FEDERAL PROGRAMS:
WORKFORCE INVESTMENT ACT (WIA) AND
RELATED WORKFORCE PROGRAMS

PROGRAM YEAR
2008-2009

OCTOBER 1, 2009

WorkforceFlorida.com

Workforce florida, inc.

Belinda Keiser, Chair
Chris Hart IV, President

October 1, 2009

U. S. Department of Labor
Employment and Training Administration
ATTN: John R. Beverly, III, Administrator
Office of Performance and Technology
200 Constitution Avenue, NW
Room S-5206
Washington, D.C. 20210

Dear Mr. Beverly:

The State of Florida is pleased to submit our Workforce Investment Act (WIA) Annual Report for the 2008-2009 Program Year. The information contained in the annual report has been compiled and transmitted in accordance with the Workforce Investment Act Annual Report: General Reporting Instructions and ETA Form 9091, Revised 2006, and the Training and Employment Guidance Letter No. 17-05, dated February 17, 2006, and No. 14-00, Change 3, dated August 24, 2009, and the Training and Employment Notices No. 9-06 dated August 15, 2006 and No.19-07 dated December 11, 2007.

We would like to thank our partners, the Florida Agency for Workforce Innovation (AWI) and the Florida Education and Training Placement Information Program (FETPIP) of the Florida Department of Education for their assistance in gathering the information and data contained in the report.

We hope that our report provides all the information needed by your office. Should you have any questions, please contact Richard Meik of our office at (850) 921-1119.

Sincerely,

Chris Hart IV
President/CEO

Enclosures

cc: Belinda Keiser, Chairman, Workforce Florida
Cynthia R. Lorenzo, Director, Agency for Workforce Innovation
Helen N. Parker, Regional Administrator, U.S. Department of Labor

WORKFORCE FLORIDA
2008-2009 ANNUAL REPORT

TABLE OF CONTENTS

FEDERAL PROGRAMS: WORKFORCE INVESTMENT ACT (WIA), RELATED WORKFORCE PROGRAMS 5
Introduction 5
Governance and Service Delivery Structures under the Workforce Investment Act (WIA) ... 5
Awards 7
Implementation of the American Recovery and Reinvestment Act (ARRA) 7
State Workforce Performance 9
Florida is a Common Measure State 10
Reporting Time Periods 12
Performance Measures 12
Wages at Entry into Employment for Individuals that entered Unsubsidized Employment . 15
12-Month Retention and Earnings Change 16
State-Level Discretionary Funding 16
Rapid Response Funding for Regional Workforce Boards 18
Reemployment and Emergency Assistance Coordination Team (REACT) 18
Reemployment Services Program 21
Reemployment and Eligibility Assessment (REA) Pilot Program 25
National Emergency Grant (NEG) 25
Florida's Great Northwest Workforce Innovation in Regional Economic Development (WIRED) Project 26
Local Performance 27
State Evaluation Activities and Incentive Policy 29
Overall Description and Background 29
Florida Education and Training Placement Information Program (FETPIP) 29
State "Balanced Scorecard" Report 29
Balanced Scorecard 2.0 Concept 31
State Longitudinal Measures—"Tier Measures" 32
Regional Review 33
State Incentive/Corrective Action Policy 34
Federal Waivers 35

Cost of Workforce Investment Activities 40
Expenditure Levels 40
Cost of Program Activities Relative to Effect 40
Use of Individual Training Accounts (ITAs) 41
WORKFORCE FLORIDA OVERVIEW 43
Florida's Workforce System 43
Access to Florida's Workforce Services and Resources 44
One-Stop Centers: The "Front Door" For Workforce Services 44
The Employ Florida Network of Workforce Resources & The Employ Florida Marketplace 45
WORKFORCE FLORIDA STATE-LEVEL ACTIVITIES 46
Council and Committee Programs and Initiatives 46
Business Competitiveness Council 46
Aerospace Workforce Transition 47
EMPLOY FLORIDA Banner Centers 47
Rural Needs 49
EMPLOY FLORIDA Healthcare Workforce Initiative 50
West Bay Area Sector Project 50
Green Jobs 51
Partnering with Economic Development 51
Workforce Florida and Enterprise Florida Form New Council to Focus on STEM Education and Skill Development to Bolster Florida Business and Career Opportunities . 52
Global Trade Training Pilot Program Launched to Increase Florida Exports -- $1.1M training Partnership 53
Targeted Industry Sectors 54
Florida's Quick Response Training (QRT) and Incumbent Worker Training (IWT) 54
Career and Professional Education (CAPE) Act 55
Workforce Readiness and Performance Council 56
Role 56
Membership 56
Operations 57
Authority 57
Responsibilities 57
Youth Opportunities Committee 57
Youth Training Project 57

State and Local Initiatives 58
Youth Waivers 61
ARRA WIA Summer Youth 62
Outreach to Employers and Job Seekers 62
EmployFlorida.com, Online Workforce Services and "Virtual One Stop" 62
Big Bend Health portal 63
Silver Edition microsite 63
Employ Florida Brand 64
Accountability and Continuous Improvement 64

WORKFORCE FLORIDA
2008-2009 ANNUAL REPORT

APPENDICES

FEDERAL WORKFORCE INVESTMENT ACT ANNUAL REPORT SUPPORTING TABLES AND REQUIRED WIA TABLES

Table 1 – State WIA Performance
Table 2 – Definitions for WIA Core Performance Measures
Table 3 – Rapid Response
Table 4 – Florida WIA Financial Statement
Table 5 – Program Year 2008-2009 Adult WIA Expenditures
Table 6 – Program Year 2008-2009 Dislocated Worker WIA Expenditures
Table 7 – Program Year 2008-2009 Youth WIA Expenditures
Table 8 – Balanced Scorecard Definitions
Table 9 - Use of Individual Training Accounts (ITAs) WIA Adult and Dislocated Worker Combined

FEDERAL WIA ANNUAL REPORT PERFORMANCE DATA TABLES A THROUGH O:

Table A – Customer Service Satisfaction
Table B – Adult Program Results At-a-Glance
Table C – Statewide Outcomes for Adult Special Populations
Table D – Statewide Other Outcomes for the Adult Program
Table E – Statewide Dislocated Worker Program Results At-a-Glance
Table F – Statewide Outcomes for Dislocated Worker Special Populations
Table G – Statewide Other Outcome Info for Dislocated Worker Program
Table H.1 – Statewide Youth Results
Table H.2 – Statewide Older Youth Program Results
Table I – Statewide Outcomes for Older Youth Special Populations
Table J – Statewide Younger Youth Results
Table K – Statewide Outcomes for Younger Youth Special Populations
Table L – Other Reported Statewide Information
Table M – Statewide Participation Levels
Table N – Cost of Program Activities
Table O – Performance by Region

FEDERAL PROGRAMS: WORKFORCE INVESTMENT ACT (WIA), RELATED WORKFORCE PROGRAMS

Introduction

Governance and Service Delivery Structures under the Workforce Investment Act (WIA)

Florida's workforce system, often cited as one of the most integrated in the country, employs a governance model, state statute and strategic plan all working in unison to comprehensively incorporate all workforce-related services, traditional federally funded employment and training, welfare reform, and specialized state-funded programs. Florida's Workforce Innovation Act was expressly drafted to be compatible with and build upon the provisions of the federal Workforce Investment Act (WIA), as well as the myriad of workforce programs funded through the U.S. Department of Labor.

Florida's workforce system is demand-driven and guided by core principles that include an integrated strategic planning process and shared vision among workforce partners, business-led decision-making, innovation, a bias toward action and strategic partnerships. The emphasis is on collaboration, performance and accountability. These principles continue to serve Florida well as we assist job seekers and employers alike as Florida begins the road to recovery from the worst global recession since the Great Depression.

This Annual Report reflects a period of time where Florida was in transition and feeling the early effects of the national recession. In the ensuing months, we have seen a continued deterioration of conditions in Florida, including the following:

From 2007 to 2008, Florida suffered the nation's worst decline in household income, according to the U.S. Census, with median income falling by 3.9 percent when adjusted for inflation. Median income remained essentially flat, dipping slightly from $47,804 in 2007 to $47,778 in 2008. This is directly related to Florida's struggling housing industry and the larger economic slowdown.

Since late 2007, the state has lost hundreds of thousands of construction jobs – almost 63,000 in the last year alone. More recently, losses have been mounting in professional services – 93,000 jobs gone in a year – and trade, transportation and utilities, jobs were down 85,100.

The American Recovery and Reinvestment Act of 2009 is providing much needed resources with the infusion of federal dollars to help Florida -- with its unemployment approaching a 20 year high – and ultimately helping to put Floridians back to work while investing in building world-class talent that will keep Florida competitive in the global economy.

This report provides the performance outcome data and other information required to be reported by federal WIA law covering services and programs funded through WIA, Wagner-Peyser and

related programs under the jurisdiction of the U.S. Department of Labor. In Florida, the primary roles in WIA-related governance and service delivery were as follows during the 2008-2009 Program Year:

- Workforce Investment Board (WIA Section 111): Workforce Florida, Inc. (WFI), Governor Charlie Crist, Chair Belinda Keiser, President Chris Hart IV http://www.workforceflorida.com

- State-level Administrative/Fiscal Agency (WIA Sections 132, 303, etc.): Agency for Workforce Innovation (AWI), Director Cynthia Lorenzo http://www.floridajobs.org

- Local Workforce Investment Boards (WIA Section 117): Florida's 24 Regional Workforce Board areas are shown on the attached map and at http://www.workforceflorida.com

- One-Stop Delivery System (WIA Section 121): Florida's network of One-Stop Operators and Centers are listed at http://EmployFlorida.com

Florida's workforce system has evolved into an increasingly mature and collaborative partnership providing state guidance and oversight, while embracing collaborative policy and process development to help ensure both local flexibility and state alignment.

Workforce Florida, Inc., (WFI) is the principal workforce policy organization for the state. Its purpose is to develop the state business climate by designing and implementing strategies that help Floridians enter, remain and advance in the workforce, becoming more highly skilled and successful, benefiting Florida businesses and the entire state. WFI is a not-for-profit corporation and is governed by a board of directors, which includes public and private members.

The Agency for Workforce Innovation (AWI) is the Governor's agency for workforce programs and is the administrative entity created by Chapter 445, Florida Statutes for this purpose. The agency receives and accounts for federal funds on behalf of the workforce system, is responsible for financial and performance reports which are provided to the U.S. Department of Labor and other federal organizations, distributes workforce guidance and policy initiatives, provides training and technical assistance to the Regional Workforce Boards, monitors its sub-recipients and provides other administrative duties. The Agency also operates Florida unemployment insurance program and labor market information office as well as a number of other programs and initiatives.

Regional Workforce Boards: Florida has chartered 24 Regional Workforce Boards whose service delivery areas are closely aligned with the state's community college system. The Regional Workforce Boards provide a coordinated and comprehensive delivery of local workforce services under the watchful eye of their business-led boards of directors. The regional boards focus on strategic planning, policy development and oversight of the local workforce investment system. Business and labor have an immediate and direct stake in the quality of the workforce system. Their active involvement is critical to the provision of essential data on what

skills are in demand, what jobs are available, what career fields are expanding, and the identification and development of programs that best meet local employer and jobseeker needs.

Awards

A recent survey by *Chief Executive* magazine ranked Florida the No. 1 state in the nation for the quality of its workforce. The rankings are based on feedback from 500 CEO's from across the United States for its annual "Best and Worst States for Business" survey, which focused on taxation and regulation, workforce quality and living environment.

Florida also placed in the top three states for business overall, moving up from last year's 10th ranked position. In 2008, CNBC also recognized Florida as the leading state in the nation for workforce, based on factors such as the quality and availability of the state's workforce as well as the success of workforce training programs that lead to job placements.

The International Economic Development Council (IEDC) presented Workforce Florida with a 2008 Excellence Award for Partnership with Education in October 2008. The award recognizes Workforce Florida for its Employ Florida Banner Centers initiative aimed at improving the skilled workforce in targeted high-value Florida industries.

The IEDC is the world's largest professional organization for economic development professionals, with more than 4,500 members across the United States, as well as in Canada, Europe, Australia, New Zealand and other nations.

According to Robin Roberts Krieger, Chair of International Economic Development Council: "As the nation continues to tackle longstanding challenges in the midst of an inhospitable financial climate, these efforts have taken on an even greater significance. With the award, we laud trendsetting organizations like Workforce Florida for leading the charge."

Implementation of the American Recovery and Reinvestment Act (ARRA)

Florida's Comprehensive Response:

Florida Governor Charlie Crist immediately embraced the opportunity to utilize the ARRA to benefit Florida's economy and its citizens. Upon the enactment of the ARRA in February of this year, Governor Charlie Crist launched his website, http://www.flarecovery.com.

On the home page, he wrote "Florida's economy is being tested in ways we haven't seen in decades, and during these challenging times, I am grateful for the federal American Recovery and Reinvestment Act of 2009." The Governor went on to say, "Of course, our number one priority is to direct these dollars toward projects that will create jobs and stimulate Florida's economy."

The Governor expressed gratitude for Florida's share of the stimulus funding provided by the American Recovery and Reinvestment Act (ARRA) and stated that "These funds will serve as a bridge to better economic times." Governor Crist recognizes that, "The ingenuity of Floridians is no better represented than in the creativity and entrepreneurial spirit of our state's business community. We must reward – not penalize or stifle – innovation and productivity in the business community. Our goal is to create a business environment where productivity and growth flourish – and to create quality, high-paying jobs."

Governor's Stimulus Working Group The Governor heads a Stimulus Working Group comprised of directors and agency heads of state agencies and other state entities, meeting bi-weekly to guide Florida's efforts in ARRA implementation and report on successes and challenges. It offers a public forum so that Floridians can learn more about Florida's progress, as well as documentation of Governor's initiatives on the Web site http://www.flarecovery.com.

Office of Economic Recovery: An Office of Economic Recovery was established within the Governor's Office and includes representation from the Agency for Workforce Innovation and Workforce Florida, as well as other directly affected state agencies, the Governor's Office of Policy and Budget, Florida's Washington Office, local government, and other stakeholders.

Florida is one of 16 states that the U.S. Government Accountability Office (GAO) will closely monitor for the use and outcomes of federal stimulus funds. Florida's total share of ARRA funding is $13.4 billion. To better coordinate with other areas and align with the state's overall ARRA efforts, in particular those that support job creation and retention, Workforce Florida, Inc., and the Agency for Workforce Innovation participate in weekly Implementation Team teleconferences led by Don Winstead, a Workforce Florida Board designee and Governor Crist's appointed executive to lead Florida's Office of Economic Recovery.

The Workforce System Response:

The Governor immediately challenged the three components of Florida's workforce development system; Workforce Florida, Inc., the Agency for Workforce Innovation and the 24 Regional Boards to implement the ARRA and to collectively achieve its objectives.

The Agency for Workforce Innovation, in full collaboration with Workforce Florida, took the immediate lead after enactment of the ARRA to engage all of the workforce partners in discussion relative to the implementation of the Recovery Act. Among the actions taken were:

Funding Awards: The Agency moved very quickly to coordinate with the Governor's Office of Policy and Budget to ensure that sufficient budget authority was available so that the Regional Workforce Boards could immediately begin to use the additional resources from the Recovery Act to meet the increased level of customer demand on the workforce system. Indeed, in collaboration with Workforce Florida, Inc., and its Executive Committee, funds were made available to the local delivery system within three days of receipt of funding notification from the US Department of Labor.

Collaborative Workgroups: A total of 14 workgroups/teams were established to address specific subject areas such as Summer Youth, Reemployment Services, Adult and Dislocated Worker issues, Trade Act, etc. Six of the workgroups/teams include representation from Workforce Florida, Inc., the Agency and the state's Regional Workforce Boards. From these workgroups/teams policy guidance was developed and vetted. For example, guidance on the use of wages and stipends in summer youth programs and the state's reemployment services strategy were the result of these dedicated teams. The workgroups/teams all have developed an implementation plan of action that includes benchmarks and timetables. The workgroups/teams continue today.

Conference Calls and Discussions: A series of conference calls were held on a regular basis to make sure that all affected workforce partners had the benefit of the most recent information and a forum to identify and discuss implementation issues. Conference calls continue to be a feature of implementation.

Workforce Recovery Website: In addition to the regular conference calls, the Agency designed and established a dedicated Recovery Act website to inform the public and workforce professionals about the state's implementation of the stimulus funding. The website became a primary means for the state to communicate policy issues that had been identified in the conference calls and provide a forum to post policy and program questions and get answers to help guide the system. Information on the website, in addition to the Q & As includes funding information, program summaries, Agency reports and plans, press releases and media reports, and links to other Recovery Act related websites.

ARRA Updates: To this day, weekly (and sometimes daily) ARRA updates are shared broadly with the entire workforce system. These updates include information from the USDOL but also a wide range of stakeholders and national associations to help ensure system professionals are informed of ARRA activities and best practices across the nation.

Workforce Florida Board of Directors – ARRA Actions: The clear message from the Governor's Workforce Florida Board of Directors: Florida's investment of these stimulus dollars will remain true to our system's mission and values. While we will deploy these resources as quickly as possible, our board also expects enhanced performance from our system as we seek to maximize both the value and scope of this investment to ensure long-term outcomes consistent with our Governor's plans for growing and sustaining a robust economy.

State Workforce Performance

Section 136 of the Federal Workforce Investment Act (WIA) identifies indicators of performance for the adult, dislocated worker, and youth programs. For the 2008 -2009 Program Year, federal guidance prescribed 18 measures applicable to outcomes for the adult, dislocated worker, and youth programs; and two measures for customer satisfaction that apply across all three programs, bringing the total number of required measures to 20. These measures are as follows (definitions for each can be found in Appendix ***Table 2)***.

Adults

1. Entry into unsubsidized employment
2. Retention in unsubsidized employment six months after entry into employment
3. Average Earnings
4. Employment and Credential Rate

Dislocated Worker

5. Entry into unsubsidized employment
6. Retention in unsubsidized employment six months after entry into employment
7. Average Earnings
8. Employment and Credential Rate

Youth (aged 14-21)

9. Placement in Employment or Education
10. Attainment of Degree or Certificate
11. Literacy and Numeracy Gains

Older Youth (aged 19-21)

12. Entry into unsubsidized employment
13. Retention in unsubsidized employment six months after entry into employment
14. Earnings change six months after entry into employment
15. Credential attainment

Younger Youth (aged 14-18)

16. Attainment of secondary school diplomas and their recognized equivalents
17. Attainment of goals and skills
18. Retention in post-secondary education, advanced training, employment, military service or a qualified apprenticeship six months after program exit

All Programs

19. Customer satisfaction for individuals
20. Customer satisfaction for employers

In accordance with the WIA, each of these measures is broken out into sub-categories to track special populations and target groups. The aforementioned adult and dislocated worker programs also provide three levels of service: Core, Intensive and Training services. Reports must be compiled detailing each level of service, breaking out special populations within each service level such as Veterans, Displaced Homemakers, and Individuals with Disabilities, Out-of-School Youth, and Persons on Public Assistance.

Florida is a Common Measure State

Pursuant to WIA Section 189(i)(4)(B) and the WIA Federal regulations at 20 CFR 661.420, the State of Florida requested and was granted continuation of the waiver to allow the State to

replace the 17 WIA Title I performance measures (15 core and 2 customer satisfaction measures) with the common measures delineated in TEGL 17-05. With the approval, the State of Florida is allowed to continue to report outcomes solely under the nine common measures for all required federal reports for the current program year and beyond. This allows Florida to continue to report the common measures for programs under the Workforce Investment Act, the Wagner-Peyser Act, the Jobs for Veterans Act, and Trade Adjustment Assistance (TAA) programs. These nine common measures as outlined in the TEGL are: Entered Employment, Retention, Average Earnings, Youth Placement in Employment or Education, Youth Attainment of a Degree or Certificate, and Youth Literacy and Numeracy Gains.

With approval of the waiver, the State is not required to and has not negotiated performance level for the following WIA measures: WIA Adult and Dislocated Worker credential rates; participant and employer customer satisfaction; older youth measures, and younger youth measures.

However, the State is cognizant that the USDOL utilizes the Annual Reports to fulfill the requirement to disseminate state-by-state comparisons of the performance information as outlined in WIA section 136(d)(3)(B). Therefore, Florida continues to report the performance on the aforementioned 20 measures that are also defined in Appendix ***Table 2,*** with only the nine Common Measures required to have negotiated performance levels. Florida's negotiated levels of performance for the Common Measures are as follows.

Common Measures	
Adult Measures	PY 2008 Goals
• Entered Employment Rate	74.0 %
• Employment retention Rate	86.0 %
• Average Six Months Earnings	$15,500
Dislocated Worker Measures	
• Entered Employment Rate	80.0 %
• Employment retention Rate	86.0 %
• Average Six Months Earnings	$15,000
Youth Common Measures	
• Placement in Employment or Education	58.5%
• Attainment of Degree or Certificate	57.5%
• Literacy or Numeracy Gains	29.0 %
Wagner-Peyser Measures	
• Entered Employment Rate	58.0 %
• Employment Retention Rate	76.0 %
• Average Six Months Earnings	$12,000

Table 1 presents the total number of participants and exiters leaving the WIA program during the 2008-2009 Program Year.

Table 1
2008-2009 WIA Participants/Exiters

WIA Program	Total Participants Served	Total Exiters
Adults	30,171	16,289
Dislocated Workers	8,472	2,296
Older Youth	3,913	1,471
Younger Youth	8,579	2,948

As a result of the national economic downturn, Florida's workforce system has experienced a significant increase in demands for services. Total participants served during the program year, which includes only partial months during the recession, have increased by 18% for Adults, 30% for Dislocated Workers, 16% for Older Youth, and 9% for Younger Youth. The impact of the exiters is not realized in this report since the exit date is March 31, 2009.

Reporting Time Periods

Federal guidelines require varying time periods for reporting the counts of participants served, counts of those exiting programs, and the 19 WIA measures. The first reporting period is the 4/1/07 to 3/31/08 period prior to the Program Year, used for the retention and earnings change measures. The second period is comprised of the four quarters beginning 10/1/07 and ending 9/30/08 prior to the Program Year, used for all entered employment measures, and the youth degree or certificate attainment measure. These delayed reporting periods are required so that follow-up data from Unemployment Insurance (UI) Wage Reports can be collected on participants six months after exit. The third reporting period is the 1/1/08 to 12/31/08 calendar year, used for the customer satisfaction measures. The fourth reporting period is the period beginning 4/1/08 to 3/31/09, used for the counts of exiters and the younger youth diploma and skill attainment measures. The final reporting period is the actual 2008-2009 Program Year – or the four quarters beginning 7/1/08 and ending 6/30/09, used for the counts of participants served.

Performance Measures

Pursuant to the Workforce Investment Act, all states submitting a state plan must propose expected levels of performance for each of the prescribed measures. As a result of a waiver granted to the State, beginning Program Year 2008-2009, Florida will only officially report performance on the level of performance relating to the nine Common Measures. Performance on the remaining measures will be reported, however, in accordance with the granted waiver, no proposed levels of performance will be provided. Federal guidelines describe core measures

and/or Common Measures as the key measures of success in achieving the legislative goals of WIA. The measures are used to:

- set performance goals at the state and local level;
- ensure comparability of state performance results to maintain objectivity in measuring results for incentive and sanction determinations;
- provide information for system-wide reporting and evaluation for program improvement

The proposed levels of performance are developed with the use of baseline data produced in accordance with federal instructions. As part of the state plan review process, the Secretary of the United States Department of Labor (USDOL) and the Governor must negotiate an agreement on the levels of performance or goals for the Common Measures.

Data on core measures and Common Measures is collected from Florida's MIS system, UI Wage Records, and from the Wage Record Information System (WRIS). The MIS system gathers exit information on participants, and covers the real-time data elements referenced above. UI Wage records contain information such as wage and retention information after exit. The WRIS system is a database consisting of several participating states' records for wages and employment, etc. WRIS records supplement Florida's UI data to paint a clearer picture of participant outcomes.

Table 2 below displays Florida's negotiated rate for each of the required Common Measures along with the actual statewide outcomes achieved. Federal policy requires states to achieve at least 90% of the negotiated goal. The 90% criterion is shown in parentheses.

Table 2

State WIA Statewide Common Measures Performance 2008-2009

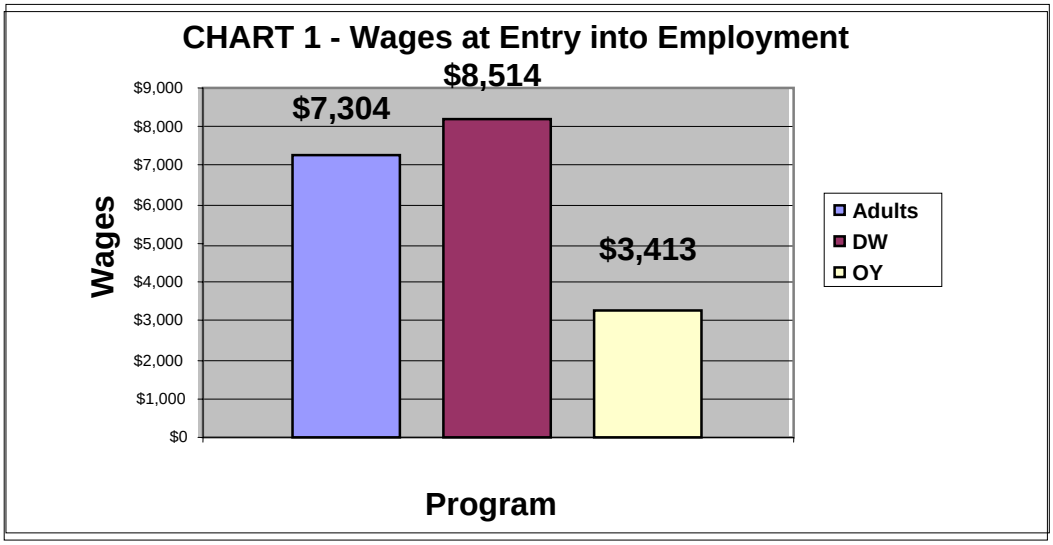
WIA CORE MEASURE	NEGOTIATED GOAL (90% of Goal)	ACTUAL PERFORMANCE	DIFFERENCE COMPARED TO 90% OF GOAL
Adult Entered Employment Rate	74.0% (66.6%)	84.2%	+ 17.6%
Adult Employment Retention Rate	86.0% (74.4%)	91.0%	+16.6%
Adult Average Earnings	$15,500 ($13,950)	$21,583	+$7,633
Dislocated Worker Entered Employment Rate	80.0% (72.0%)	86.4%	+14.4%
Dislocated Worker Employment Retention Rate	86.0% (77.4%)	89.1%	+11.7%
Dislocated Worker Average Earnings	$15,000 ($13,500)	$19,025	+$5,525
Youth Placement in Employment or Education	58.5% (52.65%)	65.3%	+12.65%
Youth Attainment of Degree or Certificate	57.0% (51.3%)	71.0%	+19.7%
Literacy or Numeracy Gains	29.0 (26.1%)	36.4%	+10.3%

As the above table indicates, Florida's 2008-2009 performance exceeded the federal criterion of 90% of goal for each of the negotiated Common Measures. Compared with 2007 Program Year outcomes PY 2008 results increased.

Wages at Entry into Employment for Individuals that entered Unsubsidized Employment

The WIA requires that states track participants to determine their wage at entry into employment. Florida uses UI (Unemployment Insurance) Wage Reports to track former participants after exit. In the chart that follows, ***Chart 1*** quarterly earnings are illustrated by each customer group - Adults, Dislocated Workers and Older Youth - attained after exit.

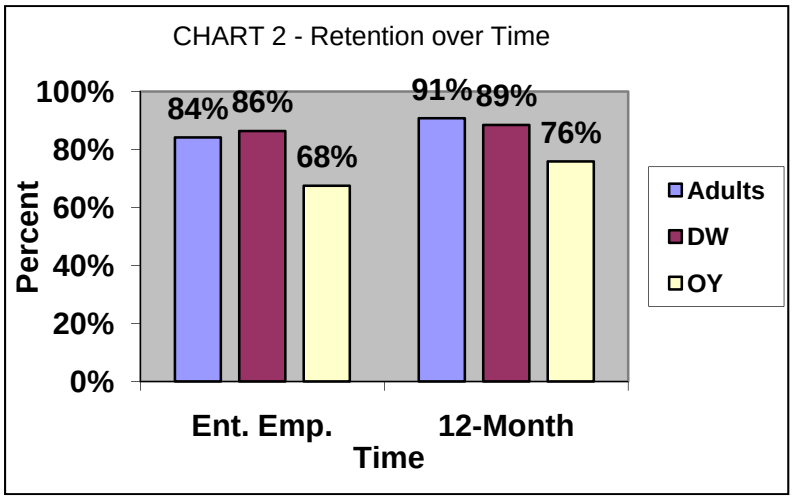
Dislocated Worker earnings are well above Adult earnings, while Older Youth earnings are understandably lower. Dislocated Worker earnings are significantly higher because they already have skills many employers desire.



12-Month Retention and Earnings Change

These measures take a look at individuals who exited more than one year ago, and track their retention in unsubsidized employment and the wages they garner in those jobs.

Chart 2 displays the trend of individuals as they hold employment over time. Twelve-month figures are taken from the percentage at exit (for adults, 84% entered employment; 91% of those still had a job at 12 months).



Since a primary goal of the WIA is to promote self-sufficiency for its participants, income of participants after they receive employment is also tracked. The Earnings Change/ Earnings Replacement measure uses the same UI data to track former participants after they exit. The Adult Average Earnings Change in 12 Months and the Older Youth Average Earnings Change in 12 Months compare the difference in earnings from the 3rd and 4th quarters after exit to earnings for the 2nd and 3rd quarters prior to registration. The Dislocated Worker Earnings Replacement Rate in 12 Months expresses earnings for the 3rd and 4th quarters after exit as a percentage of earnings for the 2nd and 3rd quarters prior to registration. Participant data is not available for hourly wages only for total income garnered during the quarters.

For participants exiting the program for the period from 1/1/07 to 12/31/07, the Adult Average Earnings Change in 12 Months was $5,601 and the Older Youth Average Earnings Change in 12 Months was $ 4,060 for Dislocated Worker exiting during the same period the Dislocated Earnings Replacement Rate in 12 Months was 106.9%.

State-Level Discretionary Funding

The Workforce Florida Board of Directors has dedicated Title I funding to state administration to induce, design, develop, and fund innovative Individual Training Account pilots, demonstrations, and special programs. Of these state-level funds, $2 million was reserved for the Incumbent Worker Training Program. Additionally, the Workforce Florida Board directed funding for operating fiscal, compliance, and management accountability systems through Workforce

Florida; conducting evaluation and research on workforce development activities; and providing technical and capacity building assistance to regions.

Allocation of these funds was handled under three different ways. The first was through contracts with various vendors to produce analysis data, follow-up reports, or state demographic and economic information and trends. Secondly, funds were disbursed through grants to regional workforce boards to provide innovative pilot projects to reach certain targeted populations such as youth, incumbent workers, etc. Finally, funds were disbursed for regional workforce board performance incentives based on the state short-term and federal long-term core measures.

All Request for Proposals included stipulations for the leveraging of funds from private business, community-based organizations and/or partnering with area agencies to encourage and produce the greatest outcomes for the least funding. In addition, the evaluation process for the Request for Proposals included additional allowance for proposals that specifically addressed special needs or that focused projects within empowerment zones or enterprise zones. As a result of these efforts, Florida has been successful in funding projects to meet local needs and created many agency and community-based partnerships within the state to carry on these activities geared to creating an effective workforce. Various workforce development strategies funded from state-level discretionary funds during the year include:

- **Measuring progress –** Projects and contracts that contributed to the ability to measure progress and evaluate the workforce system, which included contracts with the Florida Education and Training Placement Information Program (FETPIP) for placement data and a contract with Brandt Information Systems to provide the mandated customer satisfaction phone survey of employers and participants.

- **Performance Incentives –** Awards were made to high-performing regional workforce boards based on the state short-term and federal core measures.

- **Youth** – The provision of youth in-school, youthful offender, mentoring, internship, job experience and job placement services. This included grants to start or expand career institutes in selected school districts in the areas of information technology, health sciences, and construction technology.

- **Rural Initiatives –** Grants to form new partnerships and strengthen existing partnerships to promote economic competiveness of rural areas. The initiatives included the provision of training resources to small business and the expanded use of the Rural Entrepreneurship through Action Learning (REAL) model to develop new businesses.

- **Banner Centers** – to provide training, certification, and support for industries critical to Florida's economy.

In addition to the use of 15% WIA discretionary funds as described here, Florida also used Temporary Assistance to Needy Families (TANF) funds for similar pilots, performance measurement and incentives.

For more complete descriptions of key special initiatives see the section of this report entitled "Workforce Florida Activities and Accomplishments."

Rapid Response Funding for Regional Workforce Boards

The Federal Workforce Investment Act (WIA) of 1998 requires that up to 25 percent of the state's annual Dislocated Worker (DW) allocation be used for rapid response activities to respond to major layoffs and emergency situations. Pursuant to the state Workforce Innovation Act of 2000, the expenditure of these rapid response funds is to be carried out in accordance with approved policies by the Agency for Workforce Innovation (AWI) under contract with Workforce Florida, Inc. (WFI). At the beginning of each program year, the United States Department of Labor awards the state an allocation in DW funds. The state approved allocation for rapid response/dislocated worker assistance consists of funds budgeted for the state DW unit activities with a balance set aside as emergency reserve.

The Emergency Reserve funds set aside each program year are awarded as supplemental funds to Regional Workforce Boards based on need at the local level. During 2008-2009, a total of $2,950,000 was allotted for statewide services and awards local boards to carry out rapid response activities. The funds awarded included funding for the Aerospace Workforce Transition program to address the downturn in one of Florida's most critical industries. For the period ending June 30, 2008, $1,246,894 of these funds had been expended. Appendix, ***Table 3*** itemizes expenditures of the state-level WIA Rapid Response funds.

Reemployment and Emergency Assistance Coordination Team (REACT)

The Reemployment and Emergency Assistance Coordination Team (REACT) functions as Florida's state-level Dislocated Worker Unit in accordance with the Workforce Investment Act of 1998. Upon receiving a Worker Adjustment and Retraining Notification (WARN) notice—layoff announcement—the State REACT staff make initial contact with the employer by telephone to conduct preliminary fact-finding, thereby ensuring that complete information is secured. Examples include the name and number of the local contact person at each location, type of business, breakdown of worker residence by county, reason behind the layoff, and whether the Trade Adjustment Act (TAA) applies. They introduce the employer to Rapid Response (how it works, what to expect) and promote its benefits (how valuable rapid-response services are to both the employer and the affected workers) and provide the name of the Regional Workforce Board's (RWBs) Rapid-Response Coordinator who will be contacting the employer. REACT staff then distribute the WARN and the value-added background information to all appropriate workforce partners so that on-site rapid-response activities may begin.

State Role/State Strategies - State-level React and Workforce Development Board Rapid Response activities are carried out in accordance with Workforce Investment Act Regulations at CFR 665.300 through 665.340.

