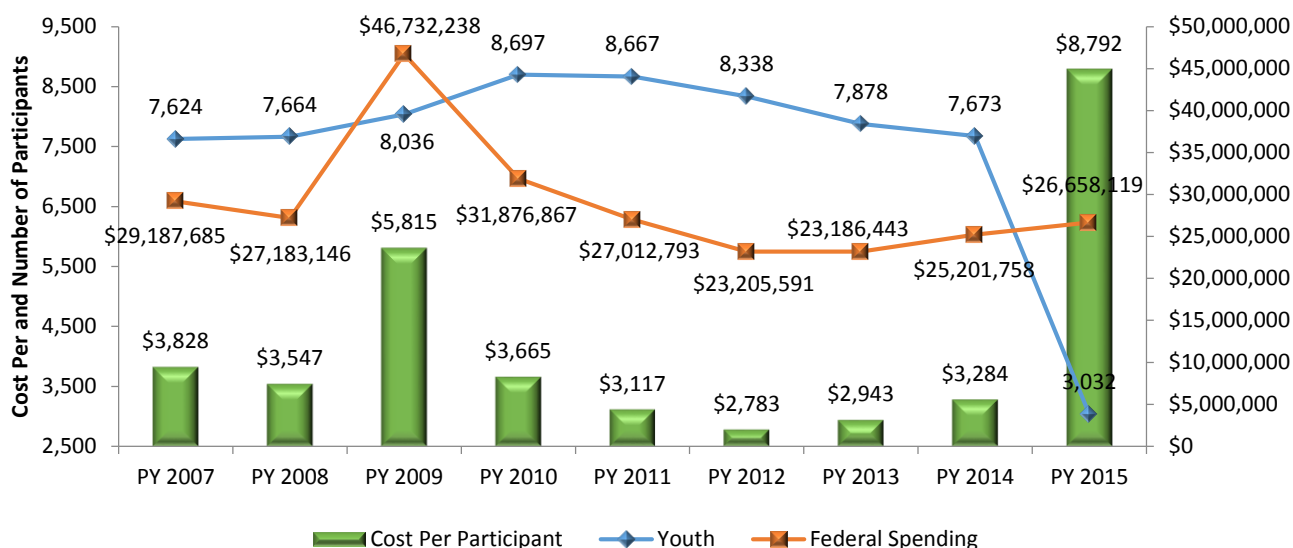




### Cost Per Participant: Youth

The costs associated with serving WIA Youth participants increased \$4,508 from PY14 to \$8,792. This increase can be attributed to a rise in federal spending (up 5.8%) in PY14, while total youth participation declined for the fifth consecutive year, as seen in Figure 4C.

**Figure 4C: PY15 Youth Cost Per Participant**



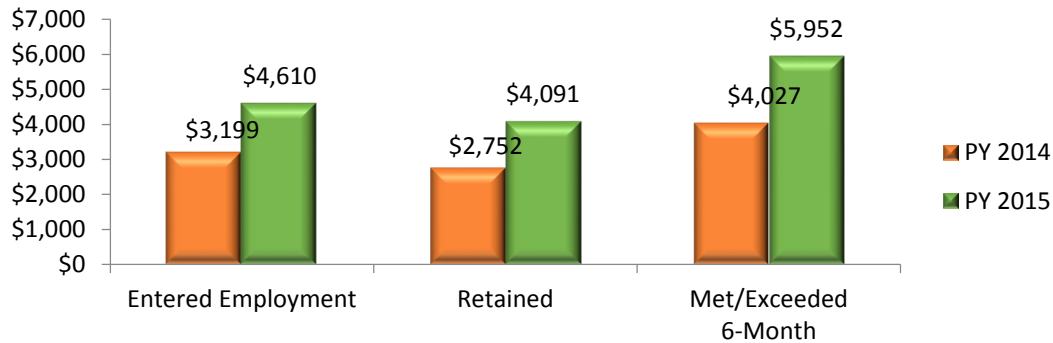
### Cost to Achieve Successful Outcomes

To determine the cost to be successful in attaining employment, retention, and/or six-month wage earnings, the cost per participant was multiplied by the total number of individuals eligible for the performance measure, and then divided by the number of participants who succeeded in attaining the performance level. The same methodology is used to calculate the cost of placement, attainment, and literacy/numeracy for WIA Youth.

### Adults

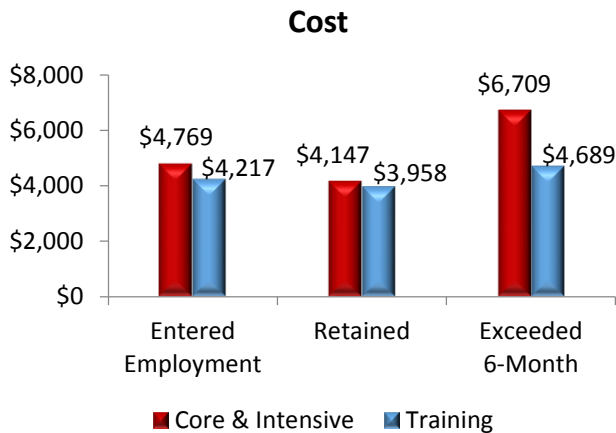
For those Adults eligible to be included in the entered employment rate, it cost approximately \$4,610 for a successful entered employment and \$4,091 for a successful retention. The cost associated with assisting an individual in obtaining and retaining a job that provided a wage that met or exceeded Pennsylvania's negotiated wage level of \$14,000 was \$5,952. Approximately 58% of these individuals earned more than Pennsylvania's targeted wage. The cost for all three previously listed measures increased by 44.1%, 48.7%, and 47.8%, respectively, from last program year (see Figure 5).

**Figure 5 - Adult Costs**

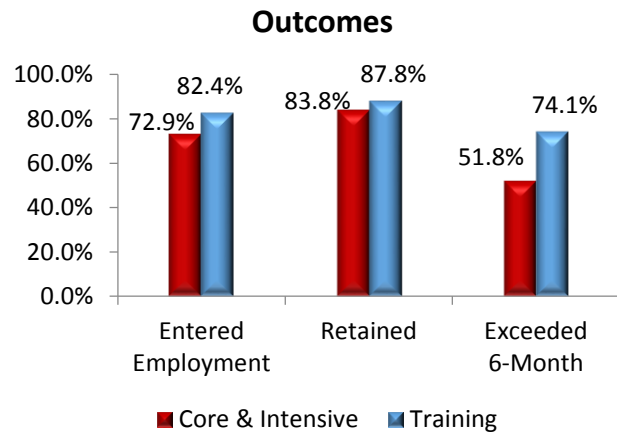


Costs to achieve successful outcomes lowered as the level of service increased – demonstrated in Figure 6A. Not only did it cost less, but a greater percentage of individuals who received training services attained their goal than individuals who only received intensive and core services (Figure 6B). An additional benefit of the training services is the higher average earnings gained by participants – \$15,802 compared to \$12,137 for those receiving core or intensive services.

**Figure 6A - Adult Participant Cost by Degree of Service**



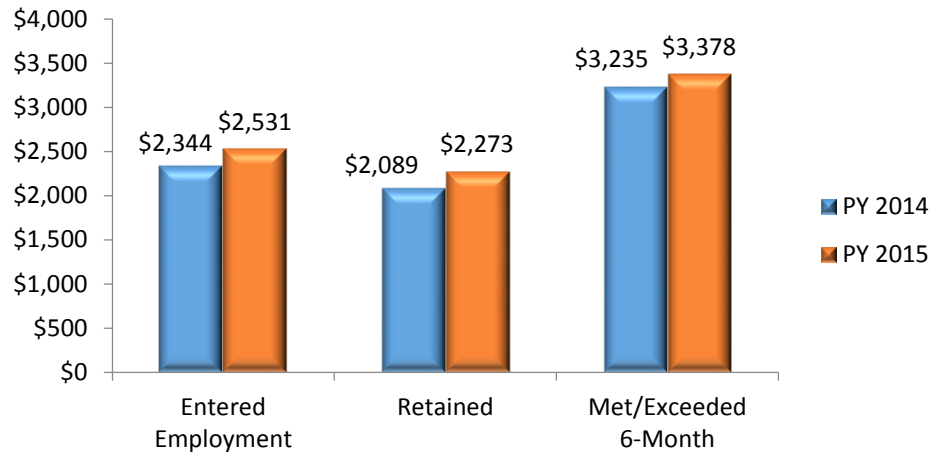
**Figure 6B – Adult Performance Outcome Success by Degree of Service**



### *Dislocated Workers*

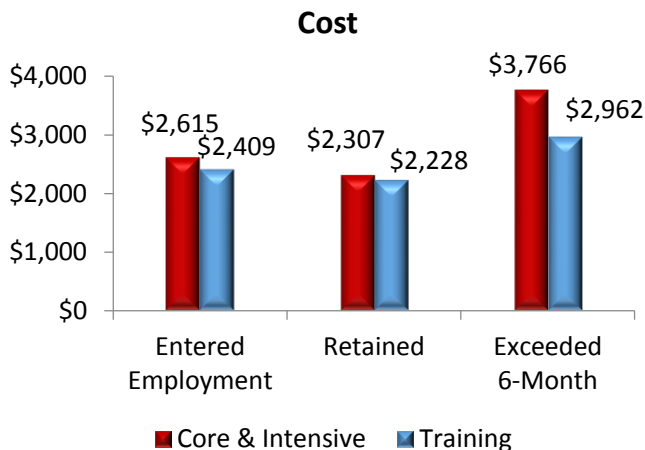
The state's costs for Dislocated Workers who had a successful outcome averaged \$2,531 for entered employment and \$2,273 for employment retention. The cost associated with assisting an individual in obtaining and retaining a job that provided a wage that met or exceeded Pennsylvania's negotiated wage level of \$17,250 was \$3,378. The cost for all three previously listed measures increased by 8.0%, 8.8%, and 4.4%, respectively, from last program year (see Figure 7). Of the Dislocated Workers included in the six-month wage measure, over 61% exceeded the negotiated wage of \$17,250.

