

**Workforce Investment Area
Local Plan Modification
Program Year 2008–09
(Budget, Participant, and Performance Forms)**

LWIA: ORANGE COUNTY WORKFORCE INVESTMENT AREA

Submitted on: October 30, 2008

Contact Person: Andrew Munoz, Executive Director

Contact Person's Telephone Number: (714) 567-7371

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WIA Local Plan Modification PY 2008–09

Modification # _____

LWIA: ORANGE COUNTY WORKFORCE INVESTMENT AREA

Date: 09/19/2008

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COUNTY OF ORANGE
ORANGE COUNTY WORKFORCE INVESTMENT BOARD



LOCAL PLAN MODIFICATION

PROGRAM YEAR 2008-09

The following are areas of supplemental information to augment or update the original narrative in the Local Plan and are not designed to replace existing information submitted in the original Plan or any modification thereto, unless otherwise stipulated.

I. PLAN DEVELOPMENT PROCESS

- D. How were comments that were in disagreement with the draft plan considered in developing the final plan? In an attachment, include comments that represent disagreement with the local plan.**

Comments received during the Public Comment period that appear to be in disagreement with this Plan Modification will be incorporated into "Attachment 5."

- E. Describe the method used to make copies of the local plan available through public hearings, and through the local news media and the internet.**

The Plan Modification was first made public through an Orange County Workforce Investment Board (OCWIB) Executive Committee meeting on September 19, 2008 and a public notice published in the Orange County Register. The Plan Modification has also been accessible on the OCWIB internet site at: www.ocwib.org.

III. LABOR MARKET ANALYSIS

- C. What are the current and projected employment opportunities in the local area?**

The current and projected employment opportunities are reflected in the Demand Occupation List for Orange County. The Demand Occupation List is updated after the State's Labor Market Occupational Projection is updated. The Demand Occupation List for Orange County is then approved by the Economic and Workforce Intelligence Committee (EWIC) and the Workforce Investment Board (WIB). The current Demand Occupation List was approved on July 17, 2007 by the EWIC and ratified on July 23, 2007 by the WIB. The current occupations in demand are reflected in Attachment 7-A, Demand Occupation List.

The Employment Development Department/Labor Market Information Division (EDD/LMID) revises their employment projections about every three years. The source of this data is from the Bureau of Labor Statistics (BLS). The 2004-2014 Employment



Projections continue to be the most current data available and this data remains the source of Orange County's Demand Occupation List. The 2004 – 2014 Employment Projections List was sorted according to specific wage and available job openings criteria and then further according to occupations within the industry clusters for Orange County.

D. What job skills are necessary to obtain such employment opportunities? [WIA, Section 118(b)(1)(C)]

Each of the opportunities reflected in the Demand Occupations List also contain the job skills needed to obtain employment. Of these occupations listed 2% require a LLD/MD Degree (First Professional Degree), 2% PHD Degree (Doctoral Degree), 5% MN/MS Degree (Master's Degree), 5% BA/BS + EXPER (Bachelor's Degree or Higher & Some Work Experience), 16% BN/BS Degree (Bachelor's Degree), 5% AA Degree (Associate Degree), 6% Post-Secondary Voc Ed (Postsecondary Vocational Education), 4% Work Experience (Work Experience in a Related Occupation), 10% 12-Month OJT=Long-Term On-the-Job-Training, 20% 1-12 Month OJT (Moderate-Term On-the-Job-Training), and 19% require 30-Day OJT=Short-Term On-the-Job-Training. For details see Attachment 7-A.

IV. LEADERSHIP

C. The California Unemployment Insurance Code (CUIC) Section 14202 requires that representatives of labor organizations comprise at least 15 percent of each LWIB. Describe the LWIB composition.

In addition to information contained within the 5-Year Plan and subsequent modifications, the OCWIB Bylaws were modified in April 2008 to ensure compliance with the new membership parameters set forth in SB 293. Currently our local board holds a majority of private sector business representatives of the local area. Our local board also includes representatives of local educational entities, representatives of labor organizations, representatives of community-based organizations, representatives of economic development agencies, and representatives of each of the one-stop partners. Additional union members are in the process of being appointed for board membership. It is important to note that the Labor Council has only supplied one additional member since SB 293 was implemented despite numerous requests.