- Local Workforce Development Boards are required to make Rapid Response services available as often as possible to any employer requesting Rapid Response services. However, the normal procedure is to make a rapid response visit to an employer laying off 50 or more workers. If the layoff is significantly smaller than 50, the affected

workers will be directed to the nearest One Stop Career Center for services. Rapid Response services must be made available to affected workers if a Trade Petition is filed.

- Workforce Boards receive a copy of all WARN notices received by the State.

- Workforce Boards are expected to submit a monthly report on rapid response activities to the State Office.

In support of Rapid Response activities the Agency for Workforce Innovation has a Mobile One-Stop Unit that is capable of being deployed across the state to respond to lay-offs and participate in job fairs. The Mobile Center offers a full array of employment, reemployment and employer services. It contains nine computer workstations and a training room that can accommodate eight additional computer stations that have Internet access for filing unemployment compensation claims, filing intake applications for welfare recipients, searching through automated job banks and providing skills training. Should the RWB staff determine the need for the AWI Mobile One-Stop Unit to handle intake or other special activities, then the State REACT staff schedule the vehicle, have the unit delivered to and from the site, set it up for use, attend to it during the visit, and secure it overnight.

Example of specific services provided by the Regional Workforce Boards and their local One-Stop Service providers include:

- Presentations to the employer to show the advantages of working with the Workforce Boards.

- Presentations to the affected workers explaining available workforce services.

- Assistance to the workers in filing Unemployment Compensation Claims.

- Direct job referral and placement services.

- Providing information on maintaining health insurance and other separation issues.

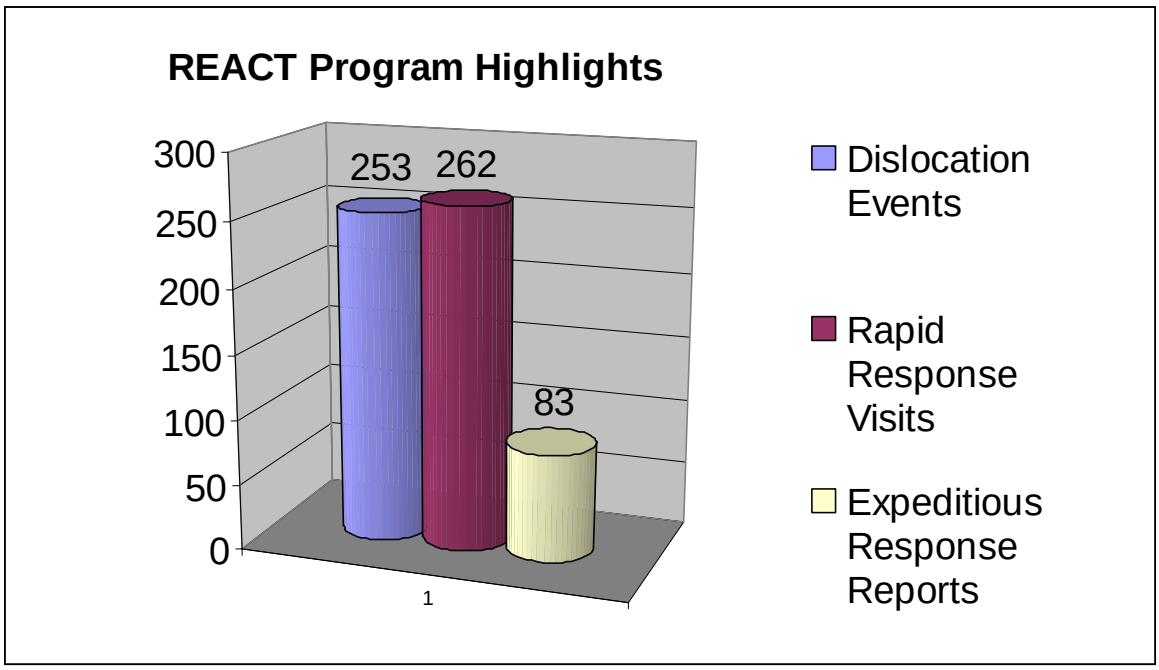
- Arranging Job Fairs and other special employment events.

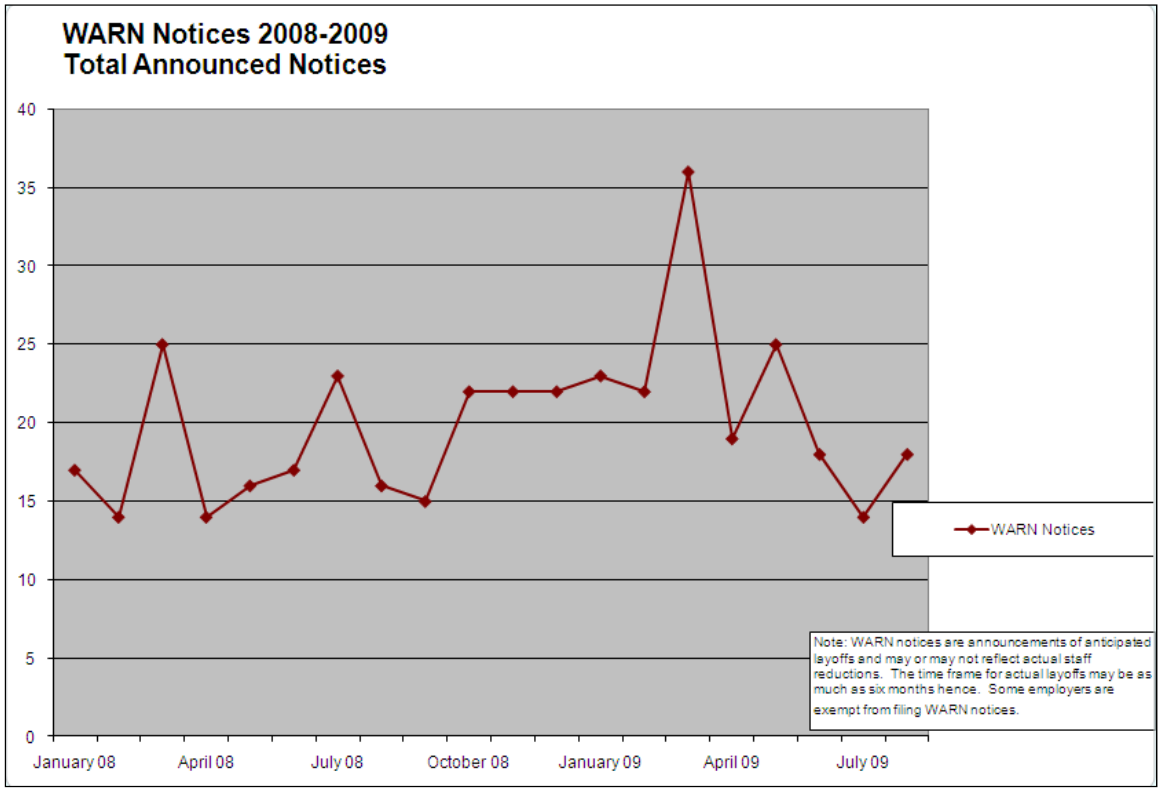
- Coordinating participation of community agencies providing other supportive services at information sessions.

- Providing information on training opportunities:

State REACT staff initiated services for 253 dislocation events generated by WARN notices this program year, identifying 30,679 eligible dislocated workers. The State REACT Unit initiated services for 78% more dislocation events generated by WARN notices and identified 77% more eligible dislocated workers for Program Year 2008-2009. The RWBs conducted 262 Rapid Response visits and completed 83 Expeditious Response Reports. State-level rapid response staff has been successful in making initial contacts with employers before receipt of WARN

notices. Dislocated workers who subsequently received services from RWB and One-Stop Career Centers are now receiving unemployment benefits in record numbers. Many of these dislocated workers will be eligible to receive extended unemployment benefits.





Due to the number of dislocation events in the public and private sector, many communities are faced with challenges. Some of these challenges include:

- A lack of job openings due to an increase in the number of lay-offs that are occurring; and
- A lack of job development due to the economy.

In the Future AWI plans to:

- Continue to coordinate with the RWBs on rapid response activities and to provide technical assistance and staff support to any RWBs needing such assistance.
- Continue to work with companies by sharing information about the RWB and other companies in the region, averting lay-offs when possible.
- Increase the use of the Mobile One-Stop Unit to assist with plant layoffs and dislocations, especially in rural communities.

Reemployment Services Program

The purpose of Florida's Reemployment Services (RES) Program is to provide immediate reemployment assistance to Unemployment Compensation (UC) customers. Reemployment services in Florida are fully integrated into Florida's One-Stop Career Centers along with all Wagner-Peyser services, WIA services, the Trade Adjustment Assistance Program (TAA), the Food Stamp Employment and Training Program or Supplemental Nutrition Assistance Program (SNAP), and the Temporary Assistance for Needy Families (TANF) Welfare Transition Program. In this integrated context, Florida's goal is to have all partners work together to effectively serve Unemployment Employment Compensation (UC) claimants under the oversight of the Regional Workforce Boards with the ultimate objective of effecting their return to the active workforce as soon as possible.

The reemployment program uses the current Reemployment Planning system through the UI mainframe system, the Employ Florida Marketplace system and the One-Stop Management Information System (OSMIS) to identify claims customers who have received their first benefit check (at the fourth week of the claim). An additional program that runs in the mainframe system also identifies claimants that are in the sixth week of their claim and who can be called in for reemployment services, as well. The reemployment services are centered on the Priority Re-Employment Program (PREP) which is the State's Worker Profiling and Reemployment System.

The full array of services is available to all UC claimants through the state's One-Stop Career Centers and through the Employ Florida Marketplace (EFM), the state's case management and self-service system. State statute requires core services to be provided electronically. To the extent possible, Florida makes self-services available to all job seekers including enhancements directed to UI claimants. Florida is now electronically delivering many other labor exchange services heretofore only available as one-on-one staff assisted services. These services include registration, orientation, skills assessment, skills matching, job matching, the provision labor market and training information, referral to training, and job referral. Providing these services electronically does not preclude the provision of staff assisted services, but is rather intended as an expansion and enhancement of these services. By maximizing electronic self-service and electronically delivered services for the majority of UI claimants who are candidates for

immediate employment it is the State's goal to increase the delivery of one-on-one staff services to the UI claimants most in need of training and other assistance.

In Florida, all UI claimants are registered as job seekers in the Employ Florida Marketplace within 24 hours of filing for unemployment benefits. This is accomplished via an automated interface between the UC system and EFM. Each night, a file of new UC claimants is sent to EFM where basic registration is created. This includes the client's email address, and work history information. The career services skills matching functionality of EFM is then utilized to generate an initial listing of current jobs in the system based on the employment information each claimant gave when filing his/her claim. This generates an automatic email to the claimant that informs the claimant of his/her EFM log on information; provides a link to the initial list of jobs matched to his/her employment history; and provides the link for him/her to complete a full resume and begin active use of the system to search and apply for jobs. This information also becomes immediately available to staff who utilize it to contact claimants regarding other One-Stop services available. This skills information also automatically becomes available to employers who are searching for candidates based on the skills needed to fill a job opening.

Claimants who are identified for in-person services are required to report to the local One-Stop Career Center for reemployment services. The purpose of this appointment is to interview the claimant to ascertain what skills and training are necessary for employment, confirm that the claimant continues to search for work, and to provide reemployment services.

Labor market information, including conditions of the claimant's customary employment and the employment opportunities in the area, is used to help the claimant develop a realistic employment plan. Methods of developing leads and other job search techniques are also discussed. The staff and claimant develop a work search plan that reflects the claimant's skills, experience, and required wages.

The program consists of four strategic elements:

- Early intervention and aggressive recruitment;
- A shift from traditional unemployment compensation customer service to making reemployment services an integral part of the Wagner-Peyser core services provided in the One-Stop Career Center;
- Program integration; and
- Mainstreaming claimants through a unified orientation to introduce them to the full spectrum of One-Stop services.

Additionally, Florida was selected as one of the original pilot states for the Reemployment and Eligibility Assessment (REA) Program. Six of the Regional Workforce Boards in Florida were chosen to pilot the REA program which includes a one-on-one assessment, the provision of labor market information, development of an employability development plan, and placement services or referral to training.

The Agency for Workforce Innovation (AWI), upon approval of WFI, has issued guidance outlining state reemployment policy and the principles set forth in TEGL 14-08 related to the Recovery Act. This guidance requires each region to do the following at a minimum:

- Develop a written RES plan (for both formula and American Recovery and Reinvestment Act (ARRA) funds).
- Incorporate strategies in the local RES plan to address Frontline Walk-Ins and RES Intensive customers as defined in the guidance.
- Incorporate the Priority Reemployment Program (PREP) as part of the local RES strategy for the selection of the UC claimants targeted for RES and that for those selected provide, at a minimum, an assessment and orientation service.
- Incorporate in the local RES plan a strategy to ensure that 62.5 percent of the Region's ARRA Wagner-Peyser Program funds are spent on reemployment services.
- If the Region is participating in the REA demonstration program then the plan must include how that program fits into the region's overall RES strategy.

The guidance provides strategies and recommendations to assist the regions in developing their plans for each of the four RES components mentioned above: RES Frontline Walk-ins, RES Intensive Services, PREP, and REA.

The guidance also provides the regions with an assessment tool that will enable local staff to separate claimants into categories for tiers of service and encourages them to use this or a similar tool as part of their plans. The categories for tiers of service are:

- Tier 1 - Job Ready Claimants;
- Tier II – Claimants Needing Job Search Assistance;
- Tier III – Claimants Needing Skills Training or Skills Transferability Analysis; and
- Tier IV – Claimants Needing Assessments, Intensive Services, and Training.

Though reemployment services are integrated with Wagner-Peyser and other partner programs, the state has established a comprehensive outreach effort unique to RES and in following the state's guidance local RES plans will include outreach, assessment and counseling approaches unique to these clients as well.

Florida's program has again proven successful in facilitating early intervention for new claimants. For example, 99.6 percent of all UC claimants during the program year were registered for Wagner-Peyser services within the One-Stop delivery system. The increase in the proportion of claimants served also reflects continuing improvement in the integration of services. The proportion of all eligible claimants who were placed in jobs or obtained employment during the year was 55 percent (this does not include entered employment).

Due to the economic downturn, the One-Stop Career Centers are seeing more and more claimants in need of reemployment services. The sheer volume of unemployed individuals who sought reemployment services overwhelmed many of the One-Stop Career Centers which had to reassess their service delivery strategies by expanding staff, operational hours, office space, and electronic services in order to meet the increased demand. The ability to respond quickly was

challenging as it has required regions to strategically reassess their operations and service delivery.

Future strategies include:

Profiling Program:
AWI is currently working in conjunction with Workforce Florida to modify the PREP program. The modification includes utilizing a statistical targeting methodology using the claimants' characteristics to identify claimants that are most likely to exhaust and need intensive services or training. This workgroup is currently reviewing the validity of the statistical targeting and the assignment of a probability score to identify those claimants most likely to exhaust their benefits. Once the validation process is completed, the process will be integrated between the UC-to-EFM Interface, EFM work registration records and Labor Market Information and include those claimants in the PREP pool. This modification will be an enhancement to the PREP pool and assist the One Stop Career Centers in identifying those claimants in need of more intensive staff assisted services.

Extended Benefit Claimants:
Due to the current economic downturn and the high rate of unemployment in the state, staff-assisted reemployment services will be targeted, in the interim, to claimants who qualify for state extended benefits. These claimants have been receiving unemployment benefits for 59(+) weeks. It is estimated that approximately 250,000 claimants will qualify for the Extended Benefits program.

Expansion of REA Program:
Additionally, although the State has had six regions participating in the Reemployment and Eligibility Assessment (REA) Pilot Program, which is a more intensive, one-on-one assessment interview process, the State is expanding the program in Fiscal Year 2009-2010 to a total of 19 of the 24 regions.

Enhancement of Reemployment Services
Florida plans to pilot two software solutions to assist the delivery of local reemployment services. It is the plan to use these tools to assist the State's One-Stop Career Centers in assessing the needs of UI claimants and enhancing local reemployment services. These two tools are: Help-Wanted Online (HWOL) and the Workforce Associates' Transferable Occupation Relationship Quotient (TORQ).

HWOL is an evolution of the former Conference Board Help Wanted Index that now represents a fully developed system that measures the demand side of the labor market. It scrapes a myriad of job ads from internet sites. Job ads can be analyzed by state, metro area, and cities through time and can be filtered for various attributes. HWOL has the potential to identify current openings even in the recession, which represents a potential asset to local and state workforce planners. Current measures of occupational demand are for the long-term and there is need for more current actionable data for analysis. HWOL also has the potential to identify new and emerging, green and biotech occupations.

The TORQ software allows the integration of multiple types of data files from the federal and state levels to include most widely used occupational attributes from the O*Net national database, Florida and substate projections by industry and occupation, national projections data, employer data from InfoUSA, educational providers from the Integrated Postsecondary Educational Data System, and approved providers for WIA. This is single system that can provide product integration on one platform from multiple data sources. This product will improve the analysis of O*Net tools including career pathing. TORQ software promises to be a very positive asset to local staff seeking to reemploy UC claimants.

Reemployment and Eligibility Assessment (REA) Pilot Program

The purpose of the Reemployment and Eligibility Assessment (REA) Pilot Program is to determine the effectiveness of more intensive services (in person reemployment eligibility assessments) in helping claimants find employment, thereby resulting in shorter claims durations and fewer erroneous payments.

The grant requires One-Stop Career Center staff to conduct individual, in-person reemployment assessments. The assessments must include:

- providing labor market information;
- assisting claimants in developing work search plans; and
- referring claimants to employment services and training when appropriate.

The state provides guidance, training, and technical assistance to the regions participating in this initiative.

During the 2008-2009 Program Year the state exceeded its goal of providing 22,000 assessments for the 6 participating regions.

Due to the economic downturn, the One-Stop Career Centers are seeing more and more claimants in need of reemployment services. The sheer volume of unemployed individuals who sought reemployment services overwhelmed many of the One-Stop Career Centers which had to reassess their service delivery strategies by expanding staff, operational hours, office space, and electronic services in order to meet the increased demand.

Additionally, the state is in the process of revising its methodology for its profiling program which includes UI claimants so that those most likely to exhaust can be more readily identified for REA services.

Although the State has had six regions participating in the Reemployment and Eligibility Assessment (REA) Pilot Program the State is expanding the program in Fiscal Year 2009-2010 to a total of 19 of the 24 regions.

National Emergency Grant (NEG)

The purpose of the NEG is to provide temporary employment and training assistance to workers affected by major economic dislocations, such as plant closures, mass layoffs affecting 50 or

more workers at a single site of employment, closures of military installations, and multiple layoffs in a single local community, emergencies or natural disasters. The NEG provides federal assistance to states when it can be demonstrated that additional funds are needed to provide appropriate services for dislocated workers. During the 2008 – 2009 Program Year Florida had one continuing grant and received two additional grants.

On June 30, 2007, the U.S. Department of Labor awarded $4,000,000 to Agency for Workforce Innovation (AWI) to provide early community planning in Regions 1, 2 and 8 to ensure an effective workforce investment system response to workers impacted as a result of base realignment and closures (BRAC). The grant period is June 30, 2007 through September 30, 2009. These funds are being used to develop and implement a strategic plan to provide workforce services to military personnel and their families affected by BRAC movements. The AWI is requesting an extension of the BRAC grant through June 30, 2010 in order. to continue providing transitional services to military personnel and their families affected by BRAC.

As of June 30, 2009 over 2000 individuals have been enrolled into the program of which more 792 have been placed into jobs.

In August 2008 Florida received a $20 million grant from the U.S. Department of Labor (USDOL) to hire temporary workers to assist in the clean-up and restoration efforts as a result of Tropical Storm Fay. The temporary workers also worked on projects that provided food, clothing, shelter and other humanitarian assistance for victims of the disaster. The USDOL released an initial $8 million that the state could immediately access to begin recovery efforts.

As of June 30, 2009, a total of 318 were enrolled into temporary jobs which provided clean up and humanitarian activities

In April 2009 the state received a $3 million NEG grant from the U.S. Department of Labor (USDOL) to hire temporary workers to assist in the clean-up and restoration efforts as a result of the severe storms and flooding of 2009 in 11 Florida counties. The temporary workers will assist with cleanup, demolition, repair, renovation and reconstruction of destroyed public structures, facilities and land within the affected areas. The grant will also provide food, clothing, shelter and humanitarian assistance for those affected. For individuals who cannot find work after their temporary jobs end, funds may be used to provide core and intensive training services. The USDOL released an initial $1 million that the state could immediately access to begin recovery efforts. Since only one Regional Workforce Board is participating in this grant, the funding was reduced to $638,778. The grant will end April 10, 2010.

As of June 30, 2009, no individuals have been enrolled into the program.

Florida's Great Northwest Workforce Innovation in Regional Economic Development (WIRED) Project

The USDOL awarded Florida a grant based upon a proposal submitted by Florida's Great Northwest, Inc., (FGN). The period of performance is February 1, 2006 through January 31, 2011; the grant totals $14,775,000 with $3,693,750 obligated each year for the five-year period.

The primary goal of the project is to increase the size and quality of the workforce necessary to support and expand the following high-skill, high-wage industries that will provide northwest Florida with a competitive advantage on the national and international levels. The primary target industries include: aerospace and defense, life sciences, information technology/electronic engineering, construction services, and alternative energy.

Since the project began, FGN has executed over 40 agreements/contracts with entities in the targeted industries and additional contracts are currently under negotiation. As of August 31, 2009, FGN had expended approximately $7,292,516 for grants and generated approximately $10,330,762 in local match. Additionally, approximately 117 participants have entered training in high-skill, high-wage occupations, to date.

Florida's Great Northwest will have challenges in expanding high-skill, high-wage occupations given the current global economic recession. However it continues to be their goal to increase the size and quality of the workforce necessary to support and expand the high-skill, high-wage industries that will provide northwest Florida with a competitive advantage on national and international levels.

Local Performance

Upon the completion of the State's negotiation with the USDOL on state performance goals for the Common Measures, the state workforce board conducted negotiations at the state level with each regional workforce board. Federal policy requires states to achieve at least 90% of the negotiated goal. As a result of this process, expected levels of performance or goals were agreed upon for each region. ***Table 3*** below summarizes outcomes based on these goals and the federal 90% criterion. Individual performance tables for each of Florida's 24 regions are also provided in the Appendices (Appendix -***Table O*** Performance).

Table 3

Regional Program Year 2008-2009 WIA Performance

WIA COMMON MEASURE	STATE GOAL	# OF REGIONS ACHIEVING REGIONAL GOAL	% OF REGIONS ACHIEVING GOAL
ADULT ENTERED EMPLOYMENT RATE	74.0%	23 of 24	95.8%
ADULT EMPLOYMENT RETENTION RATE	86.0%	24 of 24	100%
ADULT AVERAGE EARNINGS	$15,500	24 of 24	100%
DISLOCATED WORKER ENTERED EMPLOYMENT RATE	80.0%	23 of 24	95.8%
DISLOCATED WORKER EMPLOYMENT RETENTION RATE	86.0%	24 of 24	100%
DISLOCATED WORKER AVERAGE EARNINGS	$15,000	24 of 24	100%
YOUTH PLACEMENT IN EMPLOYMENT OR EDUCATION	58.5%	22 of 24	91.6%
YOUTH OF DEGREE OR CERTIFICATE	57.5%	23 of 24	95.8%
YOUTH LITERACY OR NUMERACY GAINS	29.0%	15 of 24	62.5%

*Based on the USDOL, new TEGL, No. 19-06, March 30, 2007 Not Met is defined as the number of performance measures less than 90% of the negotiated goal. Met is defined as the number of performance measures between 90% - 100% of the negotiated goal. Exceeded is defined as the number of performance measures above 100% of the negotiated goal.

State Evaluation Activities and Incentive Policy

Overall Description and Background

Due to historical practices and state law mandates, Florida has long engaged in extensive program evaluation activities, with a particular emphasis on results, outcomes and longitudinal information. In the workforce realm, much of that evaluation activity has been based on many of the key elements mandated by WIA, including use of many of the same or similar measures, similar definitions and heavy reliance on use of Unemployment Insurance wage records to verify initial job placement, job retention, and initial and long-term earnings over time.

Florida Education and Training Placement Information Program (FETPIP)

One of Florida's earliest and most successful innovations in evaluation and performance tracking has been the Florida Education and Training Placement Information Program (FETPIP) established in the mid-1980 within the state Department of Education. This program was developed mainly to help evaluate the effectiveness of post-secondary education and training programs, particularly vocational education and similar career preparation programs. The scope of the groups to be tracked rapidly expanded to cover nearly all job training and placement programs including WIA, Wagner-Peyser, Job Corps, Veterans, welfare reform (TANF), Apprenticeship, Unemployment Compensation claimants, ex-offenders, and a total of nearly 600 groups or sub-cohorts being tracked.

The FETPIP follow-up data is electronically derived from Unemployment Compensation (Insurance) quarterly wage records, federal military and civilian personnel records, public assistance, incarceration/parole records, and continued education rosters. Access to this data allows for annual reports with extensive detail and longitudinal capabilities. Each group is typically tracked for at least two years, with many tracked over much longer periods, including the "Class of 1991" composed of all graduates (and drop-outs) of high school, certificate programs, and all levels of higher education. Quarterly reports covering employment and public assistance status and outcomes are regularly run and analyzed. For more details on FETPIP, including examples of annual outcome reports, see: http://www.firn.edu/doe/fetpip/fmain.htm

State "Balanced Scorecard" Report

Florida's workforce system Balanced Scorecard includes the following mix of long-term measures, short-term measures, and threshold indicators related to the state's three major partner programs:

Services to Jobseekers:
Job Seek Entered Employment Rate (Wagner-Peyser)
Veteran's Entered Employment Rate (Wagner-Peyser)
Customer Satisfaction – Job Seekers (Wagner-Peyser)

Services to Employers:
Customer Satisfaction – Employers
Employer Market Penetration

Services to Disadvantaged Groups, Unemployed Adults and Youth:
Entered Employment Rate (Workforce Investment Act)
Employment Earnings Rate (Workforce Investment Act)
Employment Retention Rate (Workforce Investment Act)
Youth Average Grade Level Gain (Workforce Investment Act)
Youth Positive Outcome Rate (Workforce Investment Act)
Customer Satisfaction – Workforce Investment Act Participants

Services to Welfare Recipients:
Welfare Closed Case Outcome Rate
Welfare Transition Earnings Rate
Welfare Transition Retention Rate

Threshold Indicators:
Threshold Level of Service Indicator for All Customer Groups
Threshold Level of Service Indicator for Special Customer Groups
Threshold Indicator for Youth Diploma Attainment
Threshold Indicator for Welfare Participation Rate
Threshold Indicator for Data Validity

The threshold indicators are each based on a minimum criterion established by State or Federal policy where a "yes" indicates that a regional board has achieved the minimum.

All Balanced Scorecard measures and indicators are reported quarterly with the exception of the Employer Market Penetration measure and the Threshold Indicator for Data Validity which report on an annual basis only.

Appendix Table 8 contains a more detailed description of the measures and threshold indicators included in the Balanced Scorecard Report.

The ***Table 4*** below shows statewide Program Year 2008-09 outcomes for each of the Balanced Scorecard measures available as of the calendar quarter ending March 31, 2008. As this report is based on the common measure definition of exit, the year-end report will not be available until after October 1, 2009.

Table 4

PY 2008-09 Balanced Scorecard Measures (7/1/08 to 3/31/09)

Job Seeker Entered Employ. Rate	Veteran's Entered Employ. Rate	Customer Satisfaction – Job Seekers*	Customer Satisfaction – Employers*	WIA Entered Employ. Rate	WIA Employment Earnings Rate
56.49%	57.18%	80.58	83.56	90.73%	146.99%
WIA Employ. Retention Rate	**WIA Youth Avg. Grade Level Gain**	**WIA Youth Positive Outcome Rate**	**Customer Satisfaction – WIA Participants***	**Welfare Closed Case Outcome Rate**	**Welfare Transition Earnings Rate**
90.52%	NA	88.02	86.06	30.0%	53.29%

Welfare Transition Retention Rate
69.33%

*Score based on American Satisfaction Index (ACSI)

The Balanced Scorecard approach has served the workforce system well toward a more balanced approach to performance management and throughput. To further this approach, as identified in the following section, Florida's Workforce Investment Board—Workforce Florida, Inc. has endorsed and is implementing a more comprehensive move toward a truly defined balanced scorecard.

Balanced Scorecard 2.0 Concept

The mission of the Workforce Florida Board of Directors states that Florida will develop the state business climate by designing and implementing strategies that help Floridians enter, remain and advance in the workforce, becoming more highly skilled and successful, benefiting Florida businesses and the entire state.

The Workforce Florida's Balanced Scorecard 2.0 (BSC 2.0), strategy reflects the workforce system's approach to measuring the value created by the system and is central to the Workforce Florida Board of Director's mission and agenda.

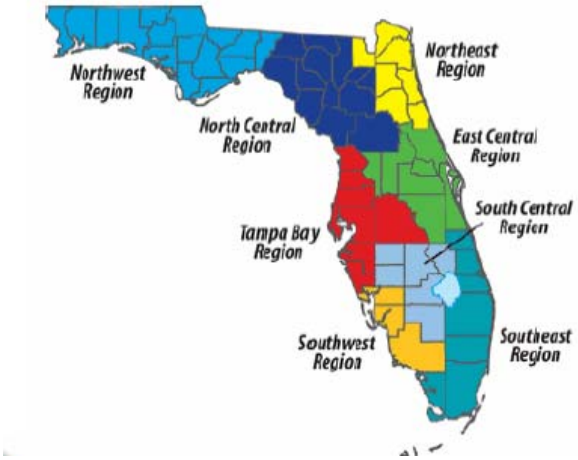
The framework and steps to developing the BSC 2.0 are as follows:

1. Strategy Perspectives for Level 1-State, Level 2 (L2) -Economic Development Region (see attached map), Level 3 (L3) – Regional Workforce Board

1. Financial or Resource Allocation (RA)
2. Customer or Service Delivery (SD)
3. Internal Process (IR)
4. Learning and growth or Goodwill (GW)

Level 1
State of Florida
Workforce Florida, Inc. Board of Directors

Level 2 (see map)
Economic Development Regions



Level 3
Regional Workforce Boards
Regions 1 - 24

State Longitudinal Measures—"Tier Measures"

State Longitudinal Measures - "Tier Measures" - The Florida Legislature has mandated that the Workforce Florida Board develop uniform measures and standards to cover all job training, placement, career education and other workforce programs [See Sec. 445.005 (9), Florida Statutes]. Tier 1 measures are broad outcome measures that can be (almost) universally applied to all workforce-related indicators, including entered employment, job retention and earnings at various levels. Tier 2 measures are oriented to logical grouping of programs and/or targeted populations and provide additional measures that are uniquely relevant to that group. These measures include continued education status for youth programs and reduction in public assistance dependency for TANF recipients and other low-income individuals. Tier 3 includes process/output measures including those mandated for federally funded programs. These measures also disaggregate the Tier 1 and 2 measures to sub-state breakouts, some of which are regionally adjusted. Examples of process measures would include caseloads for specific programs or first-payment-time-lapse data for Unemployment Compensation. Disaggregated results would include the WIA performance of specific Workforce Regions or the

number/percentage of youth who complete teen pregnancy prevention programs in a specific county or region.

The nine measures against which performance is reported include the following:

1. Total Individuals.
2. Initial employment or those who exited/completed workforce programs and were found employed expressed as a percentage of the total number of those exiting/completing programs.
3. Earnings or Wage Levels expressed as the percentage of those found employed at each of four full-time earnings or wage levels listed below:
    - Level 0 – those earning below a minimum quarterly wage of $3,468.
    - Level 1 – those earning at least minimum wage of $3,468 but less than $4,420 quarterly.
    - Level 2 – those earning at least $4,420 but less than $5,200 quarterly.
    - Level 3 – those earning $5,200 and greater quarterly.
4. Continued Employment expressed as a percentage of those found employed at follow-up the year following program exit or completion.
5. Initial Earnings expressed as the average quarterly amount earned for those found employed the year after program exit/completion.
6. Earnings Growth expressed as the amount of gain or loss in average quarterly earnings as compared to the average initial earnings.
7. Public Assistance or those who exited/completed workforce programs and were found to be receiving public assistance expressed as a percentage of the total number of those exiting/completing programs.
8. Continued Public Assistance expressed as a percentage of those found to be receiving public assistance the year after program exit/completion.
9. Continuing Education or those who exited/completed workforce programs and were found to be in any education or training program expressed as a percentage of the total number of those exiting/completing programs.

The Tier Measure Report is produced annually. The next Tier report is scheduled to be issued by December 2009. Previous Tier Measure Reports can be reviewed as part of the Workforce Florida Annual Reports at: http://www.workforceflorida.com.

Regional Review

Section 445.007(3), of the Florida Statutes mandates that "The Workforce Development Board shall assign staff to meet with each regional workforce development board annually to review the board's performance and to certify that the board is in compliance with applicable state and federal law."

The regional annual review visits to the Regional Workforce Boards were performed by Workforce Florida staff. Preparation for the annual review presentations included evaluating, utilizing and linking all available performance data (including short-term exiter measures, longitudinal tier measures, and monthly management reports), information and resources. AWI assesses the region's compliance with applicable state and federal laws, regulations and policies,

the extent to which regional boards incorporated the needs of the employer community into strategic planning efforts, operational plans/operational systems, sales and marketing efforts Boards included; comparative demographic information reflecting regional poverty and unemployment rates, relative shares of funding to meet those needs (e.g. WIA, Welfare-to-Work, Wagner-Peyser and TANF funds), regional board performance compared to other regions and to prior year, and an assessment of how well employer needs had been met.

State Incentive/Corrective Action Policy

Florida law expressly calls for increased accountability for the workforce system for the state, localities, and training providers. Accordingly, the state has established a state incentive corrective action policy based at the direction of the Workforce Florida Board. This policy is aimed at continuous improvement and designed to cover all major programs under the state Board's oversight, including the Workforce Investment Act (WIA), Wagner-Peyser (WP) and Temporary Assistance to Needy Families (TANF). As a further policy matter, Florida's incentive/corrections apply to both short-term, interim outcomes (mainly EER-Entered Employment Rates) as revealed in our state quarterly reports based on administrative data, as well as the longer-term outcomes (mainly Job Retention) reported annually to the U.S. Department of Labor (WIA & WP) and the U.S. Department of Health and Human Services (TANF) using UC/UI wage records. Certain other requirements imposed by state law are used as "threshold" qualifiers/disqualifiers. For example, Regional Workforce Boards that do not achieve the state law requirement of the 50% rate of expenditures on Individual Training Accounts (ITAs) and other training are automatically disqualified for all WIA Incentive Payments.