**Figure 7 – Dislocated Workers Costs**

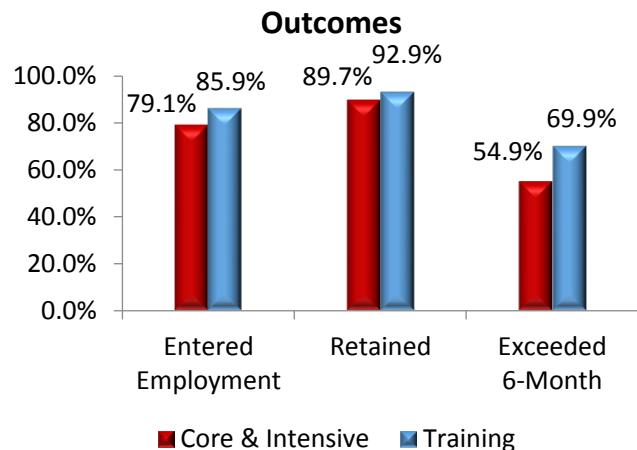


As with the Adult program, costs to achieve successful outcomes for Dislocated Workers lowered as the level of service increased – demonstrated in Figure 8A. Not only did it cost less, a greater percentage of individuals who received training services attained their goal than individuals who only received intensive and core services (Figure 8B). An additional benefit of the training services is the higher average earnings gained by participants – \$18,076 compared to \$15,966 for those receiving core or intensive services.

**Figure 8A – Dislocated Workers  
Participant Cost by Degree of Service**



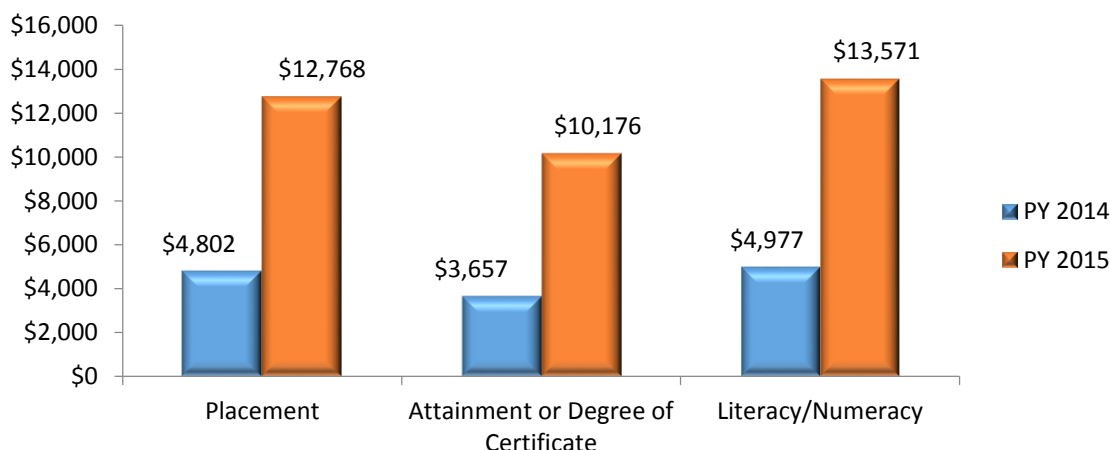
**Figure 8B – Dislocated Workers  
Performance Outcome Success  
by Degree of Service**



### Youth

In PY15, the cost per person to have a successful youth placement was \$12,768, up 165.9% from last year. It cost \$10,176 per participant for a successful attainment, up 178.3% from last year. In order for these youth to attain a literacy/numeracy gain, it cost \$13,571 per youth, up 172.7% from last year.

**Figure 9 – Youth Costs**



#### **A.4. Performance Outcome Time Frames**

The U.S. Department of Labor Employment and Training Administration mandates specific time frames for performance measure reporting. Performance time frames, including the Table M and O participant and exiter counts, are as follows:

##### **Participant Levels**

*Participants:* By funding stream, those WIA participants who were receiving reportable workforce development services at any time during the program year (July 1, 2015 through June 30, 2016).

*Exiters:* By funding stream, those WIA participants who exited between April 1, 2015 and March 31, 2016.

##### **WIA Adult/Dislocated Worker**

*Entered Employment Rate:* Those WIA participants who received either Adult or Dislocated Worker funding who were determined to have finished, or exited, reportable workforce development services between October 1, 2014 and September 30, 2015.

*Six-Month Retention Rate:* Those WIA participants who received either Adult or Dislocated Worker funding who were determined to have finished, or exited, reportable workforce development services between April 1, 2014 and March 31, 2015.

*Six-Month Average Earnings:* Those WIA participants who received either Adult or Dislocated Worker funding who were determined to have finished, or exited, reportable workforce development services between April 1, 2014 and March 31, 2015.

## WIA Youth

*Placement (in Employment or Education) Rate:* Those WIA participants who received Youth funding who were determined to have finished, or exited, reportable workforce development services between October 1, 2014 and September 30, 2015.

*Attainment of Degree or Certificate Rate:* Those WIA participants who received Youth funding who were determined to have finished, or exited, reportable workforce development services between October 1, 2014 and September 30, 2015.

*Literacy Numeracy Rate:* Those WIA participants who received Youth funding, who were out of school and basic skills deficient who were determined to have finished, or exited, reportable workforce development services between July 1, 2014 and June 30, 2015.

### **A.5. Tables**

The following tables are provided as modified due to waiver requirements: tables [B](#), [C](#), [D](#), [E](#), [F](#), [G](#), [H](#), [L](#), [M](#), [N](#), [O](#), [P](#), and [Q](#). [Table H.1.A](#) has also been included, which contains subpopulation breakouts of the Youth Common Measures.

### **A.6. Waivers Evaluation**

Pennsylvania evaluates WIA statutory and regulatory provisions to identify barriers that preclude or limit the effectiveness of the commonwealth's efforts to serve its businesses and citizens. When a barrier is identified, the commonwealth may pursue a waiver of the provision if it facilitates more effective implementation of the governor's workforce development strategy.

The commonwealth assesses the degree to which waivers support the state's strategies and economic recovery and the responsiveness to supporting particular local needs; the policies in place to support each waiver's implementation; and whether programmatic outcomes can be achieved as a result of the waiver.

As a result of the enactment of the Workforce Innovation and Opportunity Act (WIOA) in July 2014, and upon further evaluation of the economy, local area needs and the strategic direction of the commonwealth, Pennsylvania did not request any additional waivers in PY15. A summary of the waiver in place in PY15 and how it was used is as follows:

#### **Waiver to permit the commonwealth to replace the performance measures at WIA Section 136(b) with the common measures**

The commonwealth continued to use this waiver through PY15. The nine performance measures used by the commonwealth focus on attainment of education and credentials, placement and retention in employment, and wages earned. Pennsylvania's intent mirrored that of the Workforce Investment Act of 1998 (WIA) – to simplify and streamline the performance accountability system that is an integral part of a reformed workforce development system. The strategy behind this waiver was in keeping with the commonwealth's vision of a more knowledgeable, skilled, engaged and flexible workforce.

## **Part B – Optional Narratives**

### **B.1. Pennsylvania Workforce Development Board**

The Pennsylvania Workforce Development Board (PA WDB) is the governor's principal private-sector policy advisor on building a strong workforce development system aligned with state education policies and economic development goals. The PA WDB was established February 14, 2000 by Executive Order of Governor Tom Ridge. In 2015, Governor Tom Wolf reorganized the membership of the PA WDB. He appointed Mark Butler, President and CEO of Ollie's Bargain Outlets, to serve as the board's chair. Members represent a cross-section of business executives, labor officials, education leaders, economic development practitioners and local elected officials. Additionally, the cabinet secretaries of five state agencies, as well as two members of the general assembly, serve on the board.

The board's mission is to ensure that Pennsylvania's entire workforce system, covering many programs in multiple departments and agencies, meets employers' needs for skilled workers and workers' needs for career and economic advancement. Additionally, the board is responsible for providing policy guidance and direction, evaluating performance and recommending continuous improvements.

The PA WDB was seated on September 23, 2016; it met three times and held a retreat in PY15. During the program year, the PA WDB established three standing committees based on long-term areas of emphasis for the board: Performance and Accountability, Sector Strategies, and Youth. The board also established three workgroups: Career Awareness and Exposure, Digital Strategies, and Service Delivery. The workgroups were established to make recommendations to the Governor on short-term strategic priorities that originated from the retreat. Additionally, the board established an Ad Hoc Employer Engagement Committee.

Finally, the board established an Ad Hoc State Plan Committee. While the full board reviewed the plan, the Ad Hoc committee took a deeper look at the plan and provided recommendations and edits. The full board approved Pennsylvania's Workforce Innovation and Opportunity Act (WIOA) Combined State Plan 2016-2020 at the March 1, 2016 meeting.

### **B.2. Industry Partnerships**

Industry Partnerships (IPs) are a key institutional innovation for meeting the skills needs of businesses, the career goals of workers, and the economic development goals of the commonwealth. IPs are a particular kind of "workforce intermediary," a so-called dual customer institution that helps connect and meet the needs of both workers and businesses. Partnerships bring together multiple employers, and workers or worker representatives when appropriate, in the same industry cluster to address common or overlapping human capital needs.

The intended goal of the Industry Partnership program is to encourage highly strategic partnership initiatives that develop cost-effective and financially sustainable means of producing quantitative outcomes by meeting the needs of an industry cluster and its regional workforce. The IP program has the ability to spur job advancement, growth, and creation by prioritizing funds to occupational areas of critical need.

Starting in July 2015, Pennsylvania faced an extended budget impasse. As such, L&I applied for and was granted a waiver to extend the state line item Industry Partnership funds. In May 2016, L&I awarded IP grants totaling \$1.5 million through a state budget appropriation. A total of 15 equally-funded grant awards were approved in seven industry clusters.

In addition to providing training, in PY15, partnerships were allowed to utilize up to 25 percent of funds to provide intermediary services. The commonwealth defined intermediary services as:

- Convening employers to discuss local workforce needs and trends
- Improving education, training and employment support services for job seekers
- Conducting research into local workforce needs and trends
- Promoting skill standards and career paths that match local employers' needs
- Assembling multiple partners and funding streams around common goals
- Bringing together businesses, faith-based and community organizations, educational institutions, labor unions, social service agencies and other providers to implement programs and policies to improve labor market outcomes
- Reducing employee turnover
- Increasing economic mobility for workers
- Achieving results with innovative approaches and solutions to workforce problems

Partnerships will have until June 30, 2017 to complete trainings and intermediary services utilizing PY15 funds. The commonwealth plans to award PY16-17 Industry Partnerships in October 2016 and have the two program years of funding running simultaneously.

