

Workforce Investment Act Annual Report

Program Year

2007

Wisconsin
Department
of Workforce
Development

WISCONSIN WIA ANNUAL REPORT PROGRAM YEAR 2007

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State of Wisconsin
Department of Workforce Development
Jim Doyle, Governor
Roberta Gassman, Secretary

September, 2008

To Workforce Partners, Employers and Elected Officials

I am pleased to present the wide range of successes throughout Program Year 2007 highlighted in this Workforce Investment Act Annual Report. I also want to take this opportunity to say to the many people who have been working diligently and collaboratively: "thank you - job well done."

In 2007, we took a number of steps to change our workforce system. These steps have moved us toward a more flexible, efficient job center structure and a workforce system based on training and skill development. In 2008, we will continue the evolution of regional career and skills centers to ensure that we are bridging participants to successful employment which will in-turn increase economic vitality.

This is the direction Governor Doyle continues to affirm as reflected in his *GROW - Next Steps* plan. In 2008, our state is also working to develop our regional industry sector program with the assistance of the National Governor Association. The implementation of these initiatives will reinforce the strength of our regional workforce and economic development efforts. We look forward to continuing our employer-skills training focus for better jobs with good wages and a globally competitive workforce.

Sincerely,

Roberta Gassman
Secretary

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ACCOMPLISHMENTS

Early in his first term, Governor Doyle launched his GROW Wisconsin initiative to grow the economy and create quality jobs with good pay and benefits for Wisconsin's working families. Investing in people, their education



and training, is at the core of this comprehensive plan for economic and workforce development. The initiative announced in September 2003 also called for investments in Wisconsin businesses and infrastructure. With Wisconsin's economy back on track, the Governor offered a second round of investments to build on the success of the Grow Wisconsin initiative. The effort has led to tens of thousands of new jobs. In addition to job growth, Wisconsin also has seen its per capita income increased by 12 percent over the last four years. Over the last three years, Wisconsin has experienced a faster rate of wage growth than the other states in the Great Lakes region.

Wisconsin's labor market has shown resilience over the last four years with Wisconsin's job totals increasing over time. The state's total non-farm jobs level for 2007 was 2,777,629 (adding 12,816 from 2006). Employment changes by industry have varied. For example, the service-providing sector, excluding government, reached 1,980,955 jobs in 2007, a gain of 26,460 jobs over 2006 levels. Within the service sector, the fastest growing subsectors are health care, education services and professional and business services.

Since 2003, Wisconsin also has experienced substantial growth in exports. Governor Doyle knows that Wisconsin workers are known the world over for quality goods and service. To continue economic growth, Wisconsin must maintain its first-rate workforce. The Governor is committed to meeting the need for a skilled workforce that is able to compete at the high end in our global economy. With a first-rate

workforce, Wisconsin will remain the place for employers in traditional and emerging sectors to expand operations or launch new ventures. Wisconsin is well-positioned to take the next steps to grow the economy by strengthening its base in manufacturing, agricultural production and other traditional sectors, while expanding into new areas and markets, such as advanced manufacturing and biotechnology.

Today, 24 Fortune 1000 companies proudly call Wisconsin their home, and these businesses distribute high-quality products that define our state around the world. At the same time, Wisconsin remains an agricultural force – demonstrating that the business climate is matched by a sustained agricultural success. Wisconsin produced a record amount of award winning cheese in 2006 and will continue to be a national leader in the dairy industry.

TRAINING ADULTS

One successful outcome of the Governor's Grow initiatives resulted in formation of seven GROW Grant regions (see map at the end of this report) for improved regional partner strategic planning, employer driven activities and industry-sector efforts. The Governor's Grow agenda is supported by initiatives implemented by the Department of Workforce Development (DWD), the Council on Workforce Investment (CWI) and local Workforce Development Boards (WDB). Those initiatives are described below.

The GROW Grants helped the state leverage two **Workforce Innovation Regional Economic Development (WIRED)** U.S. Department of Labor awards totaling \$10,000,000. The WIRED initiative supports regional, integrated approaches to workforce and economic development and education. One WIRED grant awarded in Wisconsin covers the seven-county region of Southeast Wisconsin. The second WIRED grant covers a region consisting of 12 counties in South Central and Southwest Wisconsin.

A skilled manufacturing workforce is key to Wisconsin's economic competitiveness. The

A C C O M P L I S H M E N T S

Wisconsin Manufacturing Skill Standards Certification (MSSC) program is currently being implemented statewide. Wisconsin is the first state in the nation to adopt MSSC as a statewide effort. Our goal is to have 40% of our manufacturing workforce certified by 2016. This credential based program helps alleviate the growing skills gap facing many manufacturers by training and certifying production workers with industry-recognized, federally endorsed standards in the manufacturing industry.

This year marks greater MSSC collaboration as technical colleges engage more employers in assessment and training. During the year, Wisconsin increased the number of MSSC assessment centers from three to twenty. Nearly 30 instructors are certified to teach at least one of the four MSSC modules. Over 500 workers are certified in at least one of the four MSSC modules. In addition, DWD has aligned its Manufacturing Youth Apprenticeship Program skills competencies with these standards.

Another cross-agency collaborative effort supports low-income workers' ability to get to the work site. The **Wisconsin Employment Transportation Assistance Program (WETAP)** issued \$4.1 million dollars to connect workers with local transit services. The program is operated jointly through the Department of Transportation and DWD. Seventeen transportation provider groups were awarded grants for multiple service delivery approaches. WETAP program resources assist low-income workers in obtaining transportation to jobs, and help businesses access workers for successful job placement, retention and advancement toward self-sufficiency.

Both MSSC and WETAP provide links to supporting and stabilizing our workforce. In addition, the **Emerging Industry Skills Partnership**, addresses the skill needs of employers in new and emerging industries. Recommended by the CWI and implemented by the WDBs, the project included ten grant awards early in 2008. A total of approximately \$850,000 was made available to provide new and incumbent workers with the necessary skills to meet

workforce demands in advanced manufacturing, biotechnology and renewable energy.

These efforts successfully target and assist low-skilled workers, but Wisconsin is also committed to fully engaging people with disabilities into the workforce. Service improvements for persons with disabilities have risen to a new level within the Disability Program **Navigator Initiative**. "Navigators" located at job centers, work with other job center staff to provide a broad menu of disability-related resources. The navigators continue to assist individuals with disabilities in finding employment and necessary supports. Navigators also have facilitated trainings for employers such as disability etiquette and offered financial literacy and work incentive tools to job seekers.

Also in support of job seekers with disabilities, Wisconsin's Department of Health Services oversees **Pathways to Independence**, a federally funded grant to maximize integrated and competitive employment opportunities while protecting and enhancing workers' health care and support service benefits. There are over 40 initiatives to support this goal. To assist in overseeing the project, the Governor's CWI created the **Medicare Infrastructure Grant Subcommittee**, which includes program leaders from Vocational Rehabilitation, Department of Health Services and community advocates.

Wisconsin's effort to respond to workforce strategies has received support beyond state and federal funds. Wisconsin was awarded a \$1,000,000 Joyce Foundation grant that focuses on system changes and innovative collaboration called **Regional Industry Skills Education (RISE)**. RISE is a joint initiative of DWD and WTCS. RISE focuses on low-skilled working adults, who could benefit from career advancement opportunities that lead to better wages and individual economic stability.

ACCOMPLISHMENTS

Efforts are underway to incorporate the Career Pathway model into the workforce system so that lower skilled adults can access appropriate training to meet employers' needs and attain family-sustaining wages. Career Pathways is competency-based training that can be more responsive to employer workforce skill training needs and emerging economic development efforts.

Critical to the success of RISE is a business community that is engaged at both the state and regional levels to address the skill needs of major industry sectors. Ultimately, RISE participants will have higher skills and better jobs through a more accessible and navigable training and career advancement system, and employers will have a reliable supply of workers whose skills are geared to industry needs.

ADDITIONAL GOVERNOR'S WORKFORCE INVESTMENT ACT SPECIAL PROJECTS:

The Milwaukee Pilot Project establishes training and support services to ex-offenders, low-income and low-skilled participants for job openings primarily in manufacturing, auto repair and construction industries. The state and its local partner fund the initiative. At the state level, the Department of Corrections has provided \$200,000 and DWD has provided \$100,000. The Milwaukee Area Workforce Investment Board has provided \$100,000 for a total of \$400,000 for the project. The project offers intensive case management, job training, and placement in jobs with wages of \$12.00 per hour with health insurance and mentoring to support long-term participation. The goal of the project is to serve 100 individuals.

YOUTH PROGRAM HIGHLIGHTS

Project Lead the Way (PLTW) is a not-for-profit organization that promotes pre-engineering courses for middle and high school students. PLTW goals include increasing the number of young people who pursue engineering and engineering technology careers. The program is designed to reduce college attrition rates in

engineering and engineering technology degree programs.

DWD awarded the Milwaukee Workforce Investment Board \$50,000 to create a partnership between the local Workforce Investment Act (WIA) Youth Program and the Milwaukee Public Schools PLTW program. The intent of the grant was to provide the participants a meaningful experience where they have exposure to engineering and engineering related activities. Participants received academic tutoring, mentoring, career exposure and work experience.

SERVICE DELIVERY INNOVATIONS

With its Workforce Innovation Grants, the CWI supported a major change in our ability to effectively serve customers through the use of technology. Two projects, the **Distance Learning** and the **Virtual Job Center**, represent a major effort to improve the state's job matching and service delivery system. The South Central and Southwest WDBs were instrumental in developing this new service delivery model employing the latest technology. This has led to the creation of the new Job Center of Wisconsin, an Internet site that is free and accessible at all hours, connecting job seekers and employers. An improved resume and matching system are the direct result of the innovation grants. Other job search services are also delivered through Call Center Anywhere. Additional planned enhancements to the Job Center of Wisconsin will be delivered in phases over the next year.

DISLOCATED WORKERS

The state of Wisconsin was aggressive in seeking funding to assist dislocated workers. The WIA local formula funded program was supplemented by \$3.6 million in the Governor's Special Response grants. Almost all of those available funds were allocated as early as November 2007. DWD was successful at obtaining additional National Emergency Grants from the US Department of Labor. These grants were used to serve 874 dislocated workers.

The Trade Adjustment Assistance (TAA) Program

A C C O M P L I S H M E N T S

also provided services to 4,089 workers dislocated due to impacts of foreign trade. TAA services are closely integrated with WIA resources to provide the best quality of service both programs have to offer.

WIA PERFORMANCE

WIA performance measurement success

continued in all 17 state-level performance standards with the state meeting or exceeding the negotiated goals. State performance has reached a plateau in serving youth and young adults. Declining enrollments and youth characteristics have had a substantial impact on youth outcomes for all ages, and especially those who are 19-21. On a positive note, Wisconsin has shown that once it places them in jobs, it is successful in keeping youth engaged and employed. For the year, youth who complete the program and remain employed are earning more than what they were paid prior to entering the program. ■

H I G H L I G H T S

WORKFORCE DEVELOPMENT AREA HIGHLIGHTS

The following section provides a brief labor market and demographic description for each of Wisconsin's Workforce Development Areas. The accompanying narrative was provided by the local Workforce Development Board or gleaned from publicly available information.



#1 - Southeast

WDA Snapshot

Released September 2008



2007 Pop. - 458,820
July '08 Unemp - 5.5%

WDA Board Director

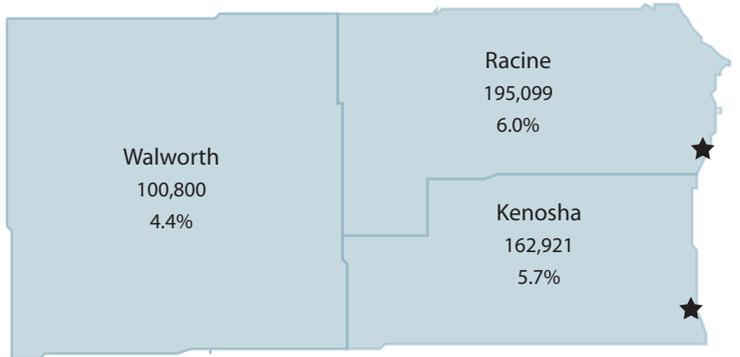
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★ = Job Center
County Name
Population
Unemp Rate

WDA Community Stats

	2007	Change 2000-2007	
		WDA	State
Total Population	458,820	6.2 %	4.4 %
Median age (years)	37.1	4.9	5.3
Percent age 0-17 **	25.1%	-1.3	-1.9
Percent age 65+ **	12.0%	-0.1	0
Race (non-Hispanic) / Ethnicity			
American Indian	1,879	16.1	9.6
Asian	5,004	43.6	24.0
Black / African American	30,853	7.3	9.2
White	414,842	5.4	3.5
Native Hawaiian/Pacific Islander	199	13.1	23.9
Two or more races	6,043	34.3	27.5
Hispanic (of any race)	43,321	35.9	40.9
Income			
	2000	Change 1990-2000	
Adjusted per capita income *	\$16,052	-12.2	19.3
Individuals below poverty	6.1%	-19.1	-2.0
Education Attainment			
% High School grad or higher	62.6%	8.7	6.5
% Bachelor's degree or higher	15.3%	31.1	4.7
Housing - Total Units			
	178,490	15.0	12.9
Owner-occupied housing units	112,583	19.3	17.4
Adjusted median owner-occupied house value *	\$90,075	36.3	34.5



Source: DWD, BWT, LMI, LAUS & U.S. Census

Wisconsin's Southeast WDA has 1,161 sq. miles in land area and a population density of 395 people per square mile. From 1970 to 2007, WDA 1's population grew by 30.3%.

The WDA average household size is 2.59 people compared to an average family size of 3.10 people. WDA 1 has a total of 149* K-12 public schools. There are 5 post-secondary schools, including 3 WI Tech College Campuses. The average ACT score is 22.1, which is 1% below the State's average of 22.3.*

In 2007, manufacturing was the largest of the 11 major industrial sectors within WDA 1 with an average annual wage of \$54,083.** Per capita income grew by 41.51% between 1995 and 2005 (adjusted for inflation).***

Source: U.S. Census Bureau

* Source: DPI

** Source: DWD, BWT, LMI, QCEW

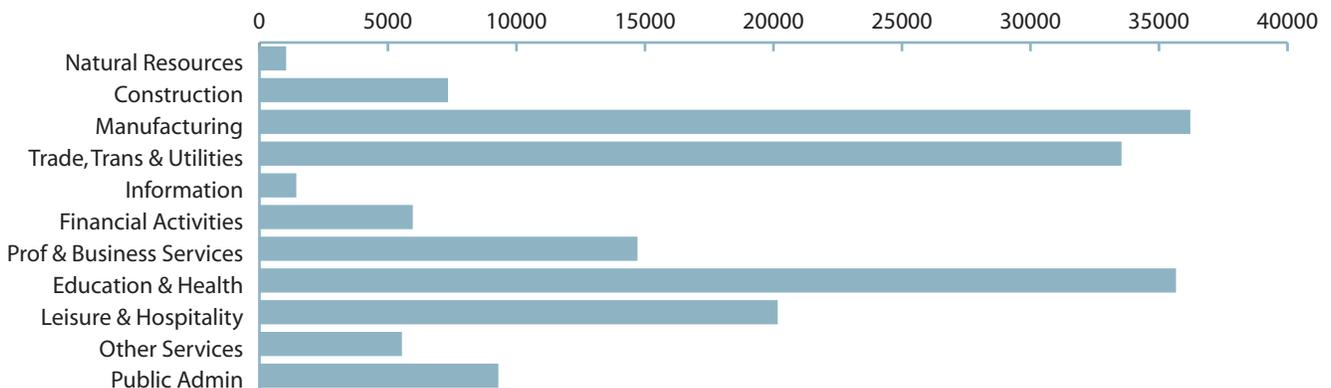
*** Source: U.S. Bureau of Economic Analysis

WDA's Largest Employers by Number of Workers - 1,000+

All Saints Medical Centers, Inc.	S C Johnson & Son, Inc.
Kenosha Public Schools	Aurora Health Care
Racine Unified School District	

Source: DWD, BWT, LMI, QCEW

Top Employing Industries in WDA - 2007



Source: DWD, BWT, LMI, QCEW

SOUTHEASTERN WISCONSIN WORKFORCE DEVELOPMENT AREA # 1

TRAINING BOOT CAMPS

A flagship of Southeastern Wisconsin Workforce Development Area's work is in training boot camps.

The concept that started four years ago has been successfully expanded due to employer's rave reviews demonstrated by about 90% of boot camp graduates being hired from the initial Computerized Numeric Control training.