Each year the Workforce Florida, Inc. Board of Directors approves an incentive pool "off the top" of the annual budget out of state-level discretionary WIA, WP and TANF funds. Additional incentive money for the pool comes from federal performance awards including WIA incentives which Florida has won consistently. The resulting pool combines short-term and long-term performance awards for the three major programs/funding sources. RWBs that have met the "threshold" qualifications related to expenditures on training, direct services, and out of school youth then compete to achieve individual targets and against their peers for comparative excellence awards. RWBs that perform in the top quartile compared to their peers get a superior performance award.

In addition to the monetary incentive "carrots," Florida also applies some "sticks" in the form of corrective "consequences," in addition to the threshold disqualifications described above. Typically low-performing Regional Workforce Boards are required to first provide their own Corrective Action Plans. Then if low performance persists, state-level staff work with RWB staff to design a state-approved Program Improvement Plan with specific deliverables, often supported by state and peer Technical Assistance and Training (TAT) and sometimes supplemental funding for specific interventions. Continued chronic performance and operational problems then result in progressive levels of direct, sustained on-site oversight by state staff or state-designated RWB peer supervision, "receivership," or replacement of local executive staff, all of which have been applied in Florida. So far, no Region has been re-designated or consolidated due to performance problems but that option remains as an ultimate sanction.

Florida's workforce system will continue to apply, re-examine, refine, and refresh its incentive/correction structure to maintain continuous improvement.

Federal Waivers

Florida continues to take full advantage of the flexibility provisions in WIA for waivers. Florida has requested an extension of the approved waivers currently in the state plan and has identified six additional waivers that are requested. Two of those waiver requests were submitted when the state submitted its request to extend the 2007-2009 State Plan while this new plan was being developed. Those two waivers related to the youth program and were requested early since they impacted plans for operating summer youth programs that could begin as early as May 1, 2009. One youth waiver was to continue to limit those participants that continued work experience beyond the summer program to only be measured by the one work readiness performance standard. The second youth waiver requested removal of the requirement that all providers of youth services be competitively procured. That waiver allows the state and regional boards to rely on their approved procurement policies and procedures to select a youth provider. Those policies and procedures have been reviewed for compliance with OMB circulars and USDOL procurement requirements.

Four additional waivers were submitted as part of Florida's new State Plan. These waivers are predicated on the need for full implementation of a business-driven model espoused by USDOL. Two of the waivers are directed toward increasing the flexibility to conduct an on-the-job training (OJT) and customized training for employers. These waivers are similar to ones that have been approved by USDOL for other states. The waivers are expected to increase the participation of employers in these two training strategies.

Another waiver is requested to allow the use of WIA funds to help a struggling small business survive in this economic downturn and to help unemployed individuals interested in starting a new business, begin a new business venture. Entrepreneurial training is a requirement and the use of any funding for capital costs such as infrastructure of equipment is limited to that which is needed to save a job or employ a new hire in an existing business. Any financial assistance is limited to $5,000 per business and must be supported with funding available to the business owner through its own capital or through loans. Safeguards must be established by participating regional boards to make sure that this assistance does not replicate existing small business loan programs such as the SBA.

The final waiver request is to allow the use of WIA funding for Public Service Employment (PSE). This waiver will provide another tool that regional boards can use to help create new jobs. Safeguards have been established to ensure that the program is not used to displace current workers and not supplant the work of someone who has recently been laid off. Priority will be given to those public sector employers that invest in "green" technologies and jobs. The PSE will be directed to low-income and dislocated workers who have not had the opportunity to explore the public sector.

The following is a list of those waivers previously approved by USDOL for which Florida is requesting extension:

- A waiver of provisions of WIA Sections 133(c)(2) and 128(c)(2) and 20 CFR 667,160 to permit mid-year de-obligation and reallocation of local area funds based on obligations and expenditures.

  - This waiver results in an increase in the rate of investment of WIA funds. Local Workforce Boards experiencing under-expenditures are not unduly jeopardized by the deobligation of unneeded funds as they become eligible to participate in subsequent redistributions of funds based on improved performance and increased needs within their areas. This waiver clearly states that the deobligation and reallocation of WIA funds will be done solely on the basis of expenditures and not obligations. Overall, the waiver provides for a more effective distribution, use, and investment of WIA funds, thereby ensuring that such funds are spent within the workforce system where they are most needed.

    Due to reduced levels of funding coming to Florida over the last several years combined with the increasing unemployment within state and the rescission of $12 million in Federal WIA funds , regional boards have not faced any difficulty in utilizing their WIA allotments; consequently, no funds have been recaptured by the Board for the last two program years. However, with the increased federal grant award and stimulus funding, regional boards have three times the funding they normally received on an annual basis. In order to ensure the effective utilization of these funds throughout the state, the de-obligation and re-allocation policy represented by this waiver will become even more critical. This revised policy provides the Board with the flexibility to evaluate how well regions are actually spending these resources at three additional points over the course of the two year life of these funds, not just at the end of a program year. Excess funds not needed within any particular region, as evidenced by expenditure rates, will be identified sooner and could be reallocated to other regions that may have a higher demand for services.

- A waiver the limitation at WIA Section 133(b)(4) to permit 100 percent transfer of funds between the Adult and Dislocated Worker funding streams.

  - Over the last two years, regional boards have experienced much higher demands for training and support services from Adults than Dislocated Workers due to the changing demographics and economic situations in Florida. Under these circumstances, this waiver has provided Florida's local boards greater flexibility in allocating and expending Adult and Dislocated Worker Funds to meet changing local conditions. Since approved in 2002 it has been extensively used. Generally, in the past as the unemployment rate in the state was below the national average it was used to meet the much higher demand for adult training (ITAs). It allowed local regions the flexibility to maximize the use of funds for training adults while still meeting the needs of dislocated workers. Some of the funds transferred to Adult have been used to upgrade the skills of incumbent workers, increasing their value and productivity and likely avoiding additional layoffs by employers. Other regions have seen more people wanting to attend school or training who meet the adult criteria than a dislocated worker. Currently with the downturn in the

economy where the state's unemployment rate exceeds the national average and currently is approaching 11% we anticipate seeing a shift in the other direction. Whatever the current economic trend, this waiver allows our local areas to respond to varying demand resulting from economic conditions; and yet also meet the demands of the dislocated worker who may have other unique circumstances.

Additionally this waiver has allowed more older youth to pursue their occupational goals. Use of the waiver eliminates duplication of paperwork for enrolling older youth into the adult programs and benefits training providers as they no longer have to follow two separate processes to provide services to Adult/Dislocated Worker and Older Worker/Youth.

- Waivers of the language that limits the authority to provide the activities in WIA Section 134 to the state to allow 20 percent of local Adult and Dislocated Worker formula funds and 20 percent of state-level rapid response funds to be expended on incumbent worker training.

  - Originally this waiver was prompted by USDOL's Training and Employment Guidance Letter (TEGL) Number 180-05 and is has since that time it has supported one of the state's key strategies. The focus of Florida's emphasis on incumbent or employed worker training is part of our system's effort to align workforce priorities with economic development through helping Floridians enter, remain, and advance in the workforce.

  - It is also a strategy to support job creation and to enhance the competitiveness of small businesses. As the state's goals for a better trained workforce are achieved, local businesses and local economies are strengthened and therefore future layoff situations are prevented. Use of the waiver has promoted maximum investment of limited funds and increased levels of service. All WIA customers have been positively impacted as increased numbers of individuals that are in need of service have been provided service. As state guidelines require participating business partners to provide a matching contribution the waiver has also resulted in lower training costs and the local workforce system's access to additional resources.

    During program Year 2008-2009, 16 of the state's 24 workforce regions conducted local program under the state guidelines for the use of this waiver serving 9,777 workers.

    As indicated above the state was also granted a companion waiver to allow the use of up to 20% of state level rapid response funds for all non administrative activities allowed by WIA Section 134. The purpose of the waiver was to obtain maximum flexibility at the state level to aid Florida in reacting to changing conditions where state strategies could be enhanced by additional resources not needed for rapid response. To date Florida has not seen the need to utilize these funds in such a way and any funds that have not been needed for rapid response activities as outlined by 20 CFR, Part 665 Subpart C have been allocated as additional dislocated worker funds to the state's 24 regions. Never the less the state is currently requesting a continuation of this waiver in order retain this flexibility should conditions warrant it. Such a necessity could arise at anytime due to rapidly changing economic conditions or natural disaster.

- A waiver of 20 CFR 667.300 to minimize participant data capture requirements for employed worker training programs operated with local WIA funds.

  - This waiver has allowed the State to streamline the data capture requirements to ensure that employers are not unnecessarily burdened with federal data requirements. Thus the use of the waiver has strengthened the ability of local workforce boards to coordinate workforce investment activities with economic development strategies and develop employer linkages. One of the primary reasons that local workforce boards provide incumbent worker or employed worker training is to improve their regional economies by upgrading the skills of their existing workforce, enabling both the employer and the individual worker to improve their competitiveness. Additionally, as workers improve their skills and climb the career ladder, it enables the local workforce board to backfill those vacancies. Thus, the program builds employer usage and satisfaction of the public workforce system.

- A waiver of 20 CFR 666.300 to allow entrepreneurial training to be provided through state-level grants and local formula dollars with performance tracked and aggregated at the state level, but not included in local performance calculations.

  - The waiver has encouraged collaboration with Florida's economic development organizations, businesses, industries associations, and education partners to foster business innovation, small business start-ups, expansions and job creation. The waiver has also helped the State in its recovery from the impacts of hurricanes, tornadoes and tropical storms which are a State challenge. Local workforce boards, identifying unmet needs or experiencing individuals interested in self-employment opportunities in their areas will have continued flexibility to refer these persons to entrepreneurial training without fear or adverse impacts on local performance data.

    Florida has used its state-level set aside funds to encourage more entrepreneurial training activities, including helping to establish training through the National Entrepreneurial Center—only the second like it in the country—physically located in Orlando, and special training initiatives aimed at business innovation development in our veterans and other targeted groups. Given Florida's ranking among the 50 states in the rate of business start-ups, much more can be done. Florida endorses the intent of the USDOL's TEGL No. 16-04 encouraging the public workforce system to engage in more entrepreneurial training initiatives. Each of Florida's 24 RWBs are engaged with local partners including Small Business Development Centers, SCORE chapters, and university incubators, and use the flexibility afforded by this waiver to better support sound business innovation practices that result in new business creation and new jobs for our citizenry.

- A waiver of 20 CFR 664.510 to allow the use of Individual Training Accounts (ITAs) for WIA older youth without requiring dual enrollment as WIA adults.

  - The waiver has afforded older youth the ability to pursue their occupational goals without the additional barrier of having to meet adult or dislocated worker eligibility

requirements. The waiver has also eliminated the duplication of paperwork for enrolling older youth appropriately served with youth funds into the adult programs and benefits training providers as they no longer have to follow two separate processes to provide services to Adult/Dislocated Worker and Older Worker/Youth. It has also allowed local workforce boards to improve their expenditures on out-of-school youth and meet the federal mandate to expend 30 percent of youth funds for this population. Local workforce boards have also had greater flexibility in delivering services based on the individual needs of participants as intended under WIA.

- A waiver of 20 CFR 662.240(b)(10) to allow one-stop center staff funded by WIA or Wagner-Peyser funds to perform participant intake and eligibility determination for other supportive workforce programs.

  - Florida operates a totally integrated service delivery system and is an access point for the state's Department of Children and Families. The Agency also is the prime workforce provider for the state's Temporary Assistance for Needs Families (TANF) program. Customers come into local one-stop career centers for a variety of workforce services. This waiver addresses one of the primary barriers faced by the staff of the key partner programs that are integrated in the state's one-stop centers managed by a single one-stop operator. It allows the state to consider intake and eligibility services for a program such as TANF and relieves the burden of the one-stop operator from having to collect customer data each and every time someone comes in order to meet federal cost allocation principles. Tracking and recording those costs create additional administrative costs to the program and trying to negotiate the funding from the other agencies/partners is problematic. Conducting a common intake that can determine their initial eligibility for those services is a benefit to our customers. One-Stop Career Center customers benefit from an increased level of services available at the One-Stops as the customers do not have to expend extra time and effort to go to other non-WIA and Wagner-Peyser funded staff for intake and eligibility determination for their enrollment in other supportive workforce programs such as TANF cash assistance or food stamps. The waiver also increases the number of individuals coming into the One-Stop Career Centers thus increasing the number of individuals who can benefit from the workforce services offered at the One-Stops.

    For example the integrated approach facilitated by this waiver has resulted increased numbers of low income individuals being served. For the year ending June 30, 2009, income adults represented 55.8% of all adults receiving WIA adult services.

- A waiver of provisions of WIA Sections 136(b)(1 and 2) and 20 CFR 666.100(a) and 20 CFR 666.300(a) to allow the State to replace for federal reporting purposes the WIA core measures with the common measures delineated in TEGL 17-05.

  - This waiver has allowed Florida to continue to remove the inconsistencies and complexities inherent in the current WIA performance reporting requirements. It has allowed the state to continue to effectively align accountability across all programs within the state's workforce system. The common measures more effectively support the state's

goals of promoting on-the-job training and customized training for adult workers including employed workers. The common measures have also more clearly targeted out-of school youth and youth most in need as identified by the USDOL's Youth Vision Statement.

Cost of Workforce Investment Activities

Expenditure Levels

During the 2008-2009 program year, Florida had $255,883,247 in available funds including carry-forward from all WIA formula funding sources and funds made available late in the program year through the American Recovery and Reinvestment Act of 2009. Of this amount, $92,625,575 or approximately 36% was expended to carry out state-level and regional activities. Of the $80,355,285 expended by the State's 24 regions, 93% went for direct client services. An additional $11,464,676 in state-level funds was also expended for direct client services. For additional information on expenditures, see the WIA Financial Statement included in Appendix Table 4 and the Appendix ***Table N***, Cost of Program Activities.

Cost of Program Activities Relative to Effect

Florida tracks and evaluates the cost of program activities relative to effect in a number of ways. Cost per participant and cost per positive outcome are computed at the state and regional level for the adult, dislocated worker, and youth programs. The positive outcome tracked for the dislocated worker program was entered employment. Positive outcomes for the adult program included entered employment and the successful completion of program activities designed to assist employed workers in upgrading their employment in order to attain a greater degree of self-sufficiency. Florida has placed an emphasis on assisting the under-employed worker. As a result, the number of adult program exiters with positive outcomes included 9,483 employed workers who successfully completed program activities in order to upgrade their employment. Positive outcomes for youth included entered employment, entrance into postsecondary education, advanced training, apprenticeship or the military, and the attainment of a diploma or a credential.

Generally, outcomes were tracked for the exit periods used for the corresponding WIA performance measures. The exit period used for the adult, dislocated worker and youth programs was the period from 10/1/07 to 9/30/08. Cost information was also tracked by major level of activity: core services, intensive services, and training for the adult and dislocated worker programs; and for other services and training for the youth programs. Florida also utilizes other means of gauging cost in relation to effect suggested by TEGL 14-00, Change 3 including cost per exit, costs for in-school and out-of-school youth and ITA costs. These data are regularly used in evaluating regional performance.

Statewide expenditure and cost data is displayed in ***Table 5*** below. Similar data for each of Florida's 24 regions are included in the *Appendix* as ***Tables 5 through 7***.

Table 5
FLORIDA PROGRAM YEAR 2008-2009
WIA EXPENDITURES/COST PER POSITIVE OUTCOME

ADULT PROGRAM 10/1/07 TO 9/30/08

STATEWIDE - REGIONS 1-24 TOTALS	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOME	COST PER POS. OUTCOME
TOTAL AVAIL.	$56,599,490	100.0%				
TOTAL EXPEND.	$32,727,018	57.8%	25,238	$1,297	13,722	$2,385
EXPEND. OTHER SERVICES	$12,349,671	37.7%	25,238	$489		
EXPEND. TRAINING	$17,587,661	53.7%	19,405	$906		

DISLOCATED WORKER PROGRAM 10/1/07 TO 9/30/08

STATEWIDE - REGIONS 1-24 TOTALS	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL PLACED	COST PER ENTERED EMPLOYMENT
TOTAL AVAIL.	$32,519,262	100.0%				
TOTAL EXPEND.	$13,008,388	40.0%	6,464	$2,012	2,370	$5,489
EXPEND. OTHER SERVICES	$5,866,535	45.1%	6,464	$908		
EXPEND. TRAINING	$6,033,929	46.4%	4,356	$1,385		

YOUTH PROGRAM 10/1/07 TO 9/30/08

STATEWIDE - REGIONS 1-24 TOTALS	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.	$46,132,797	100.0%				
TOTAL EXPEND.	$25,973,471	56.3%	10,977	$2,366	3,079	$8,436
OTHER SERVICES	$12,513,856	48.2%	10,977	$1,140		
TRAINING	$11,199,913	43.1%	9,206	$1,217		

Use of Individual Training Accounts (ITAs)

Florida policy places emphasis on the provision of training services. Accordingly, State statute requires the tracking of the number of ITAs awarded and their average cost. The statute also requires 50% of WIA pass-through funds for adults and dislocated workers to be allocated to ITAs and ITA-related expenses. For Program Year 2008 - 2009, 15,268 ITAs were awarded in the state. Of $51,780,712 expended by Florida's 24 regions for the adult and dislocated worker programs during the program year, $37,348,982 or 72% was expended for ITAs and ITA-related activities (see ***Table 6*** below).

Table 6
USE OF INDIVIDUAL TRAINING ACOUNTS (ITAs)
WIA ADULT AND DISLOCATED WORKER PROGRAMS COMBINED
7/1/08 Through 6/30/09

	ITAs Awarded*				State ITA 50% Expenditure Requirement**		
Region	Enrolled in Training	Receiving ITA	Percent	ITA Avg. Expenditure per Individual	Total Expenditures	Total ITA Related Expenditures	Percent
1	516	497	96.32%	$887	$1,051,535	$870,955	82.83%
2	478	247	51.67%	$329	$370,531	$252,917	68.26%
3	170	144	84.71%	$308	$531,771	$320,064	60.19%
4	401	298	74.31%	$1,084	$689,290	$496,834	72.08%
5	100	100	100.00%	$752	$743,033	$418,432	56.31%
6	64	61	95.31%	$1,079	$263,901	$259,628	98.38%
7	174	169	97.13%	$326	$275,809	$237,039	85.94%
8	3,912	1,121	28.66%	$2,211	$4,522,072	$3,200,015	70.76%
9	249	249	100.00%	$941	$861,639	$651,168	75.57%
10	700	346	49.43%	$1,789	$1,649,924	$1,009,154	61.16%
11	580	210	36.21%	$3,924	$1,028,986	$858,829	83.46%
12	5,621	1,429	25.42%	$1,837	$5,446,839	$3,985,702	73.17%
13	267	189	70.79%	$1,202	$1,118,712	$677,134	60.53%
14	2,905	1,099	37.83%	$1,102	$2,706,255	$1,935,615	71.52%
15	1,631	1,320	80.93%	$2,087	$3,647,267	$3,401,969	93.27%
16	875	381	43.54%	$585	$1,234,404	$618,948	50.14%
17	444	269	60.59%	$2,055	$1,598,398	$1,089,622	68.17%
18	547	285	52.10%	$719	$1,444,379	$1,045,120	72.36%
19	229	79	34.50%	$810	$385,551	$306,596	79.52%
20	774	470	60.72%	$1,291	$2,120,817	$1,673,625	78.91%
21	1,468	777	52.93%	$3,182	$4,924,892	$3,737,264	75.89%
22	1,222	929	76.02%	$698	$4,039,535	$2,344,972	58.05%
23	4,034	3,732	92.51%	$1,158	$8,761,350	$6,213,080	70.91%
24	1,160	867	74.74%	$891	$2,363,822	$1,744,300	73.79%
Total All Regions	28,521	15,268	53.53%	$1,436	$51,780,712	$37,348,982	72.13%

* Information from participant data provided by the Agency for Workforce Innovation September 2009.

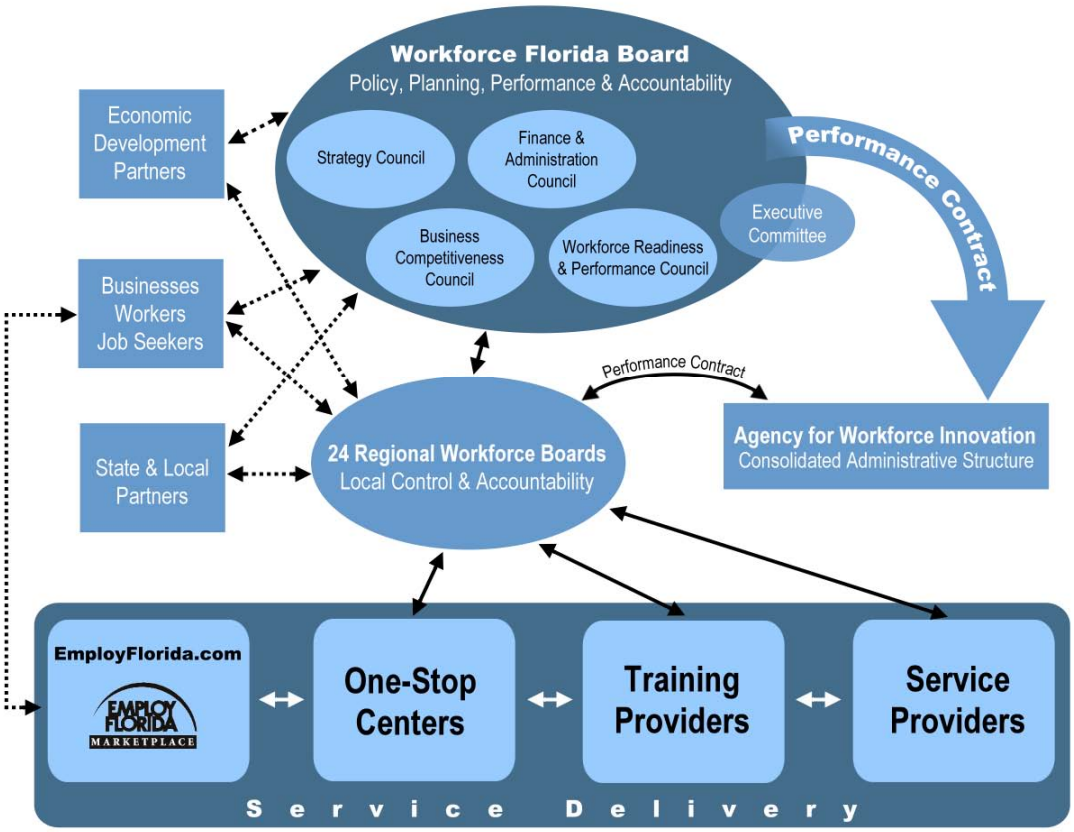
**Based on data provided by the Agency for Workforce Innovation 9/11/09.

WORKFORCE FLORIDA OVERVIEW

Florida's Workforce System

Administration of the state's workforce policy, programs and services is carried out by 24 business-led regional workforce boards and the Agency for Workforce Innovation (AWI)—with myriad services delivered through nearly 90 One-Stop Centers throughout Florida or through the state's "virtual one-stop," the Employ Florida Marketplace at http://www.employflorida.com.

Florida's workforce system was designed to create partnerships between economic development, workforce development and businesses. In addition, the system is operated through performance-based contracts that increase accountability of all partners to meet strategic and legislative-mandated goals.



Local control is another key component of Florida's workforce system. While each regional workforce board has performance measures and contracts to provide accountability, the choice of initiatives and programs it implements are under the local board's control. Local control allows

for programs to address the economic development, business and workforce needs of each particular region of the state.

During the 2008 legislative session, Senate Bill 428 was passed-and signed into law by Governor Crist on June 17-enabling Regional Workforce Boards to directly manage One-Stop services instead of contracting for these services through a third party as previously required by Chapter 445, F.S . Ten of the state's 24 Regional Workforce Boards applied to provide direct services other than training in the communities they serve. Working closely with subject matter experts throughout the state, Workforce Florida created a due diligence process, approved by the Board, that enables the workforce system to reinvest cost savings back into services for their regional customers. It's estimated up to $8 million may be reinvested into workforce services in the communities served by these 10 Regional Workforce Boards.

Access to Florida's Workforce Services and Resources

One-Stop Centers: The "Front Door" For Workforce Services

Florida's One-Stop Center system was initially established to bring workforce and welfare transition programs together under one physical or "virtual" roof to simplify and improve access for employers seeking qualified workers or training programs for their existing employees as well as for job seekers. Over time many of Florida's One-Stop Centers have expanded their services and programs and have invited other partners to co-locate both physically and through website linkages. Some regions have created "satellite" One-Stops strategically located within other community partners' facilities such as libraries and community-based organizations. All of Florida's One-Stops are affiliated with each other using the Employ Florida affiliate brand. Complementing the "bricks and mortar" One-Stops, is the Employ Florida Marketplace, Florida's comprehensive online self-service labor market exchange tool.

In keeping with the state's goals of providing a variety of options for access to the state's workforce delivery system, several regions across the state also deploy One-Stop Mobile Units to provide services to Florida businesses and workers. With major emphasis on providing on-site services at employer sites and for direct service delivery in rural communities and other locations throughout the regions, the use of the mobile units has proven to be both cost effective and customer friendly.

The self-contained vehicles are equipped with state-of-the-art telecommunications equipment offering a full array of workforce services including employment, re-employment and employer services. Providing on-site services such as participation at Job Fairs, Veterans Stand Downs, Employability Skills workshops, assistance to employers experiencing downsizing, and Unemployment Compensation benefit filings are but a few of the services that have been enhanced through the use of the mobile units. In addition, the Mobile One-Stop Units have played an integral role in the delivery of services and assistance, during hurricanes and other disaster events.

Federal and state workforce legislation has emphasized the importance of serving the business customer. Florida's One-Stop Center system is a key resource for businesses seeking training grants for customized training for existing employees or finding qualified workers. Several regions have established dedicated business services One-Stop Centers in business districts to help local employers recruit, train and retain workers.

One-Stop Centers are a vital access point for Floridians seeking unemployment, temporary cash assistance, job placement, workforce education and training, and workforce support services such as childcare. The federal Workforce Investment Act of 1998 mandates participation by nearly a dozen agencies that determine eligibility for and provide:

- Adult job placement and training
- Unemployment Insurance
- Vocational Rehabilitation Services
- Transitional Services to assist job seekers move from welfare to work
- Veterans Employment & Training

The Employ Florida Network of Workforce Resources & The Employ Florida Marketplace

Employers, job seekers and other customers not familiar with the structure of Florida's workforce system or services at the local and/or state level can quickly locate One-Stop Centers and Florida's many other workforce solutions by using the Employ Florida website. In addition to visiting the local Employ Florida affiliate's physical locations, employers and job seekers can access an array of employment tools and resources from their home or office using the Employ Florida Marketplace.

The Employ Florida Marketplace is designed to help employers who are looking for the best job candidates and assist job seekers or students in searching for the right job. The Employ Florida Marketplace is also used as a case management system by all of Florida's local workforce regions and their One-Stop center staff enabling them to efficiently and proactively assist job seekers and employers.

Visit www.EmployFlorida.com or call toll-free 866-FLA-2345.

WORKFORCE FLORIDA STATE-LEVEL ACTIVITIES

The Workforce Florida Board, as charged by the Workforce Innovation Act of 2000, maintains state-level policy councils for the purpose of addressing specific workforce populations and issues. The local Regional Workforce Boards are charged with maintaining corresponding committees for the same purpose. Through initiatives funded by the state councils and the corresponding local committees, innovative approaches to improving Florida's workforce and increasing the competitiveness of Florida businesses can be demonstrated.

The Workforce Florida Board may also create, as needed, special committees, work groups and task forces to address specific challenges and issues.

The next section provides highlights of Workforce Florida's state-level initiatives through its councils, committees and task forces. It concludes with a summary of Florida's methods of ensuring accountability and continuous improvement.

Council and Committee Programs and Initiatives

The Workforce Florida Board of Directors annually allocates each of its policy council's state-level funds to implement training initiatives that build on policy objectives outlined in the strategic plan. These initiatives take the workforce system to the next level by changing behavior and emphasizing demand-driven services. Highlights of council and committee activities, programs and initiatives follow.

Business Competitiveness Council

Workforce Florida's Business Competiveness Council, which is comprised of members selected from the Board of Directors' membership by the Chairman of Workforce Florida, has three main roles.

- Workforce Competitiveness: To provide advice and counsel on current and emerging business climate and workforce competitiveness issues in order to build Florida's talent pipeline and support the creation of world-class talent. Examples of issues may include, but are not limited to:
    - Aerospace Workforce transition from Shuttle to Constellation
    - Employ Florida Banner Centers
    - Sustainability sectors of interest including energy, water resources and green economy talent development
    - Rural support
- Workforce Ambassadors: To serve as workforce "ambassadors" for Florida's overall workforce development, business and job retention, business recruitment, and training, including the marketing of Workforce Florida's two flagship grant training programs:
    - Quick Response Training
    - Incumbent Worker Training
- Dialogue Facilitators: To create a platform for dialogue for the members of the Business Competitiveness Council, committees, stakeholders, and other partners.

The Business Competitiveness Council has the authority assigned to it by the Workforce Florida Board of Directors. In coordination with the President/CEO the Council has the resources and authority necessary to discharge its duties and responsibilities including the designation of standing and ad hoc committees as deemed necessary to facilitate the Council's role. Currently there are three standing committees and two ad-hoc committees:

- Emerging and Growth Markets Committee
- Sustainability/Infrastructure Committee
- Entrepreneurial & Small Business Committee
- Targeted Occupations List Ad Hoc Committee
- Healthcare Workforce Ad Hoc Committee

The Council advises Workforce Florida's Board of Directors on the development and implementation of policies, strategies, programs, and activities affecting workforce development. Workforce Florida's Workforce and Business Development Opportunities Unit staffs the Business Competitiveness Council and related Committees and administers two employer-specific training programs – Quick Response Training and Incumbent Worker Training. This unit is also a liaison with the business and economic development communities in the state to foster economic growth.

Business Competitiveness Council priorities include:

Aerospace Workforce Transition

With the announcement that the Space Shuttle Program will be phased out and transitioned to the Constellation Program, numerous aerospace workers, perhaps as many as 9,000, will be impacted by the retirement of this program. The Aerospace Workforce Transition Program is an initiative to promote lifelong learning and career preparation resources to aerospace workers who will be affected to train and transition them in the skills sets required by the new Constellation program. Brevard County is actively working through their Aerospace Career Development Center to determine how best to transition the skills of the aerospace workers, a vital talent retention effort. For 50-plus years Florida has been known for its aerospace industry. Florida's Lieutenant Governor serves as chairman of Space Florida, and has been particularly vocal about doing all that can be done to bolster that legacy industry in Florida. It is important to retain the program's very highly skilled technicians in Florida, perhaps in other sectors of interest such as energy and modeling and simulation as well as other occupations whereby these highly skilled technicians might be re-purposed. Through the Business Competitive Council, Workforce Florida provided $500,000 to assist with this transition.

EMPLOY FLORIDA Banner Centers

What are Employ Florida Banner Centers and where did the concept originate?

The concept surfaced formally in the 2004-2009 *Roadmap to Florida's Future* and remains a world-class talent component of the latest economic development blueprint for Florida—the 2007-2010 plan. Workforce Florida, Inc., which is charged with serving as a catalyst for developing workforce talent in Florida, responded to the call with the creation of Employ Florida Banner Centers in 2006. Based on what the *Roadmap* says about these centers, which were referred to as Workforce Education Cluster Centers, the guiding principles are to:

- Become the **statewide nexus** for industry knowledge related to workforce needs of a targeted industry.
- Develop industry-driven workforce development products and services valued by businesses designed to train a globally competitive workforce.
- Support the pipeline development needs of the industry from entry-level to advanced workers.
- Deliver workforce development products, services, training and access to certifications valued by industry.
- Expand delivery through partnerships with industry and other educational facilities across the state; secondary and postsecondary, public and private.
- Promote and support economic development in a targeted industry throughout the state.
- Utilize the value of products and services developed to create income/revenue streams.
- Use a business model for becoming a self-sustaining entity within five years.

They were given the name Banner Centers because they are designed to serve as the leading resource and focal point for ensuring the state's economic priority for increasing talent in high-skill, high-wage targeted sectors is being addressed.

What do they do and who is involved?

With the first center designated in 2006, Banner Centers are charged with becoming a **statewide, go-to resource** for cutting-edge training for entry-level and experienced workers who need to upgrade their skills in high-value sectors such as biotechnology, homeland security and defense, manufacturing, energy, alternative energy, logistics and distribution, aviation/aerospace, digital media, construction, agriscience and water resources. Each Banner Center is led by a Florida community college or university, which serves as the home base.

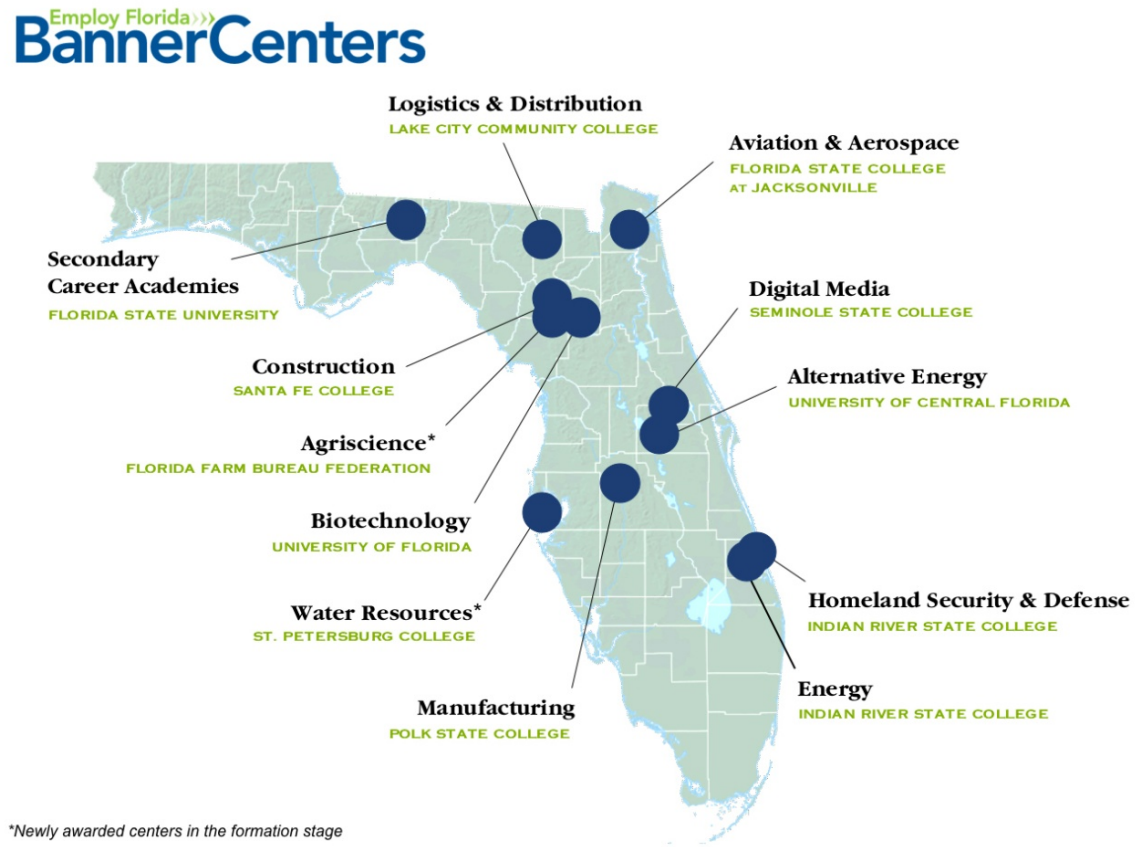
Banner Centers partner with industry in targeted sectors to identify training needs and, among other things, create new curricula. A key objective is to create timely and relevant training that can be shared across multiple educational institutions for access by businesses in other areas of the state, thus reducing duplication. In other words, you can create it in one place and use it in another without another institution having to start from the beginning to address identical industry training needs in its community.

