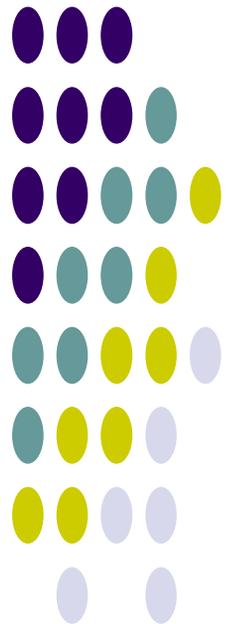


Wisconsin Workforce Investment Act

Annual Report

Program Year July 1, 2009 – June 30, 2010



State of Wisconsin
Department of Workforce Development

Introduction

The Workforce Investment Act Annual Report for program year 2009 -10 (July 1, 2009 through June 30, 2010) is required with specifications from the U.S. Department of Labor's Training and Employment Guidance Letters 31 - 09, 9 - 10, and other regulatory references.

The narrative is Section I of this report that summarizes the State and local accomplishments with Workforce Investment Act and American Recovery and Reinvestment Act (ARRA) funds. It also highlights the strategic workforce initiatives, the labor market context and the state-approved waivers.

Section II provides the required fiscal and data tables on performance results.

Section I: Narrative Report

Governor's Accomplishments and Council on Workforce Investment Sector Strategies

Economic Development Regional Approach Focused Industry-Driven Initiatives Prioritized High Growth Sectors

Governor Jim Doyle's emphasis, with Workforce Investment Act (WIA) and ARRA funding, was on programs that prepare Wisconsin workers and employers to compete in the future economy. ARRA funding boosted the State's partnership efforts to train workers to meet the changing needs of Wisconsin's industries and workforce. Below are highlights of the successful targeted training activities and strategic support to industries with the use of discretionary funds.

Industry Partnerships (IP)

The expansion of Wisconsin's IP continues to further Governor Doyle's agenda for growing the Wisconsin economy and strengthening opportunity and skills for working Wisconsinites. This effort was overseen by the Council on Workforce Investment (CWI) whose members also participated in the National Governor's Association Policy Academy on Regional Sector Strategies. The CWI restructured their subcommittees to support the sector strategy activities, avoid duplication of effort, and ensure coordination with existing policy bodies and advisory groups who provide input to the Department of Workforce Development (DWD) on industry needs. The sector subcommittees and priority training areas are in health care, energy and advanced manufacturing.

The initial thrust of the multi-faceted activities was an industry-driven regional focus engaging all of the key players in understanding common industry needs, and aligning resources to meet them. With braided funding, including WIA, the current emphasis is on training workers for high demand occupations. The IP effort brought together leaders from industry, labor, education, workforce development, economic development, and philanthropy to build an education and training system responsive to and driven by the needs of workers and employers. It is a significant change in the way workforce development trains workers for jobs of tomorrow. IPs have a close link to Career Pathways and Bridges in building a responsive education and training system and advancing the labor force with training that develops skills employers seek. The long-term goal is to develop formalized, sustainable, regional IPs across the State that enhance the competitive position of key industries and provide long-term earnings and career opportunities for employees.

Convening Grants

Convening awards were for regions requiring assistance to develop or expand a new IP in a targeted industry sector. Awards were provided up to \$25,000 per industry sector partnership developed, and used to organize employers and other industry partners; evaluate current workforce systems, employee skills sets, and regional assets and challenges; and, develop an industry-specific strategic plan that incorporates both long-term and short-term training. The number of grants by sector were: 7 Energy/Green; 2 Advanced Manufacturing; 2 Agribusiness; 1 Construction and Building; 1 Health Care; 1 Transportation.

Training Grants

Training grants are for an IP that has determined a sector's labor market needs, skill gap analysis, employer leveraging and plan for career pathway training and sustaining the partnership. Training and development options may include: trainee assessment, career pathway training, incumbent worker training, on-the-job training, training that leads to industry recognized credentials, and supportive services. The number of training grants by sector were: 3 Health Care; 2 Agribusiness; 2 Advanced Manufacturing; 1 Green Manufacturing.

Regional Industry Skills Education (RISE)

RISE initiative is a major statewide collaboration between DWD and the Wisconsin Technical College System (WTCS) funded by the Joyce Foundation. RISE delivers bridge and career pathway programs for low skill workers needing skill advancement. There are approximately 40 career pathway and bridge programs available through local technical colleges that include opportunities in health care, culinary arts, manufacturing, industrial maintenance and business office educational tracks. The pathways efforts provide an important aspect to the IP initiatives in that each step improves the learner's career and earning opportunities, and provides a skill set needed by an industry or industry sector.

A data pipeline strategy was developed so that DWD can run a data match twice a year against Unemployment Insurance wage records, WTCS student enrollment and WIA enrollment. This will be an important performance measure to demonstrate the thresholds for academic achievement that lead to positive postsecondary outcomes. As part of the RISE Communications Plan, *Wisconsin's Skills2Compete* report was issued in partnership with National Skills Coalition in October 2009:

http://www.nationalskillscoalition.org/assets/reports-/skills2compete_forgottenjobs_wi_2009-10.pdf

Skills Jump Start

Skills Jump Start is targeted to help individuals who lack a high school diploma, or have limited English skills, to complete their basic education, and at the same time, receive job training at technical colleges for employment in high demand sectors, such as manufacturing and health care. Eight grants were issued to local workforce development boards to deliver Skills Jump Start programs for low-skill adults. RISE bridge courses complement this effort as completion of these initial courses links participants to postsecondary career pathway programs.

Manufacturing Skill Standards Certification (MSSC)

The purpose of these funds is to encourage and support production workers in successfully gaining their advanced MSSC - credentials and certification. This effort supports the overall MSSC Initiative goal of helping Wisconsin manufacturers and workers compete and succeed in the future economy. There were 67 MSSC Certified Production Technician certificates earned this program year. Since DWD began administering the MSSC Initiative in 2007, 2,314 credentials were earned in four MSSC modules: safety; quality; manufacturing processing; and, maintenance awareness.

Emerging Industries Skills Partnership was the predecessor to the IP. Now, fully integrated into that initiative, the program assists with increasing the pipeline of skilled workers to meet the employer's needs in the State's targeted sectors.

The following WIA State set-aside awards were made in these growing industry sectors:

Milwaukee Area Workforce Investment Board - \$100,000 Advanced Manufacturing;
North Central Wisconsin Workforce Development Board - \$100,000 Advanced Manufacturing;
Northwest Wisconsin Workforce Investment Board - \$100,000 Advanced Manufacturing;
South Central Wisconsin Workforce Development Board - \$100,000 Biotech & Bio-industry;
Western Wisconsin Workforce Development Board - \$100,000 Biotech; and,
West Central Wisconsin Workforce Development Board - \$100,000 Biotech & Bio-industry.

Opportunity Grants assist low-wage workers without education or training beyond high school. The grants upgrade the participant's skills through technical college short-term training programs that are not covered by financial aid other than Pell Grants. With the grants, low-wage workers can take steps to earn degrees and pursue career pathways to better jobs in advanced manufacturing, health care, biotechnology and other high-demand sectors. There were 463 grant enrollees this program year.

Additional Major Workforce Activities

Career Readiness Credentials

National Career Readiness Certificate Initiative

The Governor and the CWI have invested in state-wide skill assessment tools, work readiness certificates and career information efforts. After the Council reviewed a variety of options from staff inventories of the WBD's assessment tools and national activity, they recommended WorkKeys. As part of a systemic workforce system improvement, statewide implementation of WorkKeys commenced this program year. Funded by ARRA, and started with Unemployment Insurance (UI), this reemployment services project will be a model moving forward for Wisconsin Job Service. The following highlights this effort.

In October, 2009, Job Service implemented the National Career Readiness Certificate (NCRC) program for Wisconsin citizens who are currently on UI or have been on UI in the past 12 months. The NCRC is a transferrable credential that proves an individual is work ready. ACT, Inc., an internationally recognized assessment and research company, profiled thousands of jobs across the country and determined that three skills are universally essential to workplace success. These three skills are math, reading, and locating information.

The NCRC is a certificate based on three assessments ACT created called WorkKeys. In order for an individual to earn their NCRC, they are required to take each WorkKeys assessment (Applied Mathematics, Reading for Information, and Locating Information) and score a minimum of Level 3. There are four levels of certificates based on their performance on the tests. See the below chart for certificate information and certificates earned in Wisconsin.