These intensive and short-term trainings, with approximately 85% of the enrolled students graduating, continued with the addition of welding boot camps in order to address the high demand in that industry. This boot camp program consisted of 20 people per class in 16 weeks of full-time training that resulted in a hiring rate of around 95%.

Continued coaching post-placement has also increased retention rates. Strategic planning has identified the addition of CDL and machine repair boot camps for the next program year.

Their training boot camps are an excellent example of successful partnerships between the private sector, the workforce development center and the technical college.

Employers drive the implementation by providing input on what types of skills are needed, designing training, conducting mock interviews, hiring graduates, and, in one instance, providing the welding classroom space.

Gateway Technical College helps design the curriculum and provide the job-skill training including the language of the industry, academics particularly in math and quality control, safety techniques and situational problem-solving. In tandem, staff from the workforce center provide life-coaching and "soft" skills training such as teamwork, the protocols that enhance employability and retention.

In addition to successfully addressing the skills gap concerns of employers, marketing of these boot camps has provided an opportunity to change the image of manufacturing as a career goal, hence, helping with the needed pipeline of future workers. Finally, the workforce area has incorporated their

boot camp successes into other supporting initiatives including Emerging Industries Skills Partnership with a consortium of companies.

ADDITIONAL EMPLOYER SUPPORT

The **Tri-County Southeastern Wisconsin Professional Job Fair** has been a success during its three-year history with over 40 employers featured this year. Employers from the Racine, Kenosha, Milwaukee and Illinois areas were actively engaged in this recruitment activity.

The **Resume Matrix System** was started in Kenosha and transformed into an internet-based system for employers to search for prospective employees. The employer is able to establish their search on a specific area-wide basis at no cost to them. This initiative has been so successful for job seekers and employers, that another workforce area has adopted this system.

Strategic Planning for improving workforce needs resulted after seven months of collaborative work by various public, private, educational and faith-based entities. The Racine County Workforce Board released the 60-page report with specific strategies for community-wide efforts to increase the pipeline of skilled workers, be responsive to anticipated emerging industries, re-train incumbent workers, and attract employers and job seekers for economic growth of the County.

WIRED

The workforce partners in this area have been active partners with two other workforce development areas in the Workforce Innovation in Regional Economic Development initiative. These talent development and sustainable regional growth transformation efforts augment the individual Countys' activities in this area. ■



#2 - Milwaukee

WDA Snapshot

Released September 2008



WDA Community Stats

	2007	Change 2000-2007	
		WDA	State
Total Population	951,252	1.2 %	4.4 %
Median age (years)	35.8	6.2	5.3
Percent age 0-17 **	26.4%	0	-1.9
Percent age 65+ **	11.7%	-1.3	0
Race (non-Hispanic) / Ethnicity			
American Indian	7,635	6.2	9.6
Asian	29,098	15.9	24.0
Black / African American	244,940	4.6	9.2
White	651,879	-1.2	3.5
Native Hawaiian/Pacific Islander	836	61.1	23.9
Two or more races	16,864	27.5	27.5
Hispanic (of any race)	110,057	33.6	40.9
Income	2000	Change 1990-2000	
Adjusted per capita income *	\$19,939	-10.9	19.3
Individuals below poverty	15.3%	-10.6	-2.0
Education Attainment			
% High School grad or higher	80.2%	4.0	6.5
% Bachelor's degree or higher	23.6%	4.3	4.7
Housing - Total Units	400,093	2.4	12.9
Owner-occupied housing units	198,768	2.3	17.4
Adjusted median owner-occupied house value *	\$103,200	18.7	34.5

Source: U.S. Census Bureau

* Adjusted to 1999 dollars based on Consumer Price Index

**Change from 2000-2007 is level change, not percent (%) change

WDA's Largest Employers by Number of Workers - 1,000+

Milwaukee Public Schools	County of Milwaukee
City of Milwaukee	Medical College of Wisconsin
Aurora Health Care	

Source: DWD, BWT, LMI, QCEW



2007 Pop. - 951,252
July '08 Unemp - 6.1%



Source: DWD, BWT, LMI, LAUS & U.S. Census

WDA Board Director

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★ = Job Center
County Name
Population
Unemp Rate

Wisconsin's Milwaukee WDA has 242 sq. miles in land area and a population density of 3,931 people per square mile. From 1970 to 2007, WDA 2's population declined by -9.8%.

The WDA average household size is 2.43 people compared to an average family size of 3.13 people. WDA 2 has a total of 340* K-12 public schools. There are 13 post-secondary schools, including 4 WI Tech College Campuses. The average ACT score is 21.6 which is 3% below the State's average of 22.3.*

In 2007, education & health services was the largest of the 11 major industrial sectors with an average annual wage of \$42,548. ** Per capita income grew by 45.08% between 1995 and 2005 (adjusted for inflation).***

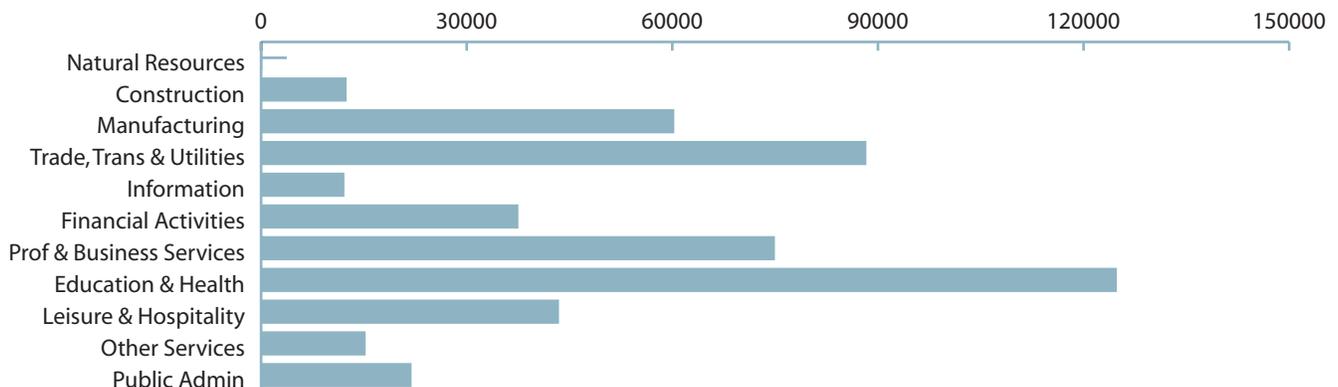
Source: U.S. Census Bureau

* Source: DPI

**Source: DWD, BWT, LMI, QCEW

***Source: U.S. Bureau of Economic Analysis

Top Employing Industries in WDA - 2007



Source: DWD, BWT, LMI, QCEW

MILWAUKEE COUNTY

WORKFORCE DEVELOPMENT AREA # 2

This is the first full program year with the City of Milwaukee as the designated workforce development area serving the entire County of Milwaukee, and a new oversight board, the Milwaukee Area Workforce Investment Board (MAWIB).

Through this transition process, there have been many new partnerships developed or revitalized, and organizational, infrastructure and service-delivery model shifts. Examples of these shifts include: MAWIB has forged stronger partnerships within the One-Stop system for a fully integrated service delivery system to best meet customer's case management and placement services needs; Expanded their Navigator staff with other program partner sites to improve the coordination and meet the needs of persons with disabilities; Increased the Youth Program allocation for out-of-school youth from 30% to 60%, and; Raised the level of foundation funds to augment public funding activity.

Based on this new synergy, as well as expanding on historically successful programs, MAWIB's highlights include:

National Emergency Grants effectively served dislocated workers in the Base Realignment and Closure program that is now being used as a national model for other grants awarded across the country.

MAWIB lent their **Disability Navigator** to aid Iowans with disabilities in need of emergency assistance, and to support recovery and flooding stabilization operations. Her direct assistance, helping many people who had lost durable medical equipment and connecting hundreds of persons with critical resources, also received national recognition.

Project Lead the Way Grant is serving 25 youth with engineering-related work experience. Tutors have been obtained from the Milwaukee School of Engineering and the University of Wisconsin Milwaukee. This program has increased its effectiveness with credible employers and mentors from the University.

MAWIB is collaborating with the Milwaukee Public Schools to control gang violence in five public high schools with the Futures First Initiative Grant. Futures First will become a major pipeline for referral of high-risk and out-of-school youth for potential participation in WIA. A pre-vocational training program, in its infancy, will teach welding skills to people with 6th grade reading and math levels through a team teaching approach.

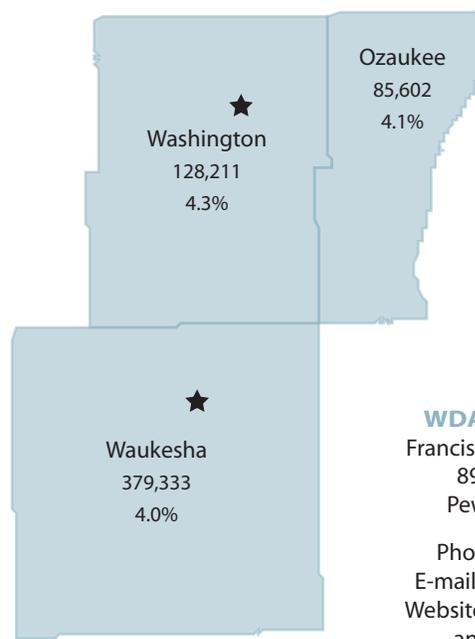
The **RISE** initiative is leading to the development of career pathways in the manufacturing, construction and healthcare industries. Training programs are being created in partnership with the private sector and the technical college that will result in employer-recognized credentials for those who successfully complete the coursework. In collaboration with an eleven county area, MAWIB, and their workforce partners, are actively engaged with the **WIRED** Initiative as well as the Regional Workforce Alliance Regional Partnership for **MSSC** Certification and the **Milwaukee 7** as the region's economic development force. ■



#3 - WOW

WDA Snapshot

Released September 2008



2007 Pop. - 593,146
July '08 Unemp - 4.1%

★ = Job Center
 County Name
 Population
 Unemp Rate

WDA Board Director

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 and www.wfdc.org

Source: DWD, BWT, LMI, LAUS & U.S. Census

WDA Community Stats

	2007	Change 2000-2007	
		WDA	State
Total Population	593,146	5.8 %	4.4 %
Median age (years)	40.9	8.1	5.3
Percent age 0-17 **	23.3%	-3.1	-1.9
Percent age 65+ **	13.4%	1.4	0
Race (non-Hispanic) / Ethnicity			
American Indian	1,643	27.4	9.6
Asian	11,330	60.6	24.0
Black / African American	7,688	93.3	9.2
White	567,477	4.2	3.5
Native Hawaiian/Pacific Islander	177	21.2	23.9
Two or more races	4,831	37.3	27.5
Hispanic (of any race)	16,805	38.8	40.9
Income	2000	Change 1990-2000	
Adjusted per capita income *	\$56,953	20.0	19.3
Individuals below poverty	5.9%	4.4	-2.0
Education Attainment			
% High School grad or higher	90.9%	-46.8	6.5
% Bachelor's degree or higher	31.6%	-34.9	4.7
Housing - Total Units	218,151	27.3	12.9
Owner-occupied housing units	160,314	37.8	17.4
Adjusted median owner-occupied house value *	\$335,133	33.7	34.5

Source: U.S. Census Bureau

* Adjusted to 1999 dollars based on Consumer Price Index

**Change from 2000-2007 is level change, not percent (%) change

Wisconsin's **WOW WDA** has 1,218 sq. miles in land area and a population density of 487 people per square mile. From 1970 to 2007, WDA 3's population grew by 69.6%.

The WDA average household size is 2.63 people compared to an average family size of 3.08 people. WDA 3 has a total of 166* K-12 public schools. There are 5 post-secondary schools, including 3 WI Tech College Campuses. The average ACT score is 23.4, which is 5% above the State's average of 22.3.*

In 2007, manufacturing was the largest of the 11 major industrial sectors within WDA 3 with an average annual wage of \$51,052.** Per capita income grew by 39.64% between 1995 and 2005 (adjusted for inflation).***

Source: U.S. Census Bureau

* Source: DPI

**Source: DWD, BWT, LMI, QCEW

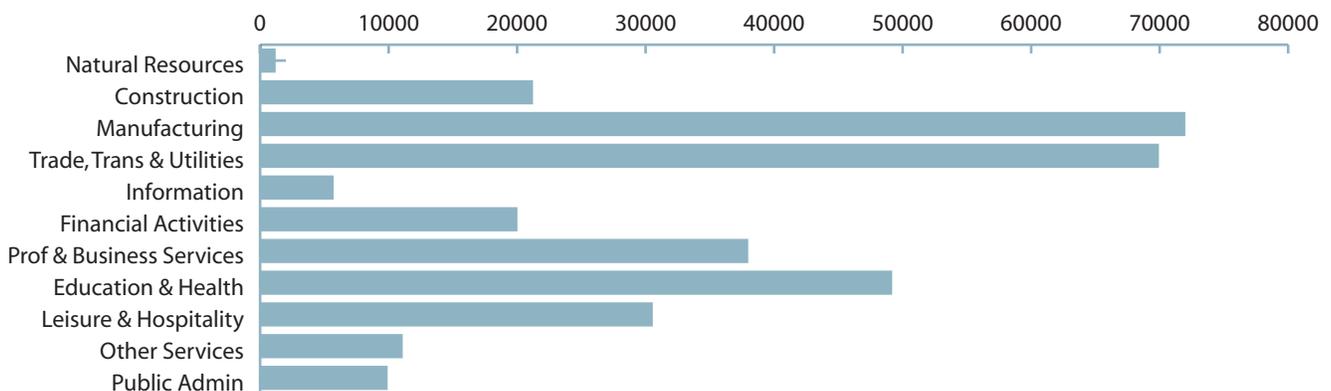
***Source: U.S. Bureau of Economic Analysis

WDA's Largest Employers by Number of Workers - 1,000+

Kohl's Dept Stores	Waukesha Memorial Hospital
Quad/Graphics	Ultra Mart Foods
Wal-Mart	

Source: DWD, BWT, LMI, QCEW

Top Employing Industries in WDA - 2007



Source: DWD, BWT, LMI, QCEW

WAUKESHA-OZAUKEE-WASHINGTON WORKFORCE DEVELOPMENT AREA # 3

EMPLOYER CUSTOMER FOCUS

The WOW WDB named ProHealth Care the **2007 Business of the year**. This award is presented annually to an employer that has met or exceeded the criteria in the areas of leadership, relationship with the Workforce Development Centers, workforce development practices, community involvement, effective use of community resources, number of new hires, excellent training and innovation in hiring, training and retention.

Employer open house events were held with topics on the current economy, legal pitfalls to avoid in hiring, save on healthcare, safety in the workplace, hiring Veterans, and Work opportunity tax credits.

WORK 9: Workforce Strategies and Solutions was published and circulated in the *Small Business Times* which reached over 5,000 employers in the WOW and Milwaukee area. WORK publications are designed to educate area employers and provide a forum of workforce strategies and solutions for organizations that we serve. Each publication has a specific focus to deliver information and to ensure economic success.

CUSTOMER SERVICE DELIVERY

A new **customer satisfaction process** was developed whereby customers and employers are surveyed and those results are monitored and analyzed by WDC managers and the Operations Team. Positive and negative results are shared with service provider staff members and department action plans are used to improve services. Another new process was implemented that improved timely services and convenience for dislocated worker special response participants.

A grant was awarded for case management and business services to focus on **assisting offenders** connect with meaningful and life-sustaining employment. Multiple funding sources are Community Based Job Development grant, Criminal Justice Collaborating Council of Waukesha County and WOW Workforce Development Board.

REGIONAL PARTNERSHIP ACTIVITIES

Collaborative highlights included a **welding training grant** to the Regional Workforce Alliance to increase the number of certified entry-level welders and metal fabricators to meet employer's needs in the seven county area. A number of area technical colleges and a high school were venues for the training. The Workforce Development Center Business Service Team assisted participants in connecting to local manufacturing employers by initiating on-the-job training contracts with these businesses.

Advancing Manufacturing in the the Global Marketplace Project helps to ensure that Wisconsin's small manufacturers are equipped to be globally competitive with customized skills training through the technical colleges, upgrading workplace practices and keeping pace with technology. WOW WDB partnered with the Wisconsin Precision Metalworking Council, Tool, Die and Machining Association of Wisconsin, National Tooling and Machining Association-Milwaukee Chapter and the American Mold Builders Association.