V. LOCAL ONE-STOP DELIVERY SYSTEM

A. Describe the One-Stop delivery system in your local area. Include a list of the comprehensive One-Stop Centers and other service points in your area.

The only modification to this question is to provide an updated listing of One-Stop Centers serving Orange County, which is as follows:



ONE-STOP CENTERS SERVING ORANGE COUNTY

<ul style="list-style-type: none"> ▪ Anaheim Career Employment Center 50 South Anaheim Blvd., Suite 300, Anaheim <p>Employment Development Department 2450 East Lincoln, Anaheim</p>	Anaheim WIB
<ul style="list-style-type: none"> ▪ Orange County One-Stop and Business Service Center [NORTHERN REGION] 5405 Garden Grove Blvd., Westminster 	Orange County WIB
<ul style="list-style-type: none"> ▪ Orange County One-Stop and Business Service Center [SOUTHERN REGION] 125 Technology Drive, Irvine 	Orange County WIB
<ul style="list-style-type: none"> ▪ Santa Ana W/O/R/K Center 1000 E. Santa Ana Blvd., Suite 200, Santa Ana 	Santa Ana WIB

- B. The CUIIC Section 14206(d) requires LWIBs to “Select one-stop operators, with the agreement of the local chief elected official, annually review their operations, and terminate for cause the eligibility of such operators.” Include the LWIBs policy addressing this process.**

The OCIWB competitively procures its one-stop operators and its youth operators consistent with the current Orange County Contract Policy Manual and subsequent revisions. Upon culmination of the scoring process, an Agenda Staff Report is initiated to place the item on an agenda for approval by the Orange County Board of Supervisors. The Orange County Board of Supervisors then approves the funding allocation and the resulting contract with the successful bidder(s).

The OCWIB reviews performance for the one-stop and youth operators on a quarterly basis. Contracts initiated by the County for one-stop and youth operators contain provisions for the termination of the contract for cause.

- F. The CUIIC Section 14206(h) requires each LWIB to “Develop local policy on the amount and duration of individual training accounts based on market rate for local training programs.” Include this policy.**

The OCWIB’s Policy and Procedure 08-OCWDA-15, dated July 18, 2008, (Attachment 7-B) outlines its compliance with CUIIC Section 14206(h) for the amount and duration of Individual Training Accounts. 20 CFR 663.420 allows local boards to establish a maximum tuition cost and duration of training. As approved by the Economic Workforce Intelligence Committee and ratified by the WIB, the tuition cap is \$6500 per participant and the duration of training shall not exceed 24 months, 4 semesters, or 6 quarters.

Performance Goals

On December 11, 2007, the DOL approved California’s waiver request to move from the statutory performance measures specified in WIA Section 136(b)(2) to



the common performance measures defined in TEGL 17-05. This information was disseminated to the workforce development community in WSIN07-33, dated February 5, 2008. This waiver is effective July 1, 2007 through June 30, 2009. Include a discussion of how your local area's program design has been updated as a result of the State's replacement of the statutory performance measures with the common performance measures.

On March 10, 2008, the OCWIB issued Information Notice No. OCWDA 07-12. The purpose of this notice was to inform WIA contractors of the approval of common measures waiver request to move from the statutory performance measures specified in the Workforce Investment Act (WIA) Section 136(b) (2) to the Common Performance Measures defined in ETA Training and Employment Guidance Letter (TEGL) 17-05, issued February 17, 2006 and TEGL 17-05, Change 1, issued August 13, 2007. The waiver became effective July 1, 2007.

As a result of this waiver, all Adult and Dislocated Worker programs are accountable for a single set of measures:

- Entered Employment Rate
- Employment Retention Rate
- Average Earnings

The Adult and Dislocated Worker programs are no longer accountable for the Credential Rate performance measure. However, the OCWIB will continue to track data on Credential Rates for reporting purposes only. WIA Contractors shall continue to complete and submit data on training activities on enrollment forms and certificate/credential outcomes on follow-up forms.

