

STATE OF
IDAHO

WORKFORCE INVESTMENT ACT

ANNUAL REPORT FOR PY 2003



OCTOBER 2004

WIA Title I Report for the State of Idaho

Part A. Return on Investment

Idaho's "Return on Investment" provides the required analysis of our workforce investment activities relative to the effect of the activities on the performance of the participants. Reviewing the level of investment (taxpayers' dollars) vs. the return on that investment (participant gains in wages, taxes, reduced public assistance) provides another look at the success of the programs beyond the required performance standards.

For each of our major programs, these demonstrate a positive impact on the community resulting from participation in the program. For individuals enrolled in the Adult program, \$3.12 is returned to the community for each dollar spent and the investment is returned by the participant within twelve months. For dislocated workers, the investment is returned in ten months with those leaving the program returning \$4.26 to the community for each dollar invested.

Youth, particularly younger youth, are less likely to be directed toward immediate employment upon completion. A primary goal for these at-risk youth is to encourage them to return to school or to assist them in continuing their education. In recognition of these goals, we have considered future impact resulting from continued participation in education through high school and beyond for younger youth. Impact for older youth who are employment directed is computed in the same manner as adults and dislocated workers. The results of our analysis demonstrate that investments in youth are repaid within 17.3 months and youth are expected to return \$2.08 to the community for each dollar invested in their training.

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Adult ~ Program Year 2003
Summary at a Glance

Increased Income Tax Contributions (State & Federal)	\$1,318,704
Increased FICA payments	\$1,094,807
Reduced Public Assistance Dependency	\$842,880
TOTAL ANNUAL TAXPAYER BENEFIT	\$3,256,391
Monthly Taxpayer Benefit	\$271,366
ADULT PROGRAM COST (Expenditures, PY 2003)	\$2,736,711
Number of months to pay back Taxpayer Investment	10.1

IMPACT OF WIA INVESTMENT

Adult ~ Program Year 2003
Summary at a Glance

Annual Increased Net Earnings of Participants	\$5,289,495
Annual Increase in FICA Contributions	\$1,094,807
Annual Increase in Federal Income Tax Payments	\$910,129
Annual Increase in State Income Tax Payments	\$408,575
Annual Decrease in Public Assistance	\$842,880
TOTAL ANNUAL IMPACT	\$8,545,886
ADULT PROGRAM COST (Expenditures, PY 2003)	\$2,736,711

Overall Impact of Investment (Impact divided by Program Cost)

Investment	Impact
\$1.00	\$3.12

IDAHO
Dislocated Worker ~ Program Year 2003
Summary at a Glance

Increased Income Tax Contributions (State & Federal)	\$2,957,781
Increased FICA payments	\$2,414,033
Reduced Public Assistance Dependency	\$194,400
TOTAL ANNUAL TAXPAYER BENEFIT	\$5,566,214
Monthly Taxpayer Benefit	\$463,851
D.W. PROGRAM COST (DW, Rapid Response, State 15% Expenditures, PY 2003)	\$4,028,301
Number of months to pay back Taxpayer Investment	8.7

IMPACT OF WIA INVESTMENT
Dislocated Worker ~ Program Year 2003
Summary at a Glance

Annual Increased Net Earnings of Participants	\$11,613,195
Annual Increase in FICA Contributions	\$2,414,033
Annual Increase in Federal Income Tax Payments	\$2,038,998
Annual Increase in State Income Tax Payments	\$918,783
Annual Decrease in Public Assistance	\$194,400
TOTAL ANNUAL IMPACT	\$17,179,409
D.W. PROGRAM COST (DW, Rapid Response, State 15% Expenditures, PY 2003)	\$4,028,301

Overall Impact of Investment (Impact divided by Program Cost)

Investment	Impact
\$1.00	\$4.26

IDAHO
Youth ~ Program Year 2003
Summary at a Glance

Increased Income Tax Contributions (State & Federal)	\$1,169,594
Increased FICA payments	\$898,286
Reduced Public Assistance Dependency	\$115,996
TOTAL ANNUAL TAXPAYER BENEFIT	\$2,183,876
Monthly Taxpayer Benefit	\$181,990
YOUTH PROGRAM COST (Program Expenditures, PY 2003)	\$3,152,891
Number of months to pay back Taxpayer Investment	17.3