Participants interested in earning their NCRC in Wisconsin are required to meet minimum requirements in KeyTrain before scheduling their WorkKeys assessments. KeyTrain is an interactive on-line training system for career readiness skills based on ACT's WorkKeys assessment system and the NCRC.

Encouraging job seekers to take the WorkKeys Assessments and earn their NCRC also has major benefits for employers including reduced training costs, reduced turnover costs, reduced recruiting costs, and increases in return on investments. With the current economic state, any reduction of expenditures for employers will help to stabilize companies and strengthen Wisconsin's economy. Given that these activities could have minimal value if employers are not familiar with the credential or do not recognize it, Job Service is working on a marketing plan to promote the NCRC / WorkKeys to employers in Wisconsin.

Certificate Earned	Corresponding Level	NCRC (WI: 10/01/09 – 06/30/2010)
Bronze NCRC	Level 3	17
Silver NCRC	Level 4	142
Gold NCRC	Level 5	182
Platinum NCRC	Level 6 or higher	23
Total		364

Elevate America

DWD partnered with Microsoft to offer free computer training to thousands of Wisconsin residents via the Elevate America initiative. Vouchers were issued May 25 through August 23, 2010, with the following number dispensed by course category:

- 5,998 E-Learning vouchers for self-paced, online training;
- 1,493 MS Office certification vouchers; and
- 233 IT Professional vouchers for more advanced, professional-level training.

The online training courses build skills in Windows, Office 2003 and Office 2007 products. Many customers who were new to computers chose to begin by taking the free Digital Literacy program (no voucher required) that provides computer basics for beginners.

The demographics of participants mirrored the characteristics of adults recently unemployed: the largest group of voucher use was between the age category of 24 to 50, or, 58.82% of the total customers; the majority had an associate degree or higher postsecondary education attainment; 63% were female; and, 76.77% were not employed.

Workforce Round Table

On May 18, 2010, DET sponsored a Spring Workforce Programs Roundtable. The Roundtable is part of DET's continuous effort to provide technical assistance and training, networking, and partnering opportunities to local workforce development staff and managers and their partner agencies. Of the 184 attendees: 148 were field staff participants and 36 were staff and guest presenters and exhibitors. Workshop topics included: Focusing Labor Market Information for Your Customers; Health Care Options for Dislocated Workers; Improving Computer Literacy: Tools, Tips and Techniques; Job Credentialing that Leads to Career Pathways; Libraries and Workforce Development: Local Partnerships; Optimizing Services to Dislocated Workers Affected by Foreign Trade through Co-Enrollment; Re-Employment Services; Using WorkKeys to Take Re-Employment to the Next Level; State Plant Closing Law Updates and Coming Changes to the Rapid Response System; Youth Apprenticeship Work-Based Learning Programs; Braiding WIA Funds with Apprenticeship; Co-enrolling with Veterans Program and Veterans Priority of Service. A majority of the participants rated the overall program content, presentations, interactions and handouts as "excellent" or "good."

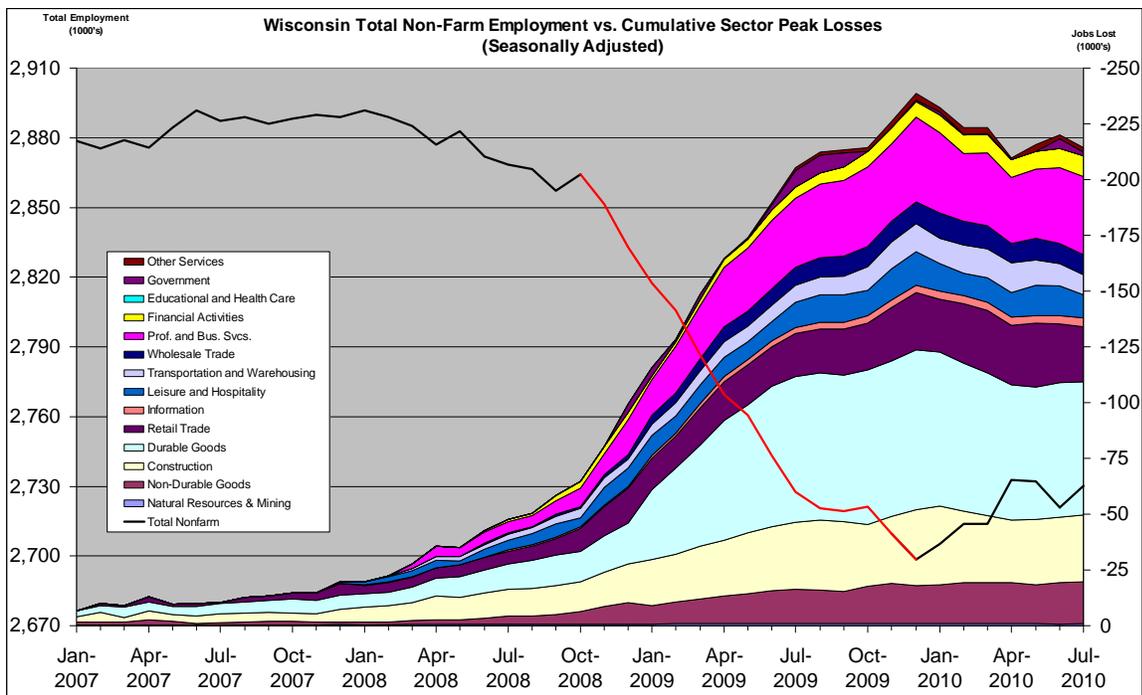
Medicaid Infrastructure Grant

Another Subcommittee of the CWI serves as the oversight body for the Medicaid Infrastructure Grant (MIG) secured by the State Department of Health Services. The purpose of MIG is to improve systems and resources in order to maximize employment for persons with disabilities while protecting and enhancing workers' healthcare and other benefits including job supports. A Managed Care and Employment Task Force was formed that included DWD staff which resulted in an extensive range of recommendations related to training, employment, and systemic changes in policies and infrastructures along with collaboration proposals.

Labor Market Context

Similar to other states' performance during the national recession, the economic activity in Wisconsin measured in non-farm jobs has declined sharply since the fall of 2008. Estimated recession losses in Wisconsin through July 2010 are 161,500 jobs. Job losses have not been equally distributed throughout the labor market. As Chart 1 shows, significant job loss first appeared in the construction, the manufacturing of durable goods, retail trade, and the leisure and hospitality sectors as early as January of 2008. Prior to the significant decline in the economy in the fourth quarter of 2008, the sectors experiencing job loss expanded to include manufacturing of non durable goods and professional and administrative services, primarily temporary employment services. Since October of 2008, accelerating job losses in manufacturing, construction and temporary services have led the overall decline in the economy.

Chart 1



Nearly every industry has been in decline since fall 2008. The exception to this is Education and Health Care, which has continued to grow. July 2008 to July 2010 employment estimates show growth of 24,800 jobs (4.9%) in this sector. The progression of job losses in the various sectors demonstrated in Chart 1 is suggestive of the important role of consumer confidence in the economic activities. The decline in the construction market, particularly in residential housing and the decline in automotive manufacturing lead to a decline in demand in markets for clothing, food, home improvement, gardening and building supplies. A plausible explanation for this progression is that individual families are restructuring their finances to reduce debt and short-term cash flow, regardless of loss of jobs. In addition, real changes in spending patterns appears to be emerging with increased emphasis on savings and diminished demand for unnecessary consumption. As the reduction in demand moves from purchases of products and services financed over longer terms to those paid from present earnings, the reduction in demand shifts toward more discretionary purchases, and may signal further job loss in other sectors.

In light of the reduction in consumer spending and increase in savings reported in national surveys, anticipating the pace of economic recovery and identifying potential skill availability among unemployed and underemployed requires very detailed knowledge of specific jobs lost and very detailed projections of products consumers will purchase in the near future. For example, manufacturing of windows and doors dominates the wood products sector in Wisconsin and is a major driver in the decline in durable manufacturing jobs. The wood products six-digit NAICS code grouping lost over 2,300 jobs (30%) from 2007 to 2009, with virtually every employer eliminating jobs. This situation is dire in the larger transportation equipment-manufacturing sector. This sector has collapsed in Wisconsin with the closing of the Janesville assembly plant, losing over 8,900 jobs (27%) from July 2008 to July 2010.