During Program Year 2008 three new Banner Centers were launched: the Center for Digital Media, the Center for Water Resources, and the Center for Agriscience. The addition of these centers brings the total number of centers to 12.

In October 2008, the ***International Economic Development Council*** (IEDC) presented Workforce Florida with an ***Excellence Award*** for partnership with educational institutions for the Banner Centers initiative. The IEDC is the world's largest professional organization for economic development professionals, with more than 4,500 members across the United States, as well as in Canada, Europe, Australia, New Zealand and other nations.

What's the Value of Banner Centers for Florida Business?

If we consider the expectations of the workforce of 2020, the need for targeted skills upgrade training is clear. According to labor market statistics, more than 70 percent of Florida's *current* labor force will still be in the state's workforce 12 years from now. That's why skills upgrade training is critical to businesses and critical to Florida's future. Banner Centers are designed to respond to these needs in a way that hadn't previously existed before in Florida with ***workforce***, ***education*** and ***industry*** all working together through primarily postsecondary institutions to address existing, real-time and emerging needs for training.



Rural Needs

Although Florida is the fourth most populous state in the U.S., it has substantial areas that are rural. Nearly 30% percent of its total land area is farmland, and an additional 10% of the state is

set aside for recreation and preservation in the form of state and federal parks, forests, wilderness areas, wildlife preserves, and national seashores. As of the 2000 Census, 32 of Florida's 67 counties are considered rural. In area, these 32 counties cover just over 42 percent of Florida's nearly 54,000 square miles of land area. Approximately 1.1 million of Florida's 16 million citizens live in those rural counties.

Rural communities have traditionally been disadvantaged and are unserved or underserved. Workforce Florida's Board of Directors Chair has identified workforce strategies that assist Florida's special rural needs as a top priority. Through competitive solicitations, funding has been provided for projects to develop strategies to build the future of rural Florida in order to help rebuild the economy. Additionally, a special allocation of $500,000 was made available for Florida's four rural regions.

EMPLOY FLORIDA Healthcare Workforce Initiative

The Employ Florida Healthcare Workforce Initiative was launched as an innovative solution to help unemployed Floridians find jobs in the healthcare sector, and to help individuals already in the profession move up the career ladder in healthcare—the only sector showing job growth in the state at this time. Initially launched within four South Florida Regional Workforce boards, the program now is gearing up for statewide implementation to provide training to entry-level and incumbent, high-demand healthcare professionals such as registered nurses (RNs), which are projected to generate more than 6,600 new jobs in Florida by 2016.

Key components of the program include identifying occupations of critical concern to healthcare employers; rigorously pre-assessing candidates to ensure an appropriate aptitude and interest "fit" with the healthcare profession; streamlining the employed worker training application processes; and creating up to two new two year RN classes. A special ad-hoc committee of the Workforce Florida Board was created to oversee and guide this initiative and to track best practices as it expands statewide.

West Bay Area Sector Project

The West Bay Area Sector is a 75,000-acre land tract in Bay County anchored by a new international airport and is the largest master-planned region in the State of Florida. It features a multimodal infrastructure network that joins land, sea and air, including the nation's only greenfield airport with opportunities for businesses to build adjacent to and directly access a 10,000 foot runway. This will provide an opportunity to transform the economy of the entire region through targeted economic development and workforce activities.

Workforce Florida is coordinating the development of a West Bay Area Workforce Initiative with local partners to create a customized workforce training pilot program that can be replicated statewide using innovative new programs combined with existing programs and resources to address the arising workforce needs that support the economic development of the Sector. With customization and flexibility in mind, the pilot program will be designed to collaboratively accommodate and respond to the specialized workforce needs of individual businesses and industry clusters that locate in the West Bay Area Sector.

Green Jobs

Transforming Florida into a green economy is a massive and defining challenge for our time. It involves cross-agency collaboration and coordination, and the work of thousands of Floridians performing the jobs needed to build the green economy. Florida's Governor has a strong and serious interest in alternative energy and green jobs, and Florida is poised to lead the nation in the creation of jobs in these fields. This is also a key consideration with re-employment as a cornerstone of the state's workforce strategy and efforts for the foreseeable future. Involved parties include subject matter experts ranging from the Executive Office of the Governor, governmental agencies, organized labor, business and non-profit industry associations. With input from the experts, as well as recommendations from the public, Workforce Florida's Sustainability/Infrastructure Committee has determined that the green Florida economy is based on efficient energy use, reducing polluting emissions and protecting our natural resources with a focus on using renewable power sources.

A green economy uses these investments to create new opportunities and good jobs, and is based on many occupations that already exist in today's marketplace. In the absence of any federal or state-level definition, a primary goal is to bring more certainty to Florida's training and workforce development efforts that support skilled talent development, advance future economic development opportunities and result in cost-efficient and non-duplicative training activities.
In May 2009 the Executive Committee of Workforce Florida endorsed the Sustainability/Infrastructure Committee's report: "Defining Green Jobs for Florida".

Foremost, the report provides a definition for green jobs in Florida that serves as a unifying framework for assessing and addressing emerging workforce development needs: *"A green job increases the conservation and sustainability of natural resources for the benefit of Floridians. This includes jobs that reduce energy usage or lower carbon emissions, and protect Florida's natural resources. Green jobs should provide worker-friendly conditions, pay sustainable wages and offer opportunities for continued skill training and career growth."*

The recommendations cover a range of aspects, from determining what green jobs already exist in Florida, to creating nimble, market-relevant, industry-responsive workforce policy; to aligning our efforts with other public and private green jobs initiatives already underway; to better understanding the demand for skills sought by employers engaged in green activities and producing sufficient workers with the talent to meet those needs now and in the future. The full report can be found on Workforce Florida's website: http://www.workforceflorida.com.

Partnering with Economic Development

Florida's workforce, economic development and education plans and initiatives are coordinated through an integrated strategic planning process and a resulting document entitled Roadmap to Florida's Future, which serves as the Governor's blueprint for economic development leadership. Working in close collaboration with Enterprise Florida, the state's economic development arm, Workforce Florida and other key stakeholders jointly held a series of regional meetings around the state to solicit input into an update of the state's strategic plan for economic growth.

Every three years, the Roadmap to Florida's Future -- the state's blueprint for economic development -- is updated following competitiveness analysis and feedback from a broad base of community representatives. This approach enables the consideration of new ideas and strategies emerging from the grassroots level. The final plan details Florida's priorities for furthering its economic expansion and diversification.

These workshops enable Florida's leadership to work with regional businesses and communities to determine economic priorities, including retaining, creating and attracting high-wage jobs to cultivating a talented and highly skilled future workforce; upgrading state and local infrastructure and ultimately increasing Florida's global competitiveness.

This marked the first year in which Enterprise Florida and Workforce Florida concurrently and jointly developed their strategic plans and co-hosted regional planning sessions to involve stakeholders in the development of mutually dependent goals of talent development and economic development. It is one more example of how Florida has taken to heart the notion of partnering with economic development and education to create what is likely to be the most integrated planning and implementation model in the nation.

The following two partnerships between economic development and workforce development in the program year 2008-2009 are solid illustrations of how the state's public-private entities are able to work together, pool resources and underscore the investment aspect of the Workforce Investment Act as they work hand-in-hand to drive the state's economic and workforce agendas forward.

Workforce Florida and Enterprise Florida Form New Council to Focus on STEM Education and Skill Development to Bolster Florida Business and Career Opportunities

The Florida STEM Council, funded by a $580,000 grant from Workforce Florida, will connect education, workforce, business and economic development leaders to identify opportunities to build and measure the state's supply of workers with skills and knowledge in these fields to support innovation in existing and emerging industries.

The U.S. Department of Labor projects that by 2014, 15 of the 20 fastest growing jobs will require substantial math or science preparation. The Florida STEM Council aims to increase the level and quality of STEM education and training by offering opportunities to learn the latest technologies and applications of these disciplines within high-value, targeted industries in the state.

The grant will be used to conduct a series of regional forums to engage stakeholders and better align and coordinate STEM education efforts across Florida. It will also provide for externships for teachers and professors giving them opportunities to learn more about how to apply STEM curriculum that prepares students with relevant skills to meet business needs. Internships also will be available to students studying STEM disciplines to introduce them to career opportunities and bolster efforts to retain such talent in Florida. Also participating on the council will be the

Florida Chamber of Commerce, Florida Council of 100 and Florida education leaders K-20, including representatives from the Department of Education as well as public and private colleges and universities, among others. The idea for the STEM Council was originated by Enterprise Florida in response to gaps identified by Florida businesses in the Roapmap to Florida's Future, the state economic development plan.

Industries that already have been identified as targets for the STEM Council include life sciences, aerospace, energy, manufacturing, information technology and homeland security and defense, among others. The STEM Council seeks to create a stronger and more dynamic workforce that will drive productivity in such industries, creating high-skill, high-wage employment opportunities for Floridians.

Global Trade Training Pilot Program Launched to Increase Florida Exports -- $1.1M training Partnership

Workforce Florida and Enterprise Florida have teamed up with six statewide organizations to help small and mid-sized businesses master the exporting process, with the ultimate goal of helping Florida companies become stronger competitors for foreign business prospects. This training venture, funded by a Workforce Florida grant and six partner organizations, utilizes a $457,000 Quick Response Training (QRT) grant that is matched by nearly $663,000 provided by the partners to offer export management and process training for about 630 employees of businesses targeting the international trade sector for expansion. QRT grants are performance-based, allotted to recipients after they have met contractual requirements. A state educational facility serves as the fiscal agent for the project receiving the grant, and the University of North Florida will assume this role for Global Trade Training.

The goal of Global Trade Training is to support the partners — Broward County, the Regional Minority Business Council (Miami Shores), The Grimes Companies (Jacksonville), ICS Logistics (Jacksonville), Martin County and Sarasota County — in their efforts to advise and prepare companies to grow their operations in foreign markets or improve global business success rates.

This pilot program demonstrates Workforce Florida's commitment to helping existing Florida companies increase their chances for success in the global marketplace, while bringing more jobs and investment into the state. The Global Trade Training pilot offers practical steps businesses can take to enter into global markets that are good prospects. The training will cover international regulatory requirements and other relevant must-knows for selling products and services abroad. Three overarching focal areas of business needs were identified for the grants — export logistics, exporting for the marine industry and exporting to designated foreign markets.

The Florida Regional Minority Business Council will assist new-to-export and new-to-market minority businesses, with customized training for small to medium-sized companies. And, Grimes and ICS Logistics will develop a curriculum addressing the needs of leadership and customer service for both import and export operations. This specialized training will include

changing skill requirements resulting from escalating trade opportunities in Florida, and Jacksonville, particularly.

All of the partner organizations are focusing on Florida's small businesses. Collectively, these enterprises account for nearly a third of all jobs relying on international business, and they employ more than 350,000 Floridians. According to the U.S. Department of Commerce, global companies, on average, grow faster, pay 15 percent higher wages and are much more profitable than those that don't export.

Targeted Industry Sectors

The Targeted Industry Sectors program was created to help ensure that training programs are coordinated with the needs of industry sectors that have the greatest potential for growth, high-paying job opportunities, and overall economic impact. These sectors have been identified by Enterprise Florida and include: Clean Energy, Life Sciences, Information Technology, Aviation/Aerospace, Homeland Security/Defense, Financial/Professional Services and Manufacturing. These leading industry clusters or targeted sectors play a key role in the state's continued economic success and competitiveness and assist in addressing the needs for a skilled workforce.

Additionally, Workforce Florida participates in other statewide and regional economic development activities that include the Florida Economic Development Council, Space Florida, Florida's Rural Economic Development Initiative (REDI), the Florida Energy Workforce Consortium and the Manufacturers Association of Florida (MAF).

Florida's Quick Response Training (QRT) and Incumbent Worker Training (IWT)

These two initiatives serve as the flagship tools at Workforce Florida; are market relevant and provide just in time training driven by industry's needs and industry choice of training providers. QRT and IWT serve as powerful tools for workforce investment in leveraging considerable public/private funds for targeted training for skills in demand thus achieving greater use of limited public sector training funds. Virtually all businesses receiving training grants are within the state's targeted industries, ensuring investment in wealth-generating jobs for Florida's economic growth.

The QRT and IWT programs have an outstanding track record of return on investment as it relates to wage income, and if there is any single economic indicator that really measures how effective a regional or even a state economy is, that measure is per capita income. Both of these programs drive up per capita income training wages, even though we do not mandate wage increases with usage in either of these programs. Per capita income wage increases actually occur to the extent that they're absolutely enormous. Quick Response Training has a 116% increase in wages pre-training to post-training and Incumbent Worker Training pre-training to post-training had a 44% wage increase.

- ***Quick Response Training Program*** – Provides grant funds for customized employer-specific training for businesses creating new high skill/high wage jobs in targeted industries. Wage requirements are relaxed for projects in rural/urban distressed areas, Brownfield areas and Enterprise Zones. Funded with state Penalty and Interest Funds, the annual appropriation for FY 2008-09 was $5 million. For FY 7-01-08 through 6-30-09, along with recaptured funds, 15,116 workers received customized training for new jobs created by seven new-to-Florida companies and 41 expanding companies at an average of $877 cost per trainee. Extensive outreach activities were focused on counties in the state, particularly rural counties that have never had a company benefit from QRT training assistance. For every $1 of QRT funds invested in training, companies' matched $7.57.

- ***Incumbent Worker Training Program*** – Provides grant funds to assist Florida companies with skills upgrade training for their existing workforce to help them remain competitive. Funding priority is given to businesses that are small, or located in rural, enterprise zone, brown-field or inner-city areas, and those businesses in a targeted industry. Established in 1999, Florida's IWT program is funded at $2 million annually. Since the program's inception, more than $63 million in requests have been received and, due to limited funding, only 44% of the requests have resulted in awards. For FY 7-01-08 through 6-30-09, grants were awarded to 134 companies for the training of 5,183 incumbent workers. Extensive outreach through presentations and workshops has been conducted to ensure that as many small businesses as possible are aware of the benefits of the IWT program, The IWT program, which is very popular, continues to meet a critical need for Florida's businesses. For every $1 of IWT funds invested in training, companies' matched $4.22.

Career and Professional Education (CAPE) Act

The Florida Career and Professional Education (CAPE) Act was created by the 2007 legislature to provide a statewide planning partnership between business and education communities to attract, expand and retain targeted, high-value industry and to sustain a strong knowledge-based economy. One of the key aims of this bill is to improve middle and high school academic performance by providing rigorous and relevant career-themes curriculum that articulates to postsecondary level coursework and leads to industry certifications.

The implementation of the Act involved a cross-section of several different agencies (Workforce Florida, the Agency for Workforce Innovation and the Florida Department of Education) as well as other organizations working toward the same goal.

Florida's Agency for Workforce Innovation (AWI) identified the highest and best industry certifications – based upon the highest available national standards for specific industry certifications that will ensure student skill proficiency and to address emerging labor market and industry trends. This compilation of certifications that met the required standards is vetted by numerous entities which include regional workforce boards, several industry groups and associations. Responses from the reviewing entities were reviewed and final recommendations were presented to the Workforce Florida Board of Directors. Workforce Florida approved and

published a "Comprehensive Industry Certification List" and will continue to do this each year by publishing an updated list by March 1st.

Workforce Readiness and Performance Council

The Career Council has recently become the Workforce Readiness and Performance Council.

Role

The Workforce Readiness and Performance Council has four main roles, each of which will have a focused committee:

- Workforce Readiness: To provide guidance and make policy decisions regarding identified workforce readiness programs that assist in the transition from social welfare and need-based support to self-sufficiency in Florida's workforce. (Under the previous governance model, these activities were conducted by the Career Council)
- Youth Opportunity: To provide guidance and make policy decisions that support youth development, preparedness and opportunity in the workforce, with special emphasis on youth aging out of foster care, exiting the juvenile justice system, or overcoming disadvantages that could prevent their successful transition to self-sufficiency. (Under the previous governance model, these activities were conducted by the Youth Development Council)
- Performance: To evaluate and recommend policy and programs that assure effective stewardship of Federal and State funding to the workforce system, with particular focus on the Workforce Investment Act (WIA), Wagner-Peyser (WP), and Temporary Assistance for Needy Families (TANF) funds and their application within the regional and state workforce system. One key aspect of workforce performance is the development and maintenance of a statewide Balanced Scorecard and the linked financial incentives tied to performance.
- Technology: To evaluate and recommend policy and strategy for the use of technology to streamline, expedite and automate supportive services to the workforce system and to support the measurement, accountability and reporting capabilities of the state.

Membership

The Chair and membership of the Workforce Readiness and Performance Council is selected from the Workforce Florida Board of Directors' membership by the Chairman of Workforce Florida. The Council Chair has the ability to expand the Council's membership at his or her discretion. The Council Chair is responsible for designating committee Chairs for the standing committees and any ad hoc committees that may be formed. Any Workforce Readiness and Performance Council committee must be comprised of a majority of members from Workforce Florida's Board of Directors.

Operations

The Workforce Readiness and Performance Council meets as designated by the Council Chair and in coordination with Workforce Florida Board meetings. Additional meetings, whether in person or telephonic, may be conducted at the request of the Board Chair or the Council Chair.

Authority

The Workforce Readiness and Performance Council has the authority assigned to it by the Workforce Florida Board of Directors. In coordination with the President/CEO it will have the resources and authority necessary to discharge its duties and responsibilities including the designation of standing and ad hoc committees as deemed necessary to facilitate the Council's role.

Responsibilities

Advise Workforce Florida's (WFI) Board of Directors on the development and implementation of policies, strategies, programs, and activities affecting workforce development.

Youth Opportunities Committee

The purpose of the Youth Opportunities Committee is to promote successful entry of youth into the workforce through education and job experience, including school-to-work transition initiatives that enlist business and community support to ensure that students have the educational and occupational skills required to succeed in the workforce. Additionally, the U.S. Department of Labor Shared Youth Vision requires a strong focus on the training and development of Florida's out-of-school and high-risk youth, an important segment of the workforce talent pipeline.

Youth Training Project

Title: ***"Strengthening Youth Partnership Pilot Project(s): Intervention Programs for Court-Involved Youth (a/k/a dependent & delinquent youth)"***
Purpose: The purpose of this grant opportunity was to seek applications for innovative intervention programs for two of the most at-risk youth populations in the state (dependent and/or delinquent youth involved in the Department of Juvenile Justice (DJJ) and/or Department of Children and Families (DCF) Foster Care/Independent Living systems) and to improve educational outcomes and work readiness of court-involved youth consistent with the U.S. Department of Labor (USDOL) Shared Youth Vision.
Funding Allocation: $350,000. [WIA 15%]
Award/Expected Outcomes: An award was made to Twin Oaks Juvenile Development, Inc. who will provide an in-kind match of $579,540. Their proposal projects to enroll 200 trainees, all of which will complete work readiness training and of which seventy five percent will complete an occupational completion point and earn an industry recognized credential. Twin Oaks will also develop 100 community action teams to help ensure a smooth transition back into

their home environment and facilitate cross training between partners to ensure the strengthening of existing partnerships as well as improve youth grade levels at least one-grade level. The cost per participant is $1750 per student.

Progress to Date: This project was launched in August 2009 and all parties are rapidly executing the contract. Outcomes are not yet available.

Impact and Systematic Change to Florida: The Twin Oaks Juvenille Inc.'s Project Connect model has been recognized at the state level for its effectiveness and low recidivism rate and there is a replication component of this contract to help expand this model across Florida with goals of reducing the recidivism rate state wide.

State's Average Investment per Trainee: $1750

State and Local Initiatives

Summer Youth "Prime the Pump"

In January of 2009 the Youth Opportunities Committee was given a total of 500K to target several vital youth initiatives. On February 10th, the Committee decided to award planning grants to "prime the pump" for Florida's smaller sized regions. This award allowed these critical areas of Florida to quickly develop summer youth programs in anticipation of the passage of the American Recovery and Reinvestment Act of 2009. The total cost of this initiative was 150K. A 15K allocation was distributed to the ten smallest regional workforce boards, who as of February 6th had expended over 60% of their WIA Youth funding. These regions were: 2, 3, 4, 6, 7, 9, 10, 13, 16 and 19. These funds enabled the regional workforce boards to get a head start on developing a summer youth program which allowed for more youth to be served and ultimately provided a better quality program to those youth served. Each Regional Workforce Board submitted a plan of action showing how they would use these funds and most used their allocation to hire a summer youth planning coordinator.

Strengthening Youth Partnership Initiative

Workforce Florida initiated this statewide effort in 2003 to increase coordination, planning and resource alignment among state organizations and agencies with complementary youth goals and missions. This group includes representatives from the Departments of Juvenile Justice, Education, Children and Families, and Health along with Workforce Florida, the Agency for Workforce Innovation, Regional Workforce Boards, Associated Industries of Florida and Able Trust. It meets regularly to identify gaps in services, potential program duplication, and strategies to improve services to Florida's most at-risk youth. The partnership's work is in line with more recent federal directives through the Employment and Training Administration (New Youth Vision) and the White House Task Force on Disadvantaged Youth (Shared Youth Vision), among others, aimed at **fostering more collaboration** among those supporting youth services.

Key to the visions of both the state and federal partners is increasing training opportunities for young people in high-growth industries that pay higher wages. Florida's record, as an early innovator in building bridges among those serving youth, contributed to its selection as one of 16 states earlier this year to receive a $116,000 federal grant to fund two programs — through WorkSource in the Jacksonville area and the Southwest Florida Workforce Board in Charlotte

County — that link youthful juvenile offenders with educational, health and social services that support successful employment outcomes.

WorkSource developed a community action assessment and action plan for serving youth with special needs with processes being documented to create a model for replication in any community.

A link on WorkSource's website, http://www.workforceleadership.net/project/shared_youth_vision, shares the information and tools that were developed. The Southwest Florida Workforce Board developed a one-stop prevention and intervention system for youth on probation at an existing Community Service Center and a Juvenile Justice Re-Entry Board was established. Both are being sustained by local funds of partner agencies.

USDOL Shared Youth Vision Peer-to-Peer Regional Forum was held on April 27-28, 2009 in SanDestin, Fl, teams from Shared Youth Vision (SYV) states shared successes, lessons and future plans. The Peer to Peer Regional Forum also gave state teams an opportunity to delve deeper into statewide action planning — refining and modifying existing plans — "roll up their sleeves" and utilize proven tools and strategic planning concepts to solidify long-term local investment approaches and create a strategic action plan to be used in their state work. Florida had representation from the Department of Juvenile Justice, Department of Children and Families, Agency for Workforce Innovation, Workforce Florida, and representatives from The Florida Governor's Council on Indian Affairs, Inc. Results of this forum can be seen in the ***"Strengthening Youth Partnership Pilot Project(s): Intervention Programs for Court-Involved Youth (a/k/a dependent & delinquent youth)"*** request for proposal.

The Strengthening Youth Partnership website has been developed to serve as a portal and central location to access all of the youth resources available through Florida's government agencies and departments. Housed on the Agency for Workforce Innovation's website, the site focuses heavily on educating youth about their workforce options while providing links to other Youth Partnership resources. The site was launched in the spring of 2009. The site was launched in March 2009 and can be found at: www.myfloridayouth.com.

Statewide Shared Case Management Pilot

In 2007 the Workforce Florida Youth Development Council oversaw the development of a statewide pilot project for a shared services model between participating local regions for juvenile justice and foster care youth. Beginning in July 2007, the two-year pilot project was initiated to encourage regions to "connect" with each other just as local agencies have connected to provide a better network of services to juvenile offenders and youth in foster care, as they are moved from time to time to other regions due to their legal status. The anticipated outcomes include increased levels of service and performance to these populations as well as the development of a transfer and shared services model that could be used with other at-risk populations.

The Council also recommended and WFI Board approved the appropriation of $250,000 from funds under the discretion of the Youth Development Council for performance incentives for the

pilot regions involved in the statewide shared case management pilot and directed Workforce Florida, Inc. staff to work with the Agency of Workforce Innovation and the regions to compose recommended criteria for awarding the incentive funds. The committee recommendations were subsequently approved by the Youth Council and presented to the WFI Board at its May 2008 meeting.

Incentive Methodology:

For the period July 1, 2007 – June 30, 2008 – Provide 40% or $100,000 of the $250,000 incentive funds to participating regions that increase the number of participants served that are juvenile offenders and foster youth as defined in the Final Guidance Paper issued by the Agency for Workforce Innovation titled Targeting WIA Services to Youth in the Department of Juvenile Justice and the Foster Care Systems. These funds were split equally by the two methods of calculation as defined below:

1) Using a comparison of the percentage increase of those populations served from July 1, 2007 – June 30, 2008 as compared to those served between July 1, 2006 – June 30, 2007, and

2) Using a comparison of the percentage served to the existing percentage residing in the region. Each percentage rate in numbers one and two above carried an equal weight in a cumulative average.

For the period July 1, 2008 – June 30, 2009 – Provide 60% or $150,000 of the $250,000 of the incentive funds to participating regions by:

Awarding $100,000 to regions increasing participants service that are juvenile offenders and foster youth as defined in the Final Guidance Paper issued by the Agency for Workforce Innovation titled Targeting WIA Services to Youth in the Department of Juvenile Justice and the Foster Care Systems using the same method as used for the previous year as defined in numbers one and two above, and

Awarding $50,000 to the regions based on year-to-date performance on the Youth Positive Outcome Rate as defined in the Balanced Scorecard Measure.

Method of Distribution for Years One and Two:

2/3 of the incentive funding ($100,000 year one and $150,000 year two) will be awarded to the top performing quartile with 1/3 of the funding being awarded to the next highest quartile.

Incentives for the Youth Shared Case Management Pilot:

Program year 2007-2008 data was gathered from our partner agencies Department of Juvenile Justice and the Department of Children & Families through a data sharing interagency agreement. This data was calculated and the Regional Workforce Boards were given incentives based on their increase of services to these populations. Some highlights from the first year's results were:

- A 637% increase in the number of DJJ youth served by our regional workforce boards and an 11% decrease in Foster Care youth (Note: foster care youth numbers were reduced state-wide);
- Self reported data for 07-08 showed 772 Foster Care youth and 199 DJJ youth being served;
- Data matching by our DCF and DJJ partners the results showed that 4096 foster youth and 2818 DJJ were served in our workforce systems in 07-08; and
- Data show that our workforce boards are serving 10.56 % of all Foster Care and 3.20% of all DJJ Youth in Florida.

Final program year 2008-2009 data will not be available until November 2009. State agency partner data is currently being gathered.

Youth Waivers

1. Waiver of the WIA competitive procurement requirement for providers of youth services:

Workforce Florida, Inc. and the Agency for Workforce Innovation (AWI) submitted a waiver (and the waiver was approved) to allow the State's Regional Workforce Boards to only have to follow their established procurement procedures when selecting a provider to operate a summer youth program for the 2009 summer period. The waiver allows the RWBs, when in the best interest of the program, to non-competitively award a grant/contract for operating a 2009 summer youth program to a provider using its existing policy and procedures related to exception to a competitive procurement. The non-competitive selection of a provider would only be done if the selection is consistent with the local board's established procurement policies and only if the selected provider has a demonstrated capability to quickly and effectively start-up and operate the summer program. This waiver allowed the state to quickly implement a substantive summer youth program for the 2009 summer in all the State's 24 workforce regions.

2. Waiver of Federal Common Measures for those out-of-school youth, aged 18-24, served with Recovery Act funds beyond the summer months who participate in work experience only:

This waiver allows for increased flexibility for local areas in expending youth Stimulus funds on the out-of-school youth, aged 18-24 which includes the neediest of the youth population who have been underserved without having to be held to the Federal Common Measures. The waiver applies to Recovery Act funds for Program Year 2009 and will only apply to the first six months following the Summer of 2009 (i.e. October to March). Specifically the waiver includes the neediest youth identified in ETA's New Strategic Plan for Delivery of Youth Services and the State of Florida's Four-Year Strategic Plan: homeless youth, migrant and seasonal farm worker youth, youth in foster care, youth aging out of foster care, disabled youth, youthful offenders including those in residential juvenile justice facilities and children of incarcerated parents. Such flexibility enables local areas to better serve the needs of their youth population and provides additional encouragement for Florida's regional workforce boards to forge new partnerships and engage in new approaches at serving the hardest to serve.

ARRA WIA Summer Youth

The American Recovery and Reinvestment Act of 2009 (ARRA) infused $165 million into the Florida workforce system to meet the needs of local communities for enhanced WIA job placement and job training services. Of this, our young people will benefit from $43 million. These resources were targeted primarily for summer youth employment and related activities in the summer of 2009. Funds appropriated under the American Recovery and Reinvestment Act of 2009 has provided expanded services to youth, ages 14 to 24, to include employment and academic/vocational training opportunities. Between the months of May and September of 2009, the State served almost 15,000 young Floridians. These youth learned more than job specific skills. They left these summer youth experiences knowing the importance of punctuality, teamwork, listening, following through and finishing a task. Overall, their experiences during the summer youth programs have prepared them for the world of work as they move rapidly toward becoming productive adults.

Outreach to Employers and Job Seekers

EmployFlorida.com, Online Workforce Services and "Virtual One Stop"

The Employ Florida Marketplace (EFM) at EmployFlorida.com. is Florida's virtual job-matching tool available 24 hours a day, seven days a week, at no charge to any individual or business that uses it.

EFM has more than 80 thousand registered employers who are able to list job openings and conduct searches for qualified workers across the state, while also accessing other resources in support of employer efforts to find, retain and train employees. Nearly 1 million resumes are indexed on EFM for workforce professionals and employers to access qualified talent and match job seekers to opportunities statewide. On EmployFlorida.com, businesses also have access to valuable information on training grants and other workforce services and resources, as well as labor market information and tools available at the state and local levels.

Florida's job seekers are able to search for employment opportunities from a variety of job and corporate Web sites and also include those placed directly on EmployFlorida.com by businesses or through local workforce boards—making the Employ Florida Marketplace the most comprehensive source available for current Florida job openings.

EmployFlorida.com, which draws more than 100,000 unique visitors daily, uses "spidering" technology to aggregate job listings from other Web sites, and has provided referrals to over 20 million jobs on the site since it was launched.

As the program year was coming to a close, the EmployFlorida.com resource was upgraded to Version 10.0 with significant enhancements to labor exchange and resume features; individual and employer search options; the communications module; a new tabbed interface; case management, including new audit trail on individual data, application wizards, and color-coded status flags; activity/event management; additional database security with password and SSN encryption; modifications to common intake; employer case assignment and more.

Following is a brief overview of the key enhancements introduced with Version 10.0 in support of the Employ Florida Marketplace.

Version 10.0 provides universal access to online services for individuals seeking jobs and employers seeking employees. It also provides job seekers and employers with in-context Labor Market Information and workforce staff with the tools necessary to conduct effective case management.

Job seekers are able to search for all available jobs using a search engine that "spiders" jobs from company and government websites, newspaper postings and corporate job boards. Job searches can be conducted for a radius by ZIP code, city or county, by metropolitan or workforce area, or on a statewide basis. Candidates can search for training opportunities within the system and Employers can have access to recent graduates who have completed training. Employers can also search for talent and rank the candidates using the automated system. All of the services provided are available at no charge to job seekers and employers.

Workforce staff members now have access to some of the most cutting-edge job matching and referral system available. All services provided to employers or job seekers, whether self service or staff assisted, are recorded in the system and used to improve agency performance and regional economic growth initiatives. Case managers can also keep track of individual financial aid, budgeting, employment plans, agency service attendance and WIA case management.

Version 10.0 provides Labor Market Information and skill requirements for any job listed in the system. Job seekers are also able to develop resumes and cover letters and submit directly to the employer online. The new system also allows job seekers to search for the 2009 American Recovery and Reinvestment Act initiatives such as Green Jobs, Veteran-Preferred jobs, Summer Youth, etc. Version 10.0 will also manage innovative employment programs such as unemployment insurance, welfare transition and aid in monitoring economic growth initiatives for a specified region.

Leveraging the capabilities of the Employ Florida Marketplace, the following two “microsite” initiatives were launched during the 2008-2009 program year:

Big Bend Health portal

Workforce partnered with WORKFORCE plus (Regional Workforce Board, Region 5) and the Economic Development Council of Tallahassee/Leon County, among others, to launch BigBendHealth.com, a one-stop portal for anyone looking to apply for any of the more than 400 health care openings in several North Florida counties or access career and training information. The Web site also provides access to health care services, patient records and information, and serves as a potential model for other regional collaborations to support the state's growing health care sector or other targeted industry sectors.

Silver Edition microsite

Using the technology and EFM linkages established during the Big Bend Health project, Workforce Florida spearheaded a project in support of Florida’s National Governor’s

Association Policy Academy team addressing engagement of seniors. The "Silver Edition" of EFM (http://silver.employflorida.com) offers an online resource with meaningful opportunities for local residents in the "50 plus" age group to engage in paid and unpaid work. This site uses the EFM backbone to support this initiative, but more importantly, build community partnerships supported by state and national resources to make this pilot successful and sustainable while meeting the needs of the targeted demographic and local businesses and organizations.

At the same time, as we consider the fact that our Baby Boomer generation is already in or rapidly approaching this "fifty plus" age group and will be looking at their next career moves, it is an opportunity for Florida to begin designing the work model of the future, where the knowledge, experience and capabilities of this societal cohort are accessible to the business and civic organizations that need them, on terms that are mutually acceptable. To that end, as we design this we are considering the criteria of When Work Works, (www.whenworkworks.org) Families and Work Institute (FWI) (www.familiesandwork.org) and the Alfred P. Sloan Foundation (www.sloan.org) for designing effective workplaces for the future, with a focus on flexibility and effectiveness.

Through targeted employer relationships (e.g., Blue Cross Blue Shield of Florida, AARP and its affiliated "Age-Friendly employers," etc.) the team launched a pilot initiative in Jacksonville and quickly established a base of paid, unpaid and flexible work opportunities suited to the target demographic. Through the local workforce board, companies are able to conduct profiles of positions that would be best suited for this initiative and consider job carving or alternative models to achieve the desired business goal with greater flexibility. Focus groups, partnering with local staffing companies, tested the concept and assisted in creating a flexible work model that is consistent with an older-worker friendly working environment.

Employ Florida Brand

The Employ Florida affiliate brand continues to be developed as a tool for customers to find state and local workforce resources and services throughout Florida. By affiliating with Employ Florida, local and state workforce entities and their service outlets are connected via a common name/brand. Employers and job seekers only need to know this one name to locate Florida's workforce services and resources anywhere in the state.