The WOW WDB has been a lead partner and administrative entity for the **Workforce Innovation in Regional Economic Development (WIRED) Initiative**, designed to position workforce development programs as a pivotal and sustainable force for regional growth. The WIRED Innovation Fund was launched at Discovery World in Milwaukee with over one hundred and fifty leaders from the private and public sector in attendance to find out more about the WIRED Initiative and investment opportunities. In short, the Fund will invest in innovative programs, projects and activities to transform key elements of the talent development system in our region. ■



#4 - Fox Valley

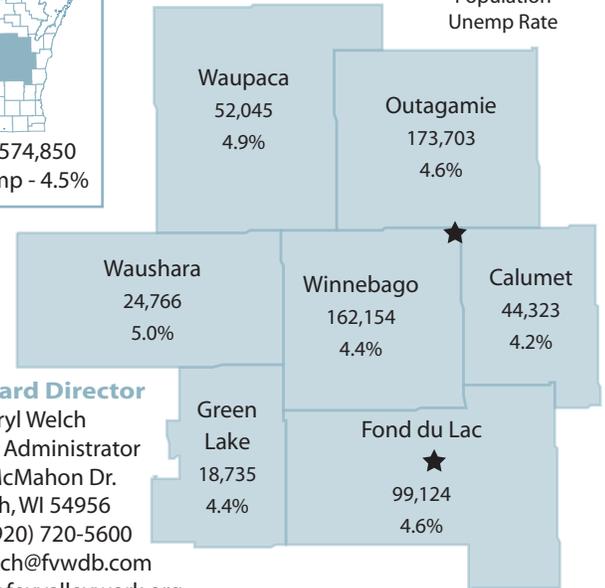
WDA Snapshot

Released September 2008



2007 Pop. - 574,850
July '08 Unemp - 4.5%

★ = Job Center
County Name
Population
Unemp Rate



WDA Community Stats

	2007	Change 2000-2007	
		WDA	State
Total Population	574,850	4.6 %	4.4 %
Median age (years)	39.5	4.9	5.3
Percent age 0-17 **	23.2%	-2.5	-1.9
Percent age 65+ **	13.2%	0.1	0
Race (non-Hispanic) / Ethnicity			
American Indian	4,518	10.3	9.6
Asian	9,254	9.8	24.0
Black / African American	5,855	50.2	9.2
White	550,557	4.0	3.5
Native Hawaiian/Pacific Islander	165	6.5	23.9
Two or more races	4,501	19.1	27.5
Hispanic (of any race)	16,146	51.6	40.9
Income			
	2000	Change 1990-2000	
Adjusted per capita income *	\$20,203	21.3	19.3
Individuals below poverty	6.2%	-27.1	-2.0
Education Attainment			
% High School grad or higher	84.2%	9.9	6.5
% Bachelor's degree or higher	17.7%	32.7	4.7
Housing - Total Units			
Owner-occupied housing units	228,370	16.1	12.9
Adjusted median owner-occupied house value *	\$96,929	31.2	34.5

WDA Board Director

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Executive Administrator

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Website: www.foxvalleywork.org

Source: DWD, BWT, LMI, LAUS & U.S. Census

Wisconsin's Fox Valley WDA has 3,853 sq. miles in land area and a population density of 149 people per square mile. From 1970 to 2007, WDA 4's population grew by 33.4%.

The WDA average household size is 2.52 people compared to an average family size of 3.03 people. WDA 4 has a total of 232* K-12 public schools. There are 16 post-secondary schools, including 9 WI Tech College Campuses. The average ACT score is 22.1, which is 1% below the State's average of 22.3.*

In 2007, manufacturing was the largest of the 11 major industrial sectors within WDA 4 with an average annual wage of \$42,807. ** Per capita income grew by 41% between 1995 and 2005 (adjusted for inflation).***

Source: U.S. Census Bureau

* Source: DPI

** Source: DWD, BWT, LMI, QCEW

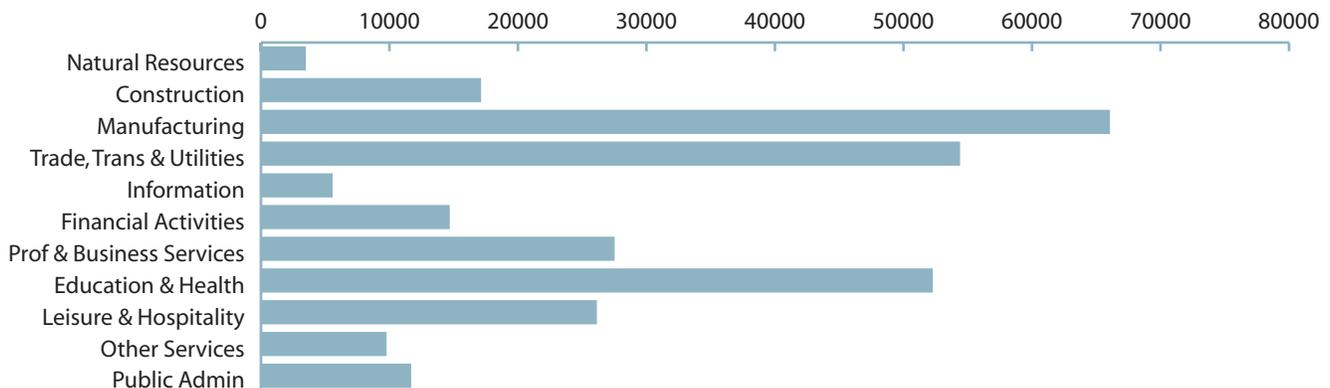
*** Source: U.S. Bureau of Economic Analysis

WDA's Largest Employers by Number of Workers - 1,000+

Thedacare	Wal-Mart
Brunswick	Oshkosh Truck Corp
Kimberly Clark Global Sales	

Source: DWD, BWT, LMI, QCEW

Top Employing Industries in WDA - 2007



Source: DWD, BWT, LMI, QCEW

FOX VALLEY

WORKFORCE DEVELOPMENT AREA # 4

MANUFACTURING ALLIANCE

The Fox Valley area is rich in diverse businesses, public and private post-secondary institutions and workforce partnerships working together to achieve an environment of accessible, high quality, efficient and affordable training, and employment opportunities for today. The second cooperative focus is to anticipate and develop solutions for tomorrow's workforce.

One of the approaches to advance the latter was the Fox Valley WDB joining the New North region's **NEW Manufacturing Alliance**. It is a group of 35+ manufacturers working with educational institutions, the Bay Area WDB, Chambers of Commerce, and state organizations within the eighteen county region to implement their vision of the northeast Wisconsin being recognized as a world leader in advanced manufacturing.

This NEW Manufacturing Alliance has served as an ideal pool base for the **EISP** Project.

Three premier companies are engaged with incumbent worker repair and program robotic equipment training. The short-term intensive training is designed in a one-week or 36 hour modules for occupations in maintenance engineers, machine operators and other technician levels.

Another major manufacturing activity has been the **MSSC Workforce Development System Connections** to increase the industry-based certification program. Teaming with the Moraine Park and Fox Valley Technical Colleges, seven individuals have been trained as trainers who will serve their students, incumbent workers and dislocated workers. Additional collaboration with businesses and local unions has also begun. ■



#5 - Bay Area

WDA Snapshot

Released September 2008



WDA Community Stats

	2007	Change 2000-2007	
		WDA	State
Total Population	617,401	2.9 %	4.4 %
Median age (years)	40.3	6.8	5.3
Percent age 0-17 **	23.1%	-2.4	-1.9
Percent age 65+ **	14.1%	0.4	0
Race (non-Hispanic) / Ethnicity			
American Indian	13,974	4.5	9.6
Asian	12,395	12.6	24.0
Black / African American	6,832	48.7	9.2
White	578,059	2.2	3.5
Native Hawaiian/Pacific Islander	209	13.6	23.9
Two or more races	5,932	21.1	27.5
Hispanic (of any race)	23,923	55.7	40.9
Income			
	2000	Change 1990-2000	
Adjusted per capita income *	\$16,684	25.6	19.3
Individuals below poverty	9.2%	-34.0	-2.0
Education Attainment			
% High School grad or higher	83.4%	12.8	6.5
% Bachelor's degree or higher	15.0%	38.0	4.7
Housing - Total Units			
	269,331	12.4	12.9
Owner-occupied housing units	169,492	17.7	17.4
Adjusted median owner-occupied house value *	\$92,530	35.5	34.5

Source: U.S. Census Bureau

* Adjusted to 1999 dollars based on Consumer Price Index

**Change from 2000-2007 is level change, not percent (%) change

WDA's Largest Employers by Number of Workers - 1,000+

Kohler	Humana Insurance
Green Bay Public School District	Fort James Operating Co.
Wal-Mart	

Source: DWD, BWT, LMI, QCEW

Unemp Rate	County	Population
4.7 %	Brown	243,132
3.8	Door	27,811
5.2	Florence	4,768
3.8	Kewaunee	20,533
4.6	Manitowoc	80,928
5.6	Marinette	42,571
12.5	Menominee	4,616
5.5	Oconto	37,466
4.6	Shawano	41,072
5.0	Sheboygan	114,504

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2007 Pop. - 617,401
July '08 Unemp - 4.8%

Source: DWD, BWT, LMI, LAUS & U.S. Census

Wisconsin's Bay Area WDA has 6,597 sq. miles in land area and a population density of 94 people per square mile. From 1970 to 2007, WDA 5's population grew by 29.7%.

The WDA average household size is 2.56 people compared to an average family size of 3.05 people. WDA 5 has a total of 237* K-12 public schools. There are 12 post-secondary schools, including 4 WI Tech College Campuses. The average ACT score is 22.1, which is 1% below the State's average of 22.3.*

In 2007, manufacturing was the largest of the 11 major industrial sectors within WDA 5 with an average annual wage of \$37,418.** Per capita income grew by 42.18% between 1995 and 2005 (adjusted for inflation).***

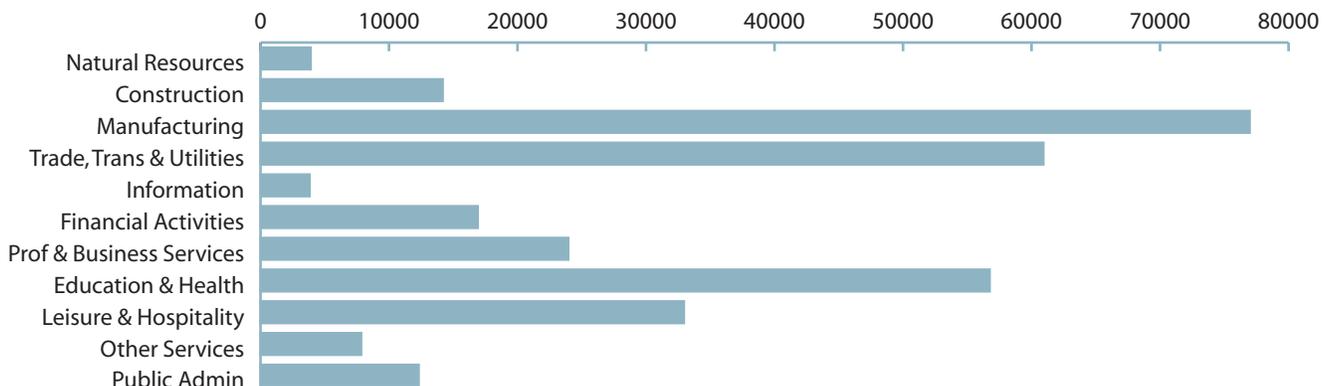
Source: U.S. Census Bureau

* Source: DPI

**Source: DWD, BWT, LMI, QCEW

***Source: U.S. Bureau of Economic Analysis

Top Employing Industries in WDA - 2007



Source: DWD, BWT, LMI, QCEW

BAY AREA

WORKFORCE DEVELOPMENT AREA # 5

PARTNERSHIP WITH WISCONSIN DEPARTMENT OF CORRECTIONS

The Bay Area Workforce Development Board has been working with the Wisconsin Department of Corrections on an adult reintegration program titled **Windows to Work** since 1998. Windows to Work assists offenders from the Oshkosh Correctional Institution in making successful transitions back into Bay Area communities. In 2006, the Bay Area WDB began the now very successful **Transitions** program bridging juvenile offenders returning to the Bay Area into post secondary education and sustainable employment placement.

Since September of 2005, the Bay Area WDB staff has been an active participant on the Brown County **Corrections Community Relations Board**, an advisory body of area DOC staff, politicians, law enforcement, program service providers and citizens. WDB staff facilitated the creation of the **Green Bay Community Circle of Support** program in 2007, a volunteer support group for offenders after release. The WDB Executive Director continues to chair the Circles Steering Committee for that effort. In addition, WDB staff continue to work closely with DOC staff on housing initiatives for offenders.

Beginning in the fall of 2007, with the move to a new job center facility in Green Bay, Bay Area WDB staff initiated a new level of partnership with the state Community Corrections office and agents. All agents in Brown, Door and Kewaunee counties have received a tour of the new center to familiarize them with the employment and training services available. Agents in Manitowoc and Sheboygan have also been provided information about job center services. Bimonthly **job center group orientation sessions** for individuals on probation and parole have been established in Green Bay with agents making referrals to the session. These orientation sessions have proven to be a popular and effective way of working together with Community Corrections agents to promote successful reintegration into communities.

Bay Area WDB and job center staff also work closely with work release staff at the Sanger B. Powers Correctional facility and the Moraine Park Correctional Institution to encourage employers to hire offenders

making transitions back to area communities. In addition, Bay Area WDB staff recently provided employment information seminars at the Green Bay Correctional Institution and established links between Green Bay staff and Milwaukee area reintegration programs.

WORK CERTIFIED PROGRAMS

There is an increasing gap between the needs of Bay Area employers and the skills sets possessed by available workers. Jobs in general require more from entry-level employees than ever before and Bay Area employers, especially the large manufacturing sector, require technical skills beyond what the K-12 schools provide. There are good-paying job opportunities available but there is a current mismatch of employers' needs given that available workers tend to have poor work habits, low skill levels and significant barriers to employment retention. Given that the Bay Area unemployment rate was 4.2% in May, 2008, the WDB has escalated efforts to bring as many of the available workers as possible up to the standards required for area employers.

The **Work Certified** program, developed by the Workforce Board of the Treasure Coast in Florida, emerged after a significant amount of research as an approach to this challenge with a solid history of demonstrated effectiveness in several states. Work Certified is a 90-hour training program that truly helps job seekers understand what they must do to be successful in the work place. This program not only addresses basic and soft skills, but prepares individuals to understand and fulfill their role in business. Work Certified is a behavioral modification, team-building and business ethic program that advances job seekers' self-esteem and career focus which enables them to find a job, keep a job, and be promotable. Bay Area WDB began implementation in 2008 for meeting the real needs of employers including the following: Purchased a license for Work Certified and trained ten teachers, nominated by partner agencies, as authorized Work Certified Instructors; Two pilot Work Certified training programs, one with a major insurance company and another with a large manufacturer, have been completed and a third one is underway; Collaborating with several partners, including the College of the Menominee Nation, to continue to implement and learn from this successful training program; and, Identifying additional employers for participation and potential secondary school systems. ■



#6 - North Central

WDA Snapshot

Released September 2008



WDA Community Stats

	2007	Change 2000-2007	
		WDA	State
Total Population	410,943	1.4 %	4.4 %
Median age (years)	42.0	5.2	5.3
Percent age 0-17 **	21.7%	-3.1	-1.9
Percent age 65+ **	16.2%	1.0	0
Race (non-Hispanic) / Ethnicity			
American Indian	5,460	11.3	9.6
Asian	9,381	4.4	24.0
Black / African American	2,569	101.2	9.2
White	390,396	0.7	3.5
Native Hawaiian/Pacific Islander	106	2.9	23.9
Two or more races	3,031	20.5	27.5
Hispanic (of any race)	5,624	45.3	40.9
Income			
	2000	Change 1990-2000	
Adjusted per capita income *	\$17,866	23.5	19.3
Individuals below poverty	4.7%	-63.3	-2.0
Education Attainment			
% High School grad or higher	80.5%	14.3	6.5
% Bachelor's degree or higher	12.4%	29.0	4.7
Housing - Total Units			
	80,004	10.3	12.9
Owner-occupied housing units	48,140	17.0	17.4
Adjusted median owner-occupied house value *	\$79,500	36.9	34.5

Source: U.S. Census Bureau

* Adjusted to 1999 dollars based on Consumer Price Index

**Change from 2000-2007 is level change, not percent (%) change

WDA's Largest Employers by Number of Workers - 1,000+

Marshfield Clinic	St. Joseph's Hospital
Stora Enso North America Corp	Sentry Insurance
Wal-Mart	

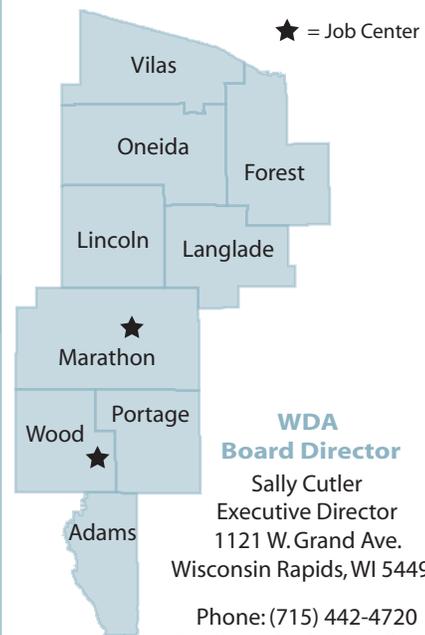
Source: DWD, BWT, LMI, QCEW



2007 Pop. - 410,943
July '08 Unemp - 4.9%

Unemp Rate	County	Population
5.7	Adams	20,675
5.7	Forest	9,807
5.5	Langlade	20,302
5.5	Lincoln	29,659
4.4	Marathon	129,958
4.8	Oneida	36,243
4.5	Portage	68,272
4.3	Vilas	22,083
5.6	Wood	73,944

Source: DWD, BWT, LMI, LAUS & U.S. Census



WDA Board Director

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Wisconsin's North Central WDA has 8,560 sq. miles in land area and a population density of 48 people per square mile. From 1970 to 2007, WDA 6's population grew by 34.6%.