Current Employment Statistics estimates demonstrate that we have may have seen an uptick in the economy, although monthly progress is mediocre and cannot be characterized as a recovery. While jobs are slowly increasing, there is little evidence that the economy is recovering. It is estimated that for Wisconsin to return to a 4.5% unemployment rate within 5 years, over 9,100 jobs must be added every month. National unemployment rates and continued job losses in surrounding States indicate while Wisconsin may show increases in employment we will remain below the pre-recession levels for the near future.

State Waivers

The following lists the State waivers approved by the U.S. Department of Labor:

1. Common performance measures, WIA Section 136(b);
2. Youth performance measures for out-of-school youth ages 18-24 who are in work experiences outside the summer months through March 31, 2010, served with the American Recovery and Reinvestment Act funds, WIA Sections 136(b);129(c)(2)(I);129(c)(1)(A);129(c)(1)(B);
3. Extending the period of initial eligibility of training providers, 20 CFR § 663.530;
4. Partial waiver of the competitive procurement process for youth providers only for specific elements along with other prescriptive guidance, WIA Section 123;
5. The ability to increase the employer reimbursement for on-the-job training with a specified sliding scale based on company size, WIA Section 101(31)(B);
6. The ability to reduce the 50% employer match for customized training with a specified sliding scale based on company size, WIA Section 101(8)(C);
7. Transfer authority up to 50% between the Adult and Dislocated Worker funding streams allocated to a local area, WIA Section 133(b)(4); and
8. The use of up to 10% of local Adult funds and up to 10% of local Dislocated Worker funds for incumbent worker training only as part of a lay-off aversion strategy serving only low-income/economically disadvantaged adults, along with other conditions such as training restricted to skill attainment activities, WIA Section 134.

Four of the waivers were implemented state-wide in PY 2009 - 10. This was the first year the State implemented the Common Measures for performance. The CWI endorsed the use of the waiver for the following reasons: Facilitates implementation of the sector strategy initiatives (MSSC, EISP and IP) given the problematic aspects of the certificate/credential measure; Increases accountability across programs with more comparable data for evaluation and continuous improvement strategies; Coincides with the Workforce Innovations in Regional Economic Development grants reporting requirements; Prepares for WIA Reauthorization; and, Improves the youth measures, particularly skill attainment. In addition, the CWI recommended the other waivers in order to increase the flexibility of WIA service delivery.

Implementation of the common measures in this program year required extra time and diligence by DWD and field staff that resulted in higher accuracy of performance reporting. While there was an overall decline in performance levels being met from the previous years of all 17 WIA measures reported (only one WDB met or exceeded all of the performance goals), there were a number of contributing factors including reporting clarifications from DOL, DWD's significant increases in expectations during negotiations of the performance goals, and the major down-turn in the economy. DWD will be conducting an extensive analysis of the recently validated data, and developing a course of action for technical assistance to the WDBs.

The ARRA-related youth waiver provided considerable flexibility to Workforce Development Boards (WDBs) as they responded to high youth unemployment during this recessionary time. The *Wisconsin ARRA Summer Youth Employment Report, 2009*, was issued for the CWI's December 2009 meeting, and provides further details:

http://www.wi-cwi.org/pdf/arra_summer_youth_employment.pdf

Two WDBs were authorized to utilize the youth procurement provider process waiver, North West Wisconsin Workforce Investment Board (WIB) and West Central Wisconsin WDB. Historically, these areas had no applicants respond to their request for proposals, or, the entities

did not meet the fiscal and administrative requirements. The waiver provided a cost savings between approximately \$7,000 - \$16,300 per area, and expedited the process. In addition, the enrollment start-up time was achieved quickly and accurately resulting in more youth working sooner, and earning a wage at the front-end of the program. This is advantageous in that the youth tend to maintain a commitment to a job for a longer period of time when beginning in May or early June versus those starting later who decide to leave due to early school start-ups.

While the State approved local plans for other waivers, the WDBs did not implement them:

1. Lay-off aversion approved for Milwaukee Area WIB, South Central Wisconsin WDB and North Central Wisconsin WDB; and,
2. Transfer of formula funds approved for South Central Wisconsin WDB.

During the on-site monitoring, it was revealed that the local areas were not able to exercise the waivers due to the need to use funds for current participants, and the rapid draw-down of dislocated worker funds. The high volume of lay-offs required the WDBs to focus on dislocated workers, not incumbent workers.

Finally, during the implementation of WIA, the subsequent eligibility of training providers cast a broad shadow over the program. While lengthy grass-roots efforts were made to design this provision, the training community raised multiple concerns about DWD setting the bar for eligibility on the statewide training list. Also, in light of the ambiguity of the regulations, DWD requested continuation of this waiver. The waiver has eliminated the divisiveness among training partners and duplication of training providers' regular accreditation reviews by other State and national entities.

Evaluation

Milwaukee Pilot Project

A collaborative effort was undertaken to pilot a new system of service delivery in the Milwaukee area. With private sector funds, and braided funding and program development support from DWD, Department of Corrections and the Milwaukee Area Workforce Development Board (MAWIB), this pilot was designed to identify program models that would help reduce unemployment and underemployment in Milwaukee by providing employers with skilled workers through unique training steps. The project occurred from February 1, 2008 to June 30, 2009, with the analysis and final report completed in October 2009.

This project provided MAWIB with the opportunity to demonstrate that it could create effective service delivery for job training that not only trained workers for specific employers' needs, but kept the trainees on the job long-term. The targets for the pilot were to train offenders and other participants with multiple barriers to employment for transferable skills, and be hired at a wage of \$12/hour or more with access to health insurance. Training had to be market and demand-driven with specific employer's input into the design and delivery of the occupational skills training. The training was in the areas of road building, welding, electrical, forklift, automotive, and sewer and water. MAWIB hosted two bidder's conferences to ensure that training applicants had the ability to deliver the outcomes. Nine proposals were received, and two providers were selected.

Seven measureable objectives at the outset of the pilot were evaluated to determine which ones were met, not met, and why. Another mandatory outcome of the project was to document a model or models that could finance training and services from multiple public and private resources for sustainability and replication. The findings and recommendations of the evaluation are summarized below:

- The Wisconsin Regional Training Partnership model was successful and ought to be replicated across multiple programs and funding sources. The elements in particular to be replicated are participant assessment, employer relationships and stipends;
- More resources and attention would need to be placed on pre-screening of participants and intensive case management in order to enhance placement outcomes;
- For successful replication, the study recommended a stronger case management system of supports with additional resources for comprehensive assessment of skills and support service needs, and administration for the time-consuming collaboration;
- Collaborative program designs such as this pilot requires more time than an in-house service delivery model in order to be clear on the roles of the collaboration;
- The study recommended that training of partners would need to be provided before service delivery begins in order to strengthen the respective roles as well as how to blend funding and still retain accountability to each funding source; and
- An array of transportation options for the participants would need to be provided to increase consistent participation in training and meeting job obligations.

Finally, it must be noted that the placement outcomes were very strong in the first half of the pilot, before the economic downturn, and wages ranged from \$9 - \$18.50/hour that included availability of health insurance for 90% of the jobs. During the recession, for example, lay-offs were among the highest in the skills trades at an average of 20%. Therefore, the anomaly of the major economic slump resulted in lower than expected placement outcomes, and should not dampen the lessons learned from this pilot project.

Workforce Development Board's Success Stories

Due to the extraordinary economic climate, and with the support of ARRA funds, an expedient service delivery ensued to assist people in need. This massive effort is captured below in the Wisconsin Workforce Development Association's Annual Report.

"Local Workforce Development Board Accomplishments PY2009-2010

YouTube Page with Success Stories

The Wisconsin Workforce Development Association has collected a number of 1-2 minute testimonials from employers, workers, and youth about their experiences with the Workforce Boards and the enormous impact on their lives. It can be viewed on YouTube at <http://www.youtube.com/user/WIWorkforceDevtAssoc>

Workforce Development Area (WDA) #1 Southeastern Wisconsin WDB

ARRA Summer Youth Employment Program: *Changing his Life*

Racine County focused all of its youth work experience on a green program named E3, which is short for "Employing Youth, Engaging Racine, Enriching the Earth." One Racine youth who was invited to the program had a history of difficulty keeping relationships with his family and friends and was on medication to control his mood and temperament. In the eight week program he received over three weeks of soft skills training and five weeks to practice these skills on a green work site where he was mentored by a supervisor. The E3 program caused his behavior and attitude to go through a remarkable transition. He began helping his family financially and re-establishing relationships. It was recommended that he stop taking all the medications to control his moods and temperament. He was a changed young man because of the training and mentoring he received in the E3 Program.