Accountability and Continuous Improvement

Florida workforce law expressly calls for increased accountability for the workforce system for the state, localities and training providers. Florida has several methods for continually monitoring performance that have great value as both real-time management tools as well as tools for continuous improvement.

Although federal law, regulations and instructions call for extensive reporting of multiple performance data for the array of federally-funded programs, and some federal programs provide incentive bonuses for high performing states, coupled with at least theoretical sanctions and monetary penalties, Florida's incentive/corrective action mechanisms are largely the product of state law and state Workforce Board policy decisions and design. The structure is custom designed to cover all major programs under the state Board's oversight, including the Workforce

Investment Act (WIA), Wagner-Peyser (WP) and Temporary Assistance to Needy Families (TANF). As a further policy matter, Florida's incentive/corrections apply to both short-term, interim outcomes (mainly EER-Entered Employment Rates) as well as the longer-term outcomes (mainly Job Retention) reported annually to the U.S. Department of Labor (WIA & WP) and the U.S. Department of Health and Human Services (TANF) using UC/UI wage records. Certain other requirements imposed by state law are used as indicators. For example, Florida tracks the state law requirement for a 50% rate of expenditures on Individual Training Accounts (ITAs) and other training. Similarly, the federal "participation" rate for TANF participants is also tracked.

Each year the Workforce Florida, Inc. Board of Directors approves an incentive pool "off the top" of the annual budget out of state-level discretionary WIA, WP and TANF funds. Additional incentive money for the pool may come from federal performance awards including WIA incentives. Based on state policy, performing Regional Workforce Boards are awarded monetary incentives from this incentive pool.

In addition to the monetary incentive "carrots," Florida also applies some "sticks" in the form of corrective "consequences". Typically low-performing Regional Workforce Boards are required to first provide their own Corrective Action Plans. Then, if low performance persists, state-level staff work with RWB staff to design a state-approved Program Improvement Plan with specific deliverables, often supported by state and peer Technical Assistance and Training (TAT) and sometimes supplemental funding for specific interventions. Continued chronic performance and operational problems then result in progressive levels of direct, sustained on-site oversight by state staff or state-designated RWB peer supervision, "receivership," or replacement of local executive staff, all of which have been applied in Florida. So far, no Region has been re-designated or consolidated due to performance problems but that option remains as an ultimate sanction.

Encouraged by the positive trend lines displayed by our performance measures, Florida's workforce system will continue to apply, re-examine, refine, and refresh its incentive/correction structure to maintain continuous improvement.

Level: STW

FLORIDA PROGRAM YEAR 2008-2009 STATE WIA PERFORMANCE 9/24/2009

Negotiated Performance Measures Summary

Performance Measure	Negotiated Performance	Actual Performance		
Participant Customer Satisfaction Score (For exiters 01/01/2008 - 12/31/2008)	NA	86.02	Number of Exiters	22,543
			Number of Completed Surveys	8,015
			Sample Size	11,211
Employers Customer Satisfaction Score (For exiters 01/01/2008 - 12/31/2008)	NA	83.19	Number of Employer Customers	51,178
			Number of Completed Surveys	5,868
			Sample Size	7,897
Adult Entered Employment Rate (10/01/2007 - 09/30/2008)	74.00	84.20	Numerator	4,429
			Denominator	5,261
Adult Employment Retention Rate (04/01/2007 - 03/31/2008)	86.00	91.00	Numerator	14,212
			Denominator	15,618
Adult Average Earnings (04/01/2007 - 03/31/2008)	15,500	21,583	Numerator	294,956,266
			Denominator	13,666
Adult Employment and Credential Rate (10/01/2007 - 09/30/2008)	NA	83.20	Numerator	10,454
			Denominator	12,564
Dislocated Worker Entered Employment Rate (10/01/2007 - 09/30/2008)	80.00	86.40	Numerator	2,345
			Denominator	2,713
Dislocated Worker Employment Retention Rate (04/01/2007 - 03/31/2008)	86.00	89.10	Numerator	2,369
			Denominator	2,658
Dislocated Worker Average Earnings (04/01/2007 - 03/31/2008)	15,000	19,025	Numerator	41,266,142
			Denominator	2,169
Dislocated Worker Employment and Credential Rate (10/01/2007 - 09/30/2008)	NA	69.70	Numerator	1,132
			Denominator	1,624
Older Youth Entered Employment Rate (10/01/2007 - 09/30/2008)	NA	67.50	Numerator	653
			Denominator	967
Older Youth Employment Retention Rate (04/01/2007 - 03/31/2008)	NA	79.90	Numerator	780
			Denominator	976
Older Youth Average Earnings (04/01/2007 - 03/31/2008)	NA	4,162	Numerator	3,707,898
			Denominator	891
Older Youth Employment and Credential Rate (10/01/2007 - 09/30/2008)	NA	44.50	Numerator	568
			Denominator	1,275
Younger Youth Skill Attainment Rate (04/01/2008 - 03/31/2009)	NA	82.10	Numerator	7,257
			Denominator	8,834
Younger Youth Diploma or Equivalent Attainment Rate (04/01/2008 -03/31/2009)	NA	69.30	Numerator	1,184
			Denominator	1,708
Younger Youth Retention Rate (04/01/2007- 03/31/2008)	NA	68.90	Numerator	1,243
			Denominator	1,803
Youth Placement in Employment or Education Rate (10/01/2007 - 09/30/2008)	58.50	65.30	Numerator	2,009
			Denominator	3,076
Younger Youth Attainment of Degree or Certificate Rate (10/01/2007 - 09/30/2008)	57.50	71.00	Numerator	2,309
			Denominator	3,254
Younger Youth Literacy and Numeracy Gains (07/01/2008 - 06/30/2009)	29.00	36.40	Numerator	666
			Denominator	1,832

DEFINITIONS FOR WIA PERFORMANCE MEASURES

Customer Satisfaction Measures

Participant Satisfaction
The weighted averages of participant ratings on each of the three questions regarding overall satisfaction are reported on a 0-100 point scale. The score is a weighted average, not a percentage.

Employer Satisfaction
The weighted averages of employer ratings on each of the three questions regarding overall satisfaction are reported on a 0-100 point scale. The score is a weighted average, not a percentage.

Adult Measures

Adult Entered Employment Rate
Of those who are not employed at registration:
The number of adults who have entered employment by the end of the first quarter after exit divided by the number of adults who exist during the quarter.

Adult Employment Retention Rate at Six Months
Of those who are employed in the first quarter after exit:
The number of adults who are employed in the third quarter after exit divided by the number of adults who exit during the quarter.

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

Adult Employment and Credential Rate
Of adults who received training services:
The number of adults who were employed in the first quarter after exit and received a credential by the end of the third quarter after exit divided by the number of adults who exited services during the quarter.

Dislocated Worker Measures

Dislocated Worker Entered Employment Rate
The number of dislocated workers who have entered employment by the end of the first quarter after exit divided by the number of dislocated workers who exit during the quarter.

Dislocated Worker Employment Retention Rate at Six Months
Of those who are employed in the first quarter after exit:
The number of dislocated workers who are employed in the third quarter after exit divided by the number of dislocated workers who exit during the quarter.

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

Dislocated Worker Employment and Credential Rate
Of dislocated workers who received training services:
The number of dislocated workers who were employed in the first quarter after exit and received a credential by the end of the third quarter after exit divided by the number of dislocated workers who exited services during the quarter.

Older Youth (Age 19-21) Measures

Older Youth Entered Employment Rate
Of those who are not employed at registration and who are not enrolled in post-secondary education or advanced training in the first quarter after exit:
The number of older youth who have entered employment by the end of the first quarter after exit divided by the number of older youth who exit during the quarter.

Older Youth Employment Retention Rate at Six Months
Of those who are employed in the first quarter after exit and who are not enrolled in post-secondary education or advanced training in the third quarter after exit:
The number of older youth who are employed in third quarter after exit divided by the number of older youth who exit during the quarter.

Older Youth Average Earnings Increase in Six Months
Of those who are employed in the first quarter after exit and who are not enrolled in post-secondary education or advanced training in the third quarter after exit:
Total post-program earnings (earnings in quarter 2 + quarter 3 after exit) minus pre-program earnings (earnings in quarter 2 + quarter 3 prior to registration) divided by the number of older youth who exit during the quarter. Older Youth Credential Rate Number

of older youth who are in employment, post-secondary education, or advanced training in the first quarter after exit and received a credential by the end of the third quarter after exit divided by the number of older youth who exit during the quarter.

Younger Youth (Age 14-18) Measures

Younger Youth 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 plus number of occupational 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.

Younger Youth Diploma or Equivalent Attainment

Of those who register without a diploma or equivalent:

The number of younger youth who attained secondary school diploma or equivalent by the end of the first quarter after exit divided by the number of younger youth who exit during the quarter (except those still in secondary school at exit).

Younger Youth Retention Rate

The number of younger youth found in one of the following categories in the third quarter following exit:

- post secondary education
- advanced training
- employment
- military service
- qualified apprenticeships

divided by the number of younger youth who exit during the quarter (except those still in secondary school at exit).

All Youth

Placement in Employment or Education

Of those who are not in post-secondary education or employment (including the military) at the date of participation:

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

Attainment of a Degree or Certificate

Of those enrolled in education (at the date of participation or at any point during the program):

The number of youth participants who attain a diploma, GED, or certificate by the end of the third quarter after the exit quarter divided by the of youth participants who exit during the quarter.

Literacy and Numeracy Gains

Of those out-of-school youth who are basic skills deficient:

The number of youth participants who increase one or more educational functioning levels divided by the number of youth participants who have completed a year in the program (i.e., one year from the date of first youth program service) plus the number of youth participants who exit before completing a year in the youth program.

Workforce Florida Program Expenditure Report
Annual Report (July 1, 2008 to June 30, 2009)
State-Level WIA Rapid Response

	Total Funds Available	Total Expenditures	Direct Client Services (DCS)	% DCS
Supplemental Awards				
PY 2007 DW Supplemental Funding - RWB 10	200,000	200,000	185,762	**92.9%**
State Level Projects				
Aerospace Workforce Transition Program - RWB 13	500,000	400,000	361,381	**90.3%**
Summer Youth Planning Award	150,000	150,000	142,349	**94.9%**
WIA/DJJ Foster Pilot Incentives	100,000	91,111	83,566	**91.7%**
Performance Awards				
PY 2008 Performance Awards	2,000,000	405,783	376,487	**92.8%**
Sub-Total	**$2,950,000**	**$1,246,894**	**$1,149,545**	**92.2%**
Operations/Management				
Agency for Workforce Innovation	840,987	665,506	665,506	
Total State-Level	**$3,790,987**	**$1,912,400**	**$1,815,051**	**94.9%**

FLORIDA WIA FINANCIAL STATEMENT

7/1/08 T0 6/30/09*

Operating Results	Available	Expended	Pct.	Balance Remaining
Total All Funds Sources	**$255,883,247**	**$92,625,575**	**36.2%**	**$163,257,672**
Adult Program Funds	**$41,046,228**	**$24,523,157**	**59.7%**	**$16,523,071**
Adult Carry in Monies	**$6,421,542**	**$6,421,542**	**100.0%**	**$0**
Total Available Local Adult	**$47,467,770**	**$30,944,699**	**65.2%**	**$16,523,071**
Dislocated Worker Progam Funds	**$75,767,017**	**$13,937,681**	**18.4%**	**$61,829,336**
Dislocated Wkr. Carry in Monies	**$3,129,271**	**$3,129,271**	**100.0%**	**$0**
Total Available Local Dislocated	**$78,896,288**	**$17,066,952**	**21.6%**	**$61,829,336**
Youth Program Funds	**$52,422,286**	**$22,772,049**	**43.4%**	**$29,650,237**
Youth Carry in Monies	**$3,852,837**	**$3,852,837**	**100.0%**	**$0**
Total Available Local Youth	**$56,275,123**	**$26,624,886**	**47.3%**	**$29,650,237**
Out-of-School Youth		**$9,857,613**		
In-School Youth		**$16,747,273**		
Summer Employment Opportunities		**$2,729,581**		
Local Administration Funds	**$18,803,948**	**$3,131,856**	**16.7%**	**$15,672,092**
Carry in Monies	**$2,586,892**	**$2,586,892**	**100.0%**	**$0**
Total Available Local	**$21,390,840**	**$5,718,748**	**26.7%**	**$15,672,092**
Rapid Response Funds	**$3,697,515**	**$771,406**	**20.9%**	**$2,926,109**
Carry in Monies	**$1,140,994**	**$1,140,994**	**100.0%**	**$0**
Total Available State Level Rapid	**$4,838,509**	**$1,912,400**	**39.5%**	**$2,926,109**
Statewide Activity Funds	**$34,216,529**	**$0**	**0.0%**	**$34,216,529**
Carry in Monies	**$12,798,188**	**$10,357,890**	**80.9%**	**$2,440,298**
Total Available Statewide Activity	**$47,014,717**	**$10,357,890**	**22.0%**	**$36,656,827**

* Includes funds allocated under the American Recovery and Reinvestment Act of 2009.

TABLE 5: PROGRAM YEAR 2008-2009 WIA EXPENDITURES/COST PER POSITIVE OUTCOME*
ADULT PROGRAM
10/1/07 TO 9/30/08

REGION 1	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOME	COST PER POS. OUTCOME
TOTAL AVAIL.	$1,254,696	100.0%				
TOTAL EXPEND.	$850,002	67.7%	472	$1,801	160	$5,313
EXPEND. OTHER SERVICES**	$395,419	46.5%	472	$838		
EXPEND. TRAINING	$402,608	47.4%	430	$936		

REGION 2	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOME	COST PER POS. OUTCOME
TOTAL AVAIL.	$540,316	100.0%				
TOTAL EXPEND.	$448,379	83.0%	423	$1,060	159	$2,820
EXPEND. OTHER SERVICES**	$77,867	17.4%	423	$184		
EXPEND. TRAINING	$344,714	76.9%	388	$888		

REGION 3	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOME	COST PER POS. OUTCOME
TOTAL AVAIL.	$667,179	100.0%				
TOTAL EXPEND.	$338,859	50.8%	151	$2,244	73	$4,642
EXPEND. OTHER SERVICES**	$81,127	23.9%	151	$537		
EXPEND. TRAINING	$256,144	75.6%	125	$2,049		

REGION 4	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOME	COST PER POS. OUTCOME
TOTAL AVAIL.	$886,123	100.0%				
TOTAL EXPEND.	$555,442	62.7%	823	$675	608	$914
EXPEND. OTHER SERVICES**	$89,884	16.2%	823	$109		
EXPEND. TRAINING	$414,071	74.5%	612	$677		

REGION 5	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOME	COST PER POS. OUTCOME
TOTAL AVAIL.	$1,370,915	100.0%				
TOTAL EXPEND.	$622,623	45.4%	106	$5,874	24	$25,943
EXPEND. OTHER SERVICES**	$442,528	71.1%	106	$4,175		
EXPEND. TRAINING	$119,312	19.2%	70	$1,704		

REGION 6	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOME	COST PER POS. OUTCOME
TOTAL AVAIL.	$432,385	100.0%				
TOTAL EXPEND.	$266,365	61.6%	116	$2,296	42	$6,342
EXPEND. OTHER SERVICES**	$143,631	53.9%	116	$1,238		
EXPEND. TRAINING	$95,748	35.9%	73	$1,312		

REGION 7	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOME	COST PER POS. OUTCOME
TOTAL AVAIL.	$364,005	100.0%				
TOTAL EXPEND.	$172,456	47.4%	177	$974	60	$2,874
EXPEND. OTHER SERVICES**	$113,264	65.7%	177	$640		
EXPEND. TRAINING	$42,189	24.5%	158	$267		

REGION 8	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOME	COST PER POS. OUTCOME
TOTAL AVAIL.	$4,564,345	100.0%				
TOTAL EXPEND.	$3,111,577	68.2%	2,619	$1,188	1,727	$1,802
EXPEND. OTHER SERVICES**	$1,210,205	38.9%	2,619	$462		
EXPEND. TRAINING	$1,435,581	46.1%	2,584	$556		

REGION 9	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOME	COST PER POS. OUTCOME
TOTAL AVAIL.	$811,450	100.0%				
TOTAL EXPEND.	$443,307	54.6%	469	$945	174	$2,548
EXPEND. OTHER SERVICES**	$175,565	39.6%	469	$374		
EXPEND. TRAINING	$221,391	49.9%	141	$1,570		

* Positive outcomes include entered employment and the successful completion of services to employed workers to assist them in upgrading their employment.

** Assisted core and intensive services constitute "Other Services". All those who receive Training must have received core and intensive services pursuant to WIA regulations.

Source: Agency for Workforce Innovation, 9/11/09.

TABLE 5: PROGRAM YEAR 2008-2009 WIA EXPENDITURES/COST PER POSITIVE OUTCOME*
ADULT PROGRAM
10/1/07 TO 9/30/08

REGION 10	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOME	COST PER POS. OUTCOME
TOTAL AVAIL.	$1,172,095	100.0%				
TOTAL EXPEND.	$614,310	52.4%	899	$683	583	$1,054
EXPEND. OTHER SERVICES**	$130,880	21.3%	899	$146		
EXPEND. TRAINING	$419,442	68.3%	435	$964		

REGION 11	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOME	COST PER POS. OUTCOME
TOTAL AVAIL.	$1,707,852	100.0%				
TOTAL EXPEND.	$1,219,739	71.4%	1,097	$1,112	659	$1,851
EXPEND. OTHER SERVICES**	$77,049	6.3%	1,097	$70		
EXPEND. TRAINING	$1,067,978	87.6%	566	$1,887		

REGION 12	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOME	COST PER POS. OUTCOME
TOTAL AVAIL.	$5,920,617	100.0%				
TOTAL EXPEND.	$4,039,895	68.2%	3,335	$1,211	1,786	$2,262
EXPEND. OTHER SERVICES**	$968,784	24.0%	3,335	$290		
EXPEND. TRAINING	$2,718,651	67.3%	3,079	$883		

REGION 13	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOME	COST PER POS. OUTCOME
TOTAL AVAIL.	$1,118,970	100.0%				
TOTAL EXPEND.	$747,390	66.8%	311	$2,403	146	$5,119
EXPEND. OTHER SERVICES*	$273,356	36.6%	311	$879		
EXPEND. TRAINING	$418,901	56.0%	251	$1,669		

REGION 14	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOME	COST PER POS. OUTCOME
TOTAL AVAIL.	$2,288,600	100.0%				
TOTAL EXPEND.	$1,386,840	60.6%	3,201	$433	1,851	$749
EXPEND. OTHER SERVICES**	$606,473	43.7%	3,201	$189		
EXPEND. TRAINING	$723,178	52.1%	2,330	$310		

REGION 15	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOME	COST PER POS. OUTCOME
TOTAL AVAIL.	$2,949,419	100.0%				
TOTAL EXPEND.	$1,268,028	43.0%	761	$1,666	293	$4,328
EXPEND. OTHER SERVICES**	$310,256	24.5%	761	$408		
EXPEND. TRAINING	$845,012	66.6%	675	$1,252		

REGION 16	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOME	COST PER POS. OUTCOME
TOTAL AVAIL.	$1,265,927	100.0%				
TOTAL EXPEND.	$654,037	51.7%	545	$1,200	312	$2,096
EXPEND. OTHER SERVICES**	$252,657	38.6%	545	$464		
EXPEND. TRAINING	$401,380	61.4%	400	$1,003		

REGION 17	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOME	COST PER POS. OUTCOME
TOTAL AVAIL.	$1,981,869	100.0%				
TOTAL EXPEND.	$1,214,949	61.3%	269	$4,517	135	$9,000
EXPEND. OTHER SERVICES**	$337,242	27.8%	269	$1,254		
EXPEND. TRAINING	$742,750	61.1%	249	$2,983		

* Positive outcomes include entered employment and the successful completion of services to employed workers to assist them in upgrading their employment.

** Assisted core and intensive services constitute "Other Services". All those who receive Training must have received core and intensive services pursuant to WIA regulations.

Source: Agency for Workforce Innovation, 9/11/09.

TABLE 5: PROGRAM YEAR 2008-2009 WIA EXPENDITURES/COST PER POSITIVE OUTCOME*
ADULT PROGRAM
10/1/07 TO 9/30/08

REGION 18	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOME	COST PER POS. OUTCOME
TOTAL AVAIL.	$1,170,392	100.0%				
TOTAL EXPEND.	$738,373	63.1%	250	$2,953	133	$5,552
EXPEND. OTHER SERVICES**	$466,295	63.2%	250	$1,865		
EXPEND. TRAINING	$186,050	25.2%	241	$772		

REGION 19	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOME	COST PER POS. OUTCOME
TOTAL AVAIL.	$636,654	100.0%				
TOTAL EXPEND.	$354,695	55.7%	193	$1,838	121	$2,931
EXPEND. OTHER SERVICES**	$42,844	12.1%	193	$222		
EXPEND. TRAINING	$275,425	77.7%	163	$1,690		

REGION 20	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOME	COST PER POS. OUTCOME
TOTAL AVAIL.	$1,939,855	100.0%				
TOTAL EXPEND.	$919,417	47.4%	495	$1,857	245	$3,753
EXPEND. OTHER SERVICES**	$132,772	14.4%	495	$268		
EXPEND. TRAINING	$708,748	77.1%	410	$1,729		

REGION 21	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOME	COST PER POS. OUTCOME
TOTAL AVAIL.	$5,742,320	100.0%				
TOTAL EXPEND.	$3,483,694	60.7%	1,042	$3,343	649	$5,368
EXPEND. OTHER SERVICES**	$1,747,912	50.2%	1,042	$1,677		
EXPEND. TRAINING	$1,465,021	42.1%	942	$1,555		

REGION 22	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOME	COST PER POS. OUTCOME
TOTAL AVAIL.	$4,381,235	100.0%				
TOTAL EXPEND.	$3,001,286	68.5%	1,097	$2,736	569	$5,275
EXPEND. OTHER SERVICES**	$1,698,510	56.6%	1,097	$1,548		
EXPEND. TRAINING	$1,146,475	38.2%	911	$1,258		

REGION 23	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOME	COST PER POS. OUTCOME
TOTAL AVAIL.	$11,402,042	100.0%				
TOTAL EXPEND.	$5,162,089	45.3%	5,741	$899	2,910	$1,774
EXPEND. OTHER SERVICES**	$2,073,972	40.2%	5,741	$361		
EXPEND. TRAINING	$2,698,517	52.3%	3,752	$719		

REGION 24	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOME	COST PER POS. OUTCOME
TOTAL AVAIL.	$2,030,229	100.0%				
TOTAL EXPEND.	$1,039,025	51.2%	646	$1,608	303	$3,429
EXPEND. OTHER SERVICES**	$501,179	48.2%	646	$776		
EXPEND. TRAINING	$438,375	42.2%	420	$1,044		

REGIONS 1-24 TOTALS	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOME	COST PER POS. OUTCOME
TOTAL AVAIL.	$56,599,490	100.0%				
TOTAL EXPEND.	$32,727,018	57.8%	25,238	$1,297	13,722	$2,385
EXPEND. OTHER SERVICES**	$12,349,671	37.7%	25,238	$489		
EXPEND. TRAINING	$17,587,661	53.7%	19,405	$906		

* Positive outcomes include entered employment and the successful completion of services to employed workers to assist them in upgrading their employment.

** Assisted core and intensive services constitute "Other Services". All those who receive Training must have received core and intensive services pursuant to WIA regulations.

Source: Agency for Workforce Innovation, 9/11/09.

TABLE 6: PROGRAM YEAR 2008-2009 WIA EXPENDITURES
DISLOCATED WORKER PROGRAM
10/1/07 TO 9/30/08

REGION 1	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL PLACED	COST PER ENTERED EMPLOYMENT
TOTAL AVAIL.	$432,308	100.0%				
TOTAL EXPEND.	$81,419	18.8%	65	$1,253	20	$ 4,071
EXPEND. OTHER SERVICES*	$50,795	62.4%	65	$781		
EXPEND. TRAINING	$24,189	29.7%	52	$465		

REGION 2	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL PLACED	COST PER ENTERED EMPLOYMENT
TOTAL AVAIL.	$147,489	100.0%				
TOTAL EXPEND.	$0	0.0%	12	$0	5	$0
EXPEND. OTHER SERVICES*	$0	#DIV/0!	12	$0.00		
EXPEND. TRAINING	$0	#DIV/0!	5	$0		

REGION 3	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL PLACED	COST PER ENTERED EMPLOYMENT
TOTAL AVAIL.	$280,548	100.0%				
TOTAL EXPEND.	$183,893	65.5%	48	$3,831	16	$11,493
EXPEND. OTHER SERVICES*	$37,386	20.3%	48	$779		
EXPEND. TRAINING	$139,915	76.1%	43	$3,254		

REGION 4	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL PLACED	COST PER ENTERED EMPLOYMENT
TOTAL AVAIL.	$345,807	100.0%				
TOTAL EXPEND.	$152,929	44.2%	32	$4,779	24	$6,372
EXPEND. OTHER SERVICES*	$39,866	26.1%	32	$ 1,246		
EXPEND. TRAINING	$101,314	66.2%	16	$6,332		

REGION 5	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL PLACED	COST PER ENTERED EMPLOYMENT
TOTAL AVAIL.	$326,384	100.0%				
TOTAL EXPEND.	$230,470	70.6%	18	$12,804	7	$32,924
EXPEND. OTHER SERVICES*	$209,087	90.7%	18	$11,616		
EXPEND. TRAINING	$0	0.0%	7	$0		

REGION 6	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL PLACED	COST PER ENTERED EMPLOYMENT
TOTAL AVAIL.	$219,120	100.0%				
TOTAL EXPEND.	$32,541	14.9%	15	$2,169	8	$4,068
EXPEND. OTHER SERVICES*	$20,925	64.3%	15	$1,395		
EXPEND. TRAINING	$7,950	24%	9	$530		

REGION 7	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL PLACED	COST PER ENTERED EMPLOYMENT
TOTAL AVAIL.	$145,615	100.0%				
TOTAL EXPEND.	$83,168	57.1%	18	$4,620	11	$7,561
EXPEND. OTHER SERVICES*	$75,327	90.6%	18	$4,185		
EXPEND. TRAINING	$0	0.0%	11	$0		

REGION 8	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL PLACED	COST PER ENTERED EMPLOYMENT
TOTAL AVAIL.	$1,687,886	100.0%				
TOTAL EXPEND.	$160,029	9.5%	45	$3,556	25	$6,401
EXPEND. OTHER SERVICES*	$142,968	89.3%	45	$3,177		
EXPEND. TRAINING	$0	0.0%	43	$0		

REGION 9	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL PLACED	COST PER ENTERED EMPLOYMENT
TOTAL AVAIL.	$196,101	100.0%				
TOTAL EXPEND.	$63,790	32.5%	162	$394	45	$1,418
EXPEND. OTHER SERVICES*	$27,057	42.4%	162	$167		
EXPEND. TRAINING	$29,271	45.9%	10	$2,927		

* Assisted core and intensive services constitute "Other Services". All those who receive Training must have received core and intensive services pursuant to WIA regulations.

Source: Agency for Workforce Innovation, 9/11/09.

TABLE 6: PROGRAM YEAR 2008-2009 WIA EXPENDITURES
DISLOCATED WORKER PROGRAM
10/1/07 TO 9/30/08

REGION 10	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL PLACED	COST PER ENTERED EMPLOYMENT
TOTAL AVAIL.	$779,589	100.0%				
TOTAL EXPEND.	$373,529	47.9%	144	$2,594	40	$9,338
EXPEND. OTHER SERVICES*	$172,506	46.2%	144	$1,198		
EXPEND. TRAINING	$159,679	42.7%	49	$3,259		

REGION 11	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL PLACED	COST PER ENTERED EMPLOYMENT
TOTAL AVAIL.	$744,123	100.0%				
TOTAL EXPEND.	$292,649	39.3%	303	$966	157	$1,864
EXPEND. OTHER SERVICES*	$46,290	15.8%	303	$153		
EXPEND. TRAINING	$222,161	75.9%	89	$2,496		

REGION 12	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL PLACED	COST PER ENTERED EMPLOYMENT
TOTAL AVAIL.	$2,543,382	100.0%				
TOTAL EXPEND.	$473,854	18.6%	649	$730	303	$1,564
EXPEND. OTHER SERVICES*	$0	0.0%	649	$0		
EXPEND. TRAINING	$473,854	100.0%	434	$1,092		

REGION 13	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL PLACED	COST PER ENTERED EMPLOYMENT
TOTAL AVAIL.	$731,811	100.0%				
TOTAL EXPEND.	$200,626	27.4%	64	$3,135	26	$7,716
EXPEND. OTHER SERVICES*	$17,370	8.7%	64	$271		
EXPEND. TRAINING	$162,684	81.1%	37	$4,397		

REGION 14	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL PLACED	COST PER ENTERED EMPLOYMENT
TOTAL AVAIL.	$1,793,687	100.0%				
TOTAL EXPEND.	$858,626	47.9%	582	$1,475	117	$7,339
EXPEND. OTHER SERVICES*	$305,448	35.6%	582	$525		
EXPEND. TRAINING	$516,260	60.1%	528	$978		

REGION 15	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL PLACED	COST PER ENTERED EMPLOYMENT
TOTAL AVAIL.	$3,286,312	100.0%				
TOTAL EXPEND.	$1,225,472	37.3%	643	$1,906	102	$12,014
EXPEND. OTHER SERVICES*	$286,739	23.4%	643	$446		
EXPEND. TRAINING	$811,973	66.3%	609	$1,333		

REGION 16	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL PLACED	COST PER ENTERED EMPLOYMENT
TOTAL AVAIL.	$1,123,906	100.0%				
TOTAL EXPEND.	$475,143	42.3%	176	$2,700	75	$6,335
EXPEND. OTHER SERVICES*	$302,619	63.7%	176	$1,719		
EXPEND. TRAINING	$130,777	27.5%	158	$828		

REGION 17	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL PLACED	COST PER ENTERED EMPLOYMENT
TOTAL AVAIL.	$1,302,845	100.0%				
TOTAL EXPEND.	$563,804	43.3%	129	$4,371	52	$10,842
EXPEND. OTHER SERVICES*	$140,040	24.8%	129	$1,086		
EXPEND. TRAINING	$361,336	64.1%	95	$3,804		

* Assisted core and intensive services constitute "Other Services". All those who receive Training must have received core and intensive services pursuant to WIA regulations.

Source: Agency for Workforce Innovation, 9/11/09.

TABLE 6: PROGRAM YEAR 2008-2009 WIA EXPENDITURES
DISLOCATED WORKER PROGRAM
10/1/07 TO 9/30/08

REGION 18	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL PLACED	COST PER ENTERED EMPLOYMENT
TOTAL AVAIL.	$1,239,967	100.0%				
TOTAL EXPEND.	$318,987	25.7%	96	$3,323	15	$21,266
EXPEND. OTHER SERVICES*	$231,022	72.4%	96	$2,406		
EXPEND. TRAINING	$54,773	17.2%	36	$1,521		

REGION 19	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL PLACED	COST PER ENTERED EMPLOYMENT
TOTAL AVAIL.	$309,820	100.0%				
TOTAL EXPEND.	$122,523	39.5%	12	$10,210	7	$17,503
EXPEND. OTHER SERVICES*	$40,355	32.9%	12	$3,363		
EXPEND. TRAINING	$75,747	61.8%	7	$10,821		

REGION 20	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL PLACED	COST PER ENTERED EMPLOYMENT
TOTAL AVAIL.	$1,689,076	100.0%				
TOTAL EXPEND.	$795,981	47.1%	241	$3,303	117	$6,803
EXPEND. OTHER SERVICES*	$244,192	30.7%	241	$1,013		
EXPEND. TRAINING	$484,977	60.9%	161	$3,012		

REGION 21	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL PLACED	COST PER ENTERED EMPLOYMENT
TOTAL AVAIL.	$2,324,908	100.0%				
TOTAL EXPEND.	$866,092	37.3%	162	$5,346	76	$11,396
EXPEND. OTHER SERVICES*	$534,100	61.7%	162	$3,297		
EXPEND. TRAINING	$253,444	29.3%	126	$2,011		

REGION 22	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL PLACED	COST PER ENTERED EMPLOYMENT
TOTAL AVAIL.	$3,613,209	100.0%				
TOTAL EXPEND.	$2,039,071	56.4%	1,001	$2,037	524	$3,891
EXPEND. OTHER SERVICES*	$1,248,916	61.2%	1,001	$1,248		
EXPEND. TRAINING	$572,139	28.1%	413	$1,385		

REGION 23	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL PLACED	COST PER ENTERED EMPLOYMENT
TOTAL AVAIL.	$5,113,257	100.0%				
TOTAL EXPEND.	$2,376,100	46.5%	1,552	$1,531	501	$4,743
EXPEND. OTHER SERVICES*	$1,188,793	50.0%	1,552	$766		
EXPEND. TRAINING	$1,010,592	42.5%	1,228	$823		

REGION 24	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL PLACED	COST PER ENTERED EMPLOYMENT
TOTAL AVAIL.	$2,142,112	100.0%				
TOTAL EXPEND.	$1,037,692	48.4%	295	$3,518	97	$10,698
EXPEND. OTHER SERVICES*	$504,734	48.6%	295	$1,711		
EXPEND. TRAINING	$440,894	42.5%	190	$2,320		

REGIONS 1-24 TOTALS	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL PLACED	COST PER ENTERED EMPLOYMENT
TOTAL AVAIL.	$32,519,262	100.0%				
TOTAL EXPEND.	$13,008,388	40.0%	6,464	$2,012	2,370	$5,489
EXPEND. OTHER SERVICES*	$5,866,535	45.1%	6,464	$908		
EXPEND. TRAINING	$6,033,929	46.4%	4,356	$1,385		

* Assisted core and intensive services constitute "Other Services". All those who receive Training must have received core and intensive services pursuant to WIA regulations.

Source: Agency for Workforce Innovation, 9/11/09.