- R. The CUIC Section 14230(a)(5) states that training services shall be made available to individuals who, among other criteria, "have selected a program of services directly linked to occupations in demand in the local or regional area." Include the LWIBs policy addressing this topic.**

The OCWIB's Policy and Procedure 08-OCWDA-15, dated July 16, 2008, "Attachment 7-B" outlines its compliance with CUIC Section 14230(a)(5) in which training services are made available to individuals who have selected training services in occupations directly linked to demand occupations in the local area. The OCWIB, under Section 134 of WIA, has established an Approved Training Partner Directory which lists training programs that meet the demand occupation criteria for Orange County.

S. MEMORANDUM OF UNDERSTANDING (MOU):

- 2. Identify those entities with who you are in the process of executing an MOU. Provide a status of these negotiations. [Interim Final Rule §662.310 (b)]**

All MOUs are executed and attached hereto as "Attachment 4."



4. **The CUIC Section 14230(d) requires each LWIB to “develop a policy for identifying individuals who, because of their skills or experience, should be referred immediately to training services.” In addition, it requires LWIBs to contain this policy and the methods for referral of individuals between the one-stop operators and the one-stop partners, in the MOU between the LWIB and the one-stop partners. Include both the LWIBs policy and methods for referral.**

The OCWIB’s Policy and Procedure 08-OCWDA-15 “Attachment 7-B” outlines its compliance with CUIC Section 14230(d) to refer individuals immediately to training. The OCWIB has developed a “fast track to training” for individuals that meet one of the following criteria: (1) individuals who worked in an occupation or industry in which their position was eliminated; (2) individuals who have a technical, occupational, or vocational certificate, and require academic or further vocational training in order to meet the requirements of the job market; or (3) individuals who have an Associate’s Degree, or higher, and require training for skills upgrade in order to meet the requirements of the job market.

VI. YOUTH ACTIVITIES

Performance Goals

On December 11, 2007, the DOL approved California’s waiver request to move from the statutory performance measures specified in WIA Section 136(b)(2) to the common performance measures defined in TEGL 17-05. This information was disseminated to the workforce development community in WSIN07-33, dated February 5, 2008. This waiver is effective July 1, 2007 through June 30, 2009. Include a discussion of how your local area’s program design has been updated as a result of the State’s replacement of the statutory performance measures with the common performance measures in the narrative as it relates to “Youth Activities.”

The OCWIB’s youth program design modification to meet the Common Measures requirements includes tracking and reporting of Literacy and Numeracy performance for Out-of-School Youth that are basic skills deficient through using approved assessments identified in TEGL 17-05. In addition, the OCWIB youth providers are no longer tracking skill attainments for younger youth; however, the youth providers continue to assist all youth with basic skills, occupational skills, work readiness skills, and the required program design elements [WIA, Section 129(c)(2)(A)through (J)] in order to meet all Common Measures.



WIA Local Plan Modification PY 2008-09

Modification # _____

LWIA: ORANGE COUNTY WORKFORCE INVESTMENT AREA

Date: 12/16/2008

Budget, Participant, and Performance Forms

SIGNATURE PAGE

This Local Plan represents the Orange County Workforce Investment Board's efforts to maximize and coordinate resources available under Title I of the Workforce Investment Act (WIA) of 1998.

This Local Plan is submitted for the period of April 1, 2008, through June 30, 2009, in accordance with the provisions of WIA.