WDA #2 Milwaukee Area WIB

ARRA Summer Youth Employment Program: *Cooking up Success*

The Culinary Arts Program was a unique collaboration with Wisconsin State Fair Park, Milwaukee Area Technical College, and the Milwaukee Area Workforce Investment Board Youth Programs. The program provided youth an opportunity to explore a real life work experience as they prepare for careers in the food service industry. During the six (6) week training, all the participants took the national restaurant association "Serve Safe Certificate" exam. They also prepared, cooked, and served over 22,000 meals to visitors that stay at the Tommy Thompson Youth Center during the eleven days of the annual Wisconsin State Fair. In 2009, 44 youth started the program and 43 completed it for a 98 percent retention rate.

WDA #3 Waukesha-Ozaukee-Washington (WOW) WDB

ARRA Summer Youth Employment Program: *In Her Own Words*

The Summer Jobs for Youth 2009 Program was a great way to get work experience. As a Marketing Aide for the Workforce Development Center, I learned different rules that come with paid work. Also, in this hard economic time, jobs were scarce during the summer. I looked at websites for temporary work and there was nothing close to a graphic design job. Through the Summer Jobs for Youth 2009 Program, I was able to find a career related job just for the summer. Next summer, I am hoping to get co-op work, as a temporary/seasonal graphic designer. Because of this I could really use programs like the Summer Jobs for Youth 2009 Program in the future. - Stephanie B.

Division of Vocational Rehabilitation/WDB Partnership for Stephanie (Her story above)

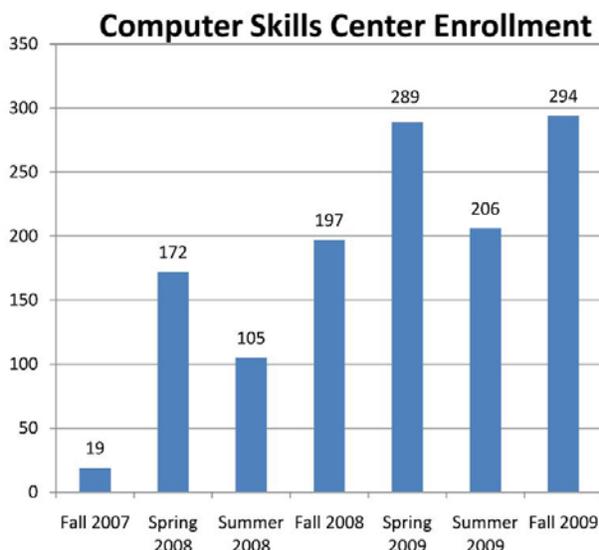
Eighteen year old Stephanie was diagnosed with autism when she was a baby that challenged social and academic skills. Through co-enrollment with vocational rehabilitation, Stephanie was

able to get support and enroll at the Waukesha County Technical College (WCTC) in the Graphic Design program. Now that Stephanie is at WCTC, she strives to attain better oral communication skills so that she becomes more comfortable communicating with other students, teachers, family and friends. She plans on pursuing a Bachelor's degree, and continue volunteering at different non-profit organizations to gain friends and experiences.

Computer Skills Center

A Computer Skills Center (CSC) opened at the Pewaukee Workforce Development Center in December 2007, in response to dislocated workers' needs for basic computer skills training as identified by staff. The Center is open to dislocated workers and offers a free Computer Literacy course that covers the basics of Windows XP and Vista operating systems, keyboarding, word processing, creating spreadsheets, establishing an E-mail account, and using the Internet. The Computer Skills Center is funded jointly by WCTC and the WOW WDB.

With their unemployment insurance "clock" ticking, individuals need to gain as many computer skills as quickly as possible in order to obtain a job or be ready for the classroom. The CSC provides just-in-time instruction that assists individuals in pursuing their occupational/educational goals.



The resources of the CSC include individual assistance from the instructors, computer software and Internet tutorials, and supplemental textbook and handouts. The Center is open-entry open-exit. Students who require only a small amount of help can come for only a few hours while many others come several times a week until they find a job.

In the first year of operation, the Center was open 20 hours/week and served 493 individuals. In 2009, the enrollment increased to a total of 789 individuals. Due to the high demand, the hours of operation were increased from 20 hours per week to

the current 25 hours. Students expressed appreciation for the opportunity to attend free computer basics training, acknowledging that their newly developed skills have not only enabled them to re-enter the workforce, but also led to an increased level of confidence to make career changes, attend college or obtain a higher-paying job.

WDA #4 Fox Valley

ARRA Summer Youth Employment Program: A Manufacturing Success

John, age 18, has overcome great personal barriers to become successful with his summer youth employment experience. John was placed at A & D Machine, Inc., in Red Granite after he expressed an interest in machining. The six months John has been in the program have brought about noticeable changes such as an increased self-confidence and a more positive attitude. Currently John is attending Fox Valley Technical College for welding and working part time at A & D Machine, Inc. John has done exceptionally well at A & D, and is expected to be hired full-time.

WDA #5 Bay Area

ARRA Summer Youth Employment Program: *The Ideal Outcome*

A 22-year-old single, homeless, mother was living in a group home prior to the program in Brown County. Her work site placement was at a TJ Maxx store as a customer service representative. Her performance on the job was so good while on her paid work experience that the employer hired her part-time after the program. She now works full-time at the store, and can afford to have her own apartment and raise her child.

Explorer's Guide Maritime

Simon and Samantha are brother and sister, 15 and 16 years of age, who have had a hard time finding employment because of their age and limited transportation. As part of the program, Simon and Samantha have been working with Explorer's Guide Maritime where they have been able to learn a wide range of skills. They have done extensive research on the computer, completed several marketing projects, and have been a great help with the general office operations. Because they have been learning and working with maritime operations, they were even able to go to Green Bay and apply some of the things they have learned on boats. Simon and Samantha have created a logo for Explorer's Guide Maritime; developed Explorer's Guide Maritime on Facebook, Podcast, and other technologies; and, are working on a video. Although Simon is not sure what direction his career path will go, Samantha is planning on going to college possibly for marketing. This work experience has given Samantha a great opportunity to experience many methods of marketing.

WDA #6 North Central Wisconsin

ARRA Summer Youth Employment Program: *A Smiling Youth*

Johanna had a strong desire to become a dental hygienist. She trained as a dental assistant, and by the end of summer, was able to work along-side the doctor, staff, and dental clinic students, providing direct care to patients. With staff encouragement on her career goals, Johanna was accepted by Ministry College full-time to complete her general degree requirements, and hired on a part-time basis at the end of her summer placement.

First Job

Edwin is a 16 year old participating in the summer employment program at Northwoods LP. He has never had a job before this opportunity. Edwin's employers appreciated his work and dedication to his job. They are supplementing his hours, allowing him to work 40 hours a week. Edwin is learning important job skills and work ethic while helping out his employer.

Emerging Industry Skills Partnership: *Green Jobs Training*

DWD has awarded a \$100,000 workforce training grant to the North Central Wisconsin Workforce Development Board (NCWWDB), to prepare the first of 400 workers for green jobs when a new Wisconsin Rapids business starts manufacturing wind turbine blades. This will be matched by more than \$60,000 locally, and through collaborators including North Central Technical College, Nicolet Technical College, and the Heart of Wisconsin Business and Economic Alliance. Among the goals of the Renewable Electric Power project is to train 35 individuals, including dislocated workers, for the first openings at the Energy Composites Corporation, the parent company of Advanced Fiberglass Technologies. Earlier this year, the firm announced its plans to use green techniques during the design and construction of a 350,000 square-foot, composites fabrication plant to manufacture wind turbine blades.

As part of the project, Mid-State Technical College is creating a 12-credit Composite Certificate, intensive, short-term, customized training in turbine blade fabrication. The 35 trainees are to complete six-months of instruction in June, allowing others to enter the pipeline for employment

opportunities at the plant. In the process, the project will develop a green job career pathway for the emerging renewable energy sector in the north central region.

Winter Employment Program

With ARRA funding, NCWWDB was able to provide meaningful paid work experiences for young adults 18-24 who lack a work history. The NCWWDB implemented a 2-month pilot, "Winter Employment Program," in Marathon County. Feedback from the past Summer Youth Employment Program was that employers wanted more involvement in the matching process. Based on this feedback, NCWWDB held a half-day event where employers had the opportunity to meet and interview young adults interested in the employer's field of work. The event was based on the concept of speed dating and titled Job Speed. NCWWDB asked that employers come to the Job Speed event prepared to interview up to five candidates in five minute intervals. Once employers had rated the best candidate, and the final matches arranged, employers could discuss with their new employees a start date and schedule agreed upon between themselves, the young adults and the WIA Case Manager. Employers entered into a worksite agreement with the young adult and the WIA contracted provider. They also completed a checklist of the employee's skills after the first week of employment and a six week follow-up.

