

2018 Modifications to the Iowa Unified State Plan

IOWA'S CURRENT UNIFIED STATE PLAN

The current version of Iowa's Unified State Plan is available online at the following URL:

<https://www.iowaworkforcedevelopment.gov/wioa-unified-state-plan-final-version>

COMMENTS

On or before March 30, 2018, please submit comments on the below modifications by email to:

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INTRODUCTION

In September of 2017, the Region 5 office of the Training and Employment Administration of the U.S. Department of Labor performed a review of Iowa's workforce development system that resulted in a Monitoring Report, dated November 8, 2018, that contained multiple findings. The first of those findings is:

Pursuant to section 189(i)(1) of the Workforce Innovation and Opportunity Act (WIOA) and Iowa Code section 84B.3 and in response to the USDOL findings, the State Workforce Development Board took action to form a Realignment Committee to study the finding and required action in the USDOL Monitoring Report and submit a recommendation to the full State Board on how many local areas Iowa should have. The Realignment Committee is made up of four state legislators, four members of local workforce development boards (local boards), representatives of business, and representatives of state government.

Finding 1: Local Areas Not Aligned Appropriately – State

(Core Component 3.1 - Governance)

The 15 local areas in Iowa do not meet the substantive requirements of a local workforce development area (LWDA) under WIOA. The 15 service areas date back to the Job Training Partnership Act under which States established "Service Delivery Areas" or SDAs. These SDAs were formed to align with service delivery in the State and, in Iowa, this resulted in areas being formed around the Community College locations throughout the State. Subsequent workforce development legislation, first the Workforce Investment Act of 1998 and, most recently, WIOA, allowed for existing service delivery areas to continue to serve as local areas, with only minimal qualifying criteria.

As a result, the current local service areas in Iowa do not align with the characteristics around which the WIOA intends a LWDA to be aligned, such as local labor market areas and/or economic development areas. Furthermore, the

division of limited WIOA funds among 15 service areas, particularly in a State that has large rural areas, is stretching the available dollars so thin that the local areas are unable to fund core WIOA functions, such as staff support for the required Local Workforce Development Boards (WDBs) and/or the One-Stop Operators (OSOs). And finally, this structure does not facilitate the development of WIOA-compliant planning regions which, by law and regulation, are aligned with labor markets, commuting patterns, economic development areas, etc.

Required Action: The State must work with the chief elected officials to establish WIOA-compliant LWDAAs that are able to fulfill all of the required roles and functions of a LWDA. The State must submit a plan to address the non-compliant local structure, in its response to this report. The Finding will be resolved when the State has LWDAAs that are aligned with the criteria described above and are able to fund and/or administer the core WIOA functions described above.

The first Realignment Committee meeting was held on November 20, 2017. On March , the Realignment Committee distributed a proposed framework and potential local area boundaries to Iowa's current 15 local boards and chief elected officials (CEOs) for review and comment. After consultation with the local boards and CEOs, the Realignment Committee will make a recommendation to the full State Workforce Development Board on the alignment of Iowa's local workforce development areas.

The Realignment Committee will not make a recommendation until after the deadline for modifications to Iowa's Unified State Plan under WIOA, which means that the State Workforce Development Board will not vote on that recommendation until after the deadline as well. Realignment will result in changes to the Iowa workforce development system. The exact nature of these changes is not yet known. The Iowa Unified State Plan will be changed in the future to reflect these changes once they are enacted.

The proposed modifications are those that are relevant at present and are in addition to those modifications posted for public comment by the Iowa Department of Education, Iowa Vocational Rehabilitation Services, and Iowa Department for the Blind. Additional modifications may be submitted based upon future changes to Iowa's workforce development system that bring it into compliance with WIOA.

MODIFICATION NUMBER: 1

Unified State Plan Section: II(b)(3) Performance Goals.

Iowa Unified State Plan Page(s): 66

Change(s) to Section:

Reduced Federal Budgets

Reduced federal budgets have impacted Iowa Workforce Development in the past several years as well as local service providers providing workforce services. State and local service providers have

operated with reduced staffing progressively over the past several years and as increased numbers of customers are served.