Local Workforce Investment Board Chair

[Handwritten Signature]
Signature

Bob Bunyan
Name

Chair, Orange County
Workforce Investment Board
Title

11/10/08
Date

Chief Elected Official

[Handwritten Signature]
Signature

John M. W. Moorlach
Name

Chair, Orange County
Board of Supervisors
Title

12/19/08
Date

FACSIMILE SIGNATURE AUTHORIZED
PER G.C. SEC. 25103, RESO 79-1535
SIGNED AND CERTIFIED THAT A COPY OF
THIS DOCUMENT HAS BEEN DELIVERED
TO THE CHAIR OF THE BOARD



ATTEST:

[Handwritten Signature]
DARLENE J. BLOOM
CLERK OF THE BOARD OF SUPERVISORS
ORANGE COUNTY, CALIFORNIA





COUNTY OF ORANGE
ORANGE COUNTY WORKFORCE INVESTMENT BOARD



**LOCAL PLAN MODIFICATION
PROGRAM YEAR 2008-09**

Attachment 1:

Budget Plan Summaries



<input checked="" type="checkbox"/> WIA Local Plan Modification PY 2008-09	LWIA: Orange County
Modification # _____	Date: 09/19/2008

Budget, Participant, and Performance Forms
TITLE IB BUDGET PLAN SUMMARY (Adult or Dislocated Worker)
WIA 118; 20 CFR 661.350(a)(13)

PROGRAM TYPE for PY 2007, beginning 07/01/07 through 06/30/08

- Grant Code 201/202/203/204 WIA IB-Adult
 Grant Code 501/502/503/504 WIA IB-Dislocated Worker

FUNDING IDENTIFICATION		R7xxxxx Subgrant	R8xxxxx Subgrant
1.	Year of Appropriation	2007	2008
2.	Formula Allocation	1,699,286	1,769,181
3.	Allocation Adjustment - Plus or Minus	(170,664)	
4.	Transfers - Plus or Minus		
5.	TOTAL FUNDS AVAILABLE (Line 2 plus 4)	1,528,622	1,769,181
TOTAL ALLOCATION COST CATEGORY PLAN			
6.	Program Services (sum of Lines 6A through 6E)	1,375,760	1,592,236
	A. Core Self Services	509,031	589,137
	B. Core Registration Services	82,546	95,536
	C. Intensive Services	509,031	557,292
	D. Training Services	275,152	350,298
	E. Other		
7.	Administration (Line 5 minus 6)	152,862	176,918
8.	TOTAL (Lines 6 plus 7)	1,528,622	1,769,154
QUARTERLY TOTAL EXPENDITURE PLAN (cumulative from July 1, 2006 and July 1, 2007 respectively)			
9.	September 2007		
10.	December 2007	382,156	
11.	March 2008	611,449	
12.	June 2008	794,883	
13.	September 2008	1,008,891	0
14.	December 2008	1,314,615	176,918
15.	March 2009	1,498,050	442,295
16.	June 2009	1,528,622	743,056
17.	September 2009		1,149,968
18.	December 2009		1,556,879
19.	March 2010		1,733,797
20.	June 2010		1,769,181
COST COMPLIANCE PLAN (maximum 10%)		10%	10%

Andrew Munoz, Executive Director	(714) 567-7371	09/19/2008
Contact Person, Title	Telephone Number	Date Prepared

Comments:

NOTE: Final Rule 667.160, What Reallocation Procedures Must the Governors Use, discusses local area obligation rates, recapture, and reallocation. Also see WIA Directive WIAD01-10.

<input checked="" type="checkbox"/>	WIA Local Plan Modification PY 2008-09	LWIA: <u>Orange County</u>
	Modification # _____	Date: <u>09/19/2008</u>

Budget, Participant, and Performance Forms
TITLE IB BUDGET PLAN SUMMARY (Adult or Dislocated Worker)
WIA 118; 20 CFR 661.350(a)(13)

PROGRAM TYPE for PY 2007, beginning 07/01/07 through 06/30/08

- Grant Code 201/202/203/204 WIA IB-Adult
 Grant Code 501/502/503/504 WIA IB-Dislocated Worker