The WDA average household size is 2.43 people compared to an average family size of 2.92 people. WDA 6 has a total of 237* K-12 public schools. There are 12 post-secondary schools, including 4 WI Tech College Campuses. The average ACT score is 21.9 which is 2% below the State's average of 22.3.*

In 2007, trade, transportation & utilities was the largest of the 11 major industrial sectors within WDA 6 with an average annual wage of \$26,543.** Per capita income grew by 42.18% between 1995 and 2005 (adjusted for inflation).***

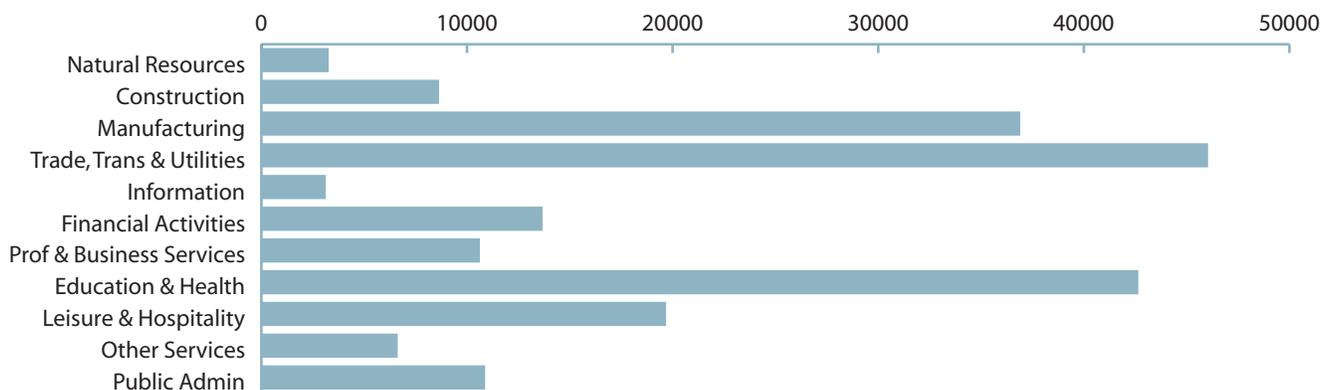
Source: U.S. Census Bureau

* Source: DPI

**Source: DWD, BWT, LMI, QCEW

***Source: U.S. Bureau of Economic Analysis

Top Employing Industries in WDA - 2007



Source: DWD, BWT, LMI, QCEW

NORTH CENTRAL WISCONSIN WORKFORCE DEVELOPMENT AREA # 6

DOMTAR TRANSITION CENTER

WIA Dislocated Worker Program services were provided at a “mini one-stop” center operated by the Labor, Education and Training Center. Domtar provided office space that allowed for a computer resource area for job seeking activities, private offices for the program specialists, a conference room for meetings and workshops and a computer lab for class-size training.

Since the closure announcement, workers learned about, and made connections with available services through WIA, local Job Centers, community agencies, state and federal programs, entrepreneurial resources, educational opportunities, Veterans programs/benefits and apprenticeship entities. Special “career days” were held to expose workers to educational opportunities through area technical colleges, public and private universities, building and construction trades, and transportation related trainers and employers. Over 200 workers accessed center services on an individual basis since it opened in February.

WORKKEYS CAREER READINESS

NCWWDB began a successful launch of WorkKeys last fall at Antigo High School. 250 Antigo freshmen received a full day of career readiness activities, including spending half their day taking the WorkKeys Career Readiness Assessment. WorkKeys is an easy to administer assessment tool that measures job applicant skills in four key areas: communication; problem solving; interpersonal skills; and personal skills. NCWWDB first had the opportunity to test pilot the entire program process with its 2007 summer intern. Joe’s certificate was officially the very first one to be issued by NCWWDB. Since last fall, over 500 WorkKeys assessments have been administered and almost as many certificates have been issued to WIA Adult, Youth and Dislocated Worker participants; high school students; job applicants; and incumbent workers throughout WDA 6’s nine-county area.

VIRTUAL JOB CENTER

As part of the Virtual Job Center (VJC) Consortium, NCWWDB has spent several years contributing to the ongoing development of the VJC website. The VJC is currently an excellent source of information to both Job Seekers and Employers, state wide. It was designed to

parallel the services of the Job Centers and expand to full delivery of Core and Intensive Services and ultimately training and education. Governor Doyle included the VJC in his strategic plan, and as a known website, the VJC has enjoyed substantial promotional efforts. While it is used regularly by a substantial number of people, the current “shrinking resources” situation has posed a challenge in taking the VJC to higher levels for complete client service.

EMPLOYABILITY SKILLS

WIA Youth Service Providers and employers are asked to support Youth Participants in a program to help them achieve NCWWDB’s Employability Skills Certificate (ESC). The ESC Program was first developed by the State Department of Public Instruction to help encourage and recognize a youth’s mastery of employability skills valued by employers. The program was designed around the implementation of DOL’s Secretary’s Commission on Achieving Necessary Skills (SCANS). The program requires youth to work at least 180 hours in an employment setting, doing a paid work experience in order to qualify for certificate consideration. Then, they must achieve an acceptable rating on an evaluation of 22 skills that include basic reading; writing; grammar; math; listening; speaking skills; a positive work ethic; and soft skills including courtesy, teamwork and taking directions.

The program also asks that employers evaluate youth in areas of personal/interpersonal skills, thinking and information processing skills, and systems/technology skills. If the youth achieves an acceptable level of competence, they are then awarded an ESC. Youth are encouraged to add this certificate to their portfolios and employers are encouraged to give recognition to those youth who have earned this certificate. With an ESC, the employer has reassurance that the youth being interviewed understands what good employability skills are and has proven they are competent in using good employability skills in a work setting. NCWWDB expanded on the program to include out of school youth and officially launched the ESC Program in 2003. In its success, NCWWDB has awarded ESC’s to over 200 qualifying youth throughout WDA 6’s nine-county region.



#7 - Northwest

WDA Snapshot

Released September 2008



WDA Community Stats

	2007	Change 2000-2007	
		WDA	State
Total Population	179,886	-5.5 %	4.4 %
Median age (years)	43.2	5.6	5.3
Percent age 0-17 **	21.1%	-3.0	-1.9
Percent age 65+ **	17.7%	0.6	0
Race (non-Hispanic) / Ethnicity			
American Indian	7,988	4.1	9.6
Asian	884	38.1	24.0
Black / African American	709	25.3	9.2
White	168,314	-1.0	3.5
Native Hawaiian/Pacific Islander	65	4.8	23.9
Two or more races	1,926	2.0	27.5
Hispanic (of any race)	1,949	38.6	40.9
Income	2000	Change 1990-2000	
Adjusted per capita income *	\$17,114	29.4	19.3
Individuals below poverty	1.8%	-29.1	-2.0
Education Attainment			
% High School grad or higher	83.2%	12.5	6.5
% Bachelor's degree or higher	13.7%	12.7	4.7
Housing - Total Units	109,481	4.9	12.9
Owner-occupied housing units	52,275	16.5	17.4
Adjusted median owner-occupied house value *	\$75,170	35.0	34.5

Source: U.S. Census Bureau

* Adjusted to 1999 dollars based on Consumer Price Index

**Change from 2000-2007 is level change, not percent (%) change

WDA's Largest Employers by Number of Workers - 1,000+

Weather Shield Mfg	Marathon Cheese Corp
School District of Superior	Phillips Plastics Corp
Wal-Mart	

Source: DWD, BWT, LMI, QCEW



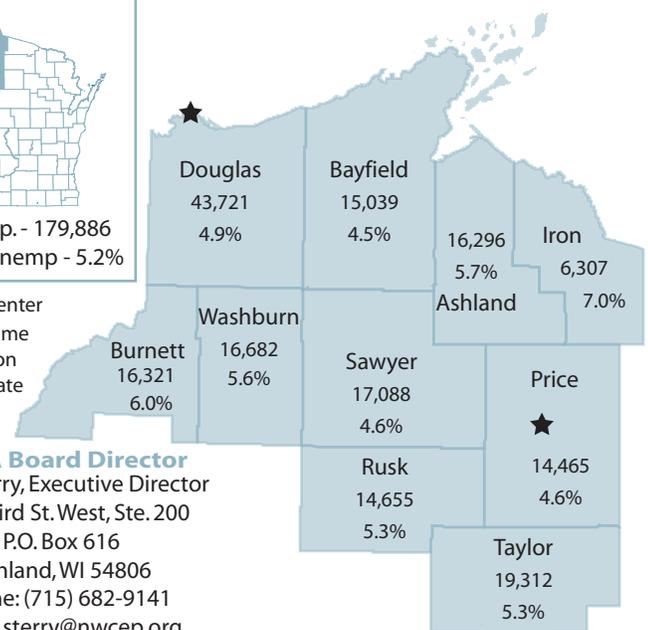
2007 Pop. - 179,886
July '08 Unemp - 5.2%

★ = Job Center

County Name

Population

Unemp Rate



WDA Board Director

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Source: DWD, BWT, LMI, LAUS & U.S. Census

Wisconsin's Northwest WDA has 10,615 sq. miles in land area and a population density of 17 people per square mile. From 1970 to 2007, WDA 7's population grew by 16.1%.

The WDA average household size is 2.39 people compared to an average family size of 2.91 people. WDA 7 has a total of 172* K-12 public schools. There are 13 post-secondary schools, including 8 WI Tech College Campuses. The average ACT score is 21.9, which is 2% below the State's average of 22.3.*

In 2007, trade, transportation & utilities was the largest of the 11 major industrial sectors within WDA 7 with an average annual wage of \$24,856.** Per capita income grew by 43.87% between 1995 and 2005 (adjusted for inflation).***

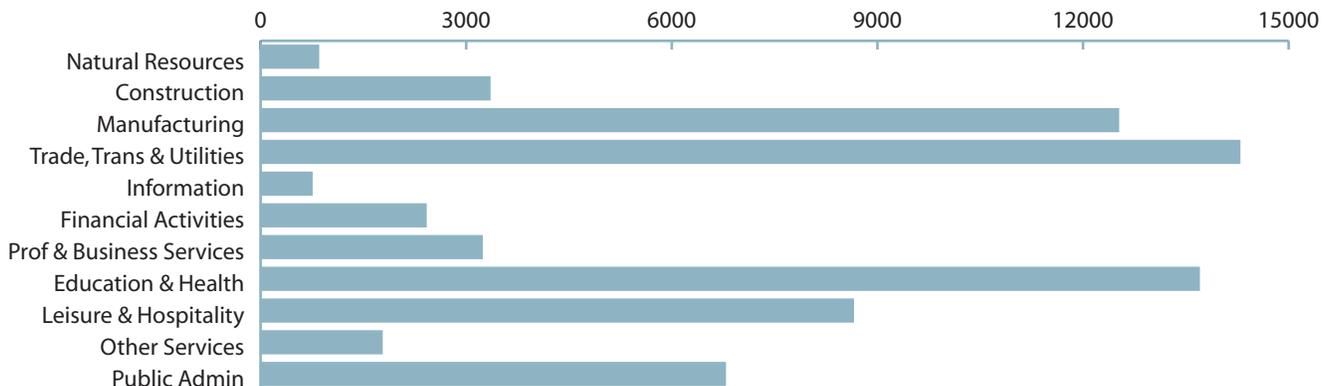
Source: U.S. Census Bureau

* Source: DPI

**Source: DWD, BWT, LMI, QCEW

***Source: U.S. Bureau of Economic Analysis

Top Employing Industries in WDA - 2007



Source: DWD, BWT, LMI, QCEW

NORTHWEST WISCONSIN

WORKFORCE DEVELOPMENT AREA # 7

The Northwest Wisconsin Workforce Development Area was recently recognized in an article for the national publication *Welding Journal* with their welding boot camp initiative. This collaborative effort was launched by the Northwest Wisconsin Workforce Investment Board, Inc., the Northwest Wisconsin Concentrated Employment Program, Inc. and the Wisconsin Indianhead Technical College-Superior. The following quoted information was taken with permission from Ms. Kristin Campbell's article, "Workforce Development Programs Combat Welder Shortage," published in the August 2008 *Welding Journal*:

"The Northwest Wisconsin Concentrated Employment Program (NWCEP), Inc., and Wisconsin Indianhead Technical College-Superior (WITC) have come together to create a welding boot camp. Heading up the program is WITC welding instructor John Palmer joined by teaching assistant and former student Brian Kulaszewicz, and instructor Dan Wilkinson from the college's New Richmond campus.

"According to Steve Terry, NWCEP executive director, the project responds to a need from regional manufacturers for more trained welders to fill immediate openings that threaten production and reacts to the impending retirement of a large segment of the welding workforce. Multiple large-scale construction projects are planned in the Northland area of northwest Wisconsin and northeast Minnesota's iron range.

"NWCEP is really pleased to be able to assist in this direct training and employment effort," said Terry. "This is just one example of the many ways NWCEP has helped the citizens and businesses of our region prosper over the years."

[The boot camp is a five-week fast paced customized training program with successful graduates receiving a certification of completion, earning five college credits, and assistance with job placement. For initial entry, candidates take an exam that assesses both hard and soft skills for job-skills match, complete the Test of Adult

Basic Education and a generic job application as well as individual interviews.]

"Training takes place at the college because its new Flexible Training Lab and existing lab allow varied, customized training. A recent investment made in power sources will also help to provide good welding training. NWCEP paid for the participants to attend and supplied safety equipment and tools using local Workforce Investment Act funds available from this current year. Representatives from NWCEP, WITC, and area businesses and union apprenticeship programs chose the curriculum.

"Due to the camp's short time frame - a fraction of the full-time, one-year program - Palmer stated students will be able to enter the workplace safely, knowing the basic competencies, but they will still need on-the-job training. Mentoring services will be offered after completing this camp, which will be worked out with WITC and the employers as the project proceeds. Business consultants at NWCEP will also help with job placement by contacting local employers for job openings and other potential opportunities." ■



#8 - West Central WDA Snapshot

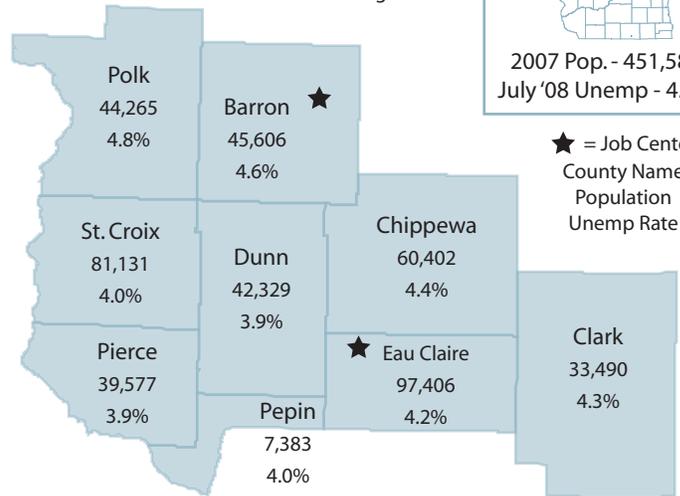
Released September 2008

WDA Board Director

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2007 Pop. - 451,589
July '08 Unemp - 4.2%



★ = Job Center
County Name
Population
Unemp Rate

Source: DWD, BWT, LMI, LAUS & U.S. Census

WDA Community Stats

	2007	Change 2000-2007	
		WDA	State
Total Population	451,589	8.8 %	4.4 %
Median age (years)	37.0	4.1	5.3
Percent age 0-17 **	23.1%	-2.6	-1.9
Percent age 65+ **	12.8%	-0.2	0
Race (non-Hispanic) / Ethnicity			
American Indian	2,473	20.6	9.6
Asian	5,893	25.9	24.0
Black / African American	2,241	83.4	9.2
White	437,311	8.1	3.5
Native Hawaiian/Pacific Islander	106	-3.6	23.9
Two or more races	3,565	31.7	27.5
Hispanic (of any race)	5,251	51.1	40.9
Income			
Adjusted per capita income *	2000	Change 1990-2000	
Adjusted per capita income *	\$18,859	23.0	19.3
Individuals below poverty	9.1%	-25.6	-2.0
Education Attainment			
% High School grad or higher	85.3%	11.1	6.5
% Bachelor's degree or higher	18.6%	28.3	4.7
Housing - Total Units			
Owner-occupied housing units	171,995	14.0	12.9
Adjusted median owner-occupied house value *	\$95,778	52.8	34.5

Source: U.S. Census Bureau

* Adjusted to 1999 dollars based on Consumer Price Index

**Change from 2000-2007 is level change, not percent (%) change

Wisconsin's West Central WDA has 7,026 sq. miles in land area and a population density of 64 people per square mile. From 1970 to 2007, WDA 8's population grew by 48.9%.