### **B.3. Grants**

#### **B.3.a. Workforce Innovation Fund**

On September 29, 2015, the Department was one of only six recipients to be awarded a Workforce Innovation Fund (WIF) grant. The award was \$6 million and the period of performance runs from October 1, 2015 to September 30, 2019.

Pennsylvania's proposal is a partnership with seven community colleges, seven local workforce development boards, the Office of Vocational Rehabilitation, the Department of Education Division of Adult Education and the Department of Human Services, which administers the Supplemental Nutrition Assistance Program (SNAP) and Temporary Aid for Needy Families (TANF) program. The seven regional partnerships will develop micro-credentials that demonstrate measurable skill gains and are part of a clearly defined career pathway for individuals with barriers to employment. The target populations for the project are out-of-school youth, adults with low basic skills and other learners with significant barriers to education and employment.

In PY15, the grants funds were used to achieve the following:

- Convening partners to discuss the vision and organization of the project and partner expectations, and to review federal guidance provided since the date of the award;

- Review and approval of partner plans for project implementation and funding. The Department's fiscal bureau processed notices of obligation for the projects;
- Procurement of a mandated third-party evaluator, Thomas P. Miller Associates;
- Drafting of Initial Evaluation Design Report; and,
- Hiring of regional partnership staff, curriculum designers and instructors for micro-credential programming.

The Evaluation Design Report, which is submitted by the evaluator to a national evaluation coordinator, must be approved before the partnerships can enroll participants in programming.

### **B.3.b. Business Education Partnerships**

Business-Education Partnerships (BEPs) connect local businesses with school districts, students, and parents to promote job opportunities and career pathways. These programs increase awareness of in-demand technical careers for students, their parents, and educators to engage more students in the technical skills required by employers. The partnerships provide career-related experiences and exposure opportunities for students through soft skills development, internships, workplace shadowing, career mentoring, etc. The commonwealth utilized a portion of the WIA Statewide Activities monies from fiscal year 2013-14 to fund 18 partnerships. Grant awards were \$100,000 and limited to one per Local Workforce Area. Grant funds were expended by June 30, 2016.

Business Education Partnerships help meet three of Gov. Wolf's goals outlined in the WIOA Combined State Plan:

- Expand public-private investment in the state's pipeline of workers and in incumbent workers for targeted industry sectors from entry-level skills to middle skills through Industry Partnerships, WEDnetPA, and other innovative strategies.
- Increase opportunities for all youth to participate in work based learning through summer employment, pre-apprenticeship, apprenticeship, internships and other similar experiences.
- Engage employers through multi-employer workforce partnerships to improve the connection and responsiveness of workforce programs to the demand side of the labor market, increase public-private investment in critical skills, and support the spread of employer practices that create jobs that pay.

### **B.3.c. Reemployment Fund Grants**

The Department of Labor & Industry uses state Reemployment Funds to support targeted workforce development initiatives. In the last year, L&I awarded over \$6 million through competitive grants as follows:

#### **B.3.c.i. Nontraditional Apprenticeship Grants**

L&I awarded 13 grants totaling \$1,692,534 to applicants to: 1) Expand an existing Registered Apprenticeship (RA) program in a non-traditional industry such as health care or a non-traditional



occupation, such as information technology; 2) Create a new RA program in a non-traditional industry or a non-traditional occupation; 3) Promote, recruit and hire women, persons from communities of color and veterans into existing RA programs; and 4) Conduct planning activities that will result in the development of new RA programs in non-traditional industries or non-traditional occupations.

#### **B.3.c.ii. Strategic Innovation Grants**

L&I awarded 10 grants totaling \$2,886,976.50 to local Workforce Development Boards to carry out creative and innovative projects that support Governor Wolf's vision of "jobs that pay, schools that teach, and government that works" and one or more of the five broad goals for workforce development depicted in the WIOA State Plan.

#### **B.3.c.iii. Community-Based Partnerships**

L&I awarded 9 grants totaling \$1,500,000 to local Workforce Development Boards to partner with community-based organizations to provide access to workforce development services in an effort to help more people find jobs and manage their careers closer to home.

#### **B.3.c.iv. Other Reemployment/Discretionary Fund Grants**

L&I also partnered with the Department of Conservation and Natural Resources to create a Youth Conservation Corps and provide paid training opportunities in the construction and conservation fields to youth and young adults. A total of \$2 million in Reemployment Funds supported the establishment of the Youth Conservation Corps.

### **B.3.d. National Dislocated Workers Grants**

National Dislocated Worker Grants (NDWGs) temporarily expand the service capacity of WIA Dislocated Worker training and employment programs at the state and local levels by providing federal funding assistance in response to large, unexpected economic events which cause significant job losses. Pennsylvania successfully applied for and is currently administering the following NDWGs:

- *Sector Partnership NDWG*: Pennsylvania is managing a \$5.25 million grant to provide enhanced career services and work-based training to 500 dislocated workers and support regional planning to identify sector strategies to better serve job seekers. The grant targets the long-term unemployed, those likely to exhaust unemployment benefits and foreign-trained workers with barriers to obtaining employment in their profession.
- *POWER*: Pennsylvania is managing a \$1,276,400 grant, with an expectation of receiving an additional \$723,600 in the future, to provide career services and training to 1,100 dislocated coal mine workers and workers in coal supply chain industries in the eleven counties contained in the Southern Alleghenies, Southwest Corner and Westmoreland-Fayette Workforce Development Areas.
- *General Electric Transportation Systems (GETS)*: Pennsylvania is managing a \$751,250 grant to provide services to workers impacted by the layoffs at GETS in Erie County. These funds are being

leveraged with Dislocated Worker formula funds and TRADE funds to provide career services, training, supportive services and follow-up activities. In addition to these services, impacted workers are also eligible to participate in an entrepreneurship program in the Northwest region. The Northwest Workforce Development Board has opened a satellite location to better assist the affected workers. In total, 938 individuals will receive services through this grant.

#### **B.4. Apprenticeship and Training Office**

In PY15, L&I established the Pennsylvania Apprenticeship and Training Office (ATO) responsible for activities in accordance with the Apprenticeship and Training Act. ATO is responsible for evaluating employment, education, and economic issues and needs within specific geographic areas to create operational plans for meeting department apprenticeship initiatives. Additionally, ATO provides advice and technical support to current and prospective apprenticeship program sponsors and apprentices; interprets all state and/or federal policies, standards, procedures, and regulations that govern apprenticeship and training programs throughout the commonwealth; and is responsible for collecting data and recording apprenticeship and training agreements, performance, and certifications of current apprenticeship and training programs. The goals of the ATO are to increase the number of Pennsylvania Registered Apprenticeship opportunities, educate uninformed employers and job seekers about the benefits of Registered Apprenticeship, and expand apprenticeship into non-traditional occupations.

#### **B.5. Technical Assistance**

##### **B.5.a. Sector Strategies**

Pennsylvania was the recipient of sector strategies technical assistance beginning in November 2015. L&I worked with its assigned sector strategies technical assistance coach, Christina Herzog, to develop an action plan for the duration of the technical assistance. Two areas of emphasis in Pennsylvania's action plan were a full review of current sector strategies in the commonwealth, including Industry Partnerships, and the creation of a framework for a statewide sector strategies approach.

L&I staff performed a review of the Industry Partnership program. Staff determined the IP notice of grant availability was in need of changes and worked to streamline the application process. Additional programmatic changes were also made including increasing the required cash match from 25 to 35 percent and the creation of High-Performing Industry Partnership Standards. On May 19, 2016, L&I staff presented the changes to the IP programs at the Pennsylvania Workforce Development Association's annual meeting. Staff received overwhelmingly positive reviews and the proposed changes to the notice of grant availability were implemented for PY16.

L&I staff began work with representatives from the Department of Community and Economic Development, Department of Human Services, PA Economic Development Association, PA Workforce Development Association, and Team PA Foundation to develop a plan for the creation of a statewide sector strategies vision and mission. The commonwealth is planning regional meetings in each of Pennsylvania's Partnership for Regional Economic Performance (PREP) regions to meet with economic development staff, workforce development staff, and most importantly, employers. The purpose of these meetings will be to continue the dialogue between economic development and workforce development that was incentivized through JOBS1stPA grant funds, share and gain buy-in for the commonwealth

statewide sector strategies vision and mission statements, advance regional planning in anticipation of the next WIOA regional plan submission, better understand gaps between workforce development and economic development, and allow economic development to inform workforce development about business skill needs and workforce development to inform economic development about the tools and resources available to meet those needs. Pennsylvania is anticipating completing these regional meetings in PY16.

### **B.5.b. Apprenticeship**

The Apprenticeship and Training Office was awarded technical assistance by the consultant firm Maher & Maher. They facilitated peer to peer learning sessions and provided valuable information about establishing pre-apprenticeship program policies and procedures. Through their knowledge sharing and information exchanges, commonwealth staff has gained a better understanding of the relationship between WIOA and Registered Apprenticeship.

## **B.6. Youth Activity**

### **B.6.a. TANF Youth Special Appropriation**

In April 2016, the commonwealth made available a \$9.6 million special appropriation of TANF funding to local boards, as a supplement to the customary \$15 million full program year allocation of TANF Youth Development Funds (YDF). This TANF special appropriation was designated to allow for the provision of summer youth workforce investment activities, particularly work experience opportunities, for even more TANF-eligible youth. Local boards have the flexibility to offer workforce programming with this funding through September 30, 2016.

### **B.6.b. Pennsylvania's Summer Internship Program for Youth**

During summer 2015, the commonwealth designated approximately \$400,000 of TANF Youth Development funding to design and plan a summer internship program for disadvantaged youth. Pennsylvania's Summer Internship Program for Youth (PA SIP) operated for eight weeks from June 20, 2016 through August 12, 2016, providing valuable work experience opportunities to low-income high school students all over the state.

During its first year, this full-time paid internship program served 46 in-school youth (ISY), ages 16-18. In alignment with the governor's priorities, the PA SIP interns earned \$10.15 per hour through their placements within Harrisburg or field office locations of L&I, including PA CareerLink® centers; Human Services (DHS); and Conservation and Natural Resources (DCNR), which served as worksites.