FUNDING IDENTIFICATION		R7xxxxx Subgrant	R8xxxxx Subgrant
1.	Year of Appropriation	2007	2008
2.	Formula Allocation	3,102,953	4,012,121
3.	Allocation Adjustment - Plus or Minus	(252,361)	
4.	Transfers - Plus or Minus		
5.	TOTAL FUNDS AVAILABLE (Line 2 plus 4)	2,850,592	4,012,121
TOTAL ALLOCATION COST CATEGORY PLAN			
6.	Program Services (sum of Lines 6A through 6E)	2,565,533	3,610,909
	A. Core Self Services	102,621	144,436
	B. Core Registration Services	1,000,558	830,509
	C. Intensive Services	949,247	1,697,127
	D. Training Services	513,107	144,436
	E. Other		
7.	Administration (Line 5 minus 6)	285,059	401,212
8.	TOTAL (Lines 6 plus 7)	2,850,592	4,012,121
QUARTERLY TOTAL EXPENDITURE PLAN (cumulative from July 1, 2006 and July 1, 2007 respectively)			
9.	September 2007	0	
10.	December 2007	484,601	
11.	March 2008	1,054,719	
12.	June 2008	1,482,308	
13.	September 2008	1,966,908	0
14.	December 2008	2,708,062	481,455
15.	March 2009	2,793,580	1,163,515
16.	June 2009	2,850,592	2,246,788
17.	September 2009		3,129,454
18.	December 2009		3,530,666
19.	March 2010		3,931,878
20.	June 2010		4,012,121

Andrew Munoz, Executive Director	(714) 567-7371	09/19/2008
Contact Person, Title	Telephone Number	Date Prepared

Comments:
NOTE: Final Rule 667.160, What Reallocation Procedures Must the Governors Use, discusses local area obligation rates, recapture, and reallocation. Also see WIA Directive WIAD01-10.

WIA Local Plan Modification PY 2008-09
Modification # _____

LWIA: Orange County
Date: 09/19/2008

Budget, Participant, and Performance Forms
TITLE IB BUDGET PLAN SUMMARY (Youth)
WIA 118; 20 CFR 661.350(a)(13)

PROGRAM TYPE for PY 2007, beginning 04/01/07 through 06/30/08

Grant Code 301/302/303/304 WIA IB-Youth

FUNDING IDENTIFICATION	R7xxxxx Subgrant	R8xxxxx Subgrant
1. Year of Appropriation	2007	2008
2. Formula Allocation	1,775,903	1,820,762
3. Allocation Adjustment - Plus or Minus	(60,122)	
4. TOTAL FUNDS AVAILABLE (Line 2 plus 3)	1,715,781	1,820,762
TOTAL ALLOCATION COST CATEGORY PLAN		
5. Program Services (sum of Lines 5A and 5B)	1,544,203	1,638,686
A. In School	1,080,942	1,147,080
B. Out-of-School (30%)	463,261	491,606
6. Administration (Line 4 minus 5)	171,578	182,076
7. TOTAL (Line 5 plus 6)	1,715,781	1,820,762
QUARTERLY TOTAL EXPENDITURE PLAN (cumulative from April 1, 2006 and April 1, 2007 respectively)		
8. June 2007	0	
9. September 2007	291,683	
10. December 2007	634,839	
11. March 2008	892,206	
12. June 2008	1,201,047	0
13. September 2008	1,389,783	327,737
14. December 2008	1,629,992	619,059
15. March 2009	1,681,465	1,183,495
16. June 2009	1,715,781	1,584,063
17. September 2009		1,638,686
18. December 2009		1,729,724
19. March 2010		1,784,347
20. June 2010		1,820,762

Andrew Munoz, Executive Director	(714) 567-7371	09/19/2008
Contact Person, Title	Telephone Number	Date Prepared

Comments:

NOTE: Final Rule 667.160, What Reallocation Procedures Must the Governors Use, discusses local area obligation rates, recapture, and reallocation. Also see WIA Directive WIAD01-10.