ARRA Funds: **Short-Term Training**

NCWWDB's goal in offering short term training courses was two-fold: to help unemployed workers increase their skills so they have the advantage of gaining employment in today's competitive market and to provide employers with a better prepared workforce, now and in the future. Short term training courses were in the occupational areas of Building Construction, Customer Service and Personal Care Worker. A summary of each follows:

Building Construction was offered in Rhinelander at Nicolet Area Technical College. Participants who completed the Nicolet program earned the basic skills sought by construction firms, and two credits toward their Carpentry Technical Diploma if they wanted to further their education in this occupation. Building Construction was also offered in the Wausau area by the North Central States Regional Council of Carpenters located in Rothschild. This hands-on Carpentry Pre-Apprenticeship training focused on jobsite safety, basic carpentry skills and the soft skills required for success in the carpentry trade.

Personal Care Worker was offered in Wausau through a collaborative agreement with North Central Technical College. This short term training prepared participants for delivering basic personal care to the elderly and persons with disabilities in their homes. This 8-day training also provided an exposure to healthcare occupations.

Customer Service training was offered in Wausau at North Central Technical College. This training ran five weeks and addressed the basic fundamentals of customer service. The curriculum focused on business etiquette, time management, problem solving, interpersonal and team skills, and highlighted the essential software programs needed to be successful in this career. Participants who successfully completed this program earned six credits that ladder onto either the Administrative Professional Associate Degree and/or the Marketing: Business-to-Business Associate Degree. Customer Service was also offered in Marshfield through a collaborative agreement with the University of Wisconsin - Marshfield/Wood County. The training ran for four weeks and addressed the basic fundamentals of customer service. The curriculum focused on Business Etiquette, Time Management, Problem Solving, Team work, and covered Windows Basics and Outlook 2007.

WIA Funds

Non-Traditional Occupational Training- In Her Own Words

Hello. My name is Brenda. I am a 45-year-old mother of six children and grandmother of one grandson. After working for a Central Wisconsin window company for 13 years, I was permanently laid off on August 28, 2008. My husband, John, lost his job at the same time. Both lay-offs were due to the economic downturn. Since then, our whole lives have changed. We both are taking classes at North Central Technical College in the Welding program. It is the best thing that has ever happened to us. I started slowly, having been out of school for 25 years. I was a little rusty, and I needed to brush up on my math and reading skills to pass the placement test. After just two months of study, I was ready and passed the Accuplace test and was accepted onto the wait-list for the Welding program. The following semester, I enrolled in the Welding program. Women in welding are considered to be in a non-traditional occupation. Having learned all different kinds of welding, blueprint reading, metallurgy, and automated classes, I enjoy welding more and more every day. We have made a lot of fun things on the CNC plasma cutter, including holiday decorations that we sold to make money for our Welding Club. The Club earned about \$1,500 for their work. Women do very well in welding, and enjoy it. I was proud of myself for how well I had done.

WDA #7 Northwest Wisconsin

ARRA Summer Youth Employment Program: *Helping the Environment*

Jared is one individual that is facing many challenges and barriers to success. He comes from a low-income family and has recently taken on the responsibility of being a father. Jared has had encounters with the law and started out this summer by doing community service. He was enrolled into the Youth Employment Program when those hours were completed and started working at the Birchwood School alongside five other students. He soon became the "leader" of the student workers – delegating work and keeping everyone on task.

Juvenile Delinquent Turned Successful

Andrew is a young man, who after a period of trouble including interaction with the court system, has set himself on a good path. He has completed an associate's degree recently, but has struggled to find his niche in the world. He is very intelligent and powered through the Work Certified curriculum like it was routine - consistently scoring top marks in the class of 13 students. During his eligibility for the summer youth program, the TABE test administrator commented she had never seen someone score like Andrew did: the highest marks possible in all three tests; 12.9+ GE. After acing the Work Certified final exam, Andrew was placed at a work site consistent with his WisCareers Interest Profiler: in a field related to technology. Andrew has an aptitude for computers and has spent time building PC systems from the ground up. Although at times challenging to draw out in conversation, Andrew literally lit up with questions when we began discussing the possibility of working at Shawano County Economic Progress, Inc. located in our new Shawano Chamber of Commerce building. Andrew's technological abilities are being put to work on the organization's database and he has been asked to also assist the Chamber of Commerce with project work and troubleshooting. Andrew couldn't be happier, and is gaining work experience with respected organizations that will greatly assist him in opening future employment doors. The employers are very happy with him, and have called to thank us again for sending them such a talented young man.

WDA #8 West Central Wisconsin

ARRA Summer Youth Employment Program: *Training Valuable to her Future*

Workforce Resource Summer Work Education and Training program participant Melissa is currently studying to be a dental hygienist at North Central Technical College. Melissa was placed at First City Dental in Abbotsford and describes her time there as "beneficial" to her

studies and a positive experience. She gained valuable practical skills directly related to her course of study and demonstrated positive work-readiness skills that will serve her well when she seeks employment following graduation.

WDA #9 Western Wisconsin

ARRA Summer Youth Employment Program: *Never Give Up*

For 19-year-old Emily, giving up has never been an option. Born premature, and with ocular albinism, a genetic disorder that rendered her legally blind, Emily has been conquering insurmountable odds since the moment she was born. With no intention of quitting any time soon, she has found success through the Shades of Green Summer Youth Program with Workforce Connections, Inc. Emily was placed with the UW-Extension office where she wrote and typed articles for newsletters and local newspapers, made publicity calls for the Energy Fair, assisted at the 4H Youth Camp, and lent a hand with the Juneau County and State Fair. Emily is also currently enrolled in the Western Technical College GOAL program where she is completing some preparatory work for entrance exams.

From Work Experience to Permanent Employment

Jennifer is a shy youth who has really grown at Coldwell Banker during the summer. Jennifer proved to be a very hard working, extremely dependable employee. She has great computer skills and Coldwell Banker is teaching Jennifer telephone skills, and how to work with clients and customers. Jennifer is hard-working and steps out of her comfort zone to learn all aspects of running the front office. It helps current staff to train Jennifer and see the business world through her eyes. Jennifer was offered a permanent part-time position as a receptionist with Coldwell Banker.

WDA #10 South Central Wisconsin

ARRA Summer Employment Youth: *A non-traditional work experience*

Carrie, a Construction Supervisor with Operation Fresh Start (OFS), wasn't quite expecting the crew she was assigned during summer 2009. For the first time in OFS history, she was called on to lead an all-women conservation crew. The ten women on her team - very diverse in age, background, and work experience - were challenged with land conservation projects including invasive species removal, construction and maintenance of trails and boardwalks, and other restoration projects across nearly 500 acres of land in South Central Wisconsin. Carrie explains, "It was a very unique and rewarding experience for the girls and OFS. For most of my crew, it was their first job..."

WDA #11 Southwest Wisconsin

ARRA Summer Youth Employment Program: *A True Recovery Story*

Olivia's life changed, and almost ended, on New Year's Day in 2005. A terrible automobile accident left her with a traumatic brain injury and unconscious for two weeks. After a month in the hospital, she had to relearn basic functions like walking, memory retention, and many other things people take for granted. Today she has made almost a full recovery. She spent the summer of 2009 working as a Surgery/Lab Administrative Assistant using her Certified Nursing Assistant skills to provide patient care and observe the role of an Registered Nurse (RN) in a hospital setting. "This program helped me gain confidence in myself and move forward and be successful," Olivia said. She will use her earnings to help pay for college which she starts this fall as she works toward her RN degree.

Pendarvis Benefits from Youth Worker Skills

Mineral Point High School student Adam loves history and even participates in civil war re-enactments, doing three performances a year. It's only appropriate, then, that he has found his

niche by working at historic Pendarvis Site. Prior to working at the Mineral Point facility, Adam had a paper route and worked at a motel, so he says this is the first taste of what it's like to work at a historical site. He does primarily maintenance and cleanup work at the site, but it has been a blessing to have him, according to his supervisor Allen Schroeder, Director of Pendarvis, Stonefield, and the First Capitol historical sites.