Under the direction of state staff, interns performed various basic administrative/clerical, technical, or trade-related functions in order to gain exposure to professional work environments and learn the valuable "soft skills" that are the foundation for lifelong employment success.

L&I was the lead agency in the development of the internship program, which included developing a training plan framework, establishing the recruitment process for eligible youth, and assigning youth to worksites/rotations. Weekly training sessions were also offered on Mondays and select Wednesday

mornings of the 8-week program. These sessions featured presenters representing various state agencies and offices that shared information about the mission and purpose of their organization, programs and services offered to the community, and how to apply for employment within the commonwealth. Sessions also featured professional development topics, such as office etiquette, professional communications and behavior, resume development, and interviewing skills.

During the first day kick-off event, the PA SIP interns at L&I were welcomed by Secretary Kathy Manderino. Additionally, the PA SIP interns at the Harrisburg worksites later had the opportunity to meet Governor Tom Wolf at his office in the State Capitol Building.

### **B.7. Veterans Services**

The PA CareerLink® offices serve as the principal vehicle for assisting veterans with obtaining the skills necessary to gain suitable life sustaining employment and accomplishing their employment goals.

The Jobs for Veterans State Grant (JVSG) program provides L&I with federal funds that permit the PA CareerLink® offices to supplement their staff with veterans' employment representatives. The commonwealth is in the second year of the five-year grant (2015-2019). This year's focus was on increasing intensive service to veterans with significant barriers to employment. Further, improvement was seen in employer engagements as evidenced by a significant increase in employer visits. The central office staff continued its oversight responsibility to ensure that the JVSG-funded staff met or exceeded performance goals, and provided technical assistance to PA CareerLink® staff members on operational matters.

In PY15 veteran's employment representatives provided the following breakdown of services to the commonwealth's veterans:

- 15,468 Veterans received services
- 7,220 Veterans received intensive services
- 8,959 Veterans were referred to job openings
- 9,314 employers received services through Local Veterans Employment Representatives

### **B.8. JobGateway®**

JobGateway® was launched in July 2012 to more effectively connect job seekers and employers in Pennsylvania. JobGateway® posts more than 150,000 job openings per day, giving job-seekers access to nearly every profession in the commonwealth. Job-seekers can create or upload resumes and can choose to make them visible to over 125,000 registered employers. JobGateway® can also notify registered users when jobs are posted that are a potential match for their skills.

Employers can easily search the talent pool in JobGateway® and receive detailed information about job-seekers. Employers can also create job postings, filter or sort their candidate referrals by education, job type, location, occupation and salary, and connect with candidates for free. All candidate search activities are managed from one location.

Since the launch of JobGateway®, L&I has continued to improve the site with updates approximately every 60 days. These continuous improvements ensure that JobGateway® meets the evolving needs of Pennsylvania’s job creators and our talent pool. They make JobGateway® an unparalleled job-matching system, with resources to assist employers in finding the talent they need while helping to find a job for every Pennsylvanian who wants one. The enhancements made in PY15 focused on improving site functionality and ease of use for both employers and job-seekers. They included:

- *Job Application Process:* Application screens were revamped and made more user friendly, and functionality was enhanced to include the ability to email resumes and cover letters directly to employers as part of the application process.
- *Job Search Activities:* New screens allow job-seekers to quickly view all of their job search activities (applications submitted, employers contacted, websites visited, job fairs attended, etc.). Activities occurring within JobGateway® are captured automatically, and job seekers have the ability to manually add activities performed outside of the system.
- *Internships:* Employers can now post both paid and unpaid internships, and job-seekers have the ability to search for internship opportunities and to list internships as an employment preference.
- *Job-seeker Resumes:* The JobGateway® system resume was given an updated design, and job-seekers were given two options for creating their JobGateway® resume: building one from scratch by typing in the information manually, or uploading an existing resume for the system to “read” and use to generate a JobGateway® resume.

During PY15, JobGateway® saw the following activities:

Website Views	<b>6,395,203</b>
Job referrals	<b>3,868,513</b>
New participants	<b>224,000</b>
New job orders – Registered employers	<b>201,233</b>
New job orders – Job Feed	<b>642,738</b>
New employers	<b>7,586</b>
New providers	<b>944</b>

### **B.9. Work Opportunity Tax Credit**

The Work Opportunity Tax Credit (WOTC) application process has been integrated into the Commonwealth Workforce Development System (CWDS) since 2011. The integration has provided employers and their representatives the ability to file applications electronically and offers quicker access to determinations, status checks on requests, and the ability to print copies of the determinations. The commonwealth issued 99,068 WOTC certifications to Pennsylvania employers in PY15, representing a potential maximum tax credit value of \$951,052,800. Additionally, for every \$1,100 in tax credit savings realized by Pennsylvania employers, over \$17,000 in supportive services (Unemployment Insurance, Social Security Insurance, Temporary Assistance for Needy Families, Supplemental Nutrition Assistance

Program benefits, etc.) is saved by the commonwealth and Federal agencies. The commonwealth increased certifications by 37,998 over PY15.

### **B.10. Layoff Aversion**

The commonwealth continues to use an econometric layoff aversion model to identify Pennsylvania companies experiencing significant employment declines. These companies are defined as entities whose employment counts have declined each quarter over the past year and have had unemployment claims activity. Companies with at least 20 employees at the beginning of the measurement period and an employment decline of at least 10 percent are selected as potential candidates for intervention strategies. This information is then distributed to workforce and economic development professionals and their partners for layoff aversion and intervention strategies.

Upon receipt of a Worker Adjustment and Retraining Notice (WARN) or other public notice, L&I's Rapid Response team initiates a fact-finding meeting with the affected company to determine an appropriate response to the closing/layoff. Appropriate representatives from the company, union, and state/local agencies are invited. When warranted, the company is referred to the Strategic Early Warning Network (SEWN) for layoff aversion services.

When a Pennsylvania company announces a major layoff or plant closing, the Center for Workforce Information and Analysis works with the Rapid Response team and/or the Local Workforce Development Board to analyze the reemployment prospects for the impacted workers at the facility and determine the overall economic effect to the area. These Reemployment Assessment & Economic Impact Reports include an evaluation of employment demand by specific occupations in the region and across the state to assess how difficult it will be for individuals to find similar work. In occupations where the reemployment prospects are not favorable, alternative career options requiring similar skills are presented.

### **B.11. Strategic Early Warning Network**

During PY15, Strategic Early Warning Network (SEWN) operations performed client work in 33 counties across the state, providing immediate response (within 48 hours of notification) and quick diagnosis through their proven and successful layoff aversion/retention plan. SEWN provided layoff aversion services to 89 at-risk manufacturing firms and gathered 51 new clients in 20 counties in Pennsylvania. SEWN averted 1,577 job losses with a cost-per-job-saved of \$879. In the past five years, SEWN has maintained an estimated 6,038 jobs in Pennsylvania, which has preserved an estimated \$37.83 million in avoided state unemployment compensation benefits.

### **B.12. WIOA Local and Regional Transitional Plans**

In preparation of full implementation of WIOA, L&I required each of its local workforce development boards to engage in the development of local plans. For the purpose of developing regional plans, the commonwealth identified 10 regions that incorporated each of the 23 local workforce development areas. These regions are consistent with the commonwealth's economic development regions. As Pennsylvania's combined plan was evolving, its regions and local areas were required to develop a single-year transitional plan that would focus on a new vision—and the goals and strategies established to achieve such a vision—to align with the state plan. All plans were submitted to the Bureau of Workforce Development

Administration (BWDA) on or before the June 2, 2016 deadline. The review process includes many of the state level partners. Transitional plans will serve as the precursor to more robust multi-year regional and local plans that will demonstrate how the regional/local workforce system is designed to carry out the vision, goals and strategies identified in the transitional plans.

### **B.13. Labor Exchange**

L&I assumes responsibility for administering the Wagner-Peyser (W-P) Act Employment Services through its Labor Exchange program. In addition to the W-P Labor Exchange program, Labor Exchange staff also serve individuals under the Trade, Foreign Labor Certification and Rapid Response programs. During PY15, Labor Exchange staff served 161,833 individuals under those programs while achieving an Entered Employment Rate of 68%, which is seven percent above the negotiated goal of 61%.

In addition to the programs listed above, W-P Labor Exchange staff also coordinate and deliver the Unemployment Compensation Profile Reemployment Program (PREP). UC claimants who are identified by Unemployment Compensation as claimants most likely to exhaust their UI benefits are referred to the PA CareerLink® offices to complete an orientation and assessment of their employment needs. In PY15, Labor Exchange staff called in 117,363 UC claimants identified as likely to exhaust their benefits.

### **B.14. Reemployment Services and Eligibility Assessment**

In October 2015, Pennsylvania implemented the Reemployment Services and Eligibility Assessment (RESEA) program as a pilot in four (4) PA CareerLink® (PACL) offices in northeast Pennsylvania: Scranton, Wilkes-Barre, Hazleton and Tannersville. This was a cooperative effort with the Bureau of Workforce Partnership and Operations (BWPO) and Office of Unemployment Compensation Benefits (OUCB). The targeted populations were the PREP claimants identified as likely to exhaust their benefits, and Unemployment Compensation for Ex-Military Members (UCX) claimants. Similar to the Reemployment and Eligibility Assessment (REA) Pilot implemented in 2013, claimants were targeted for employment services with early intervention.

RESEA provides the elements of the REA Pilot, but includes more intensive reemployment services and closer monitoring by PACL staff. The program provides an orientation to PACL services, review of the UC work search documents, an eligibility review, one-on-one assessment interview, development of an Individual Employment Plan (IEP), reminder phone calls, and follow-up phone calls at 30 and 60 days. Failure to participate in the orientation session and targeted reemployment activities could result in failed actions.

In April of 2016, the program was expanded to include all offices in the northeast region of Pennsylvania, which includes 8 PA CareerLink® sites and 4 affiliate sites, and covers 12 counties. The counties currently providing RESEA services are: Tioga; Bradford; Sullivan; Wyoming; Susquehanna; Lackawanna; Luzerne; Schuylkill; Carbon; Monroe; Wayne; and Pike. From the beginning of the pilot phase of the operation through June 30, 2016, there were 9,871 claimants called in for RESEA and 3,785 RESEAs were completed. The number reporting for a reemployment service was 3,114, with 30 entering training.