**LOCAL PLAN MODIFICATION
PROGRAM YEAR 2008-09**

Attachment 2:

Participant Plan Summaries



<input checked="" type="checkbox"/> WIA Local Plan Modification PY 2008-09 <input type="checkbox"/> Modification # _____	LWIA: Orange County Date: 09-19-2008
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Budget, Participant, and Performance Forms

TITLE IB PARTICIPANT PLAN SUMMARY

WIA 118; 20 CFR 661.350(a)(13); TEGL 17-05

Plan the number of individuals that are in each category.

Totals for PY 2008 (07/01/08 through 06/30/09)		ADULT	DW	YOUTH
1.	Registered Participants Carried in from PY 2007	169	338	288
2.	New Registered Participants for PY 2008	187	419	169
3.	Total Registered Participants for PY 2008 (Line 1 plus 2)	356	757	457
4.	Exiters for PY 2008	71	151	91
5.	Registered Participants Carried Out to PY 2009 (Line 3 minus 4)	285	606	366

PROGRAM SERVICES				
6.	Core Self Services	4,742	5,796	
7.	Core Registered Services	356	757	
8.	Intensive Services	207	576	
9.	Training Services	16	24	

YOUTH MEASURES				
10.	Attainment of a Literacy and/or Numeracy Gain			137
11.	Attainment of a High School Diploma, GED, or Certificate			43

EXIT STATUS				
12.	Entered Employment	55	131	44
12A.	Training-related	13	19	2
13.	Remained with Layoff Employer		1	
14.	Entered Military Service			1
15.	Entered Advanced Training			1
16.	Entered Postsecondary Education			17
17.	Entered Apprenticeship Program			0
18.	Returned to Secondary School			5
19.	Exited for Other Reasons	16	19	24

Andrew Munoz, Executive Director	(714) 567-7371	09/19/2008
Contact Person, Title	Telephone Number	Date Prepared

Comments:



COUNTY OF ORANGE
ORANGE COUNTY WORKFORCE INVESTMENT BOARD



**LOCAL PLAN MODIFICATION
PROGRAM YEAR 2008-09**

Attachment 3:

**Negotiated Levels of
Performance Chart**



<input checked="" type="checkbox"/> WIA Local Plan Modification PY 2008–09	LWIA: Orange County
<input type="checkbox"/> Modification # _____	Date: 09-19-2008

BUDGET, PARTICIPANT, AND PERFORMANCE FORMS

STATE NEGOTIATED LEVELS OF PERFORMANCE¹

WIA Requirement at Section 136(c)	PY 2005–06	PY 2006–07	PY 2007-08	PY 2008–09
Adults				
Entered Employment Rate	73%	74%	77%	78%
Employment Retention Rate	79%	80%	82%	83%
Earnings Change/Average Earnings ²	\$3500	\$11,800	\$12,400	\$12,500
Employment and Credential Attainment Rate	56%	58%	N/A	N/A
Dislocated Workers				
Entered Employment Rate	81%	82%	85%	86%
Employment Retention Rate	85%	86%	87%	88%
Earnings Change/Average Earnings ²	-\$3000	\$15,400	\$15,800	\$15,900
Employment and Credential Attainment Rate	66%	67%	N/A	N/A
Youth (ages 14-21)				
Placement in Employment or Education	N/A	N/A	TBD	TBD
Attainment of a Degree or Certificate	N/A	N/A	TBD	TBD
Literacy and Numeracy Gains	N/A	N/A	TBD	TBD
Older Youth (ages 19–21)³				
Entered Employment Rate	72%	73%	N/A	N/A
Employment Retention Rate	80%	81%	N/A	N/A
Earnings Change	\$3700	\$3800	N/A	N/A
Employment and Credential Attainment Rate	38%	39%	N/A	N/A
Younger Youth (ages 14–18)³				
Skill Attainment Rate	83%	84%	N/A	N/A
Diploma or Equivalent Rate	66%	67%	N/A	N/A
Retention Rate	63%	64%	N/A	N/A
Customer Satisfaction³				
Participant Satisfaction Score	75	75	N/A	N/A
Employer Satisfaction Score	75	75	N/A	N/A