TABLE 7: PROGRAM YEAR 2008-2009 WIA EXPENDITURES/COST PER POSITIVE OUTCOME*
YOUTH PROGRAMS
10/1/07 TO 9/30/08

REGION 1	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	$1,487,329	100.0%				
TOTAL EXPEND.	$738,211	49.6%	220	$3,356	61	$12,102
OTHER SERVICES***	$471,911	63.9%	220	$2,145		
TRAINING	$266,300	36.1%	184	$1,447		

REGION 2	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	$385,705	100.0%				
TOTAL EXPEND.	$145,996	37.9%	121	$1,207	38	$3,842
OTHER SERVICES***	$66,931	45.8%	121	$553		
TRAINING	$79,065	54.2%	109	$725		

REGION 3	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	$617,131	100.0%				
TOTAL EXPEND.	$336,570	54.5%	190	$1,771	38	$8,857
OTHER SERVICES***	$58,970	17.5%	190	$310		
TRAINING	$277,600	82.5%	187	$1,484		

REGION 4	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	$772,316	100.0%				
TOTAL EXPEND.	$431,646	55.9%	355	$1,216	113	$3,820
OTHER SERVICES***	$146,054	33.8%	355	$411		
TRAINING	$285,592	66.2%	289	$988		

REGION 5	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	$1,496,197	100.0%				
TOTAL EXPEND.	$733,235	49.0%	196	$3,741	25	$29,329
OTHER SERVICES***	$695,066	94.8%	196	$3,546		
TRAINING	$38,169	5.2%	160	$239		

REGION 6	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	$436,752	100.0%				
TOTAL EXPEND.	$242,441	55.5%	66	$3,673	22	$11,020
OTHER SERVICES***	$44,257	18.3%	66	$671		
TRAINING	$198,184	81.7%	54	$3,670		

REGION 7	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	$385,705	100.0%				
TOTAL EXPEND.	$210,153	54.5%	162	$1,297	38	$5,530
OTHER SERVICES***	$184,650	87.9%	162	$1,140		
TRAINING	$25,503	12.1%	156	$163		

REGION 8	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	$3,275,537	100.0%				
TOTAL EXPEND.	$1,730,355	52.8%	632	$2,738	258	$6,707
OTHER SERVICES***	$1,005,616	58.1%	632	$1,591		
TRAINING	$724,739	41.9%	579	$1,252		

REGION 9	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	$905,528	100.0%				
TOTAL EXPEND.	$450,482	49.7%	333	$1,353	36	$12,513
OTHER SERVICES***	$186,335	41.4%	333	$560		
TRAINING	$264,147	58.6%	214	$1,234		

* Positive Outcomes for WIA Youth include entered employment; entrance into postsecondary education; advanced training; apprenticeship; or the military; and attainment of a diploma or certificate.

** Total WIA Youth Grant for both older and younger youth services.

*** Designates assessment and all services other than training.

Source: Agency for Workforce Innovation, 9/11/09.

.

TABLE 7: PROGRAM YEAR 2008-2009 WIA EXPENDITURES/COST PER POSITIVE OUTCOME*
YOUTH PROGRAMS
10/1/07 TO 9/30/08

REGION 10	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	$659,633	100.0%				
TOTAL EXPEND.	$227,292	34.5%	296	$768	162	$1,403
OTHER SERVICES***	$63,002	27.7%	296	$213		
TRAINING	$164,290	72.3%	236	$696		

REGION 11	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	$1,482,474	100.0%				
TOTAL EXPEND.	$629,403	42.5%	270	$2,331	111	$5,670
OTHER SERVICES***	$94,859	15.1%	270	$351		
TRAINING	$534,544	84.9%	120	$4,455		

REGION 12	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	$3,391,468	100.0%				
TOTAL EXPEND.	$1,559,746	46.0%	579	$2,694	325	$4,799
OTHER SERVICES***	$375,351	24.1%	579	$648		
TRAINING	$1,184,395	75.9%	289	$4,098		

REGION 13	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	$685,582	100.0%				
TOTAL EXPEND.	$533,420	77.8%	149	$3,580	75	$7,112
OTHER SERVICES***	$187,013	35.1%	149	$1,255		
TRAINING	$346,407	64.9%	90	$3,849		

REGION 14	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	$1,328,648	100.0%				
TOTAL EXPEND.	$849,361	63.9%	504	$1,685	150	$5,662
OTHER SERVICES***	$687,096	80.9%	504	$1,363		
TRAINING	$162,265	19.1%	354	$458		

REGION 15	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	$3,582,746	100.0%				
TOTAL EXPEND.	$1,374,149	38.4%	506	$2,716	105	$13,087
OTHER SERVICES***	$1,192,251	86.8%	506	$2,356		
TRAINING	$181,898	13.2%	447	$407		

REGION 16	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	$775,457	100.0%				
TOTAL EXPEND.	$340,279	43.9%	240	$1,418	143	$2,380
OTHER SERVICES***	$206,224	60.6%	240	$859		
TRAINING	$134,055	39.4%	161	$833		

REGION 17	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	$1,678,965	100.0%				
TOTAL EXPEND.	$997,627	59.4%	257	$3,882	123	$8,111
OTHER SERVICES***	$196,064	19.7%	257	$763		
TRAINING	$801,563	80.3%	240	$3,340		

* Positive Outcomes for WIA Youth include entered employment; entrance into postsecondary education; advanced training; apprenticeship; or the military; and attainment of a diploma or certificate.

** Total WIA Youth Grant for both older and younger youth services.

*** Designates assessment and all services other than training.

Source: Agency for Workforce Innovation, 9/11/09.

.

TABLE 7: PROGRAM YEAR 2008-2009 WIA EXPENDITURES/COST PER POSITIVE OUTCOME*
YOUTH PROGRAMS
10/1/07 TO 9/30/08

REGION 18	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	$624,349	100.0%				
TOTAL EXPEND.	$171,624	27.5%	88	$1,950	56	$3,065
OTHER SERVICES***	$67,631	39.4%	88	$769		
TRAINING	$103,993	60.6%	86	$1,209		

REGION 19	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	$795,710	100.0%				
TOTAL EXPEND.	$423,100	53.2%	163	$2,596	35	$12,089
OTHER SERVICES***	$7,562	1.8%	163	$46		
TRAINING	$415,538	98.2%	137	$3,033		

REGION 20	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	$1,670,030	100.0%				
TOTAL EXPEND.	$961,474	57.6%	437	$2,200	146	$6,585
OTHER SERVICES***	$4,806	0.5%	437	$11		
TRAINING	$956,668	99.5%	373	$2,565		

REGION 21	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	$4,328,684	100.0%				
TOTAL EXPEND.	$2,828,194	65.3%	465	$6,082	193	$14,654
OTHER SERVICES***	$1,603,757	56.7%	465	$3,449		
TRAINING	$1,224,437	43.3%	462	$2,650		

REGION 22	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	$3,149,153	100.0%				
TOTAL EXPEND.	$1,859,023	59.0%	662	$2,808	399	$4,659
OTHER SERVICES***	$438,749	23.6%	662	$663		
TRAINING	$1,420,274	76.4%	400	$3,551		

REGION 23	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	$10,703,970	100.0%				
TOTAL EXPEND.	$5,036,131	47.0%	3,794	$1,327	292	$17,247
OTHER SERVICES***	$4,246,731	84.3%	3,794	$1,119		
TRAINING	$789,400	15.7%	3,606	$219		

REGION 24	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	$1,683,751	100.0%				
TOTAL EXPEND.	$903,857	53.7%	292	$3,095	135	$6,695
OTHER SERVICES***	$282,970	31.3%	292	$969		
TRAINING	$620,887	68.7%	273	$2,274		

REGIONS 1-24 TOTALS	AMOUNT	% OF TOTAL	TOTAL SERVED	COST PER PARTICIPANT	TOTAL w. POS. OUTCOMES	COST PER POS. OUTCOME
TOTAL YOUTH FUNDS AVAIL.**	$46,132,797	100.0%				
TOTAL EXPEND.	$25,973,471	56.3%	10,977	$2,366	3,079	$8,436
OTHER SERVICES***	$12,513,856	48.2%	10,977	$1,140		
TRAINING	$11,199,913	43.1%	9,206	$1,217		

* Positive Outcomes for WIA Youth include entered employment; entrance into postsecondary education; advanced training; apprenticeship; or the military; and attainment of a diploma or certificate.

** Total WIA Youth Grant for both older and younger youth services.

*** Designates assessment and all services other than training.

Source: Agency for Workforce Innovation, 9/11/09.

.

Balanced Scorecard Report Measures
Beginning Program Year 2006-2007
As Approved by the Workforce Florida Board

SERVICES TO JOB SEEKERS

JOB SEEKER ENTERED EMPLOYMENT RATE
For those Wagner-Peyser (WP) applicants not employed at participation, the percentage employed the 1st quarter after exit based on a match with quarterly UI wage report data. This measure is the same as the federal common measure required by USDOL.

VETERAN'S ENTERED EMPLOYMENT RATE
For those veterans not employed at Wagner-Peyser (WP) participation, the percentage employed the 1st quarter after exit based on a match with quarterly UI wage report data. This measure is the same as the federal common measure required by USDOL.

CUSTOMER SATISFACTION – WAGNER-PEYSER (WP) INDIVIDUALS
Based on a monthly telephone survey, the average participant rating for the three federally mandated questions regarding overall satisfaction reported on the ASCI (American Customer Satisfaction Index) 0–100-point scale. The methodology is the same as that currently employed for regional Wagner-Peyser (WP) job seekers in the survey conducted in Florida by Brandt Information Services, Inc. under contract with WFI.

SERVICES TO EMPLOYERS

CUSTOMER SATISFACTION – ALL EMPLOYERS
Based on a monthly telephone survey, the average employer rating for the three federally mandated questions regarding overall satisfaction reported on the ASCI 0–100-point scale (American Customer Satisfaction Index). The methodology is that currently employed under for the regions in the survey conducted in Florida by Brandt Information Services, Inc. under contract with WFI.

EMPLOYER MARKET PENTRATION
This measure expresses the unduplicated number of employers receiving Employ Florida services as a percentage of the region's employers. Uses LMS universe of employers (The Enhanced Quarterly Unemployment Insurance Address File or EQUI) as the best indicator of businesses that actually exist in a region and tracks the percentage of these employers that receive workforce services.

The measure is reported annually on a statewide basis only and therefore is not included on the standard Balance Scorecard Report which displays comparative regional rankings. Results are broken down for 1) large businesses with greater

than 100 employees, 2) medium businesses with 10-99 employees, and 3) small businesses with 5-9 employees.

SERVICES TO DISADVANTAGED GROUPS, UNEMPLOYED ADULTS, AND YOUTH

EMPLOYMENT RATE (WORKFORCE INVESTMENT ACT)
This measure combines the Workforce Investment Act (WIA) current short-term measures for entered employment/employment for WIA adults and dislocated workers at exit. The denominator is the unduplicated total number of all adult and dislocated worker exiters regardless of employment status at registration. The numerator is the total employed at exit.

EMPLOYMENT EARNINGS RATE (WORKFORCE INVESTMENT ACT)
The average Workforce Investment Act (WIA) adult and dislocated worker earnings the first quarter after exit for those employed the first quarter after exit expressed as a percentage of the regionally adjusted Lower Living Standard Income Level (LLSIL) for a family of three. Regional adjustments are based on the Florida Price Level Index. (Source: AWI, Office of Workforce Information Services, Labor Market Statistics). Average earnings for the unduplicated total of adults and dislocated workers based on UI quarterly wage report data.

EMPLOYMENT RETENTION RATE (WORKFORCE INVESTMENT ACT)
The unduplicated total of Workforce Investment Act (WIA) adults and dislocated workers employed the 2nd and 3rd quarters after exit expressed as a percentage of the total of all those employed the 1st quarter after exit. Employment based on UI wage report data.

YOUTH AVERAGE GRADE LEVEL GAIN (WORKFORCE INVESTMENT ACT)
The average annual grade level increase for all Workforce Investment Act (WIA) basic skills deficient youth based on pre- and post-test results at 1 year or exit. The measure applies to both in-school and out-of-school participants who are assessed as basic skills deficient at registration. The higher of the 2 results for either numeracy or literacy gain will be used to calculate the measure.

YOUTH POSITIVE OUTCOME RATE (WORKFORCE INVESTMENT ACT)
For all Workforce Investment Act (WIA) youth, the percentage with positive outcomes at the 3rd quarter after exit. The numerator is the count of all older and younger youth, including those 18-21 served only as adults, who by the 3rd quarter after exit obtain a credential, or obtain a diploma, or who are in post-secondary education or advanced training or qualified apprenticeships or the military or who are employed.

CUSTOMER SATISFACTION – WORKFORCE INVESTMENT ACT PARTICIPANTS

Based on a monthly telephone survey, the average participant rating for the three federally mandated questions regarding overall satisfaction reported on an ASCI (American Customer Satisfaction Index) 0–100-point scale. The methodology is that currently employed under Workforce Investment Act (WIA) for regional WIA adult, dislocated worker, and youth customers in the survey conducted in Florida by Brandt Information Services, Inc. under contract with WFI.

SERVICES TO WELFARE RECIPIENTS

WELFARE CLOSED CASE OUTCOME RATE

The percentage of closed Temporary Assistance to Needy Families (TANF) funded Temporary Cash Assistance (TCA) cases that were closed due to earned income. The numerator is the unduplicated sum of TCA cases that received TANF during the report period that were closed due to earnings (based on 13 reasons defined by DCF, but also includes individuals whose TCA case closed for reasons not represented in the 13 codes that had an unsubsidized job open in the Welfare Transition data entry system during the report period). The denominator is the unduplicated sum of closed TCA cases that received TANF during the report period. Calculated at point of case closure. This is the same as the former Red & Green Report measure.

WELFARE TRANSITION EARNINGS RATE

The welfare transition program average wage the first quarter after case closure for TANF closed cases closed due to earned income expressed as a percentage of the regionally adjusted Lower Living Standard Income Level (LLSIL) for a family of three. Regional adjustments are based on the Florida Price Level Index. (Source: AWI, Office of Workforce Information Services, Labor Market Statistics). Average wage based on UI quarterly wage report data.

WELFARE TRANSITION RETENTION RATE

Of those TANF cases closed due to earnings, the number employed the 2nd and 3rd quarters after case closure based on a match with quarterly UI wage report data.

ANNUAL THRESHOLD YES/NO INDICATORS

LEVEL OF SERVICE INDICATOR FOR ALL CUSTOMER GROUPS
To achieve this threshold, the level of service for all Workforce Investment Act and Wagner-Peyser participants must equate to at least 80% of the level of funding allocated by formula to the regional workforce board.

LEVEL OF SERVICE INDICATOR FOR SPECIAL CUSTOMER GROUPS
To achieve this threshold, the level of service for specified Workforce Investment Act and Wagner-Peyser special customer groups must equate to at least 80% of the level of funding allocated by formula to the regional workforce board. The special groups include the disabled, veterans, offenders, and youth aging out of foster care.

INDICATOR FOR YOUTH DIPLOMA ATTAINMENT
To achieve this threshold, the regional workforce board must attain a youth diploma attainment rate of at least 48% based on the WIA core measure methodology.

INDICATOR FOR WELFARE PARTICIPATION RATE
To achieve this threshold, the regional workforce board must report an all-family participation rate of at least 50% based on Department of Health and Human Services requirements for the TANF Program.

INDICATOR FOR DATA VALIDITY
To achieve this threshold, the regional workforce board must have data element validation results that meet each program's standards once these standards are established by the United States Department of Labor (USDOL).

USE OF INDIVIDUAL TRAINING ACOUNTS (ITAs)
WIA ADULT AND DISLOCATED WORKER PROGRAMS COMBINED
7/1/08 Through 6/30/09

	ITAs Awarded*				State ITA 50% Expenditure Requirement**		
Region	Enrolled in Training	Receiving ITA	Percent	ITA Avg. Expenditure per Individual	Total Expenditures	Total ITA Related Expenditures	Percent
1	516	497	96.32%	$887	$1,051,535	$870,955	82.83%
2	478	247	51.67%	$329	$370,531	$252,917	68.26%
3	170	144	84.71%	$308	$531,771	$320,064	60.19%
4	401	298	74.31%	$1,084	$689,290	$496,834	72.08%
5	100	100	100.00%	$752	$743,033	$418,432	56.31%
6	64	61	95.31%	$1,079	$263,901	$259,628	98.38%
7	174	169	97.13%	$326	$275,809	$237,039	85.94%
8	3,912	1,121	28.66%	$2,211	$4,522,072	$3,200,015	70.76%
9	249	249	100.00%	$941	$861,639	$651,168	75.57%
10	700	346	49.43%	$1,789	$1,649,924	$1,009,154	61.16%
11	580	210	36.21%	$3,924	$1,028,986	$858,829	83.46%
12	5,621	1,429	25.42%	$1,837	$5,446,839	$3,985,702	73.17%
13	267	189	70.79%	$1,202	$1,118,712	$677,134	60.53%
14	2,905	1,099	37.83%	$1,102	$2,706,255	$1,935,615	71.52%
15	1,631	1,320	80.93%	$2,087	$3,647,267	$3,401,969	93.27%
16	875	381	43.54%	$585	$1,234,404	$618,948	50.14%
17	444	269	60.59%	$2,055	$1,598,398	$1,089,622	68.17%
18	547	285	52.10%	$719	$1,444,379	$1,045,120	72.36%
19	229	79	34.50%	$810	$385,551	$306,596	79.52%
20	774	470	60.72%	$1,291	$2,120,817	$1,673,625	78.91%
21	1,468	777	52.93%	$3,182	$4,924,892	$3,737,264	75.89%
22	1,222	929	76.02%	$698	$4,039,535	$2,344,972	58.05%
23	4,034	3,732	92.51%	$1,158	$8,761,350	$6,213,080	70.91%
24	1,160	867	74.74%	$891	$2,363,822	$1,744,300	73.79%
Total All Regions	28,521	15,268	53.53%	$1,436	$51,780,712	$37,348,982	72.13%

* Information from participant data provided by the Agency for Workforce Innovation September 2009.

**Based on data provided by the Agency for Workforce Innovation 9/11/09.

Table A - Workforce Investment Act Customer Satisfaction Results

Customer Satisfaction	Negotiated Performance Level	Actual Performance Level - American Customer Satisfaction Index	Number of Surveys Completed	Number of Customers Eligible for the Survey	Number of Customers Included in the Sample	Response Rate
Participants (01/01/2008 - 12/31/2008)	NA	86.02	8,015	22,543	11,211	71.49
Employers (01/01/2008 - 12/31/2008)	NA	83.19	5,868	51,178	7,897	74.31

Table B - Adult Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate (10/01/2007 - 09/30/2008)	74.00	84.20	4,429
			5,261
Employment Retention Rate (04/01/2007 - 03/31/2008)	86.00	91.00	14,212
			15,618
Average Earnings (04/01/2007 - 03/31/2008)	15,500	21,583	294,956,266
			13,666
Employment and Credential Rate (10/01/2007 - 09/30/2008)	NA	83.20	10,454
			12,564

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 (10/01/2007 - 09/30/2008)	78.40	531 / 677	77.50	169 / 218	68.00	104 / 153	79.30	348 / 439
Employment Retention Rate (04/01/2007 - 03/31/2008)	84.80	673 / 794	85.10	487 / 572	79.30	303 / 382	91.70	1,595 / 1,739
Average Earnings (04/01/2007 - 03/31/2008)	14,261	8,870,269 / 622	21,677	10,101,574 / 466	16,930	4,825,021 / 285	23,409	36,095,939 / 1,542
Employment and Credential Rate (10/01/2007 - 09/30/2008)	61.90	501 / 810	77.30	252 / 326	62.90	95 / 151	80.70	1,148 / 1,422

Table D - Other Outcome Information for the Adult Program

Reported Information	Individuals Who Received Training Services		Individuals Who Received Only Core and Training Services	
Entered Employment Rate (10/01/2007 - 09/30/2008)	83.40	1,914 / 2,295	84.80	2,515 / 2,966
Employment Retention Rate (04/01/2007 - 03/31/2008)	93.00	11,676 / 12,551	82.70	2,536 / 3,067
Average Earnings (04/01/2007 - 03/31/2008)	22,554	254,832,853 / 11,299	16,951	40,123,413 / 2,367

STW

Table E - Dislocated Worker Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate (10/01/07 - 09/30/2008)	80.00	86.40	2,345 / 2,713
Employment Retention Rate (04/01/2007 - 03/31/2008)	86.00	89.10	2,369 / 2,658
Average Earnings (04/01/2007 - 03/31/2008)	15,000	19,025	41,266,142 / 2,169
Employment and Credential Rate 10/01/07 - 09/30/2008)	NA	69.70	1,132 / 1,624

Table F - Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate (10/01/07 - 09/30/2008)	81.50	163 / 200	80.80	59 / 73	79.00	297 / 376	90.70	39 / 43
Employment Retention Rate (04/01/2007 - 03/31/2008)	89.20	165 / 185	85.40	70 / 82	90.00	297 / 330	94.10	32 / 34
Average Earnings (04/01/2007 - 03/31/2008)	20,379	2,975,322 / 146	21,281	1,276,885 / 60	15,639	4,144,438 / 265	15,331	490,576 / 32
Employment and Credential Rate (10/01/07 - 09/30/2008)	70.20	99 / 141	70.80	34 / 48	69.20	128 / 185	74.40	29 / 39

Table G - Other Outcome Information for the Dislocated Worker Program

Reported Information	Individuals Who Received Training Services		Individuals Who Received Only Core and Training Services	
Entered Employment Rate (10/01/07 - 09/30/2008)	83.70	1,429 / 1,619	83.70	916 / 1,094
Employment Retention Rate (04/01/2007 - 03/31/2008)	88.70	1,456 / 1,641	89.80	913 / 1,017
Average Earnings (04/01/2007 - 03/31/2008)	18,377	24,386,234 / 1,327	20,047	16,879,908 / 842

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

Reported Information	Negotiated Performance Level	Actual Performance Level	
Placement in Employment or Education (10/01/2007 - 09/30/2008)	58.50	65.30	2,009 / 3,076
Attainment of Degree or Certificate (10/01/2007 - 09/30/2008)	57.50	71.00	2,309 / 3,254
Literacy and Numeracy Gains (7/1/2008-6/30/2009)	29.00	36.40	666 / 1,832

Table H.2 - Older Youth (19 - 21) Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate (10/01/2007 - 09/30/2008)	NA	67.50	653 / 967
Employment Retention Rate (04/01/2007 - 03/31/2008)	NA	79.90	780 / 976
Six Months Earnings Increase (04/01/2007 - 03/31/2008)	NA	4,161.50	3,707,898 / 891
Credential Rate (10/01/2007 - 09/30/2008)	NA	44.50	568 / 1,275

Table I- Outcomes for Older Youth Special Populations

Reported Information	Public Assistance Recipients		Veterans		Individuals With Disabilities		Out-of-School Youth	
Entered Employment Rate (10/01/2007 - 09/30/2008)	67.00	156 / 233	75.00	3 / 4	52.40	43 / 82	68.30	589 / 863
Employment Retention Rate (04/01/2007 - 03/31/2008)	76.40	155 / 203	100.00	2 / 2	76.10	51 / 67	79.50	696 / 875
Six Months Earnings Increase (04/01/2007 - 03/31/2008)	4,755	841,544 / 177	19,047	38,093 / 2	4,045	254,819 / 63	4,007	3,225,688 / 805
Credential Rate (10/01/2007 - 09/30/2008)	45.90	133 / 290	60.00	3 / 5	35.40	35 / 99	43.80	495 / 1,131

Table J - Younger Youth (14 - 18) Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Skill Attainment Rate (04/01/2008 - 03/31/2009)	NA	82.10	7,257 / 8,834
Diploma or Equivalent Attainment Rate (04/01/2008 - 03/31/2009)	NA	69.30	1,184 / 1,708
Retention Rate (04/01/2007 - 03/31/2008)	NA	68.90	1,243 / 1,803

Table K- Outcomes for Younger Youth Special Populations

Reported Information	Public Assistance		Individuals With Disabilities		Out-of-School Youth	
Skill Attainment Rate (04/01/2008 - 03/31/2009)	83.00	2,489 / 2,997	82.80	1,343 / 1,622	79.80	2,123 / 2,661
Diploma or Equivalent Attainment Rate (04/01/2008 - 03/31/2009)	69.30	362 / 520	74.50	190 / 255	35.90	171 / 476
Retention Rate (04/01/2007 - 03/31/2008)	70.00	320 / 457	66.50	175 / 263	65.00	547 / 841

Table L - Other Reported Information

Reported Information	12 Month Employment Retention (1/01/2007 - 12/31/2007)		12 Month Earnings Increase or Earnings Replacement (1/01/2007 - 12/31/2007)		Placements in Non-Traditional Employment (10/01/2007 - 09/30/2008)		Wages at Entry into Employment for Those Individuals who entered unsubsidized employment (10/01/2007 - 09/30/2008)		Entry Into Unsibsidized Employment Related To The Training Reveived Of Those Who Received Training Services (10/01/2007 - 09/30/2008)	
Adults	90.80	11,481	5,601	67,404,747	1.70	74	7,304	30,063,688	44.00	843
		12,647		12,035		4,429		4,116		1,914
Dislocated Workers	88.50	1,757	106.90	31,303,147	2.10	49	8,514	18,527,286	35.80	512
		1,985		29,292,700		2,345		2,176		1,429
Older Youth	75.90	586	4,060	2,809,389	2.80	18	3,413	2,074,941		
		772		692		653		608		

Table M - Participation Levels

Reported Information	Total Participants Served (07/01/2008 - 06/30/2009)	Total Exiters (04/01/2008 - 03/31/2009)
Total Adult Customers	38,073	18,391
Total Adults (Self-service Only)	Not Reported	
WIA Adults	30,171	16,289
WIA Dislocated Workers	8,472	2,296
Total Youth (14 - 21)	12,492	4,419
Younger Youth (14 - 18)	8,579	2,948
Older Youth (19 - 21)	3,913	1,471
Out-of-School Youth	5,903	2,201
In-School Youth	6,589	2,218

NOTE: NEG Paaticipants are not included in the counts in accordance with OMB Control Number 1205-0420

TABLE N - COST OF PROGRAM ACTIVITIES*
July 1, 2008 - June 30, 2009

PROGRAM ACTIVITY	TOTAL FEDERAL SPENDING
LOCAL ADULTS	**$30,944,699**
LOCAL DISLOCATED WORKERS	**17,066,952**
LOCAL YOUTH	**26,624,886**
RAPID RESPONSE (UP TO 25%)134(a)(2)(A)	**1,912,400**
STATEWIDE REQUIRED ACTIVITIES (UP TO 15%)134(a)(2)(B)	**4,899,006**

STATEWIDE ALLOWABLE ACTIVITIES (134(a)(3))

Project	Project Descriptions	Spending
Incumbent Worker	Statewide projects to train workers in danger of losing their jobs and/or in need of new skills for advancement	$ 1,394,475
Banner Centers	13 Grants awarded to aid the development of new centers and continued support of existing industry-driven career centers focusing areas crititical to Florida's economy.	$ 2,689,992
Rural WIRED	4 grants to form new partnerships, strengthen existing partnerships to promote economic competiveness. Involves the expanded use of the Rural Entrepreneurship through Action Learning (REAL) model to develop new businesses.	$ 783,681
Dynamic Works	Grant to provide internet-based professional development training	$ 212,344
Miscellaneous	8 Small projects providing workforce services	$ 309,472
TOTAL OF ALL FEDERAL SPENDING LISTED ABOVE		**$ 86,837,907**

* Includes funds allocated under the American Recovery and Reinvestment Act of 2009.

Table O - Performance

9/22/2009

Local Regional Workforce Board Number: 1

Local Area Name: Workforce Escarosa Inc.	TOTAL PARTICIPANTS SERVED July 1, 2008 - June 30, 2009	ADULT	514
		DISLOCATED	145
		OLDER YOUTH	26
		YOUNGER YOUTH	201
ETA ASSIGNED # 12135	TOTAL EXITERS April 1, 2008 - March 31, 2009	ADULT	198
		DISLOCATED	26
		OLDER YOUTH	5
		YOUNGER YOUTH	59

		NEGOTIATED	ACTUAL
CUSTOMER SATISFACTION January 1, 2008 - December 31, 2008	PROGRAM PARTICIPANTS	NA	
	EMPLOYERS	NA	
ENTERED EMPLOYMENT October 1, 2007 - September 30, 2008	ADULT	77.00	88.10
	DISLOCATED WORKER	77.00	90.50
	OLDER YOUTH	NA	57.10
RETENTION RATE April 1, 2007 - March 31, 2008	ADULT	85.00	97.30
	DISLOCATED WORKER	85.50	100.00
	OLDER YOUTH	NA	80.00
	YOUNGER YOUTH	NA	72.00
AVERAGE EARNINGS or SIX MONTHS EARNINGS INCREASE April 1, 2007 - March 31,2008	ADULT	14,250	27,928
	DISLOCATED WORKER	13,950	19,003
	OLDER YOUTH	NA	4,974
CREDENTIAL/DIPLOMA RATE October 1, 2007 -September 30, 2008	ADULT	NA	82.30
	DISLOCATED WORKER	NA	75.00
	OLDER YOUTH	NA	42.90
YOUNGER YOUTH DIPLOMA or EQUAVILENT RATE April 1, 2008 -March 31,2009	YOUNGER YOUTH	NA	69.60
YOUNGER YOUTH SKILL ATTAINMENT RATE April 1, 2008 -March 31,2009	YOUNGER YOUTH	NA	85.10
YOUTH PLACEMENT IN EMPLOYMENT OR EDUCATION October 1 2007 - Sept.30,2008	YOUNGER YOUTH	52.00	55.8
YOUNGER YOUTH ATTAINMENT OF DEGREE OR CERTIFICATE (October 1, 2007 -September 30, 2008)	YOUNGER YOUTH	43.00	60.0
YOUNGER YOUTH LITERACY OR NUMERACY GAINS (July 1, 2008 - June 30, 2009)	YOUNGER YOUTH	29.00	18.2

DESCRIPTION OF OTHER STATE INDICATORS OF PERFORMANCE (WIA 136 (d)(1) (INSERT ADDITIONAL ROWS IF THERE ARE MORE THAN TWO "OTHER STATE INDICATORS OF PERFORMANCE")

OVERALL STATUS OF LOCAL PERFORMANCE (BASED ON COMMON MEASURES ONLY)	NOT MET	MET	EXCEEDED
	1	0	8

Based on the USDOL, TEGL 8-99, "NOT MET" is defined as the number of performance measures less than 90% of the negotiated goal. "MET" is defined as the number of performance measures between 90% - 100% of the negotiated goal. "EXCEEDED" is defined as the number of performance measures above 100% of the negotiated goal.

Table O - Performance

9/22/2009

Local Regional Workforce Board Number: 2

Local Area Name: Workforce Development Board of Okaloosa and Walton Counties	TOTAL PARTICIPANTS SERVED July 1, 2008 - June 30, 2009	ADULT	507
		DISLOCATED	19
		OLDER YOUTH	11
		YOUNGER YOUTH	101
ETA ASSIGNED # 12140	TOTAL EXITERS April 1, 2008 - March 31, 2009	ADULT	193
		DISLOCATED	8
		OLDER YOUTH	3
		YOUNGER YOUTH	96

		NEGOTIATED	ACTUAL
CUSTOMER SATISFACTION January 1, 2008 - December 31, 2008	PROGRAM PARTICIPANTS	NA	
	EMPLOYERS	NA	
ENTERED EMPLOYMENT October 1, 2007 - September 30, 2008	ADULT	77.50	100.00
	DISLOCATED WORKER	77.00	100.00
	OLDER YOUTH	NA	75.00
RETENTION RATE April 1, 2007 - March 31, 2008	ADULT	84.50	85.70
	DISLOCATED WORKER	85.50	100.00
	OLDER YOUTH	NA	33.30
	YOUNGER YOUTH	NA	82.40
AVERAGE EARNINGS or SIX MONTHS EARNINGS INCREASE April 1, 2007 - March 31,2008	ADULT	13,550	16,648
	DISLOCATED WORKER	13,500	16,410
	OLDER YOUTH	NA	1,034
CREDENTIAL/DIPLOMA RATE October 1, 2007 -September 30, 2008	ADULT	NA	76.90
	DISLOCATED WORKER	NA	100.00
	OLDER YOUTH	NA	40.00
YOUNGER YOUTH DIPLOMA or EQUAVILENT RATE April 1, 2008 -March 31,2009	YOUNGER YOUTH	NA	71.40
YOUNGER YOUTH SKILL ATTAINMENT RATE April 1, 2008 -March 31,2009	YOUNGER YOUTH	NA	99.70
YOUTH PLACEMENT IN EMPLOYMENT OR EDUCATION October 1 2007 - Sept.30,2008	YOUNGER YOUTH	58.00	87.2
YOUNGER YOUTH ATTAINMENT OF DEGREE OR CERTIFICATE (October 1, 2007 -September 30, 2008)	YOUNGER YOUTH	43.00	41.7
YOUNGER YOUTH LITERACY OR NUMERACY GAINS (July 1, 2008 - June 30, 2009)	YOUNGER YOUTH	29.00	78.6

DESCRIPTION OF OTHER STATE INDICATORS OF PERFORMANCE (WIA 136 (d)(1) (INSERT ADDITIONAL ROWS IF THERE ARE MORE THAN TWO "OTHER STATE INDICATORS OF PERFORMANCE")

OVERALL STATUS OF LOCAL PERFORMANCE (BASED ON COMMON MEASURES ONLY)	NOT MET	MET	EXCEEDED
	0	1	8

Based on the USDOL, TEGL 8-99, "NOT MET" is defined as the number of performance measures less than 90% of the negotiated goal. "MET" is defined as the number of performance measures between 90% - 100% of the negotiated goal. "EXCEEDED" is defined as the number of performance measures above 100% of the negotiated goal.

Table O - Performance

9/22/2009

Local Regional Workforce Board Number: 3

Local Area Name: Chipola Regional Workforce Dev. Board Inc.	TOTAL PARTICIPANTS SERVED July 1, 2008 - June 30, 2009	ADULT	146
		DISLOCATED	69
		OLDER YOUTH	10
		YOUNGER YOUTH	274
ETA ASSIGNED # 12145	TOTAL EXITERS April 1, 2008 - March 31, 2009	ADULT	50
		DISLOCATED	14
		OLDER YOUTH	4
		YOUNGER YOUTH	100

		NEGOTIATED	ACTUAL
CUSTOMER SATISFACTION January 1, 2008 - December 31, 2008	PROGRAM PARTICIPANTS	NA	
	EMPLOYERS	NA	
ENTERED EMPLOYMENT October 1, 2007 - September 30, 2008	ADULT	76.50	100.00
	DISLOCATED WORKER	76.50	100.00
	OLDER YOUTH	NA	83.30
RETENTION RATE April 1, 2007 - March 31, 2008	ADULT	85.00	97.40
	DISLOCATED WORKER	80.50	88.20
	OLDER YOUTH	NA	50.00
	YOUNGER YOUTH	NA	44.80
AVERAGE EARNINGS or SIX MONTHS EARNINGS INCREASE April 1, 2007 - March 31,2008	ADULT	13,750	15,270
	DISLOCATED WORKER	13,500	17,071
	OLDER YOUTH	NA	4,468
CREDENTIAL/DIPLOMA RATE October 1, 2007 -September 30, 2008	ADULT	NA	91.20
	DISLOCATED WORKER	NA	92.30
	OLDER YOUTH	NA	66.70
YOUNGER YOUTH DIPLOMA or EQUAVILENT RATE April 1, 2008 -March 31,2009	YOUNGER YOUTH	NA	59.60
YOUNGER YOUTH SKILL ATTAINMENT RATE April 1, 2008 -March 31,2009	YOUNGER YOUTH	NA	96.30
YOUTH PLACEMENT IN EMPLOYMENT OR EDUCATION October 1 2007 - Sept.30,2008	YOUNGER YOUTH	57.00	72.7
YOUNGER YOUTH ATTAINMENT OF DEGREE OR CERTIFICATE (October 1, 2007 -September 30, 2008)	YOUNGER YOUTH	43.00	68.1
YOUNGER YOUTH LITERACY OR NUMERACY GAINS (July 1, 2008 - June 30, 2009)	YOUNGER YOUTH	29.00	0.0

DESCRIPTION OF OTHER STATE INDICATORS OF PERFORMANCE (WIA 136 (d)(1) (INSERT ADDITIONAL ROWS IF THERE ARE MORE THAN TWO "OTHER STATE INDICATORS OF PERFORMANCE")

OVERALL STATUS OF LOCAL PERFORMANCE (BASED ON COMMON MEASURES ONLY)	NOT MET	MET	EXCEEDED
	1	0	8

Based on the USDOL, TEGL 8-99, "NOT MET" is defined as the number of performance measures less than 90% of the negotiated goal. "MET" is defined as the number of performance measures between 90% - 100% of the negotiated goal. "EXCEEDED" is defined as the number of performance measures above 100% of the negotiated goal.