IMPACT OF WIA INVESTMENT
Youth ~ Program Year 2003
Summary at a Glance

Annual Increased Net Earnings of Participants	\$4,384,131
Annual Increase in FICA Contributions	\$898,286
Annual Increase in Federal Income Tax Payments	\$779,743
Annual Increase in State Income Tax Payments	\$389,851
Annual Decrease in Public Assistance	\$115,996
TOTAL ANNUAL IMPACT	\$6,568,007
YOUTH PROGRAM COST (Program Expenditures, PY 2003)	\$3,152,891

Overall Impact of Investment (Impact divided by Program Cost)

Investment	Impact
\$1.00	\$2.08

Return on Investment

BACKGROUND

Each person who applies for WIA services completes an application that supplies information on employment status, cash welfare and/or food stamps recipient status, number in the family and number of dependents. Unemployment insurance records are also accessed for pre-program wage information. This information constitutes the raw data used as pre-program information.

Upon completion of the training, information is recorded on each individual regarding his or her employment status and earnings. This information constitutes post-program data.

For younger youth whose goal is not immediate employment, pre-program information is based on the mean income of those with less than a high school education as reported in the most current CPS survey. Post-program information is the mean income for high school graduates from the same survey. While this does not report actual income, it is used as an indicator of future program impact.

The raw data collected at these points is used to project and compute employment rate, net (take home) pay of the employed, FICA and federal and state income tax contributions and public assistance costs. By comparing pre-program and post-program data, we can reasonably determine the benefit of the program compared to the cost of the program.

METHODOLOGY

Federal and state income taxes paid are calculated by using federal and state tax tables, based on average income, average family size, and the most frequently occurring filing status of participants. Increased tax contributions are derived from subtracting pre-program contributions from post-program contributions.

Annual public assistance costs are calculated by multiplying the number of cash welfare recipients by the maximum monthly welfare grant times twelve; Food Stamp costs are calculated by multiplying the number of food stamp recipients by the average monthly food stamp amount times twelve. Decreased public assistance costs were derived by determining whether an individual who was on assistance at intake was working more than 25 hours a week at \$6 per hour. If so, s/he would not have qualified for cash assistance, so the maximum monthly benefit as of July 1, 2004, for both cash assistance and food stamp assistance was counted as savings.

FICA contributions are calculated to be 15.3 percent of gross earnings.

Net (take home) earnings of the employed are calculated by computing the annual gross income and subtracting employee FICA and income taxes. Pre-program earnings are based on earnings reported in unemployment insurance records; post-program earnings are based on employment data collected at program exit.

Taxpayer Return on Investment

The Taxpayer Return on Investment represents the rate of return of taxpayer dollars, through increased tax contributions and decreased welfare costs.

To calculate the Taxpayer Return on Investment, the Total Annual Benefit is divided by twelve to produce a Monthly Taxpayer Benefit. The Program Cost is then divided by the Monthly Taxpayer Benefit to calculate the number of months it takes to pay back the taxpayer investment in WIA for the year in question.

IMPACT OF INVESTMENT

This is a measure of the program's overall benefit to the community.

When calculating the Impact of Investment, net earnings of the participants are included, as well as the increased tax contributions and decreased welfare costs. Even though these earnings are not directly returned to the taxpayer, they represent a measure of increased productivity.

ASSUMPTIONS

The ideal calculation of the return on WIA investments would contain raw data on individual participants for an entire year prior and subsequent to participation in WIA. The cost of collecting such data, however, would far outweigh the benefit of doing so. As such, these calculations rely on a number of assumptions about the data and about pre- and post-program conditions of participants. These are identified below:

In general, it is assumed that the following data, collected during program intake and exit as well as from unemployment wage records, remained constant for the entire year prior and subsequent to program participation, respectively:

- Earnings
- Employed/Unemployed Status
- Public Assistance Grant Amounts
- Family Size

Other Assumptions:

Using the average income, average family size, and most frequently occurring filing status to calculate tax contributions will yield a representative, yet conservative, estimate for the individuals being counted.

Individuals are receiving all public assistance benefits for which they are eligible both prior and subsequent to program participation.

OTHER TAXPAYER BENEFITS

The benefits reflected in these calculations include only a portion of those actually accruing to the taxpayer for these programs. Other welfare costs associated with Medicaid, subsidized housing, and Supplemental Security Income, for example, will generate significant savings if no longer received by program completers. Reduced Unemployment Insurance costs may generate additional savings. These measures also reflect increased tax contributions only for state and federal income taxes, without the inclusion of local and sales taxes. Information needed to calculate these related savings, however, is either not available or cost-prohibitive to produce.