Fully integrated service delivery

Since program year 2010, Iowa workforce development and partners have worked to improve delivery of services by implementation of integrated service delivery in one-stop locations. By July 1, 2013, all regions had implemented the integrated service delivery model providing core, intensive (WIA) and training services to increased numbers of individuals in both the Adult and Dislocated worker programs. Although this marked a time of improved service delivery reaching increased number of participants, the more recently integrated One Stop Centers continue working to improve processes and efforts have been made to improve reporting reflecting full integration of all individuals reported in outcomes. Participation numbers reflect an increase of 40,000 individuals served through the WIA Adult program and a 2/3rds increase in the dislocated worker program since pre-integration numbers served in 2009 however efforts are in process for improved reporting of outcomes and identifying exiters of these increased participant numbers at core level services captured.

Agricultural and Economic impact

Iowa's largely agricultural economy was impacted by severe weather and extreme conditions. Severe weather, unseasonable temperatures and field conditions affect farm yields, and impact such industries as seed dealers, feed stores, co-ops, implement dealerships, repair shops to Ethanol plants and local economies as personal rural spending decreases. Iowa's agricultural economies of the past several years to include drought conditions in 2012, natural disasters by spring of 2013 as well as 2014 and 2015 as a result of severe storms, tornadoes, straight-line winds and flooding continue to recover due to these multiple year disaster events and declarations.

Agriculture benefits Iowa Economy:

An Iowa State University study in 2009 indicated Iowa's largely agricultural efforts contribute to the state's economy by 27% of the state's total or \$72.1 billion when "production agriculture and ag-related industries directly and indirectly employ one of every six Iowans." The study showed that diversification of farming had made agriculture the leading industry in more than a quarter of the counties in our state and that agriculture related jobs account for over 50 percent of employment in 20 Iowa counties and jobs associated with meat production and meat processing make up over 30 percent of the ag-related workforce in 30 Iowa counties.

Agriculture has historically been and continues to be the leading economic driver in the state of Iowa. The agricultural economy has been severely impacted by drastically reduced commodity prices. In many instances, commodity prices are less than previous levels of recent years. This results in not only reduced consumer spending, impacting retail trade, but also impacts those businesses directly related to Iowa's agricultural economy such as seed, fertilizer, herbicides and grain dealers. The current farm economy has already impacted the manufacturing sector as evidenced by mass layoff by several of our leading agriculture manufacturers in the state in recent years.

Baseline data for new WIOA performance measures.

WIA employment performance measurement excluded those employed at the time of participation in the program. WIOA performance includes all participants employed, underemployed and not employed. This was anticipated to have increased employment outcomes slightly however heading into Program year 16 performance negotiations, with WIOA implementation underway in program year 15. WIA measures for Entered Employment measured employment attained following services from WIA program in the first quarter after exit. WIOA measures employment in the second quarter after exit. The variance between measuring employment second quarter under WIOA from first quarter (WIA), reported insignificant variances indicating individuals remaining employed for at least six months following services from WIOA.

The most significant impact was the measurement of employment fourth quarter. WIA measured employment retention third quarter after exit from services. Employment fourth quarter outcomes (WIOA) result in dramatically lower outcomes than those reported under WIA in Retention (third quarter employment). For these reasons, employment second quarter goals should remain similar to first quarter goals with the exception given to now including employed individuals in the performance measurement calculations while employment fourth quarter goals should be set much lower than employment second quarter.

Wagner Peyser services provide basic career services to all individuals seeking services. This includes employed, not employed, underemployed, having not completed high school education, no education beyond high school (or equivalent) and individuals with post-secondary degrees and vocational credentials. WIOA Title I services provide services to individuals with barriers and multiple barriers to employment; the most in need; the hardest to serve. Title I employment outcomes will result in lower outcomes than Wagner Peyser and employment goals determined should reflect accordingly. The variance between Average Earnings reported under WIA and Median Earnings results in much lower outcomes. Median Earnings should reflect Title I Adult with the lower goal, W-P with a slightly higher goal and dislocated worker are anticipated to be able to rejoin the workforce with slightly higher wages due to significant work history.

Due to PY16 designated as the WIOA transition year for reporting performance outcomes, some outcomes only report partial data for the baseline to aid in determining PY18 and PY19 goals as one avenue from PY17 actuals (PY16 reported no outcomes due to the transition). As a result, Program year 2018 (PY18) goals are based on only partial baseline data available and in some instances, some performance outcomes baseline data is not currently available (employment fourth quarter and credential attainment (through PY17, 2nd quarter reporting)) prior to the performance goal justification submission deadline as part of the state plan modification.