The WDA average household size is 2.57 people compared to an average family size of 3.08 people. WDA 8 has a total of 104** K-12 public schools. There are 12 post-secondary schools, one of which is a WI Tech College Campus. The average ACT score is 21.9, which is 2% below the State's average of 22.3.*

In 2007, trade, transportation & utilities was the largest of the 11 major industrial sectors within WDA 8 with an average annual wage of \$26,620.** Per capita income grew by 52.2% between 1995 and 2005 (adjusted for inflation).***

Source: U.S. Census Bureau

* Source: DPI

**Source: DWD, BWT, LMI, QCEW

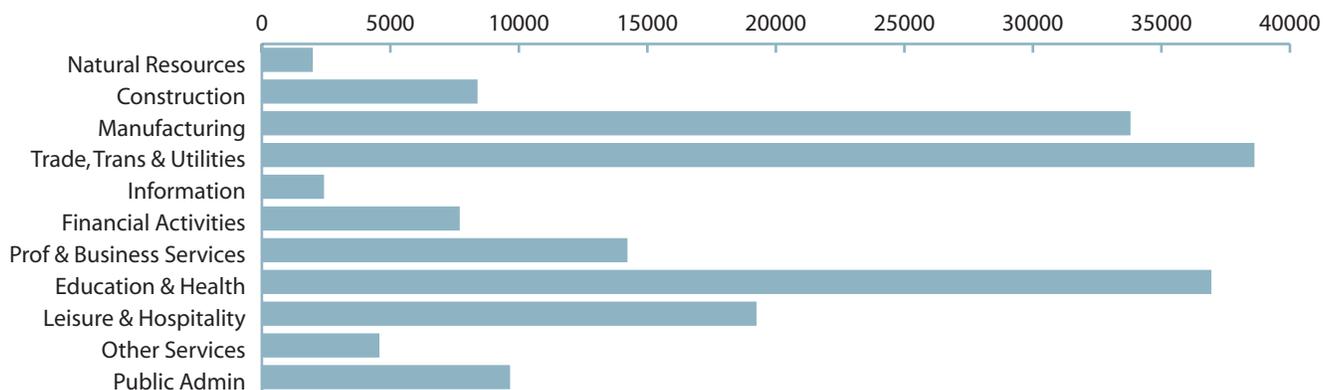
***Source: U.S. Bureau of Economic Analysis

WDA's Largest Employers by Number of Workers - 1,000+

Menards	Jennie-O Turkey Store
Wal-Mart	Eau Claire Area School District
Luther Hospital	

Source: DWD, BWT, LMI, QCEW

Top Employing Industries in WDA - 2007



Source: DWD, BWT, LMI, QCEW

WEST CENTRAL WISCONSIN

WORKFORCE DEVELOPMENT AREA # 8

PROGRAM ACHIEVEMENTS WITH ADDITIONAL GRANTS

The Workforce Development Board actively pursues funding and in-kind support from public and private-sector sources to compliment WIA Title I activities. Some of the grant successes included:

Refugee Resettlement - Barron County Somali Refugees project expanded the current refugee services by combining language and literacy services with job skills training, career exploration and support services to recent adult and youth refugee arrivals. Partnership with areas educational institutions and employers provided specific literacy and workplace training.

Disability Navigator function has continued to be an essential resource to the One-Stop Career Center staff as a facilitator, problem-solver, systems change agent, and relationship builder. The Navigator support has effectively enhanced coordination of services for persons with disabilities.

BEST PRACTICES - CUSTOMER SERVICE

A junior high school youth with a learning disability was referred to the job center by her teacher given their success with expanding people's potential to be self-sufficient.

The youth was registered in the WIA program and was provided with an interest assessment, career counseling, and a work experience that helped her gain work maturity. With continued intensive case management, the youth completed high school, obtained her driver's license, and full-time employment in her first "real job."

An adult with a history of mental health issues was unable to assimilate in the work environment and sought assistance to "improve his quality of life." With intense case management and comprehensive

collaboration between service providers, this gentleman completed the Certified Nursing Assistant program and passed the state-required exam.

Support services were provided to assist with the essential needs of seeking and maintaining employment. This resulted in full-time employment, financial independence, and improved overall quality of life both personally and professionally. ■



#9 - Western WDA Snapshot

Released September 2008



WDA Community Stats

	2007	Change 2000-2007	
		WDA	State
Total Population	288,566	4.0 %	4.4 %
Median age (years)	39.3	3.8	5.3
Percent age 0-17 **	22.9%	-2.3	-1.9
Percent age 65+ **	14.5%	-0.1	0
Race (non-Hispanic) / Ethnicity			
American Indian	2,804	12.0	9.6
Asian	4,239	7.8	24.0
Black / African American	3,230	55.8	9.2
White	275,936	3.3	3.5
Native Hawaiian/Pacific Islander	55	-12.7	23.9
Two or more races	2,302	25.4	27.5
Hispanic (of any race)	4,440	44.4	40.9
Income	2000	Change 1990-2000	
Adjusted per capita income *	\$17,606	27.6	19.3
Individuals below poverty	10.3%	-22.8	-2.0
Education Attainment			
% High School grad or higher	81.7%	12.0	6.5
% Bachelor's degree or higher	14.3%	24.1	4.7
Housing - Total Units	119,026	13.1	12.9
Owner-occupied housing units	77,073	16.7	17.4
Adjusted median owner-occupied house value *	\$78,313	30.7	34.5

Source: U.S. Census Bureau

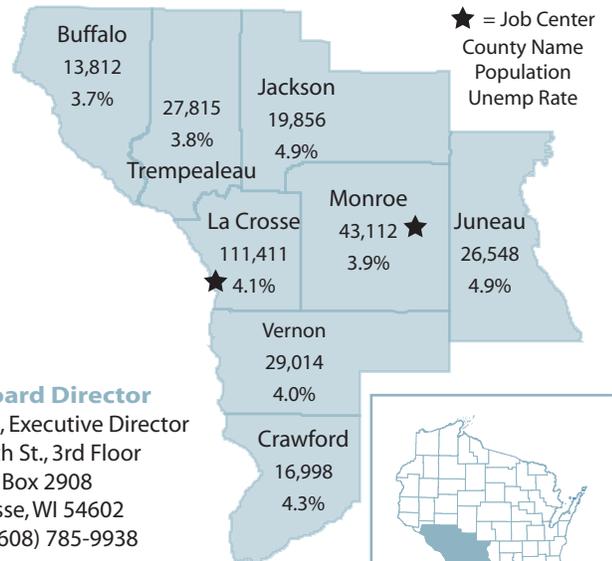
* Adjusted to 1999 dollars based on Consumer Price Index

**Change from 2000-2007 is level change, not percent (%) change

WDA's Largest Employers by Number of Workers - 1,000+

Gundersen Lutheran	Wal-Mart
Ashley Furniture Industries	Trane
Franciscan Skemp Medical Center	

Source: DWD, BWT, LMI, QCEW



WDA Board Director

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Websites: www.wvjobcenter.org

and www.workforceconnections.org

Source: DWD, BWT, LMI, LAUS & U.S. Census



2007 Pop. - 288,566
July '08 Unemp - 4.1%

Wisconsin's Western WDA has 5,895 sq. miles in land area and a population density of 49 people per square mile. From 1970 to 2007, WDA 9's population grew by 29.5%.

The WDA average household size is 2.50 people compared to an average family size of 3.03 people. WDA 9 has a total of 155* K-12 public schools. There are 9 post-secondary schools, including 8 WI Tech College Campuses. The average ACT score is 21.5, which is 3% below the State's average of 22.3.*

In 2007, education & health services was the largest of the 11 major industrial sectors within WDA 9 with an average annual wage of \$31,218.** Per capita income grew by 24.8% between 1995 and 2005 (adjusted for inflation).***

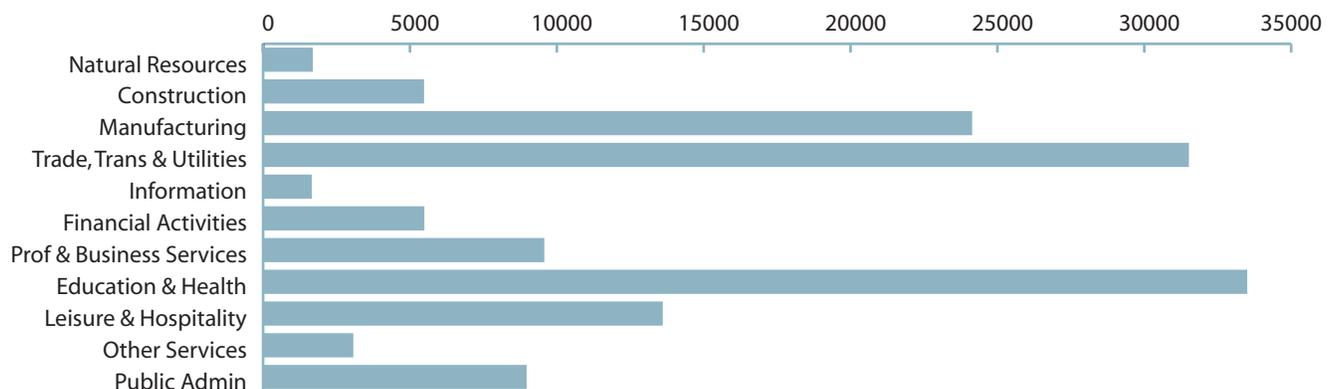
Source: U.S. Census Bureau

* Source: DPI

**Source: DWD, BWT, LMI, QCEW

***Source: U.S. Bureau of Economic Analysis

Top Employing Industries in WDA - 2007



Source: DWD, BWT, LMI, QCEW

WESTERN WISCONSIN WORKFORCE DEVELOPMENT AREA # 9

REGIONAL INNOVATIONS GRANT

The 7 Rivers Region Workforce Alliance was recently awarded a Regional Innovations Grant. The Western Wisconsin Workforce Development Board, Inc. in partnership with Workforce Development (Rochester, MN), the Winona Workforce Board (Winona, MN) and Iowa Workforce Development, Region 1 (Decorah, Iowa) will perform asset mapping to assist developing regional strategies for a 26 county region in the three states. The partnership was formally formed under Wisconsin's GROW initiative.

INDUSTRY CLUSTERS

The Western Wisconsin Workforce Development Board, Inc. has been instrumental in the formation of **industry** cluster groups in the area. The Equipment and Metal Manufacturing Association (EMMA) was formed to address needs of the manufacturing industry. Formed with assistance under the GROW initiative, EMMA is now a private, non-profit business-led corporation. The WDB is now working with numerous economic development groups, now known as 7 Rivers ECO-DEVO, to form an Agri-Business/Foods cluster, as well as a Printing cluster.

STATE OF THE WORKFORCE

Each October the western Wisconsin Workforce Development Board, Inc. publishes an Annual State of the Workforce report. The 2007 Report, Impacts Around Us, focused on four trends that will impact the labor force. The trends discussed were the labor shortage, workforce diversity, technology and the green movement. The reports can be found on line at <http://www.wwjobcenter.org/researchrpts.htm>

EXEMPLARY EMPLOYER AWARD

The western Wisconsin Exemplary Employer Award is bestowed on those area employers who have outstanding practices in recruiting, retaining and advancing the workforce. In 2007 the employers recognized were: Bethany Lutheran Home, La Crosse; Black River Memorial Hospital, Black River Falls; Walker Stainless Equipment Company, LLC, New Lisbon; Mile Bluff Medical Center, Mauston

and Elegant Stone Products, Viroqua. Another round of recognitions will be bestowed in October at the Annual Meeting.

WIA

The Western Wisconsin Workforce Development Board, Inc. met or exceeded all performance standards in the WIA programs. During the course of the year, the Program served 169 adults, 208 dislocated workers and 188 youth.

SUCCESS STORIES

Dawn worked for eight years as an Asset Protection Specialist at First Federal Bank. When the bank was purchased, Workforce Connections, Inc. staff held a meeting to explain the dislocated worker program. After the meeting Dawn knew she wanted to pursue training for a career in health care that utilized her detection and customer service skills, but was not sure how to connect to training. She contacted Workforce Connections, Inc. for guidance and was referred to Kathleen Mettillie, Employment Coordinator with the dislocated worker program.

Kathleen helped Dawn enroll in the Medical Assistant Program at Western Technical College. However, attending school became a financial burden as financial aid only covered one semester of her education, her unemployment benefits expired, and she needed to provide child care to her young children. To help, Workforce Connections, Inc. assisted Dawn with tuition, book fees, transportation and child care assistance, uniforms and shoes, interview clothing, and licensing. With this assistance, Dawn was able to complete the Medical Assistant Program with a 4.0 GPA. Dawn is now working at Gunderson Lutheran and continuing her education toward becoming a registered nurse. ■



#10 - South Central

WDA Snapshot

Released September 2008



2007 Pop. - 773,523
July '08 Unemp - 3.9%

WDA Board Director

Pat (Patricia) Schramm
Executive Director
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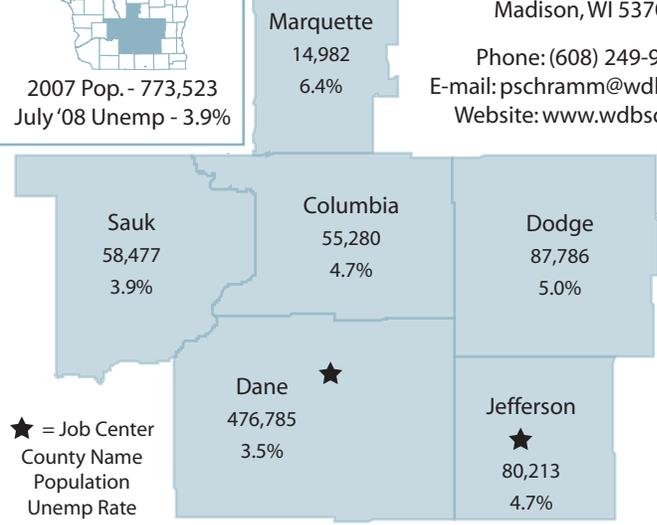
WDA Community Stats

	2007	Change 2000-2007	
		WDA	State
Total Population	773,523	9.0 %	4.4 %
Median age (years)	38.9	4.8	5.3
Percent age 0-17 **	22.2%	-1.4	-1.9
Percent age 65+ **	11.3%	0.1	0
Race (non-Hispanic) / Ethnicity			
American Indian	3,774	28.5	9.6
Asian	23,129	44.3	24.0
Black / African American	24,813	18.5	9.2
White	711,538	7.4	3.5
Native Hawaiian/Pacific Islander	257	11.7	23.9
Two or more races	10,012	33.9	27.5
Hispanic (of any race)	33,208	52.4	40.9
Income			
	2000	Change 1990-2000	
Adjusted per capita income *	\$20,571	-12.2	19.3
Individuals below poverty	6.8%	-19.1	-2.0
Education Attainment			
% High School grad or higher	84.6%	8.7	6.5
% Bachelor's degree or higher	19.3%	31.1	4.7
Housing - Total Units			
	229,808	15.0	12.9
Owner-occupied housing units	3179,29	19.3	17.4
Adjusted median owner-occupied house value *	\$114,333	36.3	34.5

Source: U.S. Census Bureau

* Adjusted to 1999 dollars based on Consumer Price Index

**Change from 2000-2007 is level change, not percent (%) change



Source: DWD, BWT, LMI, LAUS & U.S. Census

Wisconsin's South Central WDA has 4,708 sq. miles in land area and a population density of 164 people per square mile. From 1970 to 2007, WDA 10's population grew by 52.4%.