Part B. Evaluation of Activities

IDAHO'S FOCUS FOR WIA

The Governor's Workforce Development Council and local *IdahoWorks* Boards have provided the necessary direction to successfully implement WIA programs throughout the state. Idaho met all federally established statewide performance goals for WIA for PY 2003, primarily due to the efforts and leadership of the Council and *IdahoWorks* Boards.

CHALLENGE

Features that make Idaho unique also bring challenges, and for WIA there is no exception. Idaho is predominantly rural, with a large geographical area and a population of 1.3 million. By its very nature, stretching programs with limited funding is difficult.

EVALUATIONS

Idaho was awarded an incentive grant award under the Workforce Investment Act based on achieving performance standards in Adult Education, Carl Perkins and WIA Title I. The award was created to support innovative workforce development and education activities authorized under Title I or Title II (The Adult Education and Family Literacy Act) of WIA, or under the Carl Perkins Act.

As part of this incentive award, the Workforce Development Council made funds available to the local workforce investment areas to improve services to business. The Workforce Development Council approved proposals in all six areas of the state. Although all areas did not achieve the results as expected, the experiments did yield models that can be extended statewide to improve business services.

Region I (North Idaho) developed a targeted marketing and outreach campaign to connect business to the One Stop system. The One Stop system is currently being marketed to area employers using products developed during the campaign.

Region I joined Region II in supporting the Business mentor-protégé initiative. The regions found the initiative to be very successful. Training has been provided to One Stop Centers to allow statewide deployment of the business relations group concept.

Region II (North Central Idaho) created a customer-service training program for rural areas of the region, as well as a business library to be used by entrepreneurs in the region. The customer service project focused on training various hospitality industry staff in the region in a one-day, six-hour training, in anticipation of state visitors celebrating the bicentennial of the Lewis and Clark expedition. The grant also helped to develop an inter-library loan program specifically targeted for business users in the region.

Region III (Southwestern Idaho) convened health care industry representatives to facilitate a dialogue on employer labor force needs. After surveying all area hospitals, non-degreed positions emerged as those requiring additional training. Competencies were identified, becoming the basis for a curriculum for the training. The effort also produced a model for establishing the business-industry consortia. With success in the health care industry, the region has implemented a similar process with the construction industry.

Region IV (South Central Idaho) had multiple targets. Region IV marketed and tested response to the College of Southern Idaho's WorkKeys assessment and computerized training program to develop skills of incumbent workers. The region also tested a project to demonstrate the value of Older Workers to the employer community. The region also conducted an extensive employer survey across eight industry sectors that will serve as a model to be implemented statewide.

Region V (Southeast Idaho) developed distance-learning courses for an Associate of Science Degree as a Registered Nurse (ADN) at Idaho State University to address their vital rural health care needs. ISU matched the funds offered through the grant allowing development of courses for an ADN that will be offered in the spring of 2005.

Region VI (East Central Idaho) conducted an audit of workforce skill shortages and business needs in the region. Using the CIS skill set as a foundation, it showed that soft-skills, especially the ability to communicate with others, were those skills that employers most wanted. As a result of the audit, the region is developing a CNA program for ESL students to aid in meeting rural health care needs.

Policy Academy

Idaho conducted a major survey of workforce programs and services under the auspices of the Governor's 21st Century Workforce Policy Academy. The survey identified programs, funding, and the policy and performance framework for all workforce programs in the state. The results will be published early in 2005 with the expectation that findings will be considered by the Workforce Development Council as they consider their strategic plan.

Table Section

Table A - Workforce Investment Act Customer Satisfaction Results

Customer Satisfaction	Negotiated Performance Level	Actual Performance Level – American Customer Satisfaction Index	Number of Customers Surveyed	Number of Customers Eligible for the Survey
Program Participants	80%	85.2	1,474	1,942
Employers	78%	85.5	25	30

Table B – Adult Program Results At-A-Glance

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	76.00%	89.27%	316
			354
Employment Retention Rate	84.00%	88.91%	441
			496
Earnings Replacement in Six Months	\$3,475.00	\$3,967.66	\$1,733,866
			435
Employment And Credential Rate	55.00%	72.44%	297
			410