Iowa maintains a strong co-enrollment policy to encourage blending and braiding of WIOA funds. For this reason, Wagner-Peyser goals set should always be close to or slightly higher than the goals set for Title I Adult. WIOA Title I Adult serving the hardest to serve should be slightly lower goals than W-P. DW's that are usually being served are established employees with higher rates of pay and longer work histories tend to get reemployed quickly and the median wage is higher than other areas such as Title I Adult or Wagner-Peyser. With Iowa Co-Enrollment policy, Title I Adult and W-P should be similar goals/rates at minimum or as previously indicate, WIOA Title I Adult employment second quarter should be set at a rate lower than that of Wagner-Peyser.

Iowa is in the process of development of a new data collection and management system with WIOA fully incorporated. With implementation of a new data management system, Iowa intends reporting improvements to continue into PY18 and PY19.

Appendix 1 is available at the end of this document.

MODIFICATION NUMBER: 2

Unified State Plan Section: III(a)(1) State Board Functions.

Iowa Unified State Plan Page(s): 80 – 82

Change(s) to Section:

Iowa's State Board membership structure is in Iowa Code chapter 84A. In June 2015, Gov. Branstad sent a letter to the U.S. Secretary of Labor seeking recognition of the State Board as an alternative entity under WIOA section 101(e). Iowa did not receive a response from the U.S. Department of Labor (DOL) until June 29, 2016, when the Departments of Labor and Education (Departments) rejected Iowa's State Board membership structure as described in Iowa's Unified State Plan (USP). The Departments' letter was the first indication that the membership structure of the State Board did not qualify as an alternative entity under WIOA section 101(e).

IWD worked diligently to constitute a WIOA-compliant State Board in accordance with the Iowa Constitution and Iowa Code. First, the Iowa Code had to be amended. Immediately after receipt of the Departments' letter, IWD drafted a legal memorandum that detailed the membership structure requirements in WIOA section 101(b) and distributed it to the State Board, Governor's office, legislators, partner agencies, and other stakeholders. After that, IWD met with stakeholders, including members of the Governor's office, the State Board, legislators from both parties and chambers, business organizations, and labor organizations. IWD advised all stakeholders of the requirements for State Board membership under WIOA section 101(b). IWD kept the U.S. Department of Labor's Region 5 office updated on these efforts.

Based on conversations with stakeholders and public officials, IWD drafted legislation to amend the Iowa Code to change Iowa's State Board membership structure to comply with WIOA section 101(b). IWD legislative liaisons shepherded this legislation through both chambers of the Iowa General Assembly. The bill passed the Iowa House by an 88-9 vote and the Iowa Senate by a 49-0 vote. Former Gov. Branstad signed IWD's State Board membership structure bill into law on April 13, 2017.

In April, the U.S. Senate confirmed former Gov. Branstad as Ambassador to China and, at the end of May, then-Lt. Gov. Reynolds became Gov. Reynolds. IWD assisted the Governor's office in recruiting new members to the State Board. Gov. Reynolds appointed the requisite members to a WIOA-compliant State Board and the first meeting of Iowa's fully transitioned State Board took place on November 20, 2017.

Percentage Share of Voting Members

WIOA imposes requirements with respect to the percentage share of the State Board's voting membership that representatives of business and the workforce must have. Representatives of

business must make up a majority of the State Board's voting membership. Representatives of the workforce (i.e., representatives of labor organizations, community-based organizations, and joint labor-management Registered Apprenticeship Programs) must make up at least 20 percent of the State Board's voting membership.

Due to the requirements of WIOA, including the percentage share requirements, Iowa's State Board's voting membership had to grow from nine voting members to 33 voting members. The State Board meets the WIOA requirements with respect to the percentage share that representatives of business and the workforce must have:

- 17 representatives of business make up 51.5% of the State Board's voting membership; and
- 7 representatives of the workforce make up 21.2% of the State Board's voting membership.

Representatives of the Workforce

The representatives of the workforce consist of:

- 4 representatives of labor organizations;
- 2 representatives of community-based organizations; and
- 1 representative of a joint labor-management Registered Apprenticeship program, who is a training director.

State Elected Officials

The State Board has the following state elected officials as voting members:

- The Governor;
- 1 state senator from the Iowa Senate, appointed by the President of the Senate after consultation with the Majority Leader of the Senate; and
- 1 state representative from the Iowa House of Representatives, appointed by the Speaker of the House of Representatives after consultation with the Majority Leader of the House of Representatives.

Local Chief Elected Officials

The State Board has the following local chief elected officials:

- 1 member of a county board of supervisors; and
- 1 mayor.