Pennsylvania is currently in the process of expanding the program statewide. This expansion will occur in phases and is scheduled to include additional offices in January of 2017, with statewide implementation

to be complete by April 2018. The Workforce Development and Unemployment Compensation Programs Deputates continue to work together closely to ensure systems, training, etc., are in place to ensure a successful transition to RESEA statewide.

### **B.15. Staff Development**

Staff Development Services (SDS), an integral part of the Bureau of Workforce Partnership & Operations, continued to expand and refine its training curriculum during the past program year. The unit works to elevate the professional skills of all workforce development and partner staff in the PA CareerLink® offices and enhance the level and consistency of services offered to business and jobseeker customers. Likewise, SDS curriculum ensures consistency in programmatic guidance and support services offered by the Bureau staff to local boards' staff. In PY15, SDS facilitated and/or conducted training related to subjects such as: case management; interviewing skills; business services engagement; O\*NET®; customer service; labor market information; federal bonding; veterans' services; CWDS releases; workplace violence prevention; and "Foundations of Workforce Development in PA." Staff Development Services primarily uses three approaches – classroom learning, webinar learning, and informational documentation – to communicate workforce development guidance, methodologies, and operational support, and to provide opportunities for workforce development professionals and leaders to exchange successful practices.



## Part C – Appendix

### C.1. Performance: Tables B – N

**Table B - Adult Program Results**

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	75.0%	75.4%	4,415
			5,855
Employment Retention Rate	84.0%	85.0%	4,887
			5,752
Average Earnings	\$14,000	\$13,218	\$64,597,976
			4,887

**Table C - Outcomes for Adult Special Populations**

Reported Information	Public Assistance Recipients Receiving Intensive or Training Services		Veterans		Individuals With Disabilities		Older Individuals	
Entered Employment Rate	71.6%	1,293	73.7%	311	62.1%	192	65.2%	520
		1,806		422		309		798
Employment Retention Rate	81.1%	1,417	82.0%	328	81.1%	159	84.6%	551
		1,748		400		196		651
Average Earnings	\$11,095	\$15,721,288	\$16,170	\$5,303,919	\$11,464	\$1,822,805	\$13,555	\$7,468,916
		1,417		328		159		551

**Table D - Other Outcome Information for the Adult Program**

Reported Information	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services	
Entered Employment Rate	82.4%	1,271	72.9%	3,144
		1,542		4,313
Employment Retention Rate	87.8%	1,442	83.8%	3,445
		1,642		4,110
Average Earnings	\$15,802	\$22,785,805	\$12,137	\$41,812,170
		1,442		3,445

**Table E - Dislocated Worker Program Results**

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	80.0%	81.8%	5,630
			6,886
Employment Retention Rate	90.0%	91.0%	5,461
			6,000
Average Earnings	\$17,250	\$16,858	\$92,062,206
			5,461

**Table F - Outcomes for Dislocated Worker Special Populations**

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	80.7 %	467	63.3%	112	73.2 %	1,205	76.2 %	16
		579		177		1,646		21
Employment Retention Rate	89.8 %	439	89.3%	108	88.9 %	1,108	92.3 %	12
		489		121		1,247		13
Average Earnings	\$18,827	\$8,264,869	\$15,786	\$1,704,909	\$16,347	\$18,112,681	\$15,069	\$180,829
		439		108		1,108		12

**Table G - Other Outcome Information for the Dislocated Worker Program**

Reported Information	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services	
Entered Employment Rate	85.9%	2,301	79.1%	3,329
		2,679		4,207
Employment Retention Rate	92.9%	2,309	89.7%	3,152
		2,486		3,514
Average Earnings	\$18,076	\$41,738,319	\$15,966	\$50,323,886
		2,309		3,152

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

Reported Information	Negotiated Performance Level	Actual Performance Level	
Placement in Employment or Education	62.0%	68.9%	3,012
			4,374
Attainment of Degree or Certificate	86.0%	86.4%	3,284
			3,801
Literacy and Numeracy Gains	66%	64.8%	1,034
			1,596

**Table H.1.A - Outcomes for Youth Special Populations**

Reported Information	Public Assistance Recipients		Veterans		Individuals With Disabilities		Out-of-School Youth	
Placement in Employment or Education Rate	67.6%	1,263	100%	1	64.4%	735	67.4%	1,438
		1,869		1		1,142		2,132
Attainment of Degree or Certificate Rate	85.4%	1,316	100%	1	82.6%	940	99.4%	1,393
		1,541		1		1,138		1,402
Literacy and Numeracy Gains								

**Table L - Other Reported Information**

Reported Information	12 Month Employment Retention Rate		12 Months Earnings Increase (Adults and Older Youth)  or  12 Months Earnings Replacement (Dislocated Workers)		Placements in Non-traditional Employment		Wages At Entry Into Employment For Those Individuals Who Entered Unsubsidized Employment		Entry Into Unsubsidized Employment Related to the Training Received of Those Who Completed Training Services	
Adults	86.8%	4,968	\$4,782	\$27,370,122	1.1%	47	\$5,756	\$25,412,554	68.5%	871
		5,724				4,415		4,415		1,271
Dislocated Workers	91.6%	5,438	97.6%	\$91,379,897	1.0%	55	\$7,813	\$43,984,437	62.0%	1,414
		5,937		\$93,665,295		5,630		5,630		2,280

**Table M - Participation Levels**

Reported Information	Total Participants Served	Total Exiters
<b>Total Adult Customers</b>	<b>276,127</b>	<b>269,447</b>
Total Adults (self-service <u>only</u> )	258,311	257,177
WIA Adults	265,903	263,356
WIA Dislocated Workers	9,992	6,519
<b>Total Youth (14 - 21)</b>	<b>3,032</b>	<b>4,418</b>
Out-of-School Youth	1,222	1,959
In-School Youth	1,810	2,459

**Table N - Cost of Program Activities**

Program Activity		Total Federal Spending
<b>Local Adults</b>		\$23,814,951
<b>Local Dislocated Workers</b>		\$20,675,611
<b>Local Youth</b>		\$26,658,119
<b>Rapid Response</b> (up to 25%) WIA Section 134(a)(2)(B)		\$10,448,274
<b>Statewide Required Activities</b> (Up to 15%) WIA Section 134(a)(2)(B)		\$7,634,936
<b>Statewide Allowable Activities</b> WIA Section 134(a)(3)	<b>Program Activity Description</b>	
	PA Dept. of Edu - STEM	\$20,636
	Bus. Edu. Partnership	\$1,754,921
	CWDS OIT development costs	\$523,781
	<b>Subtotal</b>	\$2,299,338
<b>Total of All Federal Spending Listed Above</b>		\$89,231,891

## C.2. LWIA Performance: Table O

Table O - Local Performance (Include this chart for each local area in the state)				
Local Area Name  Allegheny County	Total Participants Served	Adults 1,909		
		Dislocated Workers 571		
		Total Youth 15		
		Younger Youth (14 - 18)		
ETA Assigned #  42005	Total Exiters	Adults 1,459		
		Dislocated Workers 411		
		Total Youth 210		
		Younger Youth (14 - 18)		
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	70.0%	84.6%	
	Dislocated Workers	73.0%	88.2%	
	Older Youth			
Retention Rates	Adults	77.0%	84.9%	
	Dislocated Workers	89.0%	88.7%	
	Older Youth			
	Younger Youth			
Six Months Average Earnings (Adults/DWs)	Adults	\$14,000	\$13,939	
	Dislocated Workers	\$17,000	\$19,819	
Placement in Employment or Education	Youth (14 - 21)	56.0%	59.1%	
Attainment of Degree or Certificate	Youth (14 - 21)	89.0%	94.3%	
Literacy and Numeracy Gains	Youth (14 - 21)	55.0%	72.6%	
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).				
Overall Status of Local Performance		Not Met	Met	Exceeded
				x

Local Area Name  <u>Berks County</u>	Total Participants Served	Adults 879	
		Dislocated Workers 329	
		Total Youth 72	
		Younger Youth (14 - 18)	
ETA Assigned #  <u>42015</u>	Total Exiters	Adults 614	
		Dislocated Workers 180	
		Total Youth 136	
		Younger Youth (14 - 18)	
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	68.0%	70.6%
	Dislocated Workers	80.0%	78.0%
	Older Youth		
Retention Rates	Adults	84.0%	75.0%
	Dislocated Workers	90.0%	91.6%
	Older Youth		
	Younger Youth		
Six Months Average Earnings <i>(Adults/DWs)</i>	Adults	\$11,500	\$14,035
	Dislocated Workers	\$16,500	\$16,947
Placement in Employment or Education	Youth (14 - 21)	83.0%	79.6%
Attainment of Degree or Certificate	Youth (14 - 21)	86.0%	87.9%
Literacy and Numeracy Gains	Youth (14 - 21)	70.0%	100.0%
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).			
Overall Status of Local Performance		Not Met	Met Exceeded
			x

Local Area Name  <u>Bucks County</u>	Total Participants Served	Adults 1,009	
		Dislocated Workers 353	
		Total Youth 31	
ETA Assigned #  <u>42120</u>	Total Exiters	Adults 585	
		Dislocated Workers 194	
		Total Youth 113	
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	78.0%	81.1%
	Dislocated Workers	85.0%	87.6%
	Older Youth		
Retention Rates	Adults	86.0%	80.0%
	Dislocated Workers	92.0%	94.4%
	Older Youth		
	Younger Youth		
Six Months Average Earnings (Adults/DWs)	Adults	\$14,600	\$12,404
	Dislocated Workers	\$19,500	\$20,777
Placement in Employment or Education	Youth (14 - 21)	64.0%	60.8%
Attainment of Degree or Certificate	Youth (14 - 21)	89.0%	98.5%
Literacy and Numeracy Gains	Youth (14 - 21)	61.0%	100.0%
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).			
Overall Status of Local Performance		Not Met	Met Exceeded
			x