The WDA average household size is 2.48 people compared to an average family size of 2.99 people. WDA 10 has a total of 277* K-12 public schools. There are 13 post-secondary schools, including 8 WI Tech College Campuses. The average ACT score is 22.1, which is 1% below the State's average of 22.3.*

In 2007, education & health services was the largest of the 11 major industrial sectors within WDA 10 with an average annual wage of \$33,926.** Per capita income grew by 33.2% between 1995 and 2005 (adjusted for inflation).***

Source: U.S. Census Bureau

* Source: DPI

**Source: DWD, BWT, LMI, QCEW

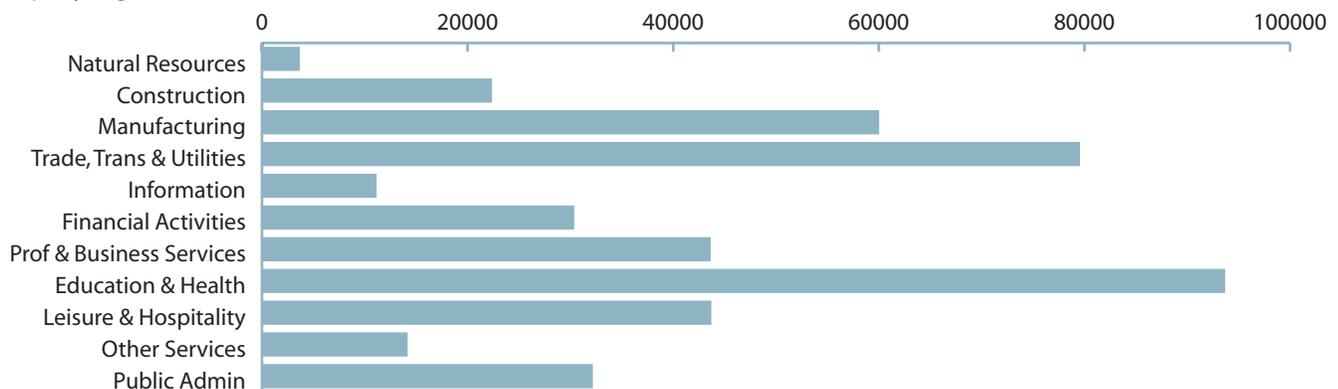
***Source: U.S. Bureau of Economic Analysis

WDA's Largest Employers by Number of Workers - 1,000+

UW-Madison	Wal-Mart
Department of Corrections	American Family Mutual Ins
Madison Metropolitan School District	

Source: DWD, BWT, LMI, QCEW

Top Employing Industries in WDA - 2007



Source: DWD, BWT, LMI, QCEW

SOUTH CENTRAL WISCONSIN WORKFORCE DEVELOPMENT AREA # 10

PARTNERSHIPS VITAL

The Workforce Development Board of South Central Wisconsin has one strong element throughout its multi-faceted activities: Partnerships that ensure systemic successes. Highlights include:

Industry Partnership Project has assisted 102 employers and empowered 987 workers. This collaborative effort, of regularly bringing employers and institutional partners together, has improved the alignment of resources for effectively delivering workforce training. In addition, Business Services has expanded to each comprehensive Job Center to assist both large and small businesses experiencing difficulties recruiting and training qualified skilled workers.

As a co-recipient of a **WIRED** grant, planning is advancing strategically to help grow the regional economy with “Workforce Innovations Partnership” as their trademark. Key strategies have been developed to ensure a sustainable talent development pool for a skilled workforce aligned with the 12 county region’s high growth and emerging industries. Six sectors have been identified for focused WIRED efforts: agriculture, biotechnology, utilities, manufacturing, skilled trades and healthcare.

Given that the region is already on the cutting-edge for emerging industries such as biotechnology, bio-fuels, and modernized agriculture, the WDB received an **EISP** grant assisting 60 workers for rewarding careers in the biotechnology cluster. Leading partners in the training initiative are the full array of area biotech firms, the Wisconsin Biotechnology and Medical Device Association, Madison Area Technical College, the University of Wisconsin- Madison, the Capital Region Economic Development Entity and the Department of Commerce.

Forging additional partner activities include examples with the: Madison Public School staff who developed a skilled trades training curriculum with the prospect for a magnet location within the workforce system, and; Madison Gas and Electric is interested in a

collaborative project for youth scholarships in the areas of energy management, power plans and information technology.

TRAINING TRADEMARKS

Career Pathways has been an anchoring service delivery strategy focusing on a high-technology, high-touch worker preparation model with the goal of long-term self-sufficiency. It includes skills assessment, career counseling, hard and soft skills training, job placement and continuing education. The **RISE** activity has also successfully developed career “bridges” in which low skilled workers are prepared through a training platform for employment in emerging industries for tomorrow’s economy.

Distance Learning Project expanded the capacity of data casting technology to all area Job Centers as an efficient and effective tool for packaging and transmitting information from multiple sources. The WDB worked with businesses to help fine-tune the materials. A number of workshops have been conducted on topics such as budgeting and resume writing, and a Foundations of Healthcare curriculum was delivered in coordination with the Urban League of Great Madison’s Medical Assistance Training (and the curriculum was partners with the Career Pathways Workshop series). The next step, via the WIRED initiative, is to establish Workplace Learning Centers in the Job Centers for both data casting and expanded interactive video capabilities.

MSSC activities included four testing sites with two additional sites being planned. The area’s Technical Colleges are working together providing certificate training in welding and safety. The WDB is also working with the Area Health Education Center to help individuals who were trained in medical fields in other countries obtain their certification to practice in the U.S. ■



#11 - Southwest

WDA Snapshot

Released September 2008

WDA Board Director

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2007 Pop. - 301,664
July '08 Unemp - 5.2%

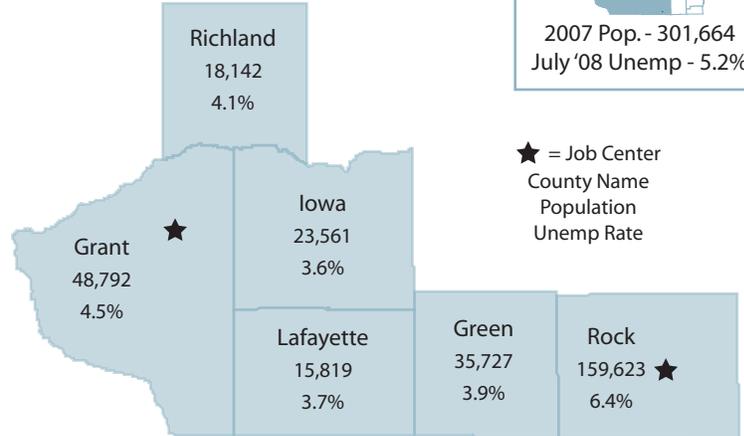
WDA Community Stats

	2007	Change 2000-2007	
		WDA	State
Total Population	301,664	3.2 %	4.4 %
Median age (years)	39.4	5.4	5.3
Percent age 0-17 **	23.8%	-2.2	-1.9
Percent age 65+ **	14.1%	0.2	0
Race (non-Hispanic) / Ethnicity			
American Indian	812	18.5	9.6
Asian	2,335	36.4	24.0
Black / African American	7,763	2.1	9.2
White	287,493	2.7	3.5
Native Hawaiian/Pacific Islander	98	12.6	23.9
Two or more races	3,163	32.0	27.5
Hispanic (of any race)	11,106	61.1	40.9
Income			
	2000	Change 1990-2000	
Adjusted per capita income *	\$18,634	19.9	19.3
Individuals below poverty	8.4%	-23.8	-2.0
Education Attainment			
% High School grad or higher	84.6%	9.3	6.5
% Bachelor's degree or higher	16.1%	30.0	4.7
Housing - Total Units			
Owner-occupied housing units	120,422	12.3	12.9
Adjusted median owner-occupied house value *	\$85,917	39.4	34.5

Source: U.S. Census Bureau

* Adjusted to 1999 dollars based on Consumer Price Index

** Change from 2000-2007 is level change, not percent (%) change



★ = Job Center
County Name
Population
Unemp Rate

Source: DWD, BWT, LMI, LAUS & U.S. Census

Wisconsin's Southwest WDA has 4,435 sq. miles in land area and a population density of 68 people per square mile. From 1970 to 2007, WDA 11's population grew by 15.6%.

The WDA average household size is 2.53 people compared to an average family size of 3.04 people. WDA 11 has a total of 182* K-12 public schools. There are 7 post-secondary schools, including 3 WI Tech College Campuses. The average ACT score is 21.7, which is 3% below the State's average of 22.3.*

In 2007, trade, transportation & utilities was the largest of the 11 major industrial sectors within WDA 11 with an average annual wage of \$28,343.** Per capita income grew by 33.6% between 1995 and 2005 (adjusted for inflation).***

Source: U.S. Census Bureau

* Source: DPI

** Source: DWD, BWT, LMI, QCEW

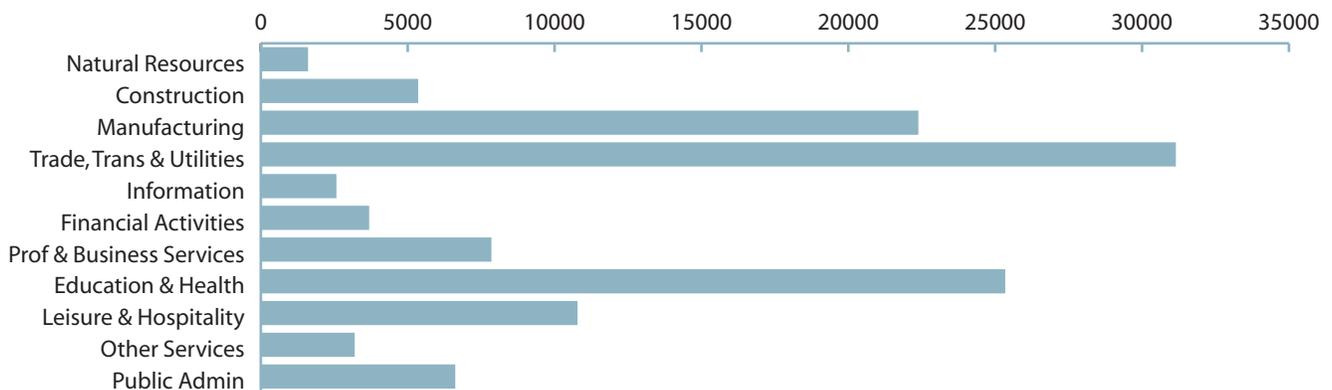
*** Source: U.S. Bureau of Economic Analysis

WDA's Largest Employers by Number of Workers - 1,000+

Land's End	Wal-Mart
General Motors	Janesville Public Schools
Mercy Health System	

Source: DWD, BWT, LMI, QCEW

Top Employing Industries in WDA - 2007



Source: DWD, BWT, LMI, QCEW

SOUTHWEST WISCONSIN

WORKFORCE DEVELOPMENT AREA # 11

CAREER MOBILITY WORKSHOP

SWWDB has developed and implemented a Career Mobility Workshop for job seekers considering occupational training. Implemented in collaboration with local Job Service staff, the Career Mobility Workshop serves as a pre-assessment activity helping job seekers understand employment and training service options. The focus is on job seeker interests and aptitudes through a personal assessment process and using that information to explore individual job opportunities in the local area and skill preparation options. A financial literacy section helps the job seeker understand the personal and family commitment needed to successfully complete a training program. The Workshops address the DWD goal of greater career advisement required to be successful in a demand-driven economy. It is a fundamental element by SWWDB to help job seekers not just enroll in training, but to make an appropriate career choice and to create a personal plan for success.

BUSINESS SERVICES

SWWDB has made direct service to local businesses a key focus of its workforce development plan. By working closely with business to attract and recruit qualified workers, SWWDB is being recognized for its efforts to contribute to economic development efforts in the area. Among the successes during the past year have been:

Woolrich, Inc., a Canadian-based goat cheese manufacturer, opened its first facility in the United States in Lancaster, WI. Woolrich used SWWDB exclusively to recruit and hire 60 workers including its plant manager and master cheese maker.

Kettle Foods, Inc., an Oregon-based potato chip manufacturer, opened a LEAD certified production facility in the Beloit Gateway Industrial Park. SWWDB worked with Kettle to hire its local HR manager and then recruited and assisted in the hiring of 80 management and production staff. SWWDB also provided its "Skills for Success" employability skills course as new staff training/orientation to the entire Kettle workforce.

United Alloy, a Janesville manufacturer of fuel tanks for electrical generators, used SWWDB to recruit and hire workers to expand its workforce. SWWDB identified over 200 potential employees for United Alloy to consider for hiring including five welders

that were hired virtually on the spot. This is the second contract between United Alloy and SWWDB that has successfully recruited workers for this manufacturing company.

WISCONSIN SENIOR EMPLOYMENT

SWWDB has been active in the Wisconsin Senior Employment (WISE) program for many years. However, in PY 2007-08, SWWDB achieved unprecedented success serving 57 older workers compared to only 25 workers in PY 2001-02. Over 80% of those leaving the program found regular, unsubsidized employment. Overall, SWWDB had a placement rate of 46% compared to a statewide average of 36%. On the "Most Need" measure, the State averaged 47% while SWWDB averaged 53%. WISE is a federally funded employment training program authorized by Congress in Title V of the Older Americans Act of 1965 and intended to improve the lives of lower-income adults aged 55 and older by providing valuable training & employment opportunities.

PERSONAL CARE WORKER

SWWDB has developed, in collaboration with Mercy Health System and two community-based groups serving persons with disabilities (Riverfront and Kandu), a pilot program for Personal Care Workers intended to provide employment for these adults. A solid curriculum has been developed and is supported by the Division of Vocational Rehabilitation. Personal Care classes will begin this fall with a group of 10 students.

TECHNICAL EDUCATION ACADEMY

The late Ken Hendricks, local businessman, entrepreneur, community visionary and SWWDB board member, believed in career and technical education as a way to prepare young people for the workforce. He created a group of business, education and community leaders named the Stateline Career Technical Education Academy in Beloit. SWWDB has been active with the group since its inception with SWWDB Executive Director serving as a SCTEA board member. SWWDB has assisted the group to identify funding opportunities. During the past year, the structure of SCTEA has been established with seven school districts in Rock County and two from Illinois with significant contracts to participate. SCTEA is currently searching for a director and is planning to begin offering classes in 2010. ■

R E P O R T S

WIA requires collecting data and reporting on seventeen performance measures that include employer and job seeker customer satisfaction survey results. Each measure requires a state performance goal negotiated between DWD and DOL Regional Office. After completion of the State and Federal negotiations, DWD negotiates performance goals with each workforce development area. The following is a synopsis of the PY 2007 performance results.