Representatives of the Government

The WIOA final rules require that, where the lead official represents more than one core program, that official must ensure adequate representation of the needs of all core programs under his or her jurisdiction. The WIOA final rules also allow that, where one state agency administers

multiple required programs, the head of that agency may represent those programs on the State Board. 20 CFR section 679.100(d)(iii)(A) contains the list of required representatives of the Government, which includes “lead State officials with primary responsibility” for the core programs:

- Adult, Dislocated Worker, and Youth programs under WIOA Title I and the Wagner-Peyser Act;
- Adult Education and Family Literacy Act (AEFLA) program authorized under WIOA Title II; and
- State Vocational Rehabilitation program authorized under the Rehabilitation Act of 1973, as amended by WIOA Title IV.

In Iowa, there are two distinct Vocational Rehabilitation programs. One is administered by the Iowa Department for the Blind (IDB) and one is administered by Iowa Vocational Rehabilitation Services (IVRS), which is a division of the Iowa Department of Education. The Administrator of IVRS is a voting member on the State Board under Iowa law.

The State Board has the following four representatives of Government who are responsible for representing the following WIOA core programs:

- Director of IWD, who represents the Youth, Adult, and Dislocated Worker programs under WIOA Title I and the Wagner-Peyser Employment Service program under WIOA Title III;
- Director of the Iowa Department for the Blind (IDB), who represents the Vocational Rehabilitation program administered by IDB under WIOA Title IV;
- Administrator of Iowa Vocational Rehabilitation Services (IVRS), who represents the Vocational Rehabilitation program administered by IVRS under WIOA Title IV; and
- Director of the Iowa Department of Education, who represents the Adult Education and Family Literacy Act (AEFLA) program under WIOA Title II.

Some of these representatives represent more programs their respective core programs on the State Board. This is necessary to achieve the purposes of WIOA and the State Board and expressly authorized by 20 CFR section 679.100(f)(3), which states that a State Board member may not serve as a representative of more than core program “except where a single government agency is responsible for multiple required programs, the head of the agency may represent each of the required programs.” In Iowa, the Director of IWD and Director of the Iowa Department of Education are the heads of agencies that are responsible for multiple required programs.

In addition to the WIOA Title I programs and Wagner-Peyser Employment Service program, the Director of IWD represents the following programs and grants that are administered by the agency:

- Unemployment insurance (UI);

- Reemployment (RES and RESEA);
- Jobs for Veterans State Grant (JVSG);
- PROMISE JOBS, the State’s Temporary Assistance for Needy Families (TANF) Employment and Training program, which IWD administers in partnership with the Iowa Department of Human Services;
- Trade Act Assistance (TAA);
- Ticket to Work (TTW);
- Migrant and Seasonal Farmworker (MSFW);
- Work Opportunity Tax Credit (WOTC);
- Federal Disability Employment Initiative Round 6 grant, which IWD administers in partnership with Des Moines Area Community College (DMACC);
- Federal Apprenticeship Expansion grant;
- Home Base Iowa; and
- State Offender and Ex-Offender Re-Entry.

In addition to the AEFLA program under WIOA Title II, the Director of the Iowa Department of Education also represents the following programs that are administered by the agency:

- Carl D. Perkins Career and Technical Education; and
- State Kindergarten through 12th grade programs, such as the Statewide Work-Based Learning Intermediary Network.

Iowa Code section 260C.50 is entitled “Adult education and literacy programs.” Iowa Code section 260C.50(2) states, “The [Iowa D]epartment [of Education] and the community colleges shall jointly implement adult education and literacy programs to assist adults and youths sixteen years of age and older who are not in school in obtaining the knowledge and skills necessary for further education, work, and community involvement.” Iowa has 15 community colleges, each of which received an AEFLA grant. In addition to the Director of the Iowa Department of Education, the State Workforce Development Board also has a nonvoting member who is appointed by the Iowa Association of Community College Presidents.

Representatives of Business

Each of the 17 representatives of business meet the requirements in WIOA section 101(b)(1)(C)(i) and the final rules. These members:

- Are the owner or chief executive officer for the business or organization, or is an executive with the business or organization with optimum policy-making or hiring authority, and also

may be members of a local workforce development board as described in WIOA sec. 107(b)(2)(A)(i);

- Represent businesses, or organizations that represent businesses that, at a minimum, provide employment and training opportunities that include high-quality, work-relevant training and development in in-demand industry sectors or occupations in the State; and
- Are appointed from a list of potential members nominated by State business organizations and business trade associations.

Multiple members represent small businesses as defined by the U.S. Small Business Administration.

Chairperson

The chairperson of the State Board is John Krogman, a representative of business, as required by WIOA section 101(c).