Local Area Name  Central	Total Participants Served	Adults 2,351	
		Dislocated Workers 544	
		Total Youth 512	
		Younger Youth (14 - 18)	
ETA Assigned #  42175	Total Exiters	Adults 1,929	
		Dislocated Workers 318	
		Total Youth 372	
		Younger Youth (14 - 18)	
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	75.0%	69.5%
	Dislocated Workers	74.0%	79.9%
	Older Youth		
Retention Rates	Adults	86.0%	85.5%
	Dislocated Workers	90.0%	89.1%
	Older Youth		
	Younger Youth		
Six Months Average Earnings (Adults/DWs)	Adults	\$12,800	\$12,054
	Dislocated Workers	\$15,500	\$14,720
Placement in Employment or Education	Youth (14 - 21)	68.0%	69.5%
Attainment of Degree or Certificate	Youth (14 - 21)	85.0%	70.3%
Literacy and Numeracy Gains	Youth (14 - 21)	54.0%	62.0%
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).			
Overall Status of Local Performance		Not Met	Met Exceeded
			x

<b>Local Area Name</b>  <u>Chester County</u>	<b>Total Participants Served</b>	<b>Adults</b> 447	
		<b>Dislocated Workers</b> 283	
		<b>Total Youth</b> 21	
		<b>Younger Youth (14 - 18)</b>	
<b>ETA Assigned #</b>  <u>42030</u>	<b>Total Exiters</b>	<b>Adults</b> 259	
		<b>Dislocated Workers</b> 197	
		<b>Total Youth</b> 34	
		<b>Younger Youth (14 - 18)</b>	
<b>Reported Information</b>		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>
<b>Entered Employment Rates</b>	<b>Adults</b>	74.0%	62.7%
	<b>Dislocated Workers</b>	79.0%	82.6%
	<b>Older Youth</b>		
<b>Retention Rates</b>	<b>Adults</b>	89.0%	87.3%
	<b>Dislocated Workers</b>	91.0%	92.5%
	<b>Older Youth</b>		
	<b>Younger Youth</b>		
<b>Six Months Average Earnings (Adults/DWs)</b>	<b>Adults</b>	\$14,500	\$12,028
	<b>Dislocated Workers</b>	\$17,500	\$18,490
<b>Placement in Employment or Education</b>	<b>Youth (14 - 21)</b>	72.0%	71.4%
<b>Attainment of Degree or Certificate</b>	<b>Youth (14 - 21)</b>	87.0%	98.3%
<b>Literacy and Numeracy Gains</b>	<b>Youth (14 - 21)</b>	85.0%	90.2%
<b>Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).</b>			
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met Exceeded</b>
			x

<b>Local Area Name</b>  <u>City of Pittsburgh</u>	<b>Total Participants Served</b>	<b>Adults</b> 1914	
		<b>Dislocated Workers</b> 150	
		<b>Total Youth</b> 3	
		<b>Younger Youth (14 - 18)</b>	
<b>ETA Assigned #</b>  <u>42095</u>	<b>Total Exiters</b>	<b>Adults</b> 929	
		<b>Dislocated Workers</b> 131	
		<b>Total Youth</b> 163	
		<b>Younger Youth (14 - 18)</b>	
<b>Reported Information</b>		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>
<b>Entered Employment Rates</b>	<b>Adults</b>	70.0%	87.2%
	<b>Dislocated Workers</b>	73.0%	81.9%
	<b>Older Youth</b>		
<b>Retention Rates</b>	<b>Adults</b>	77.0%	86.9%
	<b>Dislocated Workers</b>	89.0%	93.8%
	<b>Older Youth</b>		
	<b>Younger Youth</b>		
<b>Six Months Average Earnings (Adults/DWs)</b>	<b>Adults</b>	\$14,000	\$13,454
	<b>Dislocated Workers</b>	\$17,000	\$15,719
<b>Placement in Employment or Education</b>	<b>Youth (14 - 21)</b>	56.0%	68.2%
<b>Attainment of Degree or Certificate</b>	<b>Youth (14 - 21)</b>	89.0%	98.8%
<b>Literacy and Numeracy Gains</b>	<b>Youth (14 - 21)</b>	55.0%	58.5%
<b>Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).</b>			
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met Exceeded</b>
			x

<b>Local Area Name</b>  <u>Delaware County</u>	<b>Total Participants Served</b>	<b>Adults</b> 883	
		<b>Dislocated Workers</b> 138	
		<b>Total Youth</b> 0	
		<b>Younger Youth (14 - 18)</b>	
<b>ETA Assigned #</b>  <u>42035</u>	<b>Total Exiters</b>	<b>Adults</b> 644	
		<b>Dislocated Workers</b> 111	
		<b>Total Youth</b> 130	
		<b>Younger Youth (14 - 18)</b>	
<b>Reported Information</b>		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>
<b>Entered Employment Rates</b>	<b>Adults</b>	75.0%	67.5%
	<b>Dislocated Workers</b>	78.0%	80.2%
	<b>Older Youth</b>		
<b>Retention Rates</b>	<b>Adults</b>	80.0%	81.4%
	<b>Dislocated Workers</b>	91.0%	90.4%
	<b>Older Youth</b>		
	<b>Younger Youth</b>		
<b>Six Months Average Earnings (Adults/DWs)</b>	<b>Adults</b>	\$12,000	\$11,595
	<b>Dislocated Workers</b>	\$17,500	\$19,369
<b>Placement in Employment or Education</b>	<b>Youth (14 - 21)</b>	49.0%	60.1%
<b>Attainment of Degree or Certificate</b>	<b>Youth (14 - 21)</b>	62.0%	61.2%
<b>Literacy and Numeracy Gains</b>	<b>Youth (14 - 21)</b>	83.0%	87.5%
<b>Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).</b>			
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met Exceeded</b>
			x

<b>Local Area Name</b>  <u>Lackawanna County</u>	<b>Total Participants Served</b>	<b>Adults</b> 467	
		<b>Dislocated Workers</b> 228	
		<b>Total Youth</b> 41	
		<b>Younger Youth (14 - 18)</b>	
<b>ETA Assigned #</b>  <u>42055</u>	<b>Total Exiters</b>	<b>Adults</b> 239	
		<b>Dislocated Workers</b> 137	
		<b>Total Youth</b> 58	
		<b>Younger Youth (14 - 18)</b>	
<b>Reported Information</b>		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>
<b>Entered Employment Rates</b>	<b>Adults</b>	80.0%	84.3%
	<b>Dislocated Workers</b>	88.0%	91.9%
	<b>Older Youth</b>		
<b>Retention Rates</b>	<b>Adults</b>	85.0%	82.9%
	<b>Dislocated Workers</b>	91.0%	93.0%
	<b>Older Youth</b>		
	<b>Younger Youth</b>		
<b>Six Months Average Earnings (Adults/DWs)</b>	<b>Adults</b>	\$14,700	\$12,854
	<b>Dislocated Workers</b>	\$15,500	\$16,788
<b>Placement in Employment or Education</b>	<b>Youth (14 - 21)</b>	75.0%	70.0%
<b>Attainment of Degree or Certificate</b>	<b>Youth (14 - 21)</b>	94.0%	72.9%
<b>Literacy and Numeracy Gains</b>	<b>Youth (14 - 21)</b>	80.0%	52.0%
<b>Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).</b>			
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met Exceeded</b>
		x	

Local Area Name  Lancaster County	Total Participants Served	Adults 832	
		Dislocated Workers 308	
		Total Youth 72	
		Younger Youth (14 - 18)	
ETA Assigned #  42060	Total Exiters	Adults 610	
		Dislocated Workers 245	
		Total Youth 163	
		Younger Youth (14 - 18)	
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	75.0%	80.5%
	Dislocated Workers	81.0%	84.8%
	Older Youth		
Retention Rates	Adults	83.0%	81.5%
	Dislocated Workers	91.0%	90.2%
	Older Youth		
	Younger Youth		
Six Months Average Earnings (Adults/DWs)	Adults	\$10,750	\$10,918
	Dislocated Workers	\$17,500	\$17,708
Placement in Employment or Education	Youth (14 - 21)	61.0%	62.0%
Attainment of Degree or Certificate	Youth (14 - 21)	90.0%	86.8%
Literacy and Numeracy Gains	Youth (14 - 21)	55.0%	51.3%
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).			
Overall Status of Local Performance		Not Met	Met Exceeded
			x

<b>Local Area Name</b>  <u>Lehigh Valley</u>	<b>Total Participants Served</b>	<b>Adults</b> 2,053	
		<b>Dislocated Workers</b> 700	
		<b>Total Youth</b> 33	
		<b>Younger Youth (14 -18)</b>	
<b>ETA Assigned #</b>  <u>42070</u>	<b>Total Exiters</b>	<b>Adults</b> 1,165	
		<b>Dislocated Workers</b> 476	
		<b>Total Youth</b> 251	
		<b>Younger Youth (14 -18)</b>	
<b>Reported Information</b>		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>
<b>Entered Employment Rates</b>	<b>Adults</b>	78.0%	85.0%
	<b>Dislocated Workers</b>	84.0%	88.4%
	<b>Older Youth</b>		
<b>Retention Rates</b>	<b>Adults</b>	84.0%	90.1%
	<b>Dislocated Workers</b>	91.0%	96.0%
	<b>Older Youth</b>		
	<b>Younger Youth</b>		
<b>Six Months Average Earnings (Adults/DWs)</b>	<b>Adults</b>	\$14,600	\$14,791
	<b>Dislocated Workers</b>	\$18,000	\$18,696
<b>Placement in Employment or Education</b>	<b>Youth (14 - 21)</b>	61.0%	69.1%
<b>Attainment of Degree or Certificate</b>	<b>Youth (14 - 21)</b>	86.0%	97.7%
<b>Literacy and Numeracy Gains</b>	<b>Youth (14 - 21)</b>	66.0%	73.8%
<b>Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).</b>			
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>
			x