Table O - Performance

9/22/2009

Local Regional Workforce Board Number: 4

Local Area Name:	TOTAL PARTICIPANTS SERVED July 1, 2008 - June 30, 2009	ADULT	585
Gulf Coast Workforce Development Board		DISLOCATED	96
		OLDER YOUTH	65
		YOUNGER YOUTH	310
ETA ASSIGNED # 12150	TOTAL EXITERS April 1, 2008 - March 31, 2009	ADULT	476
		DISLOCATED	15
		OLDER YOUTH	33
		YOUNGER YOUTH	81

		NEGOTIATED	ACTUAL
CUSTOMER SATISFACTION January 1, 2008 - December 31, 2008	PROGRAM PARTICIPANTS	NA	
	EMPLOYERS	NA	
ENTERED EMPLOYMENT October 1, 2007 - September 30, 2008	ADULT	81.00	96.20
	DISLOCATED WORKER	80.00	100.00
	OLDER YOUTH	NA	95.20
RETENTION RATE April 1, 2007 - March 31, 2008	ADULT	87.00	97.20
	DISLOCATED WORKER	86.00	95.80
	OLDER YOUTH	NA	88.90
	YOUNGER YOUTH	NA	79.10
AVERAGE EARNINGS or SIX MONTHS EARNINGS INCREASE April 1, 2007 - March 31,2008	ADULT	15,500	23,423
	DISLOCATED WORKER	15,000	15,213
	OLDER YOUTH	NA	10,761
CREDENTIAL/DIPLOMA RATE October 1, 2007 -September 30, 2008	ADULT	NA	96.80
	DISLOCATED WORKER	NA	90.00
	OLDER YOUTH	NA	93.50
YOUNGER YOUTH DIPLOMA or EQUAVILENT RATE April 1, 2008 -March 31,2009	YOUNGER YOUTH	NA	100.00
YOUNGER YOUTH SKILL ATTAINMENT RATE April 1, 2008 -March 31,2009	YOUNGER YOUTH	NA	100.00
YOUTH PLACEMENT IN EMPLOYMENT OR EDUCATION October 1 2007 - Sept.30,2008	YOUNGER YOUTH	60.00	78.8
YOUNGER YOUTH ATTAINMENT OF DEGREE OR CERTIFICATE (October 1, 2007 -September 30, 2008)	YOUNGER YOUTH	45.00	100.0
YOUNGER YOUTH LITERACY OR NUMERACY GAINS (July 1, 2008 - June 30, 2009)	YOUNGER YOUTH	29.00	15.4

DESCRIPTION OF OTHER STATE INDICATORS OF PERFORMANCE (WIA 136 (d)(1) (INSERT ADDITIONAL ROWS IF THERE ARE MORE THAN TWO "OTHER STATE INDICATORS OF PERFORMANCE")

OVERALL STATUS OF LOCAL PERFORMANCE (BASED ON COMMON MEASURES ONLY)	NOT MET	MET	EXCEEDED
	1	0	8

Based on the USDOL, TEGL 8-99, "NOT MET" is defined as the number of performance measures less than 90% of the negotiated goal. "MET" is defined as the number of performance measures between 90% - 100% of the negotiated goal. "EXCEEDED" is defined as the number of performance measures above 100% of the negotiated goal.

Table O - Performance

9/22/2009

Local Regional Workforce Board Number: 5

Local Area Name: Workforce Plus	TOTAL PARTICIPANTS SERVED July 1, 2008 - June 30, 2009	ADULT	127
		DISLOCATED	21
		OLDER YOUTH	162
		YOUNGER YOUTH	270
ETA ASSIGNED # 12155	TOTAL EXITERS April 1, 2008 - March 31, 2009	ADULT	34
		DISLOCATED	6
		OLDER YOUTH	20
		YOUNGER YOUTH	26

		NEGOTIATED	ACTUAL
CUSTOMER SATISFACTION January 1, 2008 - December 31, 2008	PROGRAM PARTICIPANTS	NA	
	EMPLOYERS	NA	
ENTERED EMPLOYMENT October 1, 2007 - September 30, 2008	ADULT	76.50	66.70
	DISLOCATED WORKER	78.00	85.70
	OLDER YOUTH	NA	100.00
RETENTION RATE April 1, 2007 - March 31, 2008	ADULT	85.00	89.00
	DISLOCATED WORKER	84.50	77.30
	OLDER YOUTH	NA	88.20
	YOUNGER YOUTH	NA	68.00
AVERAGE EARNINGS or SIX MONTHS EARNINGS INCREASE April 1, 2007 - March 31,2008	ADULT	14,400	18,945
	DISLOCATED WORKER	14,250	14,724
	OLDER YOUTH	NA	5,700
CREDENTIAL/DIPLOMA RATE October 1, 2007 -September 30, 2008	ADULT	NA	92.90
	DISLOCATED WORKER	NA	75.00
	OLDER YOUTH	NA	62.50
YOUNGER YOUTH DIPLOMA or EQUAVILENT RATE April 1, 2008 -March 31,2009	YOUNGER YOUTH	NA	84.20
YOUNGER YOUTH SKILL ATTAINMENT RATE April 1, 2008 -March 31,2009	YOUNGER YOUTH	NA	91.60
YOUTH PLACEMENT IN EMPLOYMENT OR EDUCATION October 1 2007 - Sept.30,2008	YOUNGER YOUTH	58.00	90.5
YOUNGER YOUTH ATTAINMENT OF DEGREE OR CERTIFICATE (October 1, 2007 -September 30, 2008)	YOUNGER YOUTH	43.00	84.0
YOUNGER YOUTH LITERACY OR NUMERACY GAINS (July 1, 2008 - June 30, 2009)	YOUNGER YOUTH	29.00	25.8

DESCRIPTION OF OTHER STATE INDICATORS OF PERFORMANCE (WIA 136 (d)(1) (INSERT ADDITIONAL ROWS IF THERE ARE MORE THAN TWO "OTHER STATE INDICATORS OF PERFORMANCE")

OVERALL STATUS OF LOCAL PERFORMANCE (BASED ON COMMON MEASURES ONLY)	NOT MET	MET	EXCEEDED
	2	1	6

Based on the USDOL, TEGL 8-99, "NOT MET" is defined as the number of performance measures less than 90% of the negotiated goal. "MET" is defined as the number of performance measures between 90% - 100% of the negotiated goal. "EXCEEDED" is defined as the number of performance measures above 100% of the negotiated goal.

Table O - Performance

9/22/2009

Local Regional Workforce Board Number: 6

Local Area Name: North Florida Workforce Development Board	TOTAL PARTICIPANTS SERVED July 1, 2008 - June 30, 2009	ADULT	91
		DISLOCATED	14
		OLDER YOUTH	11
		YOUNGER YOUTH	38
ETA ASSIGNED # 12160	TOTAL EXITERS April 1, 2008 - March 31, 2009	ADULT	38
		DISLOCATED	4
		OLDER YOUTH	4
		YOUNGER YOUTH	20

		NEGOTIATED	ACTUAL
CUSTOMER SATISFACTION January 1, 2008 - December 31, 2008	PROGRAM PARTICIPANTS	NA	
	EMPLOYERS	NA	
ENTERED EMPLOYMENT October 1, 2007 - September 30, 2008	ADULT	76.50	82.90
	DISLOCATED WORKER	76.50	100.00
	OLDER YOUTH	NA	50.00
RETENTION RATE April 1, 2007 - March 31, 2008	ADULT	85.00	83.80
	DISLOCATED WORKER	86.00	100.00
	OLDER YOUTH	NA	100.00
	YOUNGER YOUTH	NA	60.00
AVERAGE EARNINGS or SIX MONTHS EARNINGS INCREASE April 1, 2007 - March 31,2008	ADULT	14,500	14,496
	DISLOCATED WORKER	14,250	13,633
	OLDER YOUTH	NA	9,062
CREDENTIAL/DIPLOMA RATE October 1, 2007 -September 30, 2008	ADULT	NA	88.50
	DISLOCATED WORKER	NA	100.00
	OLDER YOUTH	NA	33.30
YOUNGER YOUTH DIPLOMA or EQUAVILENT RATE April 1, 2008 -March 31,2009	YOUNGER YOUTH	NA	90.00
YOUNGER YOUTH SKILL ATTAINMENT RATE April 1, 2008 -March 31,2009	YOUNGER YOUTH	NA	52.50
YOUTH PLACEMENT IN EMPLOYMENT OR EDUCATION October 1 2007 - Sept.30,2008	YOUNGER YOUTH	44.50	64.0
YOUNGER YOUTH ATTAINMENT OF DEGREE OR CERTIFICATE (October 1, 2007 -September 30, 2008)	YOUNGER YOUTH	43.00	65.2
YOUNGER YOUTH LITERACY OR NUMERACY GAINS (July 1, 2008 - June 30, 2009)	YOUNGER YOUTH	29.00	0.0

DESCRIPTION OF OTHER STATE INDICATORS OF PERFORMANCE (WIA 136 (d)(1) (INSERT ADDITIONAL ROWS IF THERE ARE MORE THAN TWO "OTHER STATE INDICATORS OF PERFORMANCE")

OVERALL STATUS OF LOCAL PERFORMANCE (BASED ON COMMON MEASURES ONLY)	NOT MET	MET	EXCEEDED
	1	3	5

Based on the USDOL, TEGL 8-99, "NOT MET" is defined as the number of performance measures less than 90% of the negotiated goal. "MET" is defined as the number of performance measures between 90% - 100% of the negotiated goal. "EXCEEDED" is defined as the number of performance measures above 100% of the negotiated goal.

Table O - Performance

9/22/2009

Local Regional Workforce Board Number: 7

Local Area Name: Florida Crown Workforce Development Board Inc.	TOTAL PARTICIPANTS SERVED July 1, 2008 - June 30, 2009	ADULT	164
		DISLOCATED	43
		OLDER YOUTH	40
		YOUNGER YOUTH	137
ETA ASSIGNED # 12165	TOTAL EXITERS April 1, 2008 - March 31, 2009	ADULT	82
		DISLOCATED	13
		OLDER YOUTH	15
		YOUNGER YOUTH	34

		NEGOTIATED	ACTUAL
CUSTOMER SATISFACTION January 1, 2008 - December 31, 2008	PROGRAM PARTICIPANTS	NA	
	EMPLOYERS	NA	
ENTERED EMPLOYMENT October 1, 2007 - September 30, 2008	ADULT	76.50	100.00
	DISLOCATED WORKER	77.50	100.00
	OLDER YOUTH	NA	75.00
RETENTION RATE April 1, 2007 - March 31, 2008	ADULT	85.50	92.30
	DISLOCATED WORKER	85.00	100.00
	OLDER YOUTH	NA	75.00
	YOUNGER YOUTH	NA	71.10
AVERAGE EARNINGS or SIX MONTHS EARNINGS INCREASE April 1, 2007 - March 31,2008	ADULT	13,550	16,716
	DISLOCATED WORKER	13,750	28,310
	OLDER YOUTH	NA	5,176
CREDENTIAL/DIPLOMA RATE October 1, 2007 -September 30, 2008	ADULT	NA	85.10
	DISLOCATED WORKER	NA	80.00
	OLDER YOUTH	NA	50.00
YOUNGER YOUTH DIPLOMA or EQUAVILENT RATE April 1, 2008 -March 31,2009	YOUNGER YOUTH	NA	66.70
YOUNGER YOUTH SKILL ATTAINMENT RATE April 1, 2008 -March 31,2009	YOUNGER YOUTH	NA	100.00
YOUTH PLACEMENT IN EMPLOYMENT OR EDUCATION October 1 2007 - Sept.30,2008	YOUNGER YOUTH	57.00	77.8
YOUNGER YOUTH ATTAINMENT OF DEGREE OR CERTIFICATE (October 1, 2007 -September 30, 2008)	YOUNGER YOUTH	43.00	74.4
YOUNGER YOUTH LITERACY OR NUMERACY GAINS (July 1, 2008 - June 30, 2009)	YOUNGER YOUTH	29.00	21.1

DESCRIPTION OF OTHER STATE INDICATORS OF PERFORMANCE (WIA 136 (d)(1) (INSERT ADDITIONAL ROWS IF THERE ARE MORE THAN TWO "OTHER STATE INDICATORS OF PERFORMANCE")

OVERALL STATUS OF LOCAL PERFORMANCE (BASED ON COMMON MEASURES ONLY)	NOT MET	MET	EXCEEDED
	1	0	8

Based on the USDOL, TEGL 8-99, "NOT MET" is defined as the number of performance measures less than 90% of the negotiated goal. "MET" is defined as the number of performance measures between 90% - 100% of the negotiated goal. "EXCEEDED" is defined as the number of performance measures above 100% of the negotiated goal.

Table O - Performance

9/22/2009

Local Regional Workforce Board Number: 8

Local Area Name: First Coast Workforce Development Inc.	TOTAL PARTICIPANTS SERVED July 1, 2008 - June 30, 2009	ADULT	3,920
		DISLOCATED	47
		OLDER YOUTH	146
		YOUNGER YOUTH	522
ETA ASSIGNED # 12170	TOTAL EXITERS April 1, 2008 - March 31, 2009	ADULT	1,988
		DISLOCATED	16
		OLDER YOUTH	61
		YOUNGER YOUTH	244

		NEGOTIATED	ACTUAL
CUSTOMER SATISFACTION January 1, 2008 - December 31, 2008	PROGRAM PARTICIPANTS	NA	
	EMPLOYERS	NA	
ENTERED EMPLOYMENT October 1, 2007 - September 30, 2008	ADULT	76.00	94.60
	DISLOCATED WORKER	76.00	85.70
	OLDER YOUTH	NA	70.30
RETENTION RATE April 1, 2007 - March 31, 2008	ADULT	84.00	95.50
	DISLOCATED WORKER	85.50	93.20
	OLDER YOUTH	NA	86.80
	YOUNGER YOUTH	NA	73.80
AVERAGE EARNINGS or SIX MONTHS EARNINGS INCREASE April 1, 2007 - March 31,2008	ADULT	14,000	21,325
	DISLOCATED WORKER	14,225	19,932
	OLDER YOUTH	NA	3,674
CREDENTIAL/DIPLOMA RATE October 1, 2007 -September 30, 2008	ADULT	NA	97.20
	DISLOCATED WORKER	NA	86.20
	OLDER YOUTH	NA	52.30
YOUNGER YOUTH DIPLOMA or EQUAVILENT RATE April 1, 2008 -March 31,2009	YOUNGER YOUTH	NA	70.70
YOUNGER YOUTH SKILL ATTAINMENT RATE April 1, 2008 -March 31,2009	YOUNGER YOUTH	NA	71.70
YOUTH PLACEMENT IN EMPLOYMENT OR EDUCATION October 1 2007 - Sept.30,2008	YOUNGER YOUTH	58.00	55.9
YOUNGER YOUTH ATTAINMENT OF DEGREE OR CERTIFICATE (October 1, 2007 -September 30, 2008)	YOUNGER YOUTH	43.00	73.4
YOUNGER YOUTH LITERACY OR NUMERACY GAINS (July 1, 2008 - June 30, 2009)	YOUNGER YOUTH	29.00	44.1

DESCRIPTION OF OTHER STATE INDICATORS OF PERFORMANCE (WIA 136 (d)(1) (INSERT ADDITIONAL ROWS IF THERE ARE MORE THAN TWO "OTHER STATE INDICATORS OF PERFORMANCE")

OVERALL STATUS OF LOCAL PERFORMANCE (BASED ON COMMON MEASURES ONLY)	NOT MET	MET	EXCEEDED
	0	1	8

Based on the USDOL, TEGL 8-99, "NOT MET" is defined as the number of performance measures less than 90% of the negotiated goal. "MET" is defined as the number of performance measures between 90% - 100% of the negotiated goal. "EXCEEDED" is defined as the number of performance measures above 100% of the negotiated goal.

Table O - Performance

9/22/2009

Local Regional Workforce Board Number: 9

Local Area Name:	TOTAL PARTICIPANTS SERVED July 1, 2008 - June 30, 2009	ADULT	547
FloridaWorks		DISLOCATED	228
		OLDER YOUTH	79
		YOUNGER YOUTH	290
ETA ASSIGNED # 12175	TOTAL EXITERS April 1, 2008 - March 31, 2009	ADULT	366
		DISLOCATED	104
		OLDER YOUTH	26
		YOUNGER YOUTH	167

		NEGOTIATED	ACTUAL
CUSTOMER SATISFACTION January 1, 2008 - December 31, 2008	PROGRAM PARTICIPANTS	NA	
	EMPLOYERS	NA	
ENTERED EMPLOYMENT October 1, 2007 - September 30, 2008	ADULT	76.00	80.00
	DISLOCATED WORKER	76.00	63.00
	OLDER YOUTH	NA	50.00
RETENTION RATE April 1, 2007 - March 31, 2008	ADULT	84.00	88.20
	DISLOCATED WORKER	85.00	84.60
	OLDER YOUTH	NA	100.00
	YOUNGER YOUTH	NA	52.60
AVERAGE EARNINGS or SIX MONTHS EARNINGS INCREASE April 1, 2007 - March 31,2008	ADULT	14,500	17,942
	DISLOCATED WORKER	14,500	12,663
	OLDER YOUTH	NA	11,230
CREDENTIAL/DIPLOMA RATE October 1, 2007 -September 30, 2008	ADULT	NA	52.20
	DISLOCATED WORKER	NA	66.70
	OLDER YOUTH	NA	25.00
YOUNGER YOUTH DIPLOMA or EQUAVILENT RATE April 1, 2008 -March 31,2009	YOUNGER YOUTH	NA	33.30
YOUNGER YOUTH SKILL ATTAINMENT RATE April 1, 2008 -March 31,2009	YOUNGER YOUTH	NA	59.60
YOUTH PLACEMENT IN EMPLOYMENT OR EDUCATION October 1 2007 - Sept.30,2008	YOUNGER YOUTH	58.00	58.3
YOUNGER YOUTH ATTAINMENT OF DEGREE OR CERTIFICATE (October 1, 2007 -September 30, 2008)	YOUNGER YOUTH	43.00	57.8
YOUNGER YOUTH LITERACY OR NUMERACY GAINS (July 1, 2008 - June 30, 2009)	YOUNGER YOUTH	29.00	0.0

DESCRIPTION OF OTHER STATE INDICATORS OF PERFORMANCE (WIA 136 (d)(1) (INSERT ADDITIONAL ROWS IF THERE ARE MORE THAN TWO "OTHER STATE INDICATORS OF PERFORMANCE")

OVERALL STATUS OF LOCAL PERFORMANCE (BASED ON COMMON MEASURES ONLY)	NOT MET	MET	EXCEEDED
	2	2	5

Based on the USDOL, TEGL 8-99, "NOT MET" is defined as the number of performance measures less than 90% of the negotiated goal. "MET" is defined as the number of performance measures between 90% - 100% of the negotiated goal. "EXCEEDED" is defined as the number of performance measures above 100% of the negotiated goal.

Table O - Performance

9/22/2009

Local Regional Workforce Board Number: 10

Local Area Name: CLM Workforce Connection Enterprise Center	TOTAL PARTICIPANTS SERVED July 1, 2008 - June 30, 2009	ADULT	813
		DISLOCATED	499
		OLDER YOUTH	78
		YOUNGER YOUTH	357
ETA ASSIGNED # 12180	TOTAL EXITERS April 1, 2008 - March 31, 2009	ADULT	544
		DISLOCATED	49
		OLDER YOUTH	36
		YOUNGER YOUTH	170

		NEGOTIATED	ACTUAL
CUSTOMER SATISFACTION January 1, 2008 - December 31, 2008	PROGRAM PARTICIPANTS	NA	
	EMPLOYERS	NA	
ENTERED EMPLOYMENT October 1, 2007 - September 30, 2008	ADULT	81.00	96.60
	DISLOCATED WORKER	80.00	91.10
	OLDER YOUTH	NA	84.20
RETENTION RATE April 1, 2007 - March 31, 2008	ADULT	87.00	92.00
	DISLOCATED WORKER	86.00	92.50
	OLDER YOUTH	NA	76.00
	YOUNGER YOUTH	NA	59.60
AVERAGE EARNINGS or SIX MONTHS EARNINGS INCREASE April 1, 2007 - March 31,2008	ADULT	14,200	16,463
	DISLOCATED WORKER	14,000	17,818
	OLDER YOUTH	NA	3,717
CREDENTIAL/DIPLOMA RATE October 1, 2007 -September 30, 2008	ADULT	NA	75.70
	DISLOCATED WORKER	NA	60.00
	OLDER YOUTH	NA	70.40
YOUNGER YOUTH DIPLOMA or EQUAVILENT RATE April 1, 2008 -March 31,2009	YOUNGER YOUTH	NA	75.00
YOUNGER YOUTH SKILL ATTAINMENT RATE April 1, 2008 -March 31,2009	YOUNGER YOUTH	NA	73.30
YOUTH PLACEMENT IN EMPLOYMENT OR EDUCATION October 1 2007 - Sept.30,2008	YOUNGER YOUTH	56.00	62.8
YOUNGER YOUTH ATTAINMENT OF DEGREE OR CERTIFICATE (October 1, 2007 -September 30, 2008)	YOUNGER YOUTH	80.00	67.0
YOUNGER YOUTH LITERACY OR NUMERACY GAINS (July 1, 2008 - June 30, 2009)	YOUNGER YOUTH	29.00	30.6

DESCRIPTION OF OTHER STATE INDICATORS OF PERFORMANCE (WIA 136 (d)(1) (INSERT ADDITIONAL ROWS IF THERE ARE MORE THAN TWO "OTHER STATE INDICATORS OF PERFORMANCE")

OVERALL STATUS OF LOCAL PERFORMANCE (BASED ON COMMON MEASURES ONLY)	NOT MET	MET	EXCEEDED
	1	0	8

Based on the USDOL, TEGL 8-99, "NOT MET" is defined as the number of performance measures less than 90% of the negotiated goal. "MET" is defined as the number of performance measures between 90% - 100% of the negotiated goal. "EXCEEDED" is defined as the number of performance measures above 100% of the negotiated goal.

Table O - Performance

9/22/2009

Local Regional Workforce Board Number: 11

Local Area Name: Workforce Development Board of Flagler and Volusia Counties Inc.	TOTAL PARTICIPANTS SERVED July 1, 2008 - June 30, 2009	ADULT	1,040
		DISLOCATED	225
		OLDER YOUTH	64
		YOUNGER YOUTH	194
ETA ASSIGNED # 12185	TOTAL EXITERS April 1, 2008 - March 31, 2009	ADULT	854
		DISLOCATED	205
		OLDER YOUTH	34
		YOUNGER YOUTH	119

		NEGOTIATED	ACTUAL
CUSTOMER SATISFACTION January 1, 2008 - December 31, 2008	PROGRAM PARTICIPANTS	NA	
	EMPLOYERS	NA	
ENTERED EMPLOYMENT October 1, 2007 - September 30, 2008	ADULT	77.00	80.70
	DISLOCATED WORKER	77.00	74.40
	OLDER YOUTH	NA	61.80
RETENTION RATE April 1, 2007 - March 31, 2008	ADULT	85.00	84.50
	DISLOCATED WORKER	84.50	89.60
	OLDER YOUTH	NA	65.40
	YOUNGER YOUTH	NA	51.20
AVERAGE EARNINGS or SIX MONTHS EARNINGS INCREASE April 1, 2007 - March 31,2008	ADULT	14,500	18,158
	DISLOCATED WORKER	13,250	15,204
	OLDER YOUTH	NA	1,783
CREDENTIAL/DIPLOMA RATE October 1, 2007 -September 30, 2008	ADULT	NA	84.70
	DISLOCATED WORKER	NA	60.90
	OLDER YOUTH	NA	42.90
YOUNGER YOUTH DIPLOMA or EQUAVILENT RATE April 1, 2008 -March 31,2009	YOUNGER YOUTH	NA	12.70
YOUNGER YOUTH SKILL ATTAINMENT RATE April 1, 2008 -March 31,2009	YOUNGER YOUTH	NA	80.10
YOUTH PLACEMENT IN EMPLOYMENT OR EDUCATION October 1 2007 - Sept.30,2008	YOUNGER YOUTH	58.00	47.3
YOUNGER YOUTH ATTAINMENT OF DEGREE OR CERTIFICATE (October 1, 2007 -September 30, 2008)	YOUNGER YOUTH	43.00	53.3
YOUNGER YOUTH LITERACY OR NUMERACY GAINS (July 1, 2008 - June 30, 2009)	YOUNGER YOUTH	29.00	61.0

DESCRIPTION OF OTHER STATE INDICATORS OF PERFORMANCE (WIA 136 (d)(1) (INSERT ADDITIONAL ROWS IF THERE ARE MORE THAN TWO "OTHER STATE INDICATORS OF PERFORMANCE")

OVERALL STATUS OF LOCAL PERFORMANCE (BASED ON COMMON MEASURES ONLY)	NOT MET	MET	EXCEEDED
	1	2	6

Based on the USDOL, TEGL 8-99, "NOT MET" is defined as the number of performance measures less than 90% of the negotiated goal. "MET" is defined as the number of performance measures between 90% - 100% of the negotiated goal. "EXCEEDED" is defined as the number of performance measures above 100% of the negotiated goal.

Table O - Performance

9/22/2009

Local Regional Workforce Board Number: 12

Local Area Name: Workforce Central Florida	TOTAL PARTICIPANTS SERVED July 1, 2008 - June 30, 2009	ADULT	5,399
		DISLOCATED	990
		OLDER YOUTH	464
		YOUNGER YOUTH	568
ETA ASSIGNED # 12190	TOTAL EXITERS April 1, 2008 - March 31, 2009	ADULT	2,833
		DISLOCATED	234
		OLDER YOUTH	239
		YOUNGER YOUTH	81

		NEGOTIATED	ACTUAL
CUSTOMER SATISFACTION January 1, 2008 - December 31, 2008	PROGRAM PARTICIPANTS	NA	
	EMPLOYERS	NA	
ENTERED EMPLOYMENT October 1, 2007 - September 30, 2008	ADULT	78.00	71.40
	DISLOCATED WORKER	78.00	80.80
	OLDER YOUTH	NA	61.90
RETENTION RATE April 1, 2007 - March 31, 2008	ADULT	87.00	92.20
	DISLOCATED WORKER	86.00	88.10
	OLDER YOUTH	NA	79.70
	YOUNGER YOUTH	NA	52.60
AVERAGE EARNINGS or SIX MONTHS EARNINGS INCREASE April 1, 2007 - March 31,2008	ADULT	13,800	17,762
	DISLOCATED WORKER	13,750	14,452
	OLDER YOUTH	NA	3,078
CREDENTIAL/DIPLOMA RATE October 1, 2007 -September 30, 2008	ADULT	NA	84.40
	DISLOCATED WORKER	NA	56.90
	OLDER YOUTH	NA	25.50
YOUNGER YOUTH DIPLOMA or EQUAVILENT RATE April 1, 2008 -March 31,2009	YOUNGER YOUTH	NA	3.10
YOUNGER YOUTH SKILL ATTAINMENT RATE April 1, 2008 -March 31,2009	YOUNGER YOUTH	NA	47.80
YOUTH PLACEMENT IN EMPLOYMENT OR EDUCATION October 1 2007 - Sept.30,2008	YOUNGER YOUTH	58.00	61.6
YOUNGER YOUTH ATTAINMENT OF DEGREE OR CERTIFICATE (October 1, 2007 -September 30, 2008)	YOUNGER YOUTH	43.00	62.4
YOUNGER YOUTH LITERACY OR NUMERACY GAINS (July 1, 2008 - June 30, 2009)	YOUNGER YOUTH	29.00	1.3

DESCRIPTION OF OTHER STATE INDICATORS OF PERFORMANCE (WIA 136 (d)(1) (INSERT ADDITIONAL ROWS IF THERE ARE MORE THAN TWO "OTHER STATE INDICATORS OF PERFORMANCE")

OVERALL STATUS OF LOCAL PERFORMANCE (BASED ON COMMON MEASURES ONLY)	NOT MET	MET	EXCEEDED
	1	1	7

Based on the USDOL, TEGL 8-99, "NOT MET" is defined as the number of performance measures less than 90% of the negotiated goal. "MET" is defined as the number of performance measures between 90% - 100% of the negotiated goal. "EXCEEDED" is defined as the number of performance measures above 100% of the negotiated goal.

Table O - Performance

9/22/2009

Local Regional Workforce Board Number: 13

Local Area Name: Brevard Workforce Development Board Inc.	TOTAL PARTICIPANTS SERVED July 1, 2008 - June 30, 2009	ADULT	297
		DISLOCATED	94
		OLDER YOUTH	133
		YOUNGER YOUTH	74
ETA ASSIGNED # 12010	TOTAL EXITERS April 1, 2008 - March 31, 2009	ADULT	126
		DISLOCATED	23
		OLDER YOUTH	45
		YOUNGER YOUTH	23

		NEGOTIATED	ACTUAL
CUSTOMER SATISFACTION January 1, 2008 - December 31, 2008	PROGRAM PARTICIPANTS	NA	
	EMPLOYERS	NA	
ENTERED EMPLOYMENT October 1, 2007 - September 30, 2008	ADULT	76.00	100.00
	DISLOCATED WORKER	76.00	96.30
	OLDER YOUTH	NA	60.00
RETENTION RATE April 1, 2007 - March 31, 2008	ADULT	84.00	90.90
	DISLOCATED WORKER	85.00	90.90
	OLDER YOUTH	NA	88.90
	YOUNGER YOUTH	NA	73.20
AVERAGE EARNINGS or SIX MONTHS EARNINGS INCREASE April 1, 2007 - March 31,2008	ADULT	13,972	17,317
	DISLOCATED WORKER	13,750	16,970
	OLDER YOUTH	NA	4,581
CREDENTIAL/DIPLOMA RATE October 1, 2007 -September 30, 2008	ADULT	NA	67.40
	DISLOCATED WORKER	NA	64.30
	OLDER YOUTH	NA	55.30
YOUNGER YOUTH DIPLOMA or EQUAVILENT RATE April 1, 2008 -March 31,2009	YOUNGER YOUTH	NA	72.20
YOUNGER YOUTH SKILL ATTAINMENT RATE April 1, 2008 -March 31,2009	YOUNGER YOUTH	NA	86.40
YOUTH PLACEMENT IN EMPLOYMENT OR EDUCATION October 1 2007 - Sept.30,2008	YOUNGER YOUTH	58.00	63.5
YOUNGER YOUTH ATTAINMENT OF DEGREE OR CERTIFICATE (October 1, 2007 -September 30, 2008)	YOUNGER YOUTH	43.00	86.2
YOUNGER YOUTH LITERACY OR NUMERACY GAINS (July 1, 2008 - June 30, 2009)	YOUNGER YOUTH	29.00	76.2

DESCRIPTION OF OTHER STATE INDICATORS OF PERFORMANCE (WIA 136 (d)(1) (INSERT ADDITIONAL ROWS IF THERE ARE MORE THAN TWO "OTHER STATE INDICATORS OF PERFORMANCE")

OVERALL STATUS OF LOCAL PERFORMANCE (BASED ON COMMON MEASURES ONLY)	NOT MET	MET	EXCEEDED
	0	0	9

Based on the USDOL, TEGL 8-99, "NOT MET" is defined as the number of performance measures less than 90% of the negotiated goal. "MET" is defined as the number of performance measures between 90% - 100% of the negotiated goal. "EXCEEDED" is defined as the number of performance measures above 100% of the negotiated goal.

Table O - Performance

9/22/2009

Local Regional Workforce Board Number: 14

Local Area Name: WorkNet Pinellas Inc.	TOTAL PARTICIPANTS SERVED July 1, 2008 - June 30, 2009	ADULT	3,172
		DISLOCATED	801
		OLDER YOUTH	298
		YOUNGER YOUTH	314
ETA ASSIGNED # 12085	TOTAL EXITERS April 1, 2008 - March 31, 2009	ADULT	1,779
		DISLOCATED	131
		OLDER YOUTH	89
		YOUNGER YOUTH	127

		NEGOTIATED	ACTUAL
CUSTOMER SATISFACTION January 1, 2008 - December 31, 2008	PROGRAM PARTICIPANTS	NA	
	EMPLOYERS	NA	
ENTERED EMPLOYMENT October 1, 2007 - September 30, 2008	ADULT	76.00	96.80
	DISLOCATED WORKER	76.00	91.90
	OLDER YOUTH	NA	76.70
RETENTION RATE April 1, 2007 - March 31, 2008	ADULT	84.00	97.00
	DISLOCATED WORKER	84.00	91.40
	OLDER YOUTH	NA	82.40
	YOUNGER YOUTH	NA	82.20
AVERAGE EARNINGS or SIX MONTHS EARNINGS INCREASE April 1, 2007 - March 31,2008	ADULT	14,000	28,511
	DISLOCATED WORKER	12,250	21,104
	OLDER YOUTH	NA	3,739
CREDENTIAL/DIPLOMA RATE October 1, 2007 -September 30, 2008	ADULT	NA	77.00
	DISLOCATED WORKER	NA	77.50
	OLDER YOUTH	NA	81.80
YOUNGER YOUTH DIPLOMA or EQUAVILENT RATE April 1, 2008 -March 31,2009	YOUNGER YOUTH	NA	92.00
YOUNGER YOUTH SKILL ATTAINMENT RATE April 1, 2008 -March 31,2009	YOUNGER YOUTH	NA	98.80
YOUTH PLACEMENT IN EMPLOYMENT OR EDUCATION October 1 2007 - Sept.30,2008	YOUNGER YOUTH	58.00	88.2
YOUNGER YOUTH ATTAINMENT OF DEGREE OR CERTIFICATE (October 1, 2007 -September 30, 2008)	YOUNGER YOUTH	43.00	93.3
YOUNGER YOUTH LITERACY OR NUMERACY GAINS (July 1, 2008 - June 30, 2009)	YOUNGER YOUTH	29.00	65.8

DESCRIPTION OF OTHER STATE INDICATORS OF PERFORMANCE (WIA 136 (d)(1) (INSERT ADDITIONAL ROWS IF THERE ARE MORE THAN TWO "OTHER STATE INDICATORS OF PERFORMANCE")

OVERALL STATUS OF LOCAL PERFORMANCE (BASED ON COMMON MEASURES ONLY)	NOT MET	MET	EXCEEDED
	0	0	9

Based on the USDOL, TEGL 8-99, "NOT MET" is defined as the number of performance measures less than 90% of the negotiated goal. "MET" is defined as the number of performance measures between 90% - 100% of the negotiated goal. "EXCEEDED" is defined as the number of performance measures above 100% of the negotiated goal.