Table 1: Roster of Voting Membership

Name	Affiliation
Kim Reynolds	Governor
Jake Chapman	State Senator
Dave Deyoe	State Representative
Beth Townsend	<ul style="list-style-type: none"> ▪ Title I Youth, Adult, and Dislocated Worker programs ▪ Wagner-Peyser Employment Service ▪ Other State and Federal programs and grants administered by the agency
Ryan Wise	<ul style="list-style-type: none"> ▪ Adult Education and Family Literacy Act ▪ Carl D. Perkins Career and Technical Education ▪ Other State and Federal programs and grants administered by the agency
Emily Wharton	Vocational Rehabilitation
David Mitchell	Vocational Rehabilitation
John Krogman (Chair)	Business
Jan Miller Straub (Vice Chair)	Business
Joe Greving	Business
Lynn Schreder	Business
Randy Moore	Business
Jay Iverson	Business
Anne Parmley	Business
Ruby Mateos	Business

Amy Larsen	Business
Sondra Meyers	Business
Becky Jacobsen	Business
Steve Gilbert	Business
Phil Tuning	Business
Gina Bettini	Business
Jeff DeVries	Business
Cara Sanders	Business
Kelly Barrick	Business
Carrie Duncan	Labor
Vacant with Rich Kurtenbach's nomination pending	Labor
Ken Sagar	Labor
Andy Roberts	Labor
Richard Moon	Registered Apprenticeship
Jayson Henry	Community-Based Organization
Carmen Heck	Community-Based Organization
Mayor Quentin Hart	Local Chief Elected Official
Supervisor Nancy McDowell	Local Chief Elected Official

Table 2: Roster of Nonvoting Membership

Name	Affiliation
William Dotzler	State Senator appointed by the Minority Leader
Kirsten Running-Marquardt	State Representative appointed by the Minority Leader
Drew Conrad	Board of Regents, University of Northern Iowa
John Smith	Association of Independent Colleges, Drake University
Wendy Mihm-Herold	Association of Community College Pre , Northeast Iowa Community College
Rita Grimm	Iowa Economic Development Authority, Director's Designee
Rosemary Thierer	Iowa Department on Aging, Director's Designee
Jerry Bartruff	Iowa Department of Corrections, Director
Jerry Foxhoven	Iowa Department of Human Services, Director
Greer Sisson	U.S. Department of Labor, Office of Apprenticeship
Mary Cannon-James	American Federation of State, County, and Municipal Employees Council 66

Ritchie Kurtenbach	Labor Organization, Construction
Vacant	Labor Organization, Manufacturing

Disability Access Committee

The State Workforce Development Board took action to form a Disability Access Standing Committee. The Disability Access Committee chairperson is David Mitchell, Administrator of Iowa Vocational Rehabilitation Services. The vice chairperson is Emily Wharton, Director of the Iowa Department for the Blind.

The Disability Access Committee’s mission is to address issues relating to providing workforce services to individuals with disabilities, including (but not limited to):

- Issues relating to compliance with applicable state and federal nondiscrimination laws regarding the provision of programmatic and physical access to the services, programs, and activities of the state workforce development system.
- Appropriate training for staff on providing supports for or accommodations to, and finding employment opportunities for, individuals with disabilities

The State Workforce Development Board established a Disability Access Committee to lead a statewide initiative to:

- Ensure that Iowa’s one-stop delivery system meets all accessibility requirements for individuals with disabilities under the ICRA, ADA, and WIOA; and
- Increase accessibility for individuals with disabilities to the programs, services, and activities of Iowa’s one-stop delivery system.
- Continuously improve for individuals with disabilities the provision of services within the one-stop delivery system.
- Improve opportunities for individuals with disabilities in competitive integrated employment.

Each Local Workforce Development Board has formed a Local Disability Access Committee to work with the State Disability Access Committee as part of the statewide initiative.

The State Disability Access Committee provides direction, guidance, and technical assistance to the Local Disability Access Committees to help meet the goals of the statewide initiative.

Minority Unemployment and Outreach Committee

The State Workforce Development Board created the Minority Unemployment and Outreach Committee to address disparities in the minority unemployment rate in Iowa. According to the latest Census information, Iowa’s statewide unemployment rate was 3.9 percent, while African Americans had an unemployment rate of 14.2 percent, Native Americans had a rate of 11 percent, Asian Americans had a rate of 5.3 percent (other pacific islanders had a rate of 13.6 percent) and Hispanic Americans had a rate of 8.1 percent for the same time period.