<b>Local Area Name</b>  <u>Luzerne-Schuylkill</u>	<b>Total Participants Served</b>	<b>Adults</b> 3299	
		<b>Dislocated Workers</b> 396	
		<b>Total Youth</b> 211	
		<b>Younger Youth (14 - 18)</b>	
<b>ETA Assigned #</b>  <u>42075</u>	<b>Total Exiters</b>	<b>Adults</b> 2944	
		<b>Dislocated Workers</b> 249	
		<b>Total Youth</b> 172	
		<b>Younger Youth (14 - 18)</b>	
<b>Reported Information</b>		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>
<b>Entered Employment Rates</b>	<b>Adults</b>	74.0%	77.2%
	<b>Dislocated Workers</b>	81.0%	82.0%
	<b>Older Youth</b>		
<b>Retention Rates</b>	<b>Adults</b>	83.0%	83.3%
	<b>Dislocated Workers</b>	90.0%	86.4%
	<b>Older Youth</b>		
	<b>Younger Youth</b>		
<b>Six Months Average Earnings (Adults/DWs)</b>	<b>Adults</b>	\$14,000	\$13,827
	<b>Dislocated Workers</b>	\$16,600	\$15,413
<b>Placement in Employment or Education</b>	<b>Youth (14 - 21)</b>	63.0%	70.4%
<b>Attainment of Degree or Certificate</b>	<b>Youth (14 - 21)</b>	78.0%	88.7%
<b>Literacy and Numeracy Gains</b>	<b>Youth (14 - 21)</b>	70.0%	75.3%
<b>Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).</b>			
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met Exceeded</b>
			x



<b>Local Area Name</b>  <u>Montgomery County</u>	<b>Total Participants Served</b>	<b>Adults</b> 1,175	
		<b>Dislocated Workers</b> 526	
		<b>Total Youth</b> 382	
		<b>Younger Youth (14 - 18)</b>	
<b>ETA Assigned #</b>  <u>42080</u>	<b>Total Exiters</b>	<b>Adults</b> 686	
		<b>Dislocated Workers</b> 408	
		<b>Total Youth</b> 295	
		<b>Younger Youth (14 - 18)</b>	
<b>Reported Information</b>		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>
<b>Entered Employment Rates</b>	<b>Adults</b>	86.0%	76.7%
	<b>Dislocated Workers</b>	85.0%	80.9%
	<b>Older Youth</b>		
<b>Retention Rates</b>	<b>Adults</b>	92.0%	89.6%
	<b>Dislocated Workers</b>	92.0%	92.9%
	<b>Older Youth</b>		
	<b>Younger Youth</b>		
<b>Six Months Average Earnings (Adults/DWs)</b>	<b>Adults</b>	\$13,000	\$13,960
	<b>Dislocated Workers</b>	\$21,000	\$21,512
<b>Placement in Employment or Education</b>	<b>Youth (14 - 21)</b>	71.0%	78.4%
<b>Attainment of Degree or Certificate</b>	<b>Youth (14 - 21)</b>	80.0%	75.7%
<b>Literacy and Numeracy Gains</b>	<b>Youth (14 - 21)</b>	87.0%	76.9%
<b>Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).</b>			
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met Exceeded</b>
			x

<b>Local Area Name</b>  <u>North Central</u>	<b>Total Participants Served</b>	<b>Adults</b> 964	
		<b>Dislocated Workers</b> 543	
		<b>Total Youth</b> 128	
		<b>Younger Youth (14 - 18)</b>	
<b>ETA Assigned #</b>  <u>42125</u>	<b>Total Exiters</b>	<b>Adults</b> 663	
		<b>Dislocated Workers</b> 298	
		<b>Total Youth</b> 139	
		<b>Younger Youth (14 - 18)</b>	
<b>Reported Information</b>		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>
<b>Entered Employment Rates</b>	<b>Adults</b>	73.0%	67.3%
	<b>Dislocated Workers</b>	81.0%	89.2%
	<b>Older Youth</b>		
<b>Retention Rates</b>	<b>Adults</b>	82.0%	80.9%
	<b>Dislocated Workers</b>	88.0%	92.5%
	<b>Older Youth</b>		
	<b>Younger Youth</b>		
<b>Six Months Average Earnings (Adults/DWs)</b>	<b>Adults</b>	\$12,500	\$10,521
	<b>Dislocated Workers</b>	\$16,400	\$14,940
<b>Placement in Employment or Education</b>	<b>Youth (14 - 21)</b>	60.0%	62.1%
<b>Attainment of Degree or Certificate</b>	<b>Youth (14 - 21)</b>	80.0%	90.7%
<b>Literacy and Numeracy Gains</b>	<b>Youth (14 - 21)</b>	54.0%	52.0%
<b>Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).</b>			
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>
			x

<b>Local Area Name</b>  <u>Northern Tier</u>	<b>Total Participants Served</b>	<b>Adults</b> 658	
		<b>Dislocated Workers</b> 149	
		<b>Total Youth</b> 30	
		<b>Younger Youth (14 - 18)</b>	
<b>ETA Assigned #</b>  <u>42130</u>	<b>Total Exiters</b>	<b>Adults</b> 532	
		<b>Dislocated Workers</b> 78	
		<b>Total Youth</b> 27	
		<b>Younger Youth (14 - 18)</b>	
<b>Reported Information</b>		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>
<b>Entered Employment Rates</b>	<b>Adults</b>	71.0%	84.8%
	<b>Dislocated Workers</b>	84.0%	91.5%
	<b>Older Youth</b>		
<b>Retention Rates</b>	<b>Adults</b>	75.0%	84.4%
	<b>Dislocated Workers</b>	90.0%	87.3%
	<b>Older Youth</b>		
	<b>Younger Youth</b>		
<b>Six Months Average Earnings (Adults/DWs)</b>	<b>Adults</b>	\$14,000	\$15,041
	<b>Dislocated Workers</b>	\$17,000	\$11,981
<b>Placement in Employment or Education</b>	<b>Youth (14 - 21)</b>	63.0%	59.1%
<b>Attainment of Degree or Certificate</b>	<b>Youth (14 - 21)</b>	90.0%	70.0%
<b>Literacy and Numeracy Gains</b>	<b>Youth (14 - 21)</b>	76.0%	50.0%
<b>Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).</b>			
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>
		x	

<b>Local Area Name</b>  <u>Northwest</u>	<b>Total Participants Served</b>	<b>Adults</b> 2474	
		<b>Dislocated Workers</b> 273	
		<b>Total Youth</b> 114	
		<b>Younger Youth (14 - 18)</b>	
<b>ETA Assigned #</b>  <u>42170</u>	<b>Total Exiters</b>	<b>Adults</b> 2168	
		<b>Dislocated Workers</b> 174	
		<b>Total Youth</b> 90	
		<b>Younger Youth (14 - 18)</b>	
<b>Reported Information</b>		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>
<b>Entered Employment Rates</b>	<b>Adults</b>	74.0%	77.3%
	<b>Dislocated Workers</b>	82.0%	87.5%
	<b>Older Youth</b>		
<b>Retention Rates</b>	<b>Adults</b>	87.0%	89.5%
	<b>Dislocated Workers</b>	93.0%	94.3%
	<b>Older Youth</b>		
	<b>Younger Youth</b>		
<b>Six Months Average Earnings (Adults/DWs)</b>	<b>Adults</b>	\$12,200	\$12,569
	<b>Dislocated Workers</b>	\$16,700	\$17,285
<b>Placement in Employment or Education</b>	<b>Youth (14 - 21)</b>	67.0%	83.1%
<b>Attainment of Degree or Certificate</b>	<b>Youth (14 - 21)</b>	84.0%	91.0%
<b>Literacy and Numeracy Gains</b>	<b>Youth (14 - 21)</b>	68.0%	80.0%
<b>Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).</b>			
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met Exceeded</b>
			x

<b>Local Area Name</b>  <u>Philadelphia County</u>	<b>Total Participants Served</b>	<b>Adults</b> 5,041	
		<b>Dislocated Workers</b> 982	
		<b>Total Youth</b> 170	
		<b>Younger Youth (14 - 18)</b>	
<b>ETA Assigned #</b>  <u>42090</u>	<b>Total Exiters</b>	<b>Adults</b> 3,913	
		<b>Dislocated Workers</b> 634	
		<b>Total Youth</b> 571	
		<b>Younger Youth (14 - 18)</b>	
<b>Reported Information</b>		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>
<b>Entered Employment Rates</b>	<b>Adults</b>	73.0%	68.0%
	<b>Dislocated Workers</b>	74.0%	67.7%
	<b>Older Youth</b>		
<b>Retention Rates</b>	<b>Adults</b>	84.0%	82.1%
	<b>Dislocated Workers</b>	90.0%	86.9%
	<b>Older Youth</b>		
	<b>Younger Youth</b>		
<b>Six Months Average Earnings (Adults/DWs)</b>	<b>Adults</b>	\$12,500	\$12,135
	<b>Dislocated Workers</b>	\$15,500	\$14,526
<b>Placement in Employment or Education</b>	<b>Youth (14 - 21)</b>	65.0%	75.0%
<b>Attainment of Degree or Certificate</b>	<b>Youth (14 - 21)</b>	90.0%	91.5%
<b>Literacy and Numeracy Gains</b>	<b>Youth (14 - 21)</b>	64.0%	47.9%
<b>Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).</b>			
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>
			x

<b>Local Area Name</b>  <u>Pocono Counties</u>	<b>Total Participants Served</b>	<b>Adults</b> 671	
		<b>Dislocated Workers</b> 280	
		<b>Total Youth</b> 133	
		<b>Younger Youth (14 - 18)</b>	
<b>ETA Assigned #</b>  <u>42135</u>	<b>Total Exiters</b>	<b>Adults</b> 460	
		<b>Dislocated Workers</b> 161	
		<b>Total Youth</b> 107	
		<b>Younger Youth (14 - 18)</b>	
<b>Reported Information</b>		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>
<b>Entered Employment Rates</b>	<b>Adults</b>	73.0%	74.0%
	<b>Dislocated Workers</b>	76.0%	83.4%
	<b>Older Youth</b>		
<b>Retention Rates</b>	<b>Adults</b>	81.0%	80.0%
	<b>Dislocated Workers</b>	89.0%	91.0%
	<b>Older Youth</b>		
	<b>Younger Youth</b>		
<b>Six Months Average Earnings (<i>Adults/DWs</i>)</b>	<b>Adults</b>	\$11,500	\$13,027
	<b>Dislocated Workers</b>	\$15,500	\$16,157
<b>Placement in Employment or Education</b>	<b>Youth (14 - 21)</b>	59.0%	64.3%
<b>Attainment of Degree or Certificate</b>	<b>Youth (14 - 21)</b>	69.0%	58.8%
<b>Literacy and Numeracy Gains</b>	<b>Youth (14 - 21)</b>	50.0%	91.7%
<b>Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).</b>			
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met Exceeded</b>
			x