Table A - WIA Customer Satisfaction Results

Customer Surveyed	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	76.9%	73.1%	714	6,952	1,268	56.3%
Employers	77.9%	75.6%	666	33,232	757	88.0%

Table B - Adult Program Results

	Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	76.0%	73.1%
Employment Retention Rate	84.0%	84.7%
Average Earnings	\$9,500.0	\$9,580.8
Employment and Credential Rate	66.3%	68.6%

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	69.3%	72.3%	63.9%	53.5%
Employment Retention Rate	87.7%	75.5%	87.8%	83.6%
Average Earnings	\$8,814.3	\$10,464.8	\$9,024.8	\$8,365.2
Employment and Credential Attainment Rate	60.4%	70.3%	59.7%	45.9%

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	79.5%	65.8%
Employment Retention Rate	88.1%	79.0%
Average Earnings	\$10,071.1	\$8,700.3

Table E - Dislocated Worker Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	88.7%	86.7%
Employment Retention Rate	93.8%	93.7%
Average Earnings	\$14,175.0	\$14,513.5
Employment and Credential Attainment Rate	74.0%	71.0%

Table F - Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans	Individuals With Disabilities	Older Individuals	Displaced Homemakers
Entered Employment Rate	86.8%	77.9%	73.6%	89.1%
Employment Retention Rate	92.7%	89.5%	91.9%	88.9%
Average Earnings	\$16,601.7	\$13,079.9	\$13,871.7	\$12,586.8
Employment And Credential Attainment Rate	63.7%	65.2%	54.4%	67.5%

Table G - Other Outcome Information for the Dislocated Worker Program

Reported Information	Individuals Who Received Training Services	Individuals Who Received Only Core and Intensive Services
Entered Employment Rate	87.1%	86.3%
Employment Retention Rate	93.5%	93.9%
Average Earnings	\$14,160.7	\$15,100.9

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

	Negotiated Performance Level	Actual Performance Level
Placement in Employment or Education Rate	n/a	74.4%
Attainment of Degree or Certificate Rate	n/a	78.2%
Literacy or Numeracy Gain	n/a	17.7%

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

	Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	75.5%	77.1%
Employment Retention Rate	86.0%	88.2%
Six Months Earnings Change	\$4,552.0	\$4,512.2
Credential Attainment Rate	61.0%	60.4%

Table I - Outcomes for Older Youth Special Populations

Reported Information	Public Assistance Recipients	Veterans	Individuals With Disabilities	Out-of-School Youth
Entered Employment Rate	66.7%	100.0%	65.2%	78.7%
Employment Retention Rate	86.8%	50.0%	86.4%	88.5%
Six Months Earnings Change	\$3,386.3	\$2,105.0	\$5,480.1	\$4,144.2
Credential Attainment Rate	46.7%	100.0%	60.0%	56.7%

Table J - Younger Youth Results

	Negotiated Performance Level	Actual Performance Level
Skill Attainment Rate	92.0%	88.8%
Diploma or Equivalent Attainment Rate	82.0%	80.8%
Retention Rate	75.9%	75.5%

Table K - Outcomes for Younger Youth Special Populations

Reported Information	Public Assistance Recipients	Individuals With Disabilities	Out-of-School Youth
Skill Attainment Rate	87.3%	87.0%	78.8%
Diploma or Equivalent Attainment Rate	77.2%	86.4%	51.4%
Retention Rate	75.9%	72.7%	69.5%

Table L - Other Reported Information

Program	12 Month Employment Retention Rate	12 Mo. Earnings Change (Adults and Older Youth) or 12 Mo. Earnings Replacement (Dislocated Workers)	Placements for Participants in Nontraditional Employment	Wages At Entry Into Employment For Those Individuals Who Entered Unsubsidized Employment	Entry Into Unsubsidized Employment Related to the Training Received of Those Who Completed Training Services
Adults	86.4%	\$4,196.3	0.9%	\$4,275.2	33.0%
Dislocated Workers	92.9%	97.5%	1.6%	\$6,997.1	31.4%
Older Youth	83.6%	\$4,162.4	1.9%	\$3,071.0	

Table M - Participation Levels

Reported Information	Total Participants Served	Total Participants Exited
Total Adult Customers	10,623	4,527
Total Adults (self-service only)	0	0
Adults	3,688	1,788
Dislocated Workers	7,025	2,770
Total Youth (14 - 21)	3,031	1,325
Older Youth	2,248	1,007
Younger Youth	783	318
Out-of-School Youth	808	322
In-School Youth	2,223	1,003

Note: The participant counts represent the number of customers who were active from July 1, 2007 to June 30, 2008. They represent only a fraction of the total numbers of individuals being served through Wisconsin's job center system.

Wisconsin Cost Effectiveness Program Year 07

	Total Federal Spending	Number of Participants	Average Cost per Participant	Number of Exiters	Average Cost per Exiter	Average Wage at Entry into Employment	Average 12 Month Earnings / Change Replacement Rate *
Adult	\$7,684,065	3,688	\$2,084	1,788	\$4,298	\$4,125	\$4,348
Dislocated Worker	\$9,748,122	7,025	\$1,388	2,770	\$3,519	\$6,727	100.1%
Youth **	\$9,047,318	3,031	\$2,985	1,325	N/A	\$2,730	\$4,568

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

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

WIA Program 2007 Annual Report	
Table N - Cost of Program Activities	
Adult	\$7,684,065
Youth	\$9,047,318
Dislocated Worker	\$9,748,122
Rapid Response	\$3,662,339
Statewide Required Activities	\$3,040,560
Statewide Allowable Activities:	
State Administration	\$591,139
CWI Activities	\$476,223
State Selected Activities	\$947,432
Total	\$35,197,198

Table O - Local Program Activities

Local Area Name Southeast WDA 01	Total Participants Served	Adults	305	
		Dislocated Workers	335	
		Older Youth	26	
		Younger Youth	218	
ETA Assigned # 55030	Total Exiters	Adults	141	
		Dislocated Workers	148	
		Older Youth	13	
		Younger Youth	93	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	76.9%	71.2%	
	Employers	77.9%	77.4%	
Entered Employment Rate	Adults	76.0%	73.9%	
	Dislocated Workers	88.7%	83.6%	
	Older Youth	72.9%	76.5%	
Retention Rate	Adults	84.0%	83.3%	
	Dislocated Workers	92.0%	94.3%	
	Older Youth	86.0%	81.3%	
	Younger Youth	77.5%	71.6%	
Average Earnings/Six Months Earnings Change	Adults	\$9,500.0	\$9,636.2	
	Dislocated Workers	\$14,692.0	\$13,621.9	
	Older Youth	\$2,278.0	\$2,277.6	
Credential/Diploma Attainment Rate	Adults	66.3%	70.7%	
	Dislocated Workers	79.6%	76.4%	
	Older Youth	70.0%	66.7%	
	Younger Youth	80.3%	80.6%	
Skill Attainment Rate	Younger Youth	82.1%	83.7%	
Placement in Employment or Education Rate	Youth 14 - 21	n/a	72.0%	
Attainment of a Degree or Certificate Rate	Youth 14 - 21	n/a	74.7%	
Literacy or Numeracy Gain	Youth 14 - 21	n/a	0.0%	
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")				
LEAVE BLANK -- STATE TO INSERT DESCRIPTION (O52)				
LEAVE BLANK -- STATE TO INSERT DESCRIPTION (O53)				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	11	6

Table O - Local Program Activities

Local Area Name Milwaukee WDA 02	Total Participants Served	Adults	812
		Dislocated Workers	1,833
		Older Youth	46
		Younger Youth	614
ETA Assigned # 55015	Total Exiters	Adults	598
		Dislocated Workers	518
		Older Youth	33
		Younger Youth	283
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	76.9%	61.7%
	Employers	77.9%	69.0%
Entered Employment Rate	Adults	73.4%	63.6%
	Dislocated Workers	78.8%	79.5%
	Older Youth	70.4%	76.7%
Retention Rate	Adults	84.1%	81.4%
	Dislocated Workers	92.7%	93.0%
	Older Youth	86.0%	78.9%
	Younger Youth	75.9%	77.0%
Average Earnings/Six Months Earnings Change	Adults	\$8,112.0	\$9,178.0
	Dislocated Workers	\$13,875.0	\$14,071.7
	Older Youth	\$4,414.0	\$4,664.6
Credential/Diploma Attainment Rate	Adults	73.0%	60.4%
	Dislocated Workers	69.5%	66.3%
	Older Youth	57.0%	48.6%
	Younger Youth	84.9%	78.9%
Skill Attainment Rate	Younger Youth	92.0%	93.1%
Placement in Employment or Education Rate	Youth 14 - 21	n/a	75.8%
Attainment of a Degree or Certificate Rate	Youth 14 - 21	n/a	91.4%
Literacy or Numeracy Gain	Youth 14 - 21	n/a	7.1%
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
LEAVE BLANK -- STATE TO INSERT DESCRIPTION (O52)			
LEAVE BLANK -- STATE TO INSERT DESCRIPTION (O53)			
		Not Met	Met
Overall Status of Local Performance		0	9
			Exceeded
			8

Table O - Local Program Activities

Local Area Name WOW WDA 03	Total Participants Served	Adults	216
		Dislocated Workers	685
		Older Youth	51
		Younger Youth	174
ETA Assigned # 55045	Total Exiters	Adults	90
		Dislocated Workers	368
		Older Youth	18
		Younger Youth	48
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	74.0%	70.9%
	Employers	77.9%	70.0%
Entered Employment Rate	Adults	79.0%	87.0%
	Dislocated Workers	88.7%	90.2%
	Older Youth	82.4%	90.0%
Retention Rate	Adults	83.0%	85.4%
	Dislocated Workers	95.8%	94.3%
	Older Youth	82.1%	100.0%
	Younger Youth	85.7%	77.5%
Average Earnings/Six Months Earnings Change	Adults	\$12,761.0	\$11,044.4
	Dislocated Workers	\$15,268.0	\$14,874.3
	Older Youth	\$2,780.0	\$2,831.3
Credential/Diploma Attainment Rate	Adults	66.3%	68.2%
	Dislocated Workers	77.4%	72.6%
	Older Youth	63.6%	68.8%
	Younger Youth	65.7%	87.5%
Skill Attainment Rate	Younger Youth	89.0%	89.4%
Placement in Employment or Education Rate	Youth 14 - 21	n/a	76.3%
Attainment of a Degree or Certificate Rate	Youth 14 - 21	n/a	75.9%
Literacy or Numeracy Gain	Youth 14 - 21	n/a	14.3%
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
LEAVE BLANK -- STATE TO INSERT DESCRIPTION (O52)			
LEAVE BLANK -- STATE TO INSERT DESCRIPTION (O53)			
Overall Status of Local Performance	Not Met	0	10
	Met	7	

Table O - Local Program Activities

Local Area Name Fox Valley WDA 04	Total Participants Served	Adults	111
		Dislocated Workers	585
		Older Youth	39
		Younger Youth	128
ETA Assigned # 55090	Total Exiters	Adults	47
		Dislocated Workers	234
		Older Youth	4
		Younger Youth	56
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	76.9%	77.0%
	Employers	77.9%	76.0%
Entered Employment Rate	Adults	86.5%	85.7%
	Dislocated Workers	88.7%	93.6%
	Older Youth	77.4%	58.3%
Retention Rate	Adults	93.0%	97.8%
	Dislocated Workers	93.8%	95.3%
	Older Youth	86.0%	81.3%
	Younger Youth	75.9%	68.6%
Average Earnings/Six Months Earnings Change	Adults	\$9,500.0	\$8,817.7
	Dislocated Workers	\$14,175.0	\$14,397.0
	Older Youth	\$3,300.0	\$3,385.9
Credential/Diploma Attainment Rate	Adults	80.0%	85.0%
	Dislocated Workers	76.6%	75.0%
	Older Youth	61.0%	50.0%
	Younger Youth	82.0%	74.5%
Skill Attainment Rate	Younger Youth	92.0%	89.1%
Placement in Employment or Education Rate	Youth 14 - 21	n/a	58.3%
Attainment of a Degree or Certificate Rate	Youth 14 - 21	n/a	75.0%
Literacy or Numeracy Gain	Youth 14 - 21	n/a	50.0%
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
LEAVE BLANK -- STATE TO INSERT DESCRIPTION (O52)			
LEAVE BLANK -- STATE TO INSERT DESCRIPTION (O53)			
Overall Status of Local Performance		Not Met	Met
		1	9
		Exceeded	7

Table O - Local Program Activities

Local Area Name Bay Area WDA 05	Total Participants Served	Adults	621	
		Dislocated Workers	816	
		Older Youth	120	
		Younger Youth	199	
ETA Assigned # 55095	Total Exitters	Adults	196	
		Dislocated Workers	257	
		Older Youth	41	
		Younger Youth	124	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	76.9%	70.6%	
	Employers	77.9%	79.0%	
Entered Employment Rate	Adults	75.0%	79.7%	
	Dislocated Workers	88.0%	86.3%	
	Older Youth	71.0%	60.0%	
Retention Rate	Adults	84.0%	87.4%	
	Dislocated Workers	93.0%	92.2%	
	Older Youth	86.0%	91.7%	
	Younger Youth	76.0%	75.7%	
Average Earnings/Six Months Earnings Change	Adults	\$9,732.0	\$10,754.5	
	Dislocated Workers	\$12,924.0	\$12,863.7	
	Older Youth	\$4,681.0	\$8,056.1	
Credential/Diploma Attainment Rate	Adults	66.0%	70.9%	
	Dislocated Workers	74.0%	70.4%	
	Older Youth	61.0%	59.5%	
	Younger Youth	73.0%	76.4%	
Skill Attainment Rate	Younger Youth	93.0%	81.5%	
Placement in Employment or Education Rate	Youth 14 - 21	n/a	71.4%	
Attainment of a Degree or Certificate Rate	Youth 14 - 21	n/a	74.3%	
Literacy or Numeracy Gain	Youth 14 - 21	n/a	25.0%	
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")				
LEAVE BLANK -- STATE TO INSERT DESCRIPTION (O52)				
LEAVE BLANK -- STATE TO INSERT DESCRIPTION (O53)				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	9	8

Table O - Local Program Activities

Local Area Name North Central WDA 06	Total Participants Served	Adults	138
		Dislocated Workers	452
		Older Youth	57
		Younger Youth	136
ETA Assigned # 55100	Total Exiters	Adults	44
		Dislocated Workers	59
		Older Youth	21
		Younger Youth	37
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	80.0%	76.6%
	Employers	77.9%	77.9%
Entered Employment Rate	Adults	83.9%	83.3%
	Dislocated Workers	83.3%	91.0%
	Older Youth	85.7%	71.4%
Retention Rate	Adults	96.9%	81.8%
	Dislocated Workers	94.8%	90.4%
	Older Youth	86.0%	94.4%
	Younger Youth	81.4%	71.4%
Average Earnings/Six Months Earnings Change	Adults	\$12,049.0	\$11,271.0
	Dislocated Workers	\$14,173.0	\$13,189.9
	Older Youth	\$6,758.0	\$7,939.8
Credential/Diploma Attainment Rate	Adults	65.5%	75.6%
	Dislocated Workers	83.5%	82.3%
	Older Youth	74.6%	78.3%
	Younger Youth	82.0%	90.3%
Skill Attainment Rate	Younger Youth	86.2%	87.2%
Placement in Employment or Education Rate	Youth 14 - 21	n/a	71.8%
Attainment of a Degree or Certificate Rate	Youth 14 - 21	n/a	82.2%
Literacy or Numeracy Gain	Youth 14 - 21	n/a	75.0%
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
LEAVE BLANK -- STATE TO INSERT DESCRIPTION (O52)			
LEAVE BLANK -- STATE TO INSERT DESCRIPTION (O53)			
Overall Status of Local Performance		Not Met	Met
		0	10
		Exceeded	7

Table O - Local Program Activities

Local Area Name Northwest WDA 07	Total Participants Served	Adults	378	
		Dislocated Workers	181	
		Older Youth	51	
		Younger Youth	177	
ETA Assigned # 55040	Total Exitors	Adults	150	
		Dislocated Workers	93	
		Older Youth	30	
		Younger Youth	72	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	85.0%	72.8%	
	Employers	80.0%	78.6%	
Entered Employment Rate	Adults	83.4%	82.7%	
	Dislocated Workers	91.0%	93.8%	
	Older Youth	75.5%	82.4%	
Retention Rate	Adults	87.7%	86.6%	
	Dislocated Workers	93.0%	97.5%	
	Older Youth	85.0%	94.1%	
	Younger Youth	75.9%	79.7%	
Average Earnings/Six Months Earnings Change	Adults	\$10,845.0	\$9,949.0	
	Dislocated Workers	\$11,783.0	\$20,113.0	
	Older Youth	\$2,800.0	\$2,189.8	
Credential/Diploma Attainment Rate	Adults	71.4%	71.6%	
	Dislocated Workers	72.0%	61.3%	
	Older Youth	59.0%	63.3%	
	Younger Youth	87.1%	89.5%	
Skill Attainment Rate	Younger Youth	93.0%	82.8%	
Placement in Employment or Education Rate	Youth 14 - 21	n/a	73.2%	
Attainment of a Degree or Certificate Rate	Youth 14 - 21	n/a	87.4%	
Literacy or Numeracy Gain	Youth 14 - 21	n/a	100.0%	
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")				
LEAVE BLANK -- STATE TO INSERT DESCRIPTION (O52)				
LEAVE BLANK -- STATE TO INSERT DESCRIPTION (O53)				
		Not Met	Met	Exceeded
Overall Status of Local Performance		1	7	9