Table O - Performance

9/22/2009

Local Regional Workforce Board Number: 15

Local Area Name: Tampa Bay Workforce Alliance	TOTAL PARTICIPANTS SERVED July 1, 2008 - June 30, 2009	ADULT	945
		DISLOCATED	878
		OLDER YOUTH	287
		YOUNGER YOUTH	445
ETA ASSIGNED # 12225	TOTAL EXITERS April 1, 2008 - March 31, 2009	ADULT	362
		DISLOCATED	115
		OLDER YOUTH	50
		YOUNGER YOUTH	97

		NEGOTIATED	ACTUAL
CUSTOMER SATISFACTION January 1, 2008 - December 31, 2008	PROGRAM PARTICIPANTS	NA	
	EMPLOYERS	NA	
ENTERED EMPLOYMENT October 1, 2007 - September 30, 2008	ADULT	77.00	82.40
	DISLOCATED WORKER	77.00	92.90
	OLDER YOUTH	NA	66.70
RETENTION RATE April 1, 2007 - March 31, 2008	ADULT	85.00	93.70
	DISLOCATED WORKER	86.00	88.60
	OLDER YOUTH	NA	81.30
	YOUNGER YOUTH	NA	62.00
AVERAGE EARNINGS or SIX MONTHS EARNINGS INCREASE April 1, 2007 - March 31,2008	ADULT	15,000	30,477
	DISLOCATED WORKER	14,250	25,873
	OLDER YOUTH	NA	6,267
CREDENTIAL/DIPLOMA RATE October 1, 2007 -September 30, 2008	ADULT	NA	94.80
	DISLOCATED WORKER	NA	89.30
	OLDER YOUTH	NA	40.00
YOUNGER YOUTH DIPLOMA or EQUAVILENT RATE April 1, 2008 -March 31,2009	YOUNGER YOUTH	NA	80.40
YOUNGER YOUTH SKILL ATTAINMENT RATE April 1, 2008 -March 31,2009	YOUNGER YOUTH	NA	99.50
YOUTH PLACEMENT IN EMPLOYMENT OR EDUCATION October 1 2007 - Sept.30,2008	YOUNGER YOUTH	58.00	68.3
YOUNGER YOUTH ATTAINMENT OF DEGREE OR CERTIFICATE (October 1, 2007 -September 30, 2008)	YOUNGER YOUTH	43.00	76.5
YOUNGER YOUTH LITERACY OR NUMERACY GAINS (July 1, 2008 - June 30, 2009)	YOUNGER YOUTH	29.00	61.9

DESCRIPTION OF OTHER STATE INDICATORS OF PERFORMANCE (WIA 136 (d)(1) (INSERT ADDITIONAL ROWS IF THERE ARE MORE THAN TWO "OTHER STATE INDICATORS OF PERFORMANCE")

OVERALL STATUS OF LOCAL PERFORMANCE (BASED ON COMMON MEASURES ONLY)	NOT MET	MET	EXCEEDED
	0	0	9

Based on the USDOL, TEGL 8-99, "NOT MET" is defined as the number of performance measures less than 90% of the negotiated goal. "MET" is defined as the number of performance measures between 90% - 100% of the negotiated goal. "EXCEEDED" is defined as the number of performance measures above 100% of the negotiated goal.

Table O - Performance

9/22/2009

Local Regional Workforce Board Number: 16

Local Area Name: Pasco-Hernando Jobs & Education Partnership Regional Board Inc.	TOTAL PARTICIPANTS SERVED July 1, 2008 - June 30, 2009	ADULT	825
		DISLOCATED	218
		OLDER YOUTH	55
		YOUNGER YOUTH	127
ETA ASSIGNED # 12195	TOTAL EXITERS April 1, 2008 - March 31, 2009	ADULT	419
		DISLOCATED	82
		OLDER YOUTH	47
		YOUNGER YOUTH	89

		NEGOTIATED	ACTUAL
CUSTOMER SATISFACTION January 1, 2008 - December 31, 2008	PROGRAM PARTICIPANTS	NA	
	EMPLOYERS	NA	
ENTERED EMPLOYMENT October 1, 2007 - September 30, 2008	ADULT	77.00	71.30
	DISLOCATED WORKER	77.00	83.10
	OLDER YOUTH	NA	55.70
RETENTION RATE April 1, 2007 - March 31, 2008	ADULT	84.00	88.30
	DISLOCATED WORKER	85.50	92.10
	OLDER YOUTH	NA	77.40
	YOUNGER YOUTH	NA	57.80
AVERAGE EARNINGS or SIX MONTHS EARNINGS INCREASE April 1, 2007 - March 31,2008	ADULT	14,000	17,077
	DISLOCATED WORKER	14,000	20,975
	OLDER YOUTH	NA	3,773
CREDENTIAL/DIPLOMA RATE October 1, 2007 -September 30, 2008	ADULT	NA	77.80
	DISLOCATED WORKER	NA	70.20
	OLDER YOUTH	NA	47.20
YOUNGER YOUTH DIPLOMA or EQUAVILENT RATE April 1, 2008 -March 31,2009	YOUNGER YOUTH	NA	40.30
YOUNGER YOUTH SKILL ATTAINMENT RATE April 1, 2008 -March 31,2009	YOUNGER YOUTH	NA	79.40
YOUTH PLACEMENT IN EMPLOYMENT OR EDUCATION October 1 2007 - Sept.30,2008	YOUNGER YOUTH	55.00	57.8
YOUNGER YOUTH ATTAINMENT OF DEGREE OR CERTIFICATE (October 1, 2007 -September 30, 2008)	YOUNGER YOUTH	65.00	94.7
YOUNGER YOUTH LITERACY OR NUMERACY GAINS (July 1, 2008 - June 30, 2009)	YOUNGER YOUTH	29.00	60.4

DESCRIPTION OF OTHER STATE INDICATORS OF PERFORMANCE (WIA 136 (d)(1) (INSERT ADDITIONAL ROWS IF THERE ARE MORE THAN TWO "OTHER STATE INDICATORS OF PERFORMANCE")

OVERALL STATUS OF LOCAL PERFORMANCE (BASED ON COMMON MEASURES ONLY)	NOT MET	MET	EXCEEDED
	0	0	9

Based on the USDOL, TEGL 8-99, "NOT MET" is defined as the number of performance measures less than 90% of the negotiated goal. "MET" is defined as the number of performance measures between 90% - 100% of the negotiated goal. "EXCEEDED" is defined as the number of performance measures above 100% of the negotiated goal.

Table O - Performance

9/22/2009

Local Regional Workforce Board Number: 17

Local Area Name:	TOTAL PARTICIPANTS SERVED July 1, 2008 - June 30, 2009	ADULT	461
Polk County Workforce Development Board		DISLOCATED	257
		OLDER YOUTH	156
		YOUNGER YOUTH	243
ETA ASSIGNED # 12200	TOTAL EXITERS April 1, 2008 - March 31, 2009	ADULT	149
		DISLOCATED	48
		OLDER YOUTH	34
		YOUNGER YOUTH	96

		NEGOTIATED	ACTUAL
CUSTOMER SATISFACTION January 1, 2008 - December 31, 2008	PROGRAM PARTICIPANTS	NA	
	EMPLOYERS	NA	
ENTERED EMPLOYMENT October 1, 2007 - September 30, 2008	ADULT	78.00	83.90
	DISLOCATED WORKER	78.00	90.30
	OLDER YOUTH	NA	77.40
RETENTION RATE April 1, 2007 - March 31, 2008	ADULT	85.50	97.20
	DISLOCATED WORKER	86.00	93.20
	OLDER YOUTH	NA	69.00
	YOUNGER YOUTH	NA	56.80
AVERAGE EARNINGS or SIX MONTHS EARNINGS INCREASE April 1, 2007 - March 31,2008	ADULT	13,750	15,799
	DISLOCATED WORKER	13,750	18,043
	OLDER YOUTH	NA	1,671
CREDENTIAL/DIPLOMA RATE October 1, 2007 -September 30, 2008	ADULT	NA	60.00
	DISLOCATED WORKER	NA	56.00
	OLDER YOUTH	NA	60.60
YOUNGER YOUTH DIPLOMA or EQUAVILENT RATE April 1, 2008 -March 31,2009	YOUNGER YOUTH	NA	48.10
YOUNGER YOUTH SKILL ATTAINMENT RATE April 1, 2008 -March 31,2009	YOUNGER YOUTH	NA	88.10
YOUTH PLACEMENT IN EMPLOYMENT OR EDUCATION October 1 2007 - Sept.30,2008	YOUNGER YOUTH	58.00	57.1
YOUNGER YOUTH ATTAINMENT OF DEGREE OR CERTIFICATE (October 1, 2007 -September 30, 2008)	YOUNGER YOUTH	43.00	81.5
YOUNGER YOUTH LITERACY OR NUMERACY GAINS (July 1, 2008 - June 30, 2009)	YOUNGER YOUTH	29.00	53.3

DESCRIPTION OF OTHER STATE INDICATORS OF PERFORMANCE (WIA 136 (d)(1) (INSERT ADDITIONAL ROWS IF THERE ARE MORE THAN TWO "OTHER STATE INDICATORS OF PERFORMANCE")

OVERALL STATUS OF LOCAL PERFORMANCE (BASED ON COMMON MEASURES ONLY)	NOT MET	MET	EXCEEDED
	0	1	8

Based on the USDOL, TEGL 8-99, "NOT MET" is defined as the number of performance measures less than 90% of the negotiated goal. "MET" is defined as the number of performance measures between 90% - 100% of the negotiated goal. "EXCEEDED" is defined as the number of performance measures above 100% of the negotiated goal.

Table O - Performance

9/22/2009

Local Regional Workforce Board Number: 18

Local Area Name: Suncoast Workforce Development Board Inc.	TOTAL PARTICIPANTS SERVED July 1, 2008 - June 30, 2009	ADULT	512
		DISLOCATED	107
		OLDER YOUTH	17
		YOUNGER YOUTH	75
ETA ASSIGNED # 12050	TOTAL EXITERS April 1, 2008 - March 31, 2009	ADULT	120
		DISLOCATED	24
		OLDER YOUTH	7
		YOUNGER YOUTH	48

		NEGOTIATED	ACTUAL
CUSTOMER SATISFACTION January 1, 2008 - December 31, 2008	PROGRAM PARTICIPANTS	NA	
	EMPLOYERS	NA	
ENTERED EMPLOYMENT October 1, 2007 - September 30, 2008	ADULT	71.00	77.40
	DISLOCATED WORKER	75.00	93.30
	OLDER YOUTH	NA	58.30
RETENTION RATE April 1, 2007 - March 31, 2008	ADULT	83.00	94.30
	DISLOCATED WORKER	86.00	87.50
	OLDER YOUTH	NA	82.60
	YOUNGER YOUTH	NA	60.90
AVERAGE EARNINGS or SIX MONTHS EARNINGS INCREASE April 1, 2007 - March 31,2008	ADULT	13,600	16,106
	DISLOCATED WORKER	12,600	20,994
	OLDER YOUTH	NA	5,065
CREDENTIAL/DIPLOMA RATE October 1, 2007 -September 30, 2008	ADULT	NA	84.20
	DISLOCATED WORKER	NA	78.60
	OLDER YOUTH	NA	46.70
YOUNGER YOUTH DIPLOMA or EQUAVILENT RATE April 1, 2008 -March 31,2009	YOUNGER YOUTH	NA	100.00
YOUNGER YOUTH SKILL ATTAINMENT RATE April 1, 2008 -March 31,2009	YOUNGER YOUTH	NA	81.50
YOUTH PLACEMENT IN EMPLOYMENT OR EDUCATION October 1 2007 - Sept.30,2008	YOUNGER YOUTH	70.00	35.7
YOUNGER YOUTH ATTAINMENT OF DEGREE OR CERTIFICATE (October 1, 2007 -September 30, 2008)	YOUNGER YOUTH	70.00	83.9
YOUNGER YOUTH LITERACY OR NUMERACY GAINS (July 1, 2008 - June 30, 2009)	YOUNGER YOUTH	29.00	14.3

DESCRIPTION OF OTHER STATE INDICATORS OF PERFORMANCE (WIA 136 (d)(1) (INSERT ADDITIONAL ROWS IF THERE ARE MORE THAN TWO "OTHER STATE INDICATORS OF PERFORMANCE")

OVERALL STATUS OF LOCAL PERFORMANCE (BASED ON COMMON MEASURES ONLY)	NOT MET	MET	EXCEEDED
	2	0	7

Based on the USDOL, TEGL 8-99, "NOT MET" is defined as the number of performance measures less than 90% of the negotiated goal. "MET" is defined as the number of performance measures between 90% - 100% of the negotiated goal. "EXCEEDED" is defined as the number of performance measures above 100% of the negotiated goal.

Table O - Performance

9/22/2009

Local Regional Workforce Board Number: 19

Local Area Name: Heartland Workforce	TOTAL PARTICIPANTS SERVED July 1, 2008 - June 30, 2009	ADULT	237
		DISLOCATED	7
		OLDER YOUTH	41
		YOUNGER YOUTH	102
ETA ASSIGNED # 12205	TOTAL EXITERS April 1, 2008 - March 31, 2009	ADULT	139
		DISLOCATED	6
		OLDER YOUTH	19
		YOUNGER YOUTH	33

		NEGOTIATED	ACTUAL
CUSTOMER SATISFACTION January 1, 2008 - December 31, 2008	PROGRAM PARTICIPANTS	NA	
	EMPLOYERS	NA	
ENTERED EMPLOYMENT October 1, 2007 - September 30, 2008	ADULT	77.00	88.90
	DISLOCATED WORKER	77.00	88.90
	OLDER YOUTH	NA	70.00
RETENTION RATE April 1, 2007 - March 31, 2008	ADULT	85.50	92.70
	DISLOCATED WORKER	79.00	80.00
	OLDER YOUTH	NA	71.40
	YOUNGER YOUTH	NA	93.80
AVERAGE EARNINGS or SIX MONTHS EARNINGS INCREASE April 1, 2007 - March 31,2008	ADULT	13,750	16,257
	DISLOCATED WORKER	13,500	19,767
	OLDER YOUTH	NA	6,736
CREDENTIAL/DIPLOMA RATE October 1, 2007 -September 30, 2008	ADULT	NA	93.80
	DISLOCATED WORKER	NA	60.00
	OLDER YOUTH	NA	26.70
YOUNGER YOUTH DIPLOMA or EQUAVILENT RATE April 1, 2008 -March 31,2009	YOUNGER YOUTH	NA	88.00
YOUNGER YOUTH SKILL ATTAINMENT RATE April 1, 2008 -March 31,2009	YOUNGER YOUTH	NA	93.50
YOUTH PLACEMENT IN EMPLOYMENT OR EDUCATION October 1 2007 - Sept.30,2008	YOUNGER YOUTH	51.00	69.7
YOUNGER YOUTH ATTAINMENT OF DEGREE OR CERTIFICATE (October 1, 2007 -September 30, 2008)	YOUNGER YOUTH	31.50	58.3
YOUNGER YOUTH LITERACY OR NUMERACY GAINS (July 1, 2008 - June 30, 2009)	YOUNGER YOUTH	29.00	35.7

DESCRIPTION OF OTHER STATE INDICATORS OF PERFORMANCE (WIA 136 (d)(1) (INSERT ADDITIONAL ROWS IF THERE ARE MORE THAN TWO "OTHER STATE INDICATORS OF PERFORMANCE")

OVERALL STATUS OF LOCAL PERFORMANCE (BASED ON COMMON MEASURES ONLY)	NOT MET	MET	EXCEEDED
	0	0	9

Based on the USDOL, TEGL 8-99, "NOT MET" is defined as the number of performance measures less than 90% of the negotiated goal. "MET" is defined as the number of performance measures between 90% - 100% of the negotiated goal. "EXCEEDED" is defined as the number of performance measures above 100% of the negotiated goal.

Table O - Performance

9/22/2009

Local Regional Workforce Board Number: 20

Local Area Name: Workforce Development Board of the Treasure Coast	TOTAL PARTICIPANTS SERVED July 1, 2008 - June 30, 2009	ADULT	673
		DISLOCATED	295
		OLDER YOUTH	54
		YOUNGER YOUTH	271
ETA ASSIGNED # 12210	TOTAL EXITERS April 1, 2008 - March 31, 2009	ADULT	207
		DISLOCATED	103
		OLDER YOUTH	57
		YOUNGER YOUTH	93

		NEGOTIATED	ACTUAL
CUSTOMER SATISFACTION January 1, 2008 - December 31, 2008	PROGRAM PARTICIPANTS	NA	
	EMPLOYERS	NA	
ENTERED EMPLOYMENT October 1, 2007 - September 30, 2008	ADULT	77.00	86.50
	DISLOCATED WORKER	77.00	86.20
	OLDER YOUTH	NA	40.00
RETENTION RATE April 1, 2007 - March 31, 2008	ADULT	85.50	93.20
	DISLOCATED WORKER	86.00	83.30
	OLDER YOUTH	NA	71.90
	YOUNGER YOUTH	NA	68.70
AVERAGE EARNINGS or SIX MONTHS EARNINGS INCREASE April 1, 2007 - March 31,2008	ADULT	14,750	20,627
	DISLOCATED WORKER	14,750	14,864
	OLDER YOUTH	NA	3,509
CREDENTIAL/DIPLOMA RATE October 1, 2007 -September 30, 2008	ADULT	NA	68.30
	DISLOCATED WORKER	NA	57.10
	OLDER YOUTH	NA	50.00
YOUNGER YOUTH DIPLOMA or EQUAVILENT RATE April 1, 2008 -March 31,2009	YOUNGER YOUTH	NA	83.60
YOUNGER YOUTH SKILL ATTAINMENT RATE April 1, 2008 -March 31,2009	YOUNGER YOUTH	NA	84.90
YOUTH PLACEMENT IN EMPLOYMENT OR EDUCATION October 1 2007 - Sept.30,2008	YOUNGER YOUTH	58.00	54.3
YOUNGER YOUTH ATTAINMENT OF DEGREE OR CERTIFICATE (October 1, 2007 -September 30, 2008)	YOUNGER YOUTH	43.00	92.3
YOUNGER YOUTH LITERACY OR NUMERACY GAINS (July 1, 2008 - June 30, 2009)	YOUNGER YOUTH	29.00	53.2

DESCRIPTION OF OTHER STATE INDICATORS OF PERFORMANCE (WIA 136 (d)(1) (INSERT ADDITIONAL ROWS IF THERE ARE MORE THAN TWO "OTHER STATE INDICATORS OF PERFORMANCE")

OVERALL STATUS OF LOCAL PERFORMANCE (BASED ON COMMON MEASURES ONLY)	NOT MET	MET	EXCEEDED
	0	2	7

Based on the USDOL, TEGL 8-99, "NOT MET" is defined as the number of performance measures less than 90% of the negotiated goal. "MET" is defined as the number of performance measures between 90% - 100% of the negotiated goal. "EXCEEDED" is defined as the number of performance measures above 100% of the negotiated goal.

Table O - Performance

9/22/2009

Local Regional Workforce Board Number: 21

Local Area Name: Workforce Alliance Inc.	TOTAL PARTICIPANTS SERVED July 1, 2008 - June 30, 2009	ADULT	1,450
		DISLOCATED	280
		OLDER YOUTH	189
		YOUNGER YOUTH	219
ETA ASSIGNED # 12075	TOTAL EXITERS April 1, 2008 - March 31, 2009	ADULT	649
		DISLOCATED	56
		OLDER YOUTH	99
		YOUNGER YOUTH	184

		NEGOTIATED	ACTUAL
CUSTOMER SATISFACTION January 1, 2008 - December 31, 2008	PROGRAM PARTICIPANTS	NA	
	EMPLOYERS	NA	
ENTERED EMPLOYMENT October 1, 2007 - September 30, 2008	ADULT	76.00	83.80
	DISLOCATED WORKER	76.25	92.50
	OLDER YOUTH	NA	82.50
RETENTION RATE April 1, 2007 - March 31, 2008	ADULT	84.25	93.50
	DISLOCATED WORKER	85.00	82.50
	OLDER YOUTH	NA	86.40
	YOUNGER YOUTH	NA	76.30
AVERAGE EARNINGS or SIX MONTHS EARNINGS INCREASE April 1, 2007 - March 31,2008	ADULT	14,125	31,446
	DISLOCATED WORKER	14,250	19,325
	OLDER YOUTH	NA	4,151
CREDENTIAL/DIPLOMA RATE October 1, 2007 -September 30, 2008	ADULT	NA	92.70
	DISLOCATED WORKER	NA	84.40
	OLDER YOUTH	NA	69.20
YOUNGER YOUTH DIPLOMA or EQUAVILENT RATE April 1, 2008 -March 31,2009	YOUNGER YOUTH	NA	55.40
YOUNGER YOUTH SKILL ATTAINMENT RATE April 1, 2008 -March 31,2009	YOUNGER YOUTH	NA	87.00
YOUTH PLACEMENT IN EMPLOYMENT OR EDUCATION October 1 2007 - Sept.30,2008	YOUNGER YOUTH	57.00	62.8
YOUNGER YOUTH ATTAINMENT OF DEGREE OR CERTIFICATE (October 1, 2007 -September 30, 2008)	YOUNGER YOUTH	43.00	78.3
YOUNGER YOUTH LITERACY OR NUMERACY GAINS (July 1, 2008 - June 30, 2009)	YOUNGER YOUTH	29.00	78.2

DESCRIPTION OF OTHER STATE INDICATORS OF PERFORMANCE (WIA 136 (d)(1) (INSERT ADDITIONAL ROWS IF THERE ARE MORE THAN TWO "OTHER STATE INDICATORS OF PERFORMANCE")

OVERALL STATUS OF LOCAL PERFORMANCE (BASED ON COMMON MEASURES ONLY)	NOT MET	MET	EXCEEDED
	0	1	8

Based on the USDOL, TEGL 8-99, "NOT MET" is defined as the number of performance measures less than 90% of the negotiated goal. "MET" is defined as the number of performance measures between 90% - 100% of the negotiated goal. "EXCEEDED" is defined as the number of performance measures above 100% of the negotiated goal.

Table O - Performance

9/22/2009

Local Regional Workforce Board Number: 22

Local Area Name: Workforce One	TOTAL PARTICIPANTS SERVED July 1, 2008 - June 30, 2009	ADULT	963
		DISLOCATED	938
		OLDER YOUTH	287
		YOUNGER YOUTH	430
ETA ASSIGNED # 12015	TOTAL EXITERS April 1, 2008 - March 31, 2009	ADULT	607
		DISLOCATED	500
		OLDER YOUTH	150
		YOUNGER YOUTH	303

		NEGOTIATED	ACTUAL
CUSTOMER SATISFACTION January 1, 2008 - December 31, 2008	PROGRAM PARTICIPANTS	NA	
	EMPLOYERS	NA	
ENTERED EMPLOYMENT October 1, 2007 - September 30, 2008	ADULT	77.50	80.00
	DISLOCATED WORKER	77.00	87.00
	OLDER YOUTH	NA	82.40
RETENTION RATE April 1, 2007 - March 31, 2008	ADULT	84.40	89.00
	DISLOCATED WORKER	84.00	89.70
	OLDER YOUTH	NA	81.70
	YOUNGER YOUTH	NA	82.00
AVERAGE EARNINGS or SIX MONTHS EARNINGS INCREASE April 1, 2007 - March 31,2008	ADULT	13,750	21,729
	DISLOCATED WORKER	14,000	24,425
	OLDER YOUTH	NA	3,741
CREDENTIAL/DIPLOMA RATE October 1, 2007 -September 30, 2008	ADULT	NA	73.80
	DISLOCATED WORKER	NA	75.00
	OLDER YOUTH	NA	34.70
YOUNGER YOUTH DIPLOMA or EQUAVILENT RATE April 1, 2008 -March 31,2009	YOUNGER YOUTH	NA	94.70
YOUNGER YOUTH SKILL ATTAINMENT RATE April 1, 2008 -March 31,2009	YOUNGER YOUTH	NA	98.90
YOUTH PLACEMENT IN EMPLOYMENT OR EDUCATION October 1 2007 - Sept.30,2008	YOUNGER YOUTH	57.50	89.9
YOUNGER YOUTH ATTAINMENT OF DEGREE OR CERTIFICATE (October 1, 2007 -September 30, 2008)	YOUNGER YOUTH	66.00	78.0
YOUNGER YOUTH LITERACY OR NUMERACY GAINS (July 1, 2008 - June 30, 2009)	YOUNGER YOUTH	29.00	73.8

DESCRIPTION OF OTHER STATE INDICATORS OF PERFORMANCE (WIA 136 (d)(1) (INSERT ADDITIONAL ROWS IF THERE ARE MORE THAN TWO "OTHER STATE INDICATORS OF PERFORMANCE")

OVERALL STATUS OF LOCAL PERFORMANCE (BASED ON COMMON MEASURES ONLY)	NOT MET	MET	EXCEEDED
	0	0	9

Based on the USDOL, TEGL 8-99, "NOT MET" is defined as the number of performance measures less than 90% of the negotiated goal. "MET" is defined as the number of performance measures between 90% - 100% of the negotiated goal. "EXCEEDED" is defined as the number of performance measures above 100% of the negotiated goal.

Table O - Performance

9/22/2009

Local Regional Workforce Board Number: 23

Local Area Name: South Florida Workforce Board	TOTAL PARTICIPANTS SERVED July 1, 2008 - June 30, 2009	ADULT	5,333
		DISLOCATED	1,593
		OLDER YOUTH	1,090
		YOUNGER YOUTH	2,928
ETA ASSIGNED # 12055	TOTAL EXITERS April 1, 2008 - March 31, 2009	ADULT	3,049
		DISLOCATED	416
		OLDER YOUTH	290
		YOUNGER YOUTH	523

		NEGOTIATED	ACTUAL
CUSTOMER SATISFACTION January 1, 2008 - December 31, 2008	PROGRAM PARTICIPANTS	NA	
	EMPLOYERS	NA	
ENTERED EMPLOYMENT October 1, 2007 - September 30, 2008	ADULT	81.00	88.80
	DISLOCATED WORKER	80.25	89.50
	OLDER YOUTH	NA	79.80
RETENTION RATE April 1, 2007 - March 31, 2008	ADULT	85.10	89.90
	DISLOCATED WORKER	85.00	90.00
	OLDER YOUTH	NA	86.10
	YOUNGER YOUTH	NA	75.50
AVERAGE EARNINGS or SIX MONTHS EARNINGS INCREASE April 1, 2007 - March 31,2008	ADULT	13,500	20,683
	DISLOCATED WORKER	14,356	17,429
	OLDER YOUTH	NA	7,388
CREDENTIAL/DIPLOMA RATE October 1, 2007 -September 30, 2008	ADULT	NA	81.90
	DISLOCATED WORKER	NA	65.40
	OLDER YOUTH	NA	41.10
YOUNGER YOUTH DIPLOMA or EQUAVILENT RATE April 1, 2008 -March 31,2009	YOUNGER YOUTH	NA	67.40
YOUNGER YOUTH SKILL ATTAINMENT RATE April 1, 2008 -March 31,2009	YOUNGER YOUTH	NA	73.00
YOUTH PLACEMENT IN EMPLOYMENT OR EDUCATION October 1 2007 - Sept.30,2008	YOUNGER YOUTH	58.00	78.7
YOUNGER YOUTH ATTAINMENT OF DEGREE OR CERTIFICATE (October 1, 2007 -September 30, 2008)	YOUNGER YOUTH	43.00	61.4
YOUNGER YOUTH LITERACY OR NUMERACY GAINS (July 1, 2008 - June 30, 2009)	YOUNGER YOUTH	29.00	22.8

DESCRIPTION OF OTHER STATE INDICATORS OF PERFORMANCE (WIA 136 (d)(1) (INSERT ADDITIONAL ROWS IF THERE ARE MORE THAN TWO "OTHER STATE INDICATORS OF PERFORMANCE")

OVERALL STATUS OF LOCAL PERFORMANCE (BASED ON COMMON MEASURES ONLY)	NOT MET	MET	EXCEEDED
	1	0	8

Based on the USDOL, TEGL 8-99, "NOT MET" is defined as the number of performance measures less than 90% of the negotiated goal. "MET" is defined as the number of performance measures between 90% - 100% of the negotiated goal. "EXCEEDED" is defined as the number of performance measures above 100% of the negotiated goal.

Table O - Performance

9/22/2009

Local Regional Workforce Board Number: 24

Local Area Name: Southwest Florida Workforce Board Inc.	TOTAL PARTICIPANTS SERVED July 1, 2008 - June 30, 2009	ADULT	1,062
		DISLOCATED	607
		OLDER YOUTH	155
		YOUNGER YOUTH	109
ETA ASSIGNED # 12215	TOTAL EXITERS April 1, 2008 - March 31, 2009	ADULT	319
		DISLOCATED	98
		OLDER YOUTH	82
		YOUNGER YOUTH	59

		NEGOTIATED	ACTUAL
CUSTOMER SATISFACTION January 1, 2008 - December 31, 2008	PROGRAM PARTICIPANTS	NA	
	EMPLOYERS	NA	
ENTERED EMPLOYMENT October 1, 2007 - September 30, 2008	ADULT	78.50	81.50
	DISLOCATED WORKER	79.00	88.30
	OLDER YOUTH	NA	64.90
RETENTION RATE April 1, 2007 - March 31, 2008	ADULT	86.00	80.20
	DISLOCATED WORKER	85.50	85.40
	OLDER YOUTH	NA	70.20
	YOUNGER YOUTH	NA	70.20
AVERAGE EARNINGS or SIX MONTHS EARNINGS INCREASE April 1, 2007 - March 31,2008	ADULT	14,250	13,853
	DISLOCATED WORKER	14,125	13,438
	OLDER YOUTH	NA	4,808
CREDENTIAL/DIPLOMA RATE October 1, 2007 -September 30, 2008	ADULT	NA	80.10
	DISLOCATED WORKER	NA	77.40
	OLDER YOUTH	NA	44.70
YOUNGER YOUTH DIPLOMA or EQUAVILENT RATE April 1, 2008 -March 31,2009	YOUNGER YOUTH	NA	62.10
YOUNGER YOUTH SKILL ATTAINMENT RATE April 1, 2008 -March 31,2009	YOUNGER YOUTH	NA	74.20
YOUTH PLACEMENT IN EMPLOYMENT OR EDUCATION October 1 2007 - Sept.30,2008	YOUNGER YOUTH	54.50	62.8
YOUNGER YOUTH ATTAINMENT OF DEGREE OR CERTIFICATE (October 1, 2007 -September 30, 2008)	YOUNGER YOUTH	43.00	61.3
YOUNGER YOUTH LITERACY OR NUMERACY GAINS (July 1, 2008 - June 30, 2009)	YOUNGER YOUTH	29.00	26.8

DESCRIPTION OF OTHER STATE INDICATORS OF PERFORMANCE (WIA 136 (d)(1) (INSERT ADDITIONAL ROWS IF THERE ARE MORE THAN TWO "OTHER STATE INDICATORS OF PERFORMANCE")

OVERALL STATUS OF LOCAL PERFORMANCE (BASED ON COMMON MEASURES ONLY)	NOT MET	MET	EXCEEDED
	0	5	4

Based on the USDOL, TEGL 8-99, "NOT MET" is defined as the number of performance measures less than 90% of the negotiated goal. "MET" is defined as the number of performance measures between 90% - 100% of the negotiated goal. "EXCEEDED" is defined as the number of performance measures above 100% of the negotiated goal.

Table O - Performance

9/22/2009

Local Regional Workforce Board Number: STW

Local Area Name:	TOTAL PARTICIPANTS SERVED July 1, 2008 - June 30, 2009	ADULT	30,171
Statewide		DISLOCATED	8,472
		OLDER YOUTH	3,913
		YOUNGER YOUTH	8,579
ETA ASSIGNED #	TOTAL EXITERS April 1, 2008 - March 31, 2009	ADULT	16,289
		DISLOCATED	2,296
		OLDER YOUTH	1,471
		YOUNGER YOUTH	2,948

		NEGOTIATED	ACTUAL
CUSTOMER SATISFACTION January 1, 2008 - December 31, 2008	PROGRAM PARTICIPANTS	NA	
	EMPLOYERS	NA	
ENTERED EMPLOYMENT October 1, 2007 - September 30, 2008	ADULT	74.00	84.20
	DISLOCATED WORKER	80.00	86.40
	OLDER YOUTH	NA	67.50
RETENTION RATE April 1, 2007 - March 31, 2008	ADULT	86.00	91.00
	DISLOCATED WORKER	86.00	89.10
	OLDER YOUTH	NA	79.90
	YOUNGER YOUTH	NA	68.90
AVERAGE EARNINGS or SIX MONTHS EARNINGS INCREASE April 1, 2007 - March 31,2008	ADULT	15,500	21,583
	DISLOCATED WORKER	15,000	19,025
	OLDER YOUTH	NA	4,162
CREDENTIAL/DIPLOMA RATE October 1, 2007 -September 30, 2008	ADULT	NA	83.20
	DISLOCATED WORKER	NA	69.70
	OLDER YOUTH	NA	44.50
YOUNGER YOUTH DIPLOMA or EQUAVILENT RATE April 1, 2008 -March 31,2009	YOUNGER YOUTH	NA	69.30
YOUNGER YOUTH SKILL ATTAINMENT RATE April 1, 2008 -March 31,2009	YOUNGER YOUTH	NA	82.10
YOUTH PLACEMENT IN EMPLOYMENT OR EDUCATION October 1 2007 - Sept.30,2008	YOUNGER YOUTH	58.50	65.3
YOUNGER YOUTH ATTAINMENT OF DEGREE OR CERTIFICATE (October 1, 2007 -September 30, 2008)	YOUNGER YOUTH	57.50	71.0
YOUNGER YOUTH LITERACY OR NUMERACY GAINS (July 1, 2008 - June 30, 2009)	YOUNGER YOUTH	29.00	36.4

DESCRIPTION OF OTHER STATE INDICATORS OF PERFORMANCE (WIA 136 (d)(1) (INSERT ADDITIONAL ROWS IF THERE ARE MORE THAN TWO "OTHER STATE INDICATORS OF PERFORMANCE")

OVERALL STATUS OF LOCAL PERFORMANCE (BASED ON COMMON MEASURES ONLY)	NOT MET	MET	EXCEEDED
	15	20	181

Based on the USDOL, TEGL 8-99, "NOT MET" is defined as the number of performance measures less than 90% of the negotiated goal. "MET" is defined as the number of performance measures between 90% - 100% of the negotiated goal. "EXCEEDED" is defined as the number of performance measures above 100% of the negotiated goal.