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	81.82%	$\frac{18}{22}$	90.00%	$\frac{27}{30}$	83.67%	$\frac{41}{50}$	85.37%
Employment Retention Rate	74.07%	$\frac{20}{27}$	82.22%	$\frac{37}{45}$	83.58%	$\frac{56}{67}$	80.00%	$\frac{32}{40}$
Earnings Change in Six Months	\$4,077.67	$\frac{\$97,864}{24}$	\$880.29	$\frac{\$35,212}{40}$	\$2,275.40	$\frac{\$127,423}{56}$	\$1,696.52	$\frac{\$53,464}{37}$
Employment And Credential Rate	65.00%	$\frac{13}{20}$	88.89%	$\frac{24}{27}$	65.91%	$\frac{29}{44}$	62.96%	$\frac{17}{27}$

Table D – Other Outcome Information for the Adult Program

Reported Information	Individuals Who Received Training Services		Individuals Who Received Only Core and Intensive Services	
	Entered Employment Rate	89.89%	$\frac{240}{267}$	87.36%
Employment Retention Rate	89.57%	$\frac{352}{393}$	86.41%	$\frac{89}{103}$
Earnings Change in Six Months	\$4,494.85	$\frac{\$1,559,715}{347}$	\$1,935.02	$\frac{\$174,152}{90}$

Table E – Dislocated Worker Program Results At-A-Glance

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	85.00%	93.14%	815 875
Employment Retention Rate	90.00%	93.48%	774 828
Earnings Replacement in Six Months	88.00	85.43%	\$8,364,347 \$9,790,495
Employment And Credential Rate	55.00%	73.22%	484 661

Table F – Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
	Entered Employment Rate	90.23%	120 133	92.16%	47 51	83.67%	82 98	81.25%
Employment Retention Rate	91.06%	112 123	96.08%	49 51	91.67%	66 72	84.85%	28 33
Earnings Replacement Rate	87.33%	\$1,244,228 \$1,424,765	81.86	\$391,332 \$478,031	73.72%	\$593,476 \$805,014	330.07%	\$212,428 \$64,358
Employment And Credential Rate	74.19%	69 93	64.71%	22 34	70.15%	47 67	60.87%	14 23

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	93.49%	618 661	92.06%
Employment Retention Rate	93.86%	550 586	92.56%	224 242
Earnings Replacement Rate	85.17%	\$5,942,592 \$6,977,022	86.08%	\$2,421,755 \$2,813,474

Table H – Older Youth Results At-A-Glance

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	68.00%	88.51%	$\frac{77}{87}$
Employment Retention Rate	80.00%	90.53%	$\frac{86}{95}$
Earnings Change in Six Months	\$3,000.00	\$2,881.02	$\frac{\$221,838}{77}$
Employment & Credential Rate	43.00%	56.43%	$\frac{79}{140}$

Table I – Outcomes for Older Youth Special Populations

Reported Information	Public Assistance Recipients		Veterans		Individuals With Disabilities		Out-of-School Youth	
	Entered Employment Rate	100.00%	$\frac{1}{1}$	0.00%	$\frac{0}{0}$	85.71%	$\frac{12}{14}$	80.60%
Employment Retention Rate	100.00%	$\frac{5}{5}$	0.00%	$\frac{0}{0}$	100.00%	$\frac{12}{12}$	87.67%	$\frac{64}{73}$
Earnings Change in Six Months	\$5,051.83	$\frac{\$15,156}{3}$	\$0.00	$\frac{\$0}{0}$	\$1,689.44	$\frac{\$15,205}{9}$	\$2,097.07	$\frac{\$123,727}{59}$
Credential Rate	100.00%	$\frac{1}{1}$	0.00%	$\frac{0}{1}$	45.00%	$\frac{9}{20}$	53.64%	$\frac{59}{110}$

Table J – Younger Youth Results At-A-Glance

	Negotiated Performance Level	Actual Performance Level	
Skill Attainment Rate	82.00%	94.51%	688 728
Diploma or Equivalent Attainment Rate	60.00%	79.32%	211 266
Retention Rate	60.00%	79.85	210 263

Table K – Outcomes for Younger Youth Special Populations

Reported Information	Public Assistance Recipients		Individuals With Disabilities		Out-of-School Youth	
Skill Attainment Rate	96.08%	49 51	96.17%	251 261	90.71%	166 183
Diploma or Equivalent Attainment Rate	70.59%	12 17	87.91%	80 91	63.64%	49 77
Retention Rate	58.82%	10 17	83.10	59 71	76.42	81 106