Table O - Local Program Activities

Local Area Name West Central WDA 08	Total Participants Served	Adults	394
		Dislocated Workers	675
		Older Youth	74
		Younger Youth	228
ETA Assigned # 55065	Total Exiters	Adults	170
		Dislocated Workers	269
		Older Youth	37
		Younger Youth	101
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	88.0%	80.9%
	Employers	78.0%	74.6%
Entered Employment Rate	Adults	83.9%	84.6%
	Dislocated Workers	92.6%	91.4%
	Older Youth	75.5%	85.7%
Retention Rate	Adults	85.3%	89.9%
	Dislocated Workers	93.8%	94.8%
	Older Youth	86.0%	87.5%
	Younger Youth	75.9%	68.8%
Average Earnings/Six Months Earnings Change	Adults	\$9,500.0	\$9,351.7
	Dislocated Workers	\$14,175.0	\$13,201.4
	Older Youth	\$4,000.0	\$3,295.3
Credential/Diploma Attainment Rate	Adults	68.2%	67.3%
	Dislocated Workers	75.4%	75.2%
	Older Youth	61.0%	70.0%
	Younger Youth	73.0%	83.1%
Skill Attainment Rate	Younger Youth	92.0%	92.1%
Placement in Employment or Education Rate	Youth 14 - 21	n/a	72.4%
Attainment of a Degree or Certificate Rate	Youth 14 - 21	n/a	67.9%
Literacy or Numeracy Gain	Youth 14 - 21	n/a	0.0%
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
LEAVE BLANK -- STATE TO INSERT DESCRIPTION (O52)			
LEAVE BLANK -- STATE TO INSERT DESCRIPTION (O53)			
Overall Status of Local Performance		Not Met	Met
		0	9
		Exceeded	8

Table O - Local Program Activities

Local Area Name Western WDA 09	Total Participants Served	Adults	175
		Dislocated Workers	297
		Older Youth	82
		Younger Youth	98
ETA Assigned # 55085	Total Exitors	Adults	70
		Dislocated Workers	109
		Older Youth	10
		Younger Youth	29
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	81.8%	78.8%
	Employers	78.8%	80.8%
Entered Employment Rate	Adults	78.9%	89.5%
	Dislocated Workers	89.2%	91.3%
	Older Youth	75.5%	70.0%
Retention Rate	Adults	87.0%	85.1%
	Dislocated Workers	93.8%	91.5%
	Older Youth	89.0%	93.3%
	Younger Youth	80.8%	92.3%
Average Earnings/Six Months Earnings Change	Adults	\$9,500.0	\$9,182.2
	Dislocated Workers	\$14,175.0	\$13,035.5
	Older Youth	\$4,552.0	\$4,655.6
Credential/Diploma Attainment Rate	Adults	71.6%	81.3%
	Dislocated Workers	75.6%	86.8%
	Older Youth	72.0%	85.0%
	Younger Youth	82.0%	92.0%
Skill Attainment Rate	Younger Youth	92.0%	86.9%
Placement in Employment or Education Rate	Youth 14 - 21	n/a	82.1%
Attainment of a Degree or Certificate Rate	Youth 14 - 21	n/a	94.6%
Literacy or Numeracy Gain	Youth 14 - 21	n/a	80.0%
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
LEAVE BLANK -- STATE TO INSERT DESCRIPTION (O52)			
LEAVE BLANK -- STATE TO INSERT DESCRIPTION (O53)			
Overall Status of Local Performance		Not Met	Met
		0	7
		Exceeded	10

Table O - Local Program Activities

Local Area Name South Central WDA 10	Total Participants Served	Adults	352
		Dislocated Workers	804
		Older Youth	159
		Younger Youth	209
ETA Assigned # 55105	Total Exitters	Adults	159
		Dislocated Workers	538
		Older Youth	71
		Younger Youth	95
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	76.4%	72.1%
	Employers	71.2%	70.2%
Entered Employment Rate	Adults	75.0%	75.6%
	Dislocated Workers	86.6%	85.8%
	Older Youth	72.4%	78.9%
Retention Rate	Adults	86.5%	83.8%
	Dislocated Workers	94.7%	93.3%
	Older Youth	92.3%	75.7%
	Younger Youth	65.6%	77.5%
Average Earnings/Six Months Earnings Change	Adults	\$9,500.0	\$8,782.1
	Dislocated Workers	\$14,175.0	\$14,647.9
	Older Youth	\$4,147.0	\$3,831.8
Credential/Diploma Attainment Rate	Adults	66.3%	64.6%
	Dislocated Workers	74.0%	67.4%
	Older Youth	61.0%	42.6%
	Younger Youth	67.2%	72.8%
Skill Attainment Rate	Younger Youth	77.5%	82.0%
Placement in Employment or Education Rate	Youth 14 - 21	n/a	74.7%
Attainment of a Degree or Certificate Rate	Youth 14 - 21	n/a	74.6%
Literacy or Numeracy Gain	Youth 14 - 21	n/a	22.2%
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
LEAVE BLANK -- STATE TO INSERT DESCRIPTION (O52)			
LEAVE BLANK -- STATE TO INSERT DESCRIPTION (O53)			
Overall Status of Local Performance		Not Met	Met
		1	10
		Exceeded	6

Table O - Local Program Activities

Local Area Name Southwest WDA 11	Total Participants Served	Adults	186
		Dislocated Workers	363
		Older Youth	78
		Younger Youth	67
ETA Assigned # 55110	Total Exiters	Adults	123
		Dislocated Workers	179
		Older Youth	40
		Younger Youth	69
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	77.7%	70.9%
	Employers	78.4%	77.7%
Entered Employment Rate	Adults	80.3%	83.1%
	Dislocated Workers	88.0%	90.2%
	Older Youth	75.0%	92.9%
Retention Rate	Adults	84.0%	82.3%
	Dislocated Workers	93.0%	94.9%
	Older Youth	86.0%	92.1%
	Younger Youth	75.0%	78.1%
Average Earnings/Six Months Earnings Change	Adults	\$9,500.0	\$8,547.6
	Dislocated Workers	\$11,666.0	\$14,501.9
	Older Youth	\$4,977.0	\$6,630.8
Credential/Diploma Attainment Rate	Adults	73.9%	77.5%
	Dislocated Workers	70.0%	62.7%
	Older Youth	68.0%	58.1%
	Younger Youth	86.7%	100.0%
Skill Attainment Rate	Younger Youth	80.0%	91.7%
Placement in Employment or Education Rate	Youth 14 - 21	n/a	88.8%
Attainment of a Degree or Certificate Rate	Youth 14 - 21	n/a	51.5%
Literacy or Numeracy Gain	Youth 14 - 21	n/a	20.0%
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
LEAVE BLANK -- STATE TO INSERT DESCRIPTION (O52)			
LEAVE BLANK -- STATE TO INSERT DESCRIPTION (O53)			
Overall Status of Local Performance		Not Met	Met
		0	6
		Exceeded	11

WIA Financial Statement
Program Year 2007

	Program Year 07		Total	Total	Remaining	Percentage
	* Carry In	Allotments	Funds Available	Expended	Balance	Expended
Adult	1,042,093	6,712,522	7,754,615	6,864,486	890,129	88.5%
Youth	859,139	8,204,335	9,063,474	8,105,662	957,812	89.4%
** Youth-Out of School (30% min)				3,051,418		
** Youth-In School (70% max)				5,054,244		
** Youth-Summer Employment				1,145,435		
Dislocated Worker	832,981	9,025,261	9,858,242	8,595,582	1,262,660	87.2%
State Rapid Response	306,324	4,108,714	4,415,038	3,662,339	752,699	83.0%
Local Administration	568,437	2,660,232	3,228,669	2,913,775	314,894	90.2%
Statewide Activities	1,302,066	5,447,768	6,749,834	5,055,354	1,694,480	74.9%
Total	4,911,040	36,158,832	41,069,872	35,197,198	5,872,674	85.7%

* Carry In amounts reduced by rescission to Adult and Dislocated Worker

** Breakouts of Youth program not included in the total.

**SUMMARY OF WIA FUNDS
AVAILABLE**

	TOTAL	PY 2007	PY 2006 *	PY 2005	PY 2004	PY 2003	PY 2002	PY 2001	PY 2000	JTPA 1999 Carry-in	JTPA 1998 Carry-in
Adult	66,290,130	6,712,522	7,657,292	8,829,923	9,556,133	9,563,333	8,691,644	6,718,610	7,165,441	1,395,232	0
Youth	75,462,081	8,204,335	9,217,989	10,740,849	11,588,394	10,291,967	9,924,265	7,633,191	7,369,435	135,848	355,808
<i>Out of School (30% min)</i>	22,638,624	2,461,301	2,765,397	3,222,255	3,476,518	3,087,590	2,977,280	2,289,957	2,210,831	40,754	106,742
<i>In School (70% max)</i>	52,823,456	5,743,034	6,452,592	7,518,594	8,111,876	7,204,377	6,946,986	5,343,234	5,158,605	95,094	249,066
<i>Summer Employment</i>											
Dislocated Worker	71,343,263	9,025,261	8,966,221	10,355,615	10,887,848	10,460,734	8,253,597	6,746,401	6,213,769	433,817	0
Rapid Response	32,758,799	4,108,714	4,151,026	4,794,266	5,040,671	4,842,933	3,821,110	3,123,334	2,876,745	0	0
Local Administration	23,637,733	2,660,232	2,871,275	3,325,154	3,559,152	3,368,448	2,985,501	2,344,245	2,305,405	218,321	0
Statewide Activities 15%	47,820,695	5,447,768	5,799,491	6,713,966	7,170,388	6,798,956	5,942,844	4,688,079	4,576,022	575,479	107,702
TOTAL	317,312,701	36,158,832	38,663,294	44,759,773	47,802,586	45,326,371	39,618,961	31,253,860	30,506,817	2,758,697	463,510

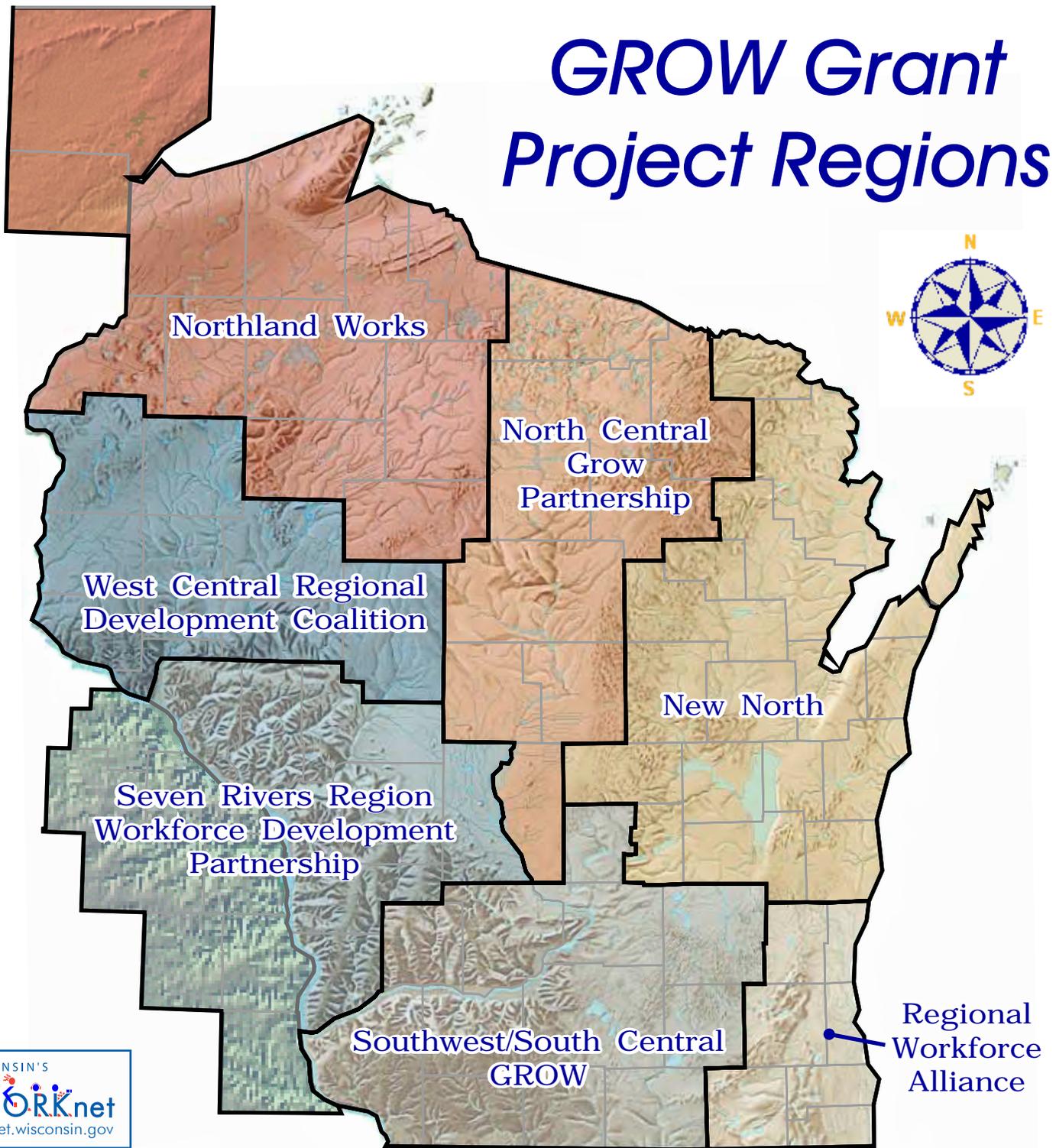
* Rescission occurred in
Spring 2008

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

**SUMMARY OF WIA EXPENDITURES
as of June 30, 2008**

	TOTAL	PY 2007	PY 2006	PY 2005	PY 2004	PY 2003	PY 2002	PY 2001	PY 2000	JTPA 1999	JTPA 1998
Adult	65,400,000	5,822,393	7,657,292	8,829,923	9,556,133	9,563,333	8,691,644	6,718,610	7,165,440	1,395,232	
Youth	74,481,927	7,246,523	9,217,989	10,740,849	11,588,394	10,291,967	9,901,923	7,633,191	7,369,435	135,848	355,808
<i>Out of School (30% min)</i>	27,637,290	2,611,760	3,539,892	4,519,351	4,470,262	3,801,481	3,487,971	2,572,095	2,471,002	56,734	106,742
<i>In School (70% max)</i>	46,839,796	4,634,763	5,678,097	6,221,498	7,118,132	6,486,484	6,413,957	5,061,096	4,897,589	79,114	249,066
<i>Summer Employment</i>	13,178,592	1,191,169	1,262,629	1,593,524	2,143,621	1,954,940	1,802,495	1,674,064	1,472,343	0	83,807
Dislocated Worker	70,080,604	7,762,601	8,966,221	10,355,615	10,887,848	10,460,734	8,253,598	6,746,401	6,213,769	433,817	
Rapid Response	32,006,101	3,356,015	4,151,026	4,794,267	5,040,671	4,842,932	3,821,110	3,123,335	2,876,745		
Local Administration	23,322,839	2,345,338	2,871,275	3,325,154	3,559,152	3,368,448	2,985,501	2,344,244	2,305,406	218,321	
Statewide Activities 15%	46,126,215	3,753,288	5,799,491	6,713,965	7,170,388	6,798,957	5,942,844	4,688,079	4,576,022	575,479	107,702
TOTAL	311,417,686	30,286,158	38,663,294	44,759,773	47,802,586	45,326,371	39,596,620	31,253,860	30,506,817	2,758,697	463,510

GROW Grant Project Regions



GROW Project Name	Wisconsin WDAs	Counties
Regional Workforce Alliance of Southeastern Wisconsin	1 - Southeast 2 - Milwaukee 3 - W-O-W	Kenosha, Milwaukee, Ozaukee, Racine, Walworth, Washington, Waukesha
New North	4 - Fox Valley 5 - Bay Area	Brown, Calumet, Door, Florence, Fond du Lac, Green Lake, Kewaunee, Manitowoc, Marinette, Menominee, Oconto, Outagamie, Shawano, Sheboygan, Waupaca, Waushara, Winnebago
North Central GROW Partnership	6 - North Central	Adams, Forest, Langlade, Lincoln, Marathon, Oneida, Portage, Vilas, Wood
Northland Works GROW	7 - Northwest	Ashland, Bayfield, Burnett, Douglas, Iron, Price, Rusk, Sawyer, Taylor, Washburn MN: Carlton, St. Louis
West Central Wisconsin Regional Development Coalition	8 - West Central	Barron, Chippewa, Clark, Dunn, Eau Claire, Pepin, Pierce, Polk, St. Croix
7 Rivers Regional Workforce Development Partnership	9 - Western	Buffalo, Crawford, Jackson, Juneau, La Crosse, Monroe, Tempealeau, Vernon MN: Fillmore, Houston, Olmsted, Wabasha, Winona IA: Allamakee, Clayton, Winneshiek
Southwest/South Central GROW	10 - South Central 11 - Southwest	Columbia, Dane, Dodge, Grant, Green, Iowa, Jefferson, Lafayette, Marquette, Richland, Rock, Sauk