1 Guidance on the definitions of specific indicators for state and local performance can be found at the U.S. Department of Labor (DOL) [WIA](#) Web site. Specific Training and Employment Guidance Letters (TEGL) include, but are not limited to 8-99, 11-01, 27-04, 35-04, and 17-05. Additional guidance can be found at the EDD Workforce Development Community [Directives](#) Web site and [Information Notices](#) Web site. Specific Directives include, but are not limited to WIAD05-15, 06-5, 06-14, and WSD07-5. Specific Information Notices include, but are not limited to WSIN07-4 and 07-33. The DOL Employment and Training Administration approved California's waiver request to move from the statutory performance measures specified in WIA Section 136(b)(2) to the common performance measures defined in TEGL 17-05. This waiver is effective July 1, 2007 through June 30, 2009.

2 For PY 2005-06, the goal was an "Earnings Change". Effective July 1, 2006, the definition was changed to reflect an "Average Earnings". See TEGL 17-05.

3 Per WSIN07-33, the DOL approved California's waiver request to move from the statutory performance measures specified in WIA Section 136(b)(2) to the common performance measures defined in TEGL 17-05. Accordingly, these performance measures are no longer applicable.

BUDGET, PARTICIPANT, AND PERFORMANCE FORMS

LOCAL NEGOTIATED LEVELS OF PERFORMANCE¹

WIA Requirement at Section 136(c)	PY 2005–06	PY 2006–07	PY 2007–08
Adults			
Entered Employment Rate	75.9%	77.0%	77.5%
Employment Retention Rate	79.4%	80.0%	80.5%
Earnings Change/Average Earnings ²	\$3,010	\$14,400	\$14,400
Employment and Credential Attainment Rate	56.0%	58.0%	N/A
Dislocated Workers			
Entered Employment Rate	77.9%	78.9%	79.5%
Employment Retention Rate	85.1%	86.1%	87.0%
Earnings Change/Average Earnings ²	\$-3,000	\$16,000	\$16,200
Employment and Credential Attainment Rate	66.0%	67.0%	N/A
Youth (ages 14-21)			
Placement in Employment or Education	N/A	N/A	65.0%
Attainment of a Degree or Certificate	N/A	N/A	45.0%
Literacy and Numeracy Gains	N/A	N/A	15.0%
Older Youth (ages 19–21)³			
Entered Employment Rate	66.7%	67.7%	N/A
Employment Retention Rate	77.0%	79.0%	N/A
Earnings Change	\$3,897	\$3,997	N/A
Employment and Credential Attainment Rate	38.0%	39.0%	N/A
Younger Youth (ages 14–18)³			
Skill Attainment Rate	87.3%	88.3%	N/A
Diploma or Equivalent Rate	66.0%	67.0%	N/A
Retention Rate	65.8%	66.8%	N/A
Customer Satisfaction³			
Participant Satisfaction Score	N/A	N/A	N/A
Employer Satisfaction Score	N/A	N/A	N/A

1 Guidance on the definitions of specific indicators for state and local performance can be found at the U.S. Department of Labor (DOL) WIA Web site. Specific Training and Employment Guidance Letters (TEGL) include, but are not limited to 8-99, 11-01, 27-04, 35-04, and 17-05. Additional guidance can be found at the EDD Workforce Development Community Directives Web site and Information Notices Web site. Specific Directives include, but are not limited to WIAD05-15, 06-5, 06-14, and WSD07-5. Specific Information Notices include, but are not limited to WSIN07-4 and 07-33. The DOL Employment and Training Administration approved California's waiver request to move from the statutory performance measures specified in WIA Section 136(b)(2) to the common performance measures defined in TEGL 17-05. This waiver is effective July 1, 2007 through June 30, 2009.

2 For PY 2005-06, the goal was an "Earnings Change". Effective July 1, 2006, the definition was changed to reflect an "Average Earnings". See TEGL 17-05.

3 Per WSIN07-33, the DOL approved California's waiver request to move from the statutory performance measures specified in WIA Section 136(b)(2) to the common performance measures defined in TEGL 17-05. Accordingly, these performance measures are no longer applicable.