The two main skills that Adam is learning is the use of all the different types of equipment plus proper work etiquette. Adam mainly uses his earnings toward fixing up his truck so he has transportation to and from work. He also said getting used to a regular work routine has been a major but positive adjustment for him. Schroeder said if he had Adam or other participants back in the future, he'd like to expand their duties. "I'd like to have them participate at the site by doing interpretations and activities with the public to give them the full experience of a historical site," Schroeder said. He also said he'd like to see the program last longer and even have more participants, not only for the experience it provides them but personally "so we can really make the sites look good," he said. While he enjoys this type of work, Adam is keeping his future options open. He's looking at either Southwest Wisconsin Technical College or Wyoming Tech to become a mechanic, and would like to restore a classic car all on his own some day. He is also interested in pursuing the Manufacturing Skills Standards Certificate.

Two Students Use ARRA Funds to Help Their Families

Both Austin and Seth know and appreciate the value of working at the historic Stonefield Site to receive job experience and skill-building, in addition to helping with their family's economic situations. With the money Austin made, he helped out his family with groceries and gas. His father is out of work due to a back injury he incurred while working at a cheese factory. While his funds helped with those necessities, he also set some aside to take his family camping for a week - a much-needed respite in difficult times. "I wanted to make sure they had some time to have fun this summer," he explained. This is Austin's first job experience, although he has done much volunteering. He said the summer job reinforced his desire to enter farming after high school because he likes to fix things and see a good job accomplished.

Seth's funds go to three main areas - helping his parents with gas money, paying the bills at home, and obtaining school clothing. The 17-year-old soon-to-be junior at Lancaster High School is considering three post-high school fields: culinary, butchering, or carpentry, with the latter having the inside track due to his experience this summer of repair jobs such as cutting fence posts to size. Seth really enjoys the work and doesn't want it to end after the eight-week period. He said, "I've tried to get a job, but they want someone who is older or more experienced." He thought the work would be harder, but realizes that if you enjoy something, it doesn't seem like work. He has used his newly-acquired work etiquette in his everyday life.

WIA Dislocated Worker: *Dislocated worker becomes an Employment Training Specialist*

Knowing what it's like to work at a company for 31 years and then losing your job, Ed is using that knowledge and empathy to help his former co-workers. The 52-year-old was working at the Janesville Assembly plant in December when the last Tahoe rolled off the line on December 23, 2008. He landed his new job as Employment Training Specialist in late January 2009. But for Ed, his new position isn't just a job - he lives with the highs and lows of each of the laid-off GM workers as he tries to find them suitable options for their futures. "Now, I'm building lives, not vehicles," he said. Ed went through all of the steps any unemployed worker would do including JobFit, assessments and orientations, which help him better relate to the dislocated workers.

***Labor Education and Training Center of the SWWDB
Book Exchange Program Saves Critical Workforce Training Dollars***

Today it is not uncommon for a college text book to cost \$50, \$75 or even more. As the Rock County Labor Education and Training Center and Southwest Wisconsin Workforce Development staff were discussing ways to be economical with funds, the Book Exchange idea came forth. In an effort to maximize WIA funding, they decided to ask clients to return their textbooks from the fall semester so they could be re-used. "We were purchasing the same books over and over, which seemed to be a duplication of resources," said the Workforce Operations Manager for the Board. With a master list of all clients' email addresses, a flyer was sent explaining the book exchange with an inventory sheet for them to record the names of the books they were returning. By providing coffee, punch, cookies and a sign-up for a drawing for items such as boxes of candy and gift cards for groceries and gas, it was hoped more clients would participate in the two-day drop-off event.

Over 100 students participated, saving \$29,347 for the spring semester, with an inventory of approximately \$25,000 for future use. Clients were also asked to provide their spring semester schedule to their Case Manager so the Manager could access the school website to record what books would be required for those classes. Managers used the shopping cart to find books to give back out to their clients, followed by the processing of vouchers for books that Managers did not get back during the exchange, up to the per-semester limit based on WIA program enrollment. Clients were then contacted to come in and obtain their books or vouchers. Given the success of this initiative, SWWDB will be continuing the program.

Innovative CORD Group Addresses Needs of Unemployed in Rock County

When General Motors and several related businesses closed their doors at the end of 2008, the Southwest Wisconsin Workforce Development Board knew it would take a massive yet coordinated effort to assist the individuals affected. The Collaborative Organizations Responding to Dislocation (CORD) was formed, and has since evolved into an organization with a broader mission: assisting all dislocated workers and their families in areas such as health care, mortgage foreclosure, stress management and related needs.

Sponsors and participants include a wide variety of organizations, from education to local government, from unions to United Ways, from economic development groups to literacy connections, among others. The group also helps to avoid duplication between organizations with missions that are similar, and to combine efforts between like-minded groups. One of the group's initial major efforts was to work with the Community Economic Adjustment Program through the University of Michigan to develop a community response model and host a Regional Community Response Workshop in March, 2009, which brought together over 100 community organizations in a search for federal, state, local and private funding sources designed to assist dislocated workers. The CORD Steering Committee, through various subcommittees as well as the larger parent group, continued to meet and move forward, developing strategies and actions designed to assist the unemployed. The "Blueprint for Transition" and other information on the multi-faceted work can be found on the CORD page of the Board's website.

Section II: Financial and Performance Data

**WIA Financial Statement
Program Year 2009**

		Program Year 9	Total	Total	Remaining	Percentage
	<u>Carry In*</u>	<u>Allotments</u>	<u>Funds Available</u>	<u>Expended</u>	<u>Balance</u>	<u>Expended</u>
Adult	5,092,528	6,902,152	11,994,680	10,209,343	1,785,337	85.1%
Youth	10,767,353	8,216,857	18,984,210	15,905,395	3,078,815	83.8%
Dislocated Worker	9,450,065	8,296,150	17,746,215	16,909,865	836,350	95.3%
State Rapid Response	5,669,144	3,840,808	9,509,952	7,738,806	1,771,146	81.4%
Local Administration	3,298,769	2,601,683	5,900,452	4,589,510	1,310,942	77.8%
Statewide Activities	9,695,031	5,268,994	14,964,025	6,505,606	8,458,419	43.5%
Total	43,972,890	35,126,644	79,099,534	61,858,525	17,241,009	78.2%
<i>* includes American Recovery and Reinvestment Act of 2009, signed February 17, 2009</i>						

SUMMARY OF WIA FUNDS AVAILABLE

	TOTAL (PY2000 – PY2009)	Most Recent 5 years					
		PY 2009	ARRA**	PY 2008	PY 2007	PY 2006	PY 2005
Adult	84,826,990	6,902,152	3,965,649	7,669,059	6,712,522	7,657,292	8,829,923
Youth	103,372,526	8,216,857	10,563,742	9,129,846	8,204,335	9,217,989	10,740,849
*Out of School (30% min)	31,011,758	2,465,057	3,169,123	2,738,954	2,461,301	2,765,397	3,222,255
*In School (70% max)	72,360,767	5,751,800	7,394,619	6,390,892	5,743,034	6,452,592	7,518,594
Dislocated Worker	102,215,726	8,296,150	8,672,189	13,904,124	9,025,261	8,966,221	10,355,615
Rapid Response	47,051,600	3,840,808	4,014,901	6,437,092	4,108,714	4,151,026	4,794,266
Local Administration	32,228,813	2,601,683	2,577,952	3,411,445	2,660,232	2,871,275	3,325,154
Statewide Activities 15%	65,503,685	5,268,994	5,257,840	7,156,156	5,447,768	5,799,491	6,713,966
TOTAL	435,199,340	35,126,644	35,052,273	47,707,722	36,158,832	38,663,294	44,759,773

*Out of School and In School are breakouts of the Youth program. The percentages are either minimums or maximums as stated.

** American Recovery and Reinvestment Act of 2009, signed February 17, 2009

SUMMARY OF WIA EXPENDITURES as of June 30, 2010

	TOTAL (PY2000 – PY2009)	Most Recent 5 years					
		PY 2009	ARRA**	PY 2008	PY 2007	PY 2006	PY 2005
Adult	83,041,652	5,433,938	3,648,526	7,669,059	6,712,522	7,657,292	8,829,923
Youth	100,271,369	5,699,000	10,002,784	9,129,846	8,204,335	9,217,989	10,740,849
<i>*Out of School (30% min)</i>	39,198,961	2,945,713	4,161,279	4,102,618	2,963,821	3,539,892	4,519,351
<i>*In School (70% max)</i>	61,067,567	2,753,287	5,841,505	5,027,228	5,240,514	5,678,097	6,221,498
<i>*Summer Employment</i>	23,765,953	1,439,540	6,711,902	1,814,230	1,812,858	1,262,629	1,593,524
Dislocated Worker	101,379,377	7,567,038	8,564,951	13,904,124	9,025,261	8,966,221	10,355,615
Rapid Response	45,280,455	2,797,234	3,287,329	6,437,092	4,108,714	4,151,026	4,794,267
Local Administration	30,917,870	1,570,053	2,298,639	3,411,445	2,660,232	2,871,275	3,325,154
Statewide Activities 15%	57,045,265	2,973,984	1,459,132	4,791,454	5,447,768	5,799,491	6,713,965
TOTAL	417,935,988	26,041,247	29,261,361	45,343,020	36,158,832	38,663,294	44,759,773

* Out of School, In School and Summer Employment are breakouts of the Youth program.