Former State Representative Wayne Ford is credited with bringing this issue to the State Workforce Development Board and helping in the development of the group's goals and agenda. The goal of the subcommittee is clear and measurable: to reduce unemployment in minority communities by five percent (or to the state average) in five years.

Four counties have been identified as pilot communities: Polk, Dubuque, Black Hawk and Pottawattamie.

These counties were selected based on having high concentrations of minority residents and unemployment rates. Listening tours have been held, which provided opportunities for members and leaders of the communities to gather a broad perspective and identify connections and influences within communities. A strategic plan specific to issues impacting minority unemployment is being developed that aligns with the Future Ready Iowa initiative and Unified State Plan.

Andy Roberts serves as the chairperson of this Committee.

Reentry Standing Committee

During the listening tour events of the Minority Unemployment and Outreach Committee, one issue came up time and again: Individuals reentering their communities after incarceration. Consequently, the State Workforce Development Board took action to establish a standing committee to focus on offender and ex-offender reentry. The Committee has established the following working groups:

- Reentry process;
- Employer engagement; and
- Ex-offenders in the community.

Lynn Schreder is the chairperson of the Committee.

Youth Standing Committee

The State Workforce Development Board established a Youth Standing Committee to help coordinate services for youth among state agencies and to give direction to Youth Standing Committees on local workforce development boards across the state.

Standing Committee on Industry or Sector Partnerships

As part of the decision by the Governor, IWD, and the Iowa Department of Education to transition the lead role on industry or sector partnership development from the Iowa Department of Education to IWD, the Sector Partnership Leadership Council, which was formerly a standalone entity administered by the Iowa Department of Education, will transition to become a standing committee to the State Workforce Development Board. This change will help streamline the state-level development of industry or sector partnerships, better allow the State Workforce Development Board to perform its required functions under WIOA, better allow local workforce development boards to perform their required functions under WIOA, and better ensure that state standards for sector partnerships comply with WIOA.

This transition will occur after passage of legislation to formalize the transition the role of lead state agency in industry or sector partnership development from the Iowa Department of Education to IWD. This transition will also allow for more engagement with four-year institutions of higher education and training providers for established Registered Apprenticeship programs in addition to current focus on developing sector partnerships that involve community colleges that has seen success across the state. After the transition, the chairperson of the State Workforce Development Board's Standing Committee on Industry or Sector Partnerships will be a member of the State Workforce Development Board in order to ensure compliance with WIOA requirements.

APPENDIX 1: PERFORMANCE GOALS FOR THE CORE PROGRAMS

	Year: PY2018		Year: PY2019	
	Proposed/Expected Level	Negotiated/Adjusted Level	Proposed/Expected Level	Negotiated/Adjusted Level
Employment (Second Quarter after Exit)				
Adults	68.5%		68.7%	
Dislocated Workers	69.0%		70.0%	
Youth*	71.0%		72.0%	
Adult Education	Baseline		Baseline	
Wagner-Peyser	70.0%		71.0%	
Vocational Rehabilitation	Baseline		Baseline	
Employment (Fourth Quarter After Exit)				
Adults	64.0%		64.0%	
Dislocated Workers	67.0%		67.5%	
Youth*	66.0%		67.0%	
Adult Education	Baseline		Baseline	
Wagner-Peyser	64.0%		64.0%	
Vocational Rehabilitation	Baseline		Baseline	
Median Earnings (Second Quarter After Exit)				
Adults	\$4,200		\$4,300	
Dislocated Workers	\$5,700		\$5,750	
Youth	\$2,500		\$2,600	
Adult Education	Baseline		Baseline	
Wagner-Peyser	\$5,000		\$5,100	
Vocational Rehabilitation	Baseline		Baseline	
Credential Attainment Rate				
Adults	66.0%		67.0%	
Dislocated Workers	66.0%		67.0%	
Youth	58.5%		59.0%	
Adult Education	Baseline		Baseline	
Wagner-Peyser	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Vocational Rehabilitation	Baseline		Baseline	
Measurable Skill Gains				
Adults	44.0%		44.0%	
Dislocated Workers	44.0%		44.0%	
Youth	44.0%		44.0%	
Adult Education	44.0%		44.0%	
Wagner-Peyser	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Vocational Rehabilitation	Baseline		Baseline	
Effectiveness in Serving Employers				
Adults				
Dislocated Workers				
Youth				
Adult Education				
Wagner-Peyser				
Vocational Rehabilitation				

Note: Blank boxes in the above table are yet to be determined.