<b>Local Area Name</b>  <u>Southern Alleghenies</u>	<b>Total Participants Served</b>	<b>Adults</b> 1,928	
		<b>Dislocated Workers</b> 1,052	
		<b>Total Youth</b> 313	
		<b>Younger Youth (14 - 18)</b>	
<b>ETA Assigned #</b>  <u>42100</u>	<b>Total Exiters</b>	<b>Adults</b> 1,316	
		<b>Dislocated Workers</b> 564	
		<b>Total Youth</b> 278	
		<b>Younger Youth (14 - 18)</b>	
<b>Reported Information</b>		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>
<b>Entered Employment Rates</b>	<b>Adults</b>	75.0%	77.9%
	<b>Dislocated Workers</b>	83.0%	80.0%
	<b>Older Youth</b>		
<b>Retention Rates</b>	<b>Adults</b>	86.0%	85.5%
	<b>Dislocated Workers</b>	93.0%	91.5%
	<b>Older Youth</b>		
	<b>Younger Youth</b>		
<b>Six Months Average Earnings (Adults/DWs)</b>	<b>Adults</b>	\$12,500	\$10,451
	<b>Dislocated Workers</b>	\$16,000	\$14,741
<b>Placement in Employment or Education</b>	<b>Youth (14 - 21)</b>	77.0%	73.3%
<b>Attainment of Degree or Certificate</b>	<b>Youth (14 - 21)</b>	88.0%	75.7%
<b>Literacy and Numeracy Gains</b>	<b>Youth (14 - 21)</b>	68.0%	54.3%
<b>Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).</b>			
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met Exceeded</b>
			x

<b>Local Area Name</b>  <u>South Central</u>	<b>Total Participants Served</b>	<b>Adults</b> 4,552	
		<b>Dislocated Workers</b> 939	
		<b>Total Youth</b> 153	
		<b>Younger Youth (14 - 18)</b>	
<b>ETA Assigned #</b>  <u>42180</u>	<b>Total Exiters</b>	<b>Adults</b> 3,911	
		<b>Dislocated Workers</b> 510	
		<b>Total Youth</b> 546	
		<b>Younger Youth (14 - 18)</b>	
<b>Reported Information</b>		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>
<b>Entered Employment Rates</b>	<b>Adults</b>	74.0%	79.0%
	<b>Dislocated Workers</b>	80.0%	85.3%
	<b>Older Youth</b>		
<b>Retention Rates</b>	<b>Adults</b>	86.0%	86.9%
	<b>Dislocated Workers</b>	92.0%	91.6%
	<b>Older Youth</b>		
	<b>Younger Youth</b>		
<b>Six Months Average Earnings (Adults/DWs)</b>	<b>Adults</b>	\$15,500	\$15,552
	<b>Dislocated Workers</b>	\$16,500	\$17,762
<b>Placement in Employment or Education</b>	<b>Youth (14 - 21)</b>	63.0%	61.7%
<b>Attainment of Degree or Certificate</b>	<b>Youth (14 - 21)</b>	80.0%	86.4%
<b>Literacy and Numeracy Gains</b>	<b>Youth (14 - 21)</b>	60.0%	62.7%
<b>Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).</b>			
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met Exceeded</b>
			x



<b>Local Area Name</b>  <u>Southwest Corner</u>	<b>Total Participants Served</b>	<b>Adults</b> 1,316	
		<b>Dislocated Workers</b> 432	
		<b>Total Youth</b> 171	
		<b>Younger Youth (14 - 18)</b>	
<b>ETA Assigned #</b>  <u>42165</u>	<b>Total Exiters</b>	<b>Adults</b> 700	
		<b>Dislocated Workers</b> 217	
		<b>Total Youth</b> 205	
		<b>Younger Youth (14 - 18)</b>	
<b>Reported Information</b>		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>
<b>Entered Employment Rates</b>	<b>Adults</b>	86.0%	91.1%
	<b>Dislocated Workers</b>	90.0%	90.8%
	<b>Older Youth</b>		
<b>Retention Rates</b>	<b>Adults</b>	88.0%	86.6%
	<b>Dislocated Workers</b>	91.0%	94.8%
	<b>Older Youth</b>		
	<b>Younger Youth</b>		
<b>Six Months Average Earnings (Adults/DWs)</b>	<b>Adults</b>	\$15,500	\$15,222
	<b>Dislocated Workers</b>	\$17,000	\$20,220
<b>Placement in Employment or Education</b>	<b>Youth (14 - 21)</b>	77.0%	74.7%
<b>Attainment of Degree or Certificate</b>	<b>Youth (14 - 21)</b>	89.0%	85.0%
<b>Literacy and Numeracy Gains</b>	<b>Youth (14 - 21)</b>	84.0%	100.0%
<b>Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).</b>			
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>
			x

<b>Local Area Name</b>  <u>Tri-County</u>	<b>Total Participants Served</b>	<b>Adults</b> 741	
		<b>Dislocated Workers</b> 384	
		<b>Total Youth</b> 68	
		<b>Younger Youth (14 - 18)</b>	
<b>ETA Assigned #</b>  <u>42110</u>	<b>Total Exiters</b>	<b>Adults</b> 522	
		<b>Dislocated Workers</b> 259	
		<b>Total Youth</b> 60	
		<b>Younger Youth (14 - 18)</b>	
<b>Reported Information</b>		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>
<b>Entered Employment Rates</b>	<b>Adults</b>	78.0%	71.0%
	<b>Dislocated Workers</b>	89.0%	90.0%
	<b>Older Youth</b>		
<b>Retention Rates</b>	<b>Adults</b>	83.0%	87.0%
	<b>Dislocated Workers</b>	92.0%	92.1%
	<b>Older Youth</b>		
	<b>Younger Youth</b>		
<b>Six Months Average Earnings (Adults/DWs)</b>	<b>Adults</b>	\$11,500	\$12,203
	<b>Dislocated Workers</b>	\$17,000	\$15,439
<b>Placement in Employment or Education</b>	<b>Youth (14 - 21)</b>	65.0%	75.5%
<b>Attainment of Degree or Certificate</b>	<b>Youth (14 - 21)</b>	83.0%	90.0%
<b>Literacy and Numeracy Gains</b>	<b>Youth (14 - 21)</b>	78.0%	54.2%
<b>Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).</b>			
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>
			x

<b>Local Area Name</b>  <u>West Central</u>	<b>Total Participants Served</b>	<b>Adults</b> 2060	
		<b>Dislocated Workers</b> 475	
		<b>Total Youth</b> 111	
		<b>Younger Youth (14 - 18)</b>	
<b>ETA Assigned #</b>  <u>42145</u>	<b>Total Exiters</b>	<b>Adults</b> 1912	
		<b>Dislocated Workers</b> 184	
		<b>Total Youth</b> 104	
		<b>Younger Youth (14 - 18)</b>	
<b>Reported Information</b>		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>
<b>Entered Employment Rates</b>	<b>Adults</b>	76.0%	90.0%
	<b>Dislocated Workers</b>	83.0%	90.1%
	<b>Older Youth</b>		
<b>Retention Rates</b>	<b>Adults</b>	85.0%	86.4%
	<b>Dislocated Workers</b>	91.0%	90.8%
	<b>Older Youth</b>		
	<b>Younger Youth</b>		
<b>Six Months Average Earnings (Adults/DWs)</b>	<b>Adults</b>	\$13,000	\$14,003
	<b>Dislocated Workers</b>	\$16,800	\$16,826
<b>Placement in Employment or Education</b>	<b>Youth (14 - 21)</b>	72.0%	69.7%
<b>Attainment of Degree or Certificate</b>	<b>Youth (14 - 21)</b>	87.0%	92.2%
<b>Literacy and Numeracy Gains</b>	<b>Youth (14 - 21)</b>	69.0%	83.3%
<b>Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).</b>			
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met Exceeded</b>
			x

<b>Local Area Name</b>  <u>Westmoreland-Fayette</u>	<b>Total Participants Served</b>	<b>Adults</b> 1,348	
		<b>Dislocated Workers</b> 492	
		<b>Total Youth</b> 251	
		<b>Younger Youth (14 - 18)</b>	
<b>ETA Assigned #</b>  <u>42045</u>	<b>Total Exiters</b>	<b>Adults</b> 821	
		<b>Dislocated Workers</b> 281	
		<b>Total Youth</b> 196	
		<b>Younger Youth (14 - 18)</b>	
<b>Reported Information</b>		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>
<b>Entered Employment Rates</b>	<b>Adults</b>	84.0%	77.2%
	<b>Dislocated Workers</b>	83.0%	81.2%
	<b>Older Youth</b>		
<b>Retention Rates</b>	<b>Adults</b>	87.0%	91.5%
	<b>Dislocated Workers</b>	89.0%	89.7%
	<b>Older Youth</b>		
	<b>Younger Youth</b>		
<b>Six Months Average Earnings (Adults/DWs)</b>	<b>Adults</b>	\$17,500	\$17,184
	<b>Dislocated Workers</b>	\$18,000	\$17,618
<b>Placement in Employment or Education</b>	<b>Youth (14 - 21)</b>	74.0%	69.3%
<b>Attainment of Degree or Certificate</b>	<b>Youth (14 - 21)</b>	84.0%	88.9%
<b>Literacy and Numeracy Gains</b>	<b>Youth (14 - 21)</b>	69.0%	70.6%
<b>Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).</b>			
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met Exceeded</b>
			x

### C.3. Veterans' Performance: Tables P – Q

**Table P - Veteran Priority of Service**

	<b>Total</b>	<b>Percent Served</b>
Covered Entrants Who Reached the End of the Entry Period	2,151	
Covered Entrants Who Received a Service During the Entry Period	2,024	94.1%
Covered Entrants Who Received a Staff-Assisted Service During the Entry Period	1,982	92.1%

**Table Q - Veterans' Outcomes by Special Populations**

<b>Reported Information</b>	<b>Post 9/11 Era Veterans</b>		<b>Post 9/11 Era Veterans who Received at least Intensive Services</b>		<b>TAP Workshop</b>	
<b>Entered Employment Rate</b>	62.3%	85,991	60.6%	3,804	50.0%	2
		137,937		6,274		4
<b>Employment Retention Rate</b>	85.5%	81,768	82.3%	3,655	100.0%	2
		95,639		4,441		2
<b>Six-Months Average Earnings</b>	\$14,782	\$1,208,655,205	\$16,224	\$59,297,020	\$5,237	10,475
		81,768		3,655		2