** American Recovery and Reinvestment Act of 2009, signed February 17, 2009

Wisconsin Cost Effectiveness Program Year 09

	Total Federal Spending	Number of Participants	Average Cost per Participant	Number of Exiters	Average Cost per Exiter
Adult	\$10,209,343	5,797	\$1,761	1,902	\$5,368
Dislocated Worker	\$16,909,865	15,182	\$1,114	3,114	\$5,430
Youth **	\$15,905,395	2,717	\$5,854	1,081	N/A

* Earnings change for Adult and Older Youth, replacement rate for Dislocated Worker

** Number of Exiters, Employment entry wage and 12 month earnings for older youth only

Table B - Adult Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	72.0%	67.2%
Employment Retention Rate	84.0%	80.2%
Average Earnings	\$9,800	\$10,638.8

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	67.7%	70.3%	59.1%	60.2%
Employment Retention Rate	75.2%	79.0%	73.1%	85.5%
Average Earnings Rate	\$9,711.2	\$12,821.6	\$9,300.6	\$9,448.4

Table D - Other Outcome Information for the Adult Program

Reported Information	Individuals Who Received Training Services	Individuals Who Only Received Core and Intensive Services
Entered Employment Rate	69.1%	65.5%
Employment Retention Rate	82.1%	77.6%
Average Earnings Rate	\$11,467.8	\$9,417.4

Table E - Dislocated Worker Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	84.0%	80.4%
Employment Retention Rate	93.0%	88.7%
Average Earnings	\$14,400	\$14,151

Table F - Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans	Individuals with Disabilities	Older Individuals	Displaced Homemakers
Entered Employment Rate	76.8%	67.4%	67.1%	70.4%
Employment Retention Rate	87.9%	86.6%	89.3%	88.1%
Average Earnings Rate	\$14,782.9	\$12,056.4	\$12,872.4	\$11,468.5

Table G - Other Outcome for the Dislocated Worker Program

Reported Information	Individuals Who Received Training Services	Individuals Who Only Received Core and Intensive Services
Entered Employment Rate	81.9%	79.2%
Employment Retention Rate	90.3%	86.8%
Average Earnings Rate	\$13,751.1	\$14,660.9

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

Reported Information	Negotiated Performance Level	Actual Performance Level
Placement in Employment or Education	72.0%	54.4%
Attainment of Degree or Certificate	75.0%	69.1%
Literacy and Numeracy Gains	30.0%	17.2%

Table L - Other Reported Information

Reported Information	12 Month Employment Retention Rate	12 Month Earning Increase (Adults and Older Youth) Or 12 Months Earning Replacement (Dislocated Workers)	Placement in Non-traditional Employment	Wages At Entry Into Employment For Those Individuals Who Entered Unsubsidized Employment	Entry Into Unsubsidized Employment Related to the Training Received of Those Who Completed Training Services
Adults	79.0%	\$4,920.3	0.1%	\$4,227.7	30.1%
Dislocated Workers	88.4%	100.5%	0.4%	\$7,530.2	17.3%

Table M - Participation Levels

The participant count is based on required reporting criteria. This represents only a fraction of the total numbers of individuals being served through Wisconsin's Job Center System.

Reported Information	Total Participants Served	Total Exiters
Total Adult Customers	20,787	4,989
Total Adult self-service only	Not Reported	Not Reported
WIA Adult	5,797	1,902
WIA Dislocated Worker	15,182	3,114
Total Youth (14-21)	2,717	1,081
Out-of-School Youth	1,077	361
In-School Youth	1,640	720

Table N - Cost of Program Activities

Program Activity	Total Federal Spending
Local Adults	\$10,209,343
Local Dislocated Workers	\$16,909,865
Local Youth	\$15,905,395
Local Administration	\$4,589,510
Rapid Response (up to 25%) WIA Section 134(a)(2)(B)	\$7,738,806
Statewide Required Activities (up to 15%) WIA Section 134(a)(2)(B)	\$1,003,566
Statewide Allowable Activities WIA Section 134(a)(3)	
<u>Program Activity Description</u>	
State Administration	\$1,747,251
CWI Activities	\$9,819
State Selected Activities:	\$3,744,970
Recovery Act, Energy Advocate	\$ 105,660
Recover Act, Invasive Species	80,369
Recovery Act, Supplement	1,159,615
Recovery Act, Sector Strategy Initiative Technical Assistance	107,004
Manufacturing Skills Standard Certification	65,915
WIA Supplement	754,901
Skills Jump Start	3,067
Opportunity Grants	206,955
Emerging Industry Skills Partnership	402,000
Between program year transfer	(38,404)
National Governor's Association Policy Academy Initiative	2,987
Policy Initiatives Advisor Position	21,242
Sector Strategy Initiative Convening:	
Agri-Business	25,000
Biofuel	20,108
Transportation	25,000
Energy	1,244
Healthcare	25,000
Advanced Manufacturing	50,000
Green	45,000
BioPlastics	12,442
Food/Agriculture	15,793
Water	25,000
Wind	25,000
Building	25,000
Sector Strategy Initiative Training:	
Advanced Manufacturing	5,077
Healthcare	345,998
Lean Manufacturing	44,139
Green	<u>183,857</u>
State Selected Activities sub-total	\$3,744,970
Total of All Federal Spending Listed Above	\$61,858,525

Table O - Local Performance

Local Area Name Southeast Workforce Development Area WDA 01	Total Participants Served	Adults	567
		Dislocated Workers	967
		Youth (14 - 21)	343
ETA Assigned #55030	Total Exiters	Adults	264
		Dislocated Workers	351
		Youth (14 - 21)	202
		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	78.0%	62.2%
	Dislocated Workers	90.4%	80.6%
Retention Rates	Adults	86.0%	81.5%
	Dislocated Workers	93.0%	85.0%
Average Earnings (Adults/DWs)	Adults	\$9,800.0	\$9,556.0
	Dislocated Workers	\$14,985.0	\$17,310.0
Placement in Employment or Education	Youth (14 - 21)	72.0%	60.3%
Attainment of Degree or Certificate	Youth (14 - 21)	72.6%	75.4%
Literacy or Numeracy Gains	Youth (14 - 21)	30.0%	7.7%
Overall Status of Local Performance	Not Met	Met	Exceeded
	1	6	2

Table O - Local Performance

Local Area Name Milwaukee WDA WDA 02	Total Participants Served	Adults	2,297	
		Dislocated Workers	4,348	
		Youth (14 - 21)	1,291	
ETA Assigned #55015	Total Exiters	Adults	1,619	
		Dislocated Workers	1,400	
		Youth (14 - 21)	776	
		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	69.7%	62.8%	
	Dislocated Workers	79.0%	70.5%	
Retention Rates	Adults	80.0%	74.8%	
	Dislocated Workers	88.8%	87.7%	
Average Earnings (Adults/DWs)	Adults	\$9,500.0	\$9,915.0	
	Dislocated Workers	\$14,363.0	\$13,179.0	
Placement in Employment or Education	Youth (14 - 21)	67.0%	50.2%	
Attainment of Degree or Certificate	Youth (14 - 21)	66.0%	62.7%	
Literacy or Numeracy Gains	Youth (14 - 21)	30.0%	26.4%	
Overall Status of Local Performance		Not Met	Met	Exceeded
		1	7	1

Table O - Local Performance

Local Area Name Waukesha, Ozaukee, Washington WDA WDA 03	Total Participants Served	Adults	377	
		Dislocated Workers	1,852	
		Youth (14 - 21)	337	
ETA Assigned #55045	Total Exiters	Adults	265	
		Dislocated Workers	1,001	
		Youth (14 - 21)	222	
		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	80.0%	68.3%	
	Dislocated Workers	90.4%	79.3%	
Retention Rates	Adults	85.0%	82.0%	
	Dislocated Workers	96.8%	87.7%	
Average Earnings (Adults/DWs)	Adults	\$12,952.0	\$11,467.0	
	Dislocated Workers	\$15,497.0	\$14,446.0	
Placement in Employment or Education	Youth (14 - 21)	75.5%	60.3%	
Attainment of Degree or Certificate	Youth (14 - 21)	91.2%	61.8%	
Literacy or Numeracy Gains	Youth (14 - 21)	0.0%	30.0%	
Overall Status of Local Performance		Not Met	Met	Exceeded
		3	6	0

Table O - Local Performance

Local Area Name Fox Valley WDA WDA 04	Total Participants Served	Adults	216	
		Dislocated Workers	2,223	
		Youth (14 - 21)	248	
ETA Assigned #55090	Total Exiters	Adults	78	
		Dislocated Workers	751	
		Youth (14 - 21)	126	
		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	87.5%	87.5%	
	Dislocated Workers	90.4%	79.4%	
Retention Rates	Adults	94.0%	87.9%	
	Dislocated Workers	95.7%	91.3%	
Average Earnings (Adults/DWs)	Adults	\$9,800.0	\$13,892.0	
	Dislocated Workers	\$14,400.0	\$13,416.0	
Placement in Employment or Education	Youth (14 - 21)	71.2%	59.4%	
Attainment of Degree or Certificate	Youth (14 - 21)	78.8%	78.6%	
Literacy or Numeracy Gains	Youth (14 - 21)	30.0%	0.0%	
Overall Status of Local Performance		Not Met	Met	Exceeded
		1	7	1

Table O - Local Performance

Local Area Name Bay Area WDA 05	Total Participants Served	Adults	1,061
		Dislocated Workers	2,454
		Youth (14 - 21)	417
ETA Assigned #55095	Total Exiters	Adults	328
		Dislocated Workers	526
		Youth (14 - 21)	196
		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	81.0%	68.3%
	Dislocated Workers	85.0%	94.7%
Retention Rates	Adults	85.0%	76.8%
	Dislocated Workers	94.0%	92.7%
Average Earnings (Adults/DWs)	Adults	\$10,300.0	\$12,913.0
	Dislocated Workers	\$13,700.0	\$14,311.0
Placement in Employment or Education	Youth (14 - 21)	74.0%	63.0%
Attainment of Degree or Certificate	Youth (14 - 21)	69.5%	64.5%
Literacy or Numeracy Gains	Youth (14 - 21)	30.0%	16.1%
Overall Status of Local Performance		Not Met	Met
		3	5
		Exceeded	1

Table O - Local Performance

Local Area Name North Central WDA WDA 06	Total Participants Served	Adults	322	
		Dislocated Workers	1,227	
		Youth (14 - 21)	283	
ETA Assigned #55100	Total Exiters	Adults	91	
		Dislocated Workers	359	
		Youth (14 - 21)	136	
		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	84.9%	83.3%	
	Dislocated Workers	84.3%	96.2%	
Retention Rates	Adults	97.9%	70.6%	
	Dislocated Workers	95.8%	93.8%	
Average Earnings (Adults/DWs)	Adults	\$12,230.0	\$13,187.0	
	Dislocated Workers	\$14,386.0	\$20,763.0	
Placement in Employment or Education	Youth (14 - 21)	75.0%	71.4%	
Attainment of Degree or Certificate	Youth (14 - 21)	85.0%	60.0%	
Literacy or Numeracy Gains	Youth (14 - 21)	30.0%	36.4%	
Overall Status of Local Performance		Not Met	Met	Exceeded
		2	3	4

Table O - Local Performance

Local Area Name North West WDA WDA 07	Total Participants Served	Adults	823	
		Dislocated Workers	626	
		Youth (14 - 21)	373	
ETA Assigned #55040	Total Exiters	Adults	507	
		Dislocated Workers	305	
		Youth (14 - 21)	220	
		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	85.1%	78.9%	
	Dislocated Workers	92.0%	92.4%	
Retention Rates	Adults	89.4%	88.9%	
	Dislocated Workers	94.0%	91.4%	
Average Earnings (Adults/DWs)	Adults	\$11,116.0	\$11,676.0	
	Dislocated Workers	\$11,901.0	\$12,071.0	
Placement in Employment or Education	Youth (14 - 21)	64.0%	58.4%	
Attainment of Degree or Certificate	Youth (14 - 21)	90.0%	83.2%	
Literacy or Numeracy Gains	Youth (14 - 21)	30.0%	10.0%	
Overall Status of Local Performance		Not Met	Met	Exceeded
		1	5	3

Table O - Local Performance

Local Area Name West Central WDA WDA 08	Total Participants Served	Adults	599
		Dislocated Workers	1,229
		Youth (14 - 21)	347
ETA Assigned #55065	Total Exitors	Adults	291
		Dislocated Workers	505
		Youth (14 - 21)	187
		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	84.9%	72.5%
	Dislocated Workers	93.6%	89.3%
Retention Rates	Adults	86.3%	80.5%
	Dislocated Workers	95.7%	92.0%
Average Earnings (Adults/DWs)	Adults	\$9,800.0	\$10,247.0
	Dislocated Workers	\$14,400.0	\$12,805.0
Placement in Employment or Education	Youth (14 - 21)	74.6%	51.7%
Attainment of Degree or Certificate	Youth (14 - 21)	61.0%	68.4%
Literacy or Numeracy Gains	Youth (14 - 21)	30.0%	0.0%
Overall Status of Local Performance		Not Met	Met
		2	5
		Exceeded	2

Table O - Local Performance

Local Area Name Western WDA WDA 09	Total Participants Served	Adults	368	
		Dislocated Workers	895	
		Youth (14 - 21)	246	
ETA Assigned #55085	Total Exiters	Adults	196	
		Dislocated Workers	436	
		Youth (14 - 21)	133	
		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	72.0%	79.1%	
	Dislocated Workers	84.0%	82.8%	
Retention Rates	Adults	86.0%	89.8%	
	Dislocated Workers	93.0%	87.8%	
Average Earnings (Adults/DWs)	Adults	\$9,800.0	\$9,866.0	
	Dislocated Workers	\$14,400.0	\$13,459.0	
Placement in Employment or Education	Youth (14 - 21)	72.0%	61.9%	
Attainment of Degree or Certificate	Youth (14 - 21)	75.0%	86.0%	
Literacy or Numeracy Gains	Youth (14 - 21)	30.0%	21.4%	
Overall Status of Local Performance		Not Met	Met	Exceeded
		1	4	4

Table O - Local Performance

Local Area Name South Central WDA WDA 10	Total Participants Served	Adults	1,225	
		Dislocated Workers	2,210	
		Youth (14 - 21)	406	
ETA Assigned #55105	Total Exiters	Adults	432	
		Dislocated Workers	1,018	
		Youth (14 - 21)	310	
		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	78.0%	59.4%	
	Dislocated Workers	87.6%	75.3%	
Retention Rates	Adults	87.5%	80.0%	
	Dislocated Workers	95.7%	86.2%	
Average Earnings (Adults/DWs)	Adults	\$9,800.0	\$8,973.0	
	Dislocated Workers	\$14,400.0	\$13,019.0	
Placement in Employment or Education	Youth (14 - 21)	73.8%	60.9%	
Attainment of Degree or Certificate	Youth (14 - 21)	74.0%	55.3%	
Literacy or Numeracy Gains	Youth (14 - 21)	30.0%	0.0%	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	6	3

Table O - Local Performance

Local Area Name South West WDA WDA 11	Total Participants Served	Adults	322	
		Dislocated Workers	979	
		Youth (14 - 21)	291	
ETA Assigned #55110	Total Exiters	Adults	203	
		Dislocated Workers	375	
		Youth (14 - 21)	212	
		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	70.0%	68.6%	
	Dislocated Workers	80.0%	80.9%	
Retention Rates	Adults	84.0%	92.9%	
	Dislocated Workers	93.0%	82.4%	
Average Earnings (Adults/DWs)	Adults	\$9,800.0	\$11,611.0	
	Dislocated Workers	\$12,000.0	\$14,313.0	
Placement in Employment or Education	Youth (14 - 21)	68.0%	35.5%	
Attainment of Degree or Certificate	Youth (14 - 21)	80.0%	73.1%	
Literacy or Numeracy Gains	Youth (14 - 21)	30.0%	15.4%	
Overall Status of Local Performance		Not Met	Met	Exceeded
		2	3	4