Table L – Other Reported Information

	12-Month Retention Rate		12-Month Earnings		Nontraditional Employment		Wages at Entry		Training Related Employment	
Adults	86.01%	418 486	\$3,839.76	\$1,578,142 411	16.14%	51 316	\$4,306.18	\$1,244,485 289	80.48%	169 210
Dislocated Workers	91.25%	730 800	90.86%	\$8,339,576 \$9,178,862	13.82%	110 798	\$5,813.86	\$4,348,771 748	77.62%	437 563
Older Youth	91.40%	85 93	\$3,503.14	\$234,710 67	9.09%	7 77	\$2,896.89	\$205,679 71		

Table M – Participation Levels

	Total Participants Served	Total Exiters
Adults	949	540
Dislocated Workers	1,706	911
Older Youth	304	147
Younger Youth	885	433

Table N – Cost of Program Activities

Program Activity		Total Federal Spending
Local Adults		\$2,736,711
Local Dislocated Workers		\$2,661,623
Local Youth		\$3,152,891
Rapid Response (up to 25%) §134(a)(2)(A)		\$1,207,492
Statewide Required Activities (Up to 15%) §134(a)(2)(B)		\$1,516,806
Statewide Allowable Activities §134(a)(3)	Statewide Miscellaneous Activities (older worker pilot, LMI, additional dislocated worker services, marketing, JobLine).	\$ 285,010
Total of All Federal Spending Listed Above		\$11,560,533

Table O: Local Performance

Local Area Name ONE	Total Participants Served	Adults	354
		Dislocated Workers	340
		Older Youth	115
		Younger Youth	302
ETA Assigned # 16040	Total Exiters	Adults	215
		Dislocated Workers	167
		Older Youth	42
		Younger Youth	153

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	80	85.2
	Employers	78	88.4
Entered Employment Rate	Adults	76%	85%
	Dislocated Workers	85%	93%
	Older Youth	68%	82%
Retention Rate	Adults	84%	88%
	Dislocated Workers	90%	91%
	Older Youth	80%	91%
	Younger Youth	60%	75%
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,475	\$3,361
	Dislocated Workers	88%	94%
	Older Youth	\$3,000	\$1,922
Credential/ Diploma Rate	Adults	55%	65%
	Dislocated Workers	55%	69%
	Older Youth	43%	45%
	Younger Youth	60%	67%
Skill Attainment Rate	Younger Youth	82%	93%
Skill Description of Other State Indicators of Performance			
Overall Status of Local Performance		Not Met	Met
			x

Table O: Local Performance

Local Area Name TWO	Total Participants Served	Adults	87
		Dislocated Workers	107
		Older Youth	34
		Younger Youth	66
ETA Assigned # 16045	Total Exiters	Adults	48
		Dislocated Workers	82
		Older Youth	20
		Younger Youth	42

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	80	83.4
	Employers	78	86.8
Entered Employment Rate	Adults	76%	91%
	Dislocated Workers	85%	95%
	Older Youth	68%	86%
Retention Rate	Adults	84%	92%
	Dislocated Workers	90%	92%
	Older Youth	80%	87%
	Younger Youth	60%	88%
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,475	\$2,389
	Dislocated Workers	88%	92%
	Older Youth	\$3,000	\$2,172
Credential/ Diploma Rate	Adults	55%	78%
	Dislocated Workers	55%	86%
	Older Youth	43%	64%
	Younger Youth	60%	90%
Skill Attainment Rate	Younger Youth	82%	97%
Skill Description of Other State Indicators of Performance			
Overall Status of Local Performance		Not Met	Met
			x

Table O: Local Performance

Local Area Name THREE	Total Participants Served	Adults	262
		Dislocated Workers	808
		Older Youth	71
		Younger Youth	233
ETA Assigned # 16015	Total Exiters	Adults	163
		Dislocated Workers	462
		Older Youth	52
		Younger Youth	140

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	80	82.9
	Employers	78	77.3
Entered Employment Rate	Adults	76%	90%
	Dislocated Workers	85%	93%
	Older Youth	68%	87%
Retention Rate	Adults	84%	86%
	Dislocated Workers	90%	96%
	Older Youth	80%	88%
	Younger Youth	60%	79%
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,475	\$4,340
	Dislocated Workers	88%	78%
	Older Youth	\$3,000	\$2,652
Credential/ Diploma Rate	Adults	55%	81%
	Dislocated Workers	55%	75%
	Older Youth	43%	65%
	Younger Youth	60%	82%
Skill Attainment Rate	Younger Youth	82%	93%
Skill Description of Other State Indicators of Performance			
Overall Status of Local Performance		Not Met	Met
			x

Table O: Local Performance

Local Area Name FOUR	Total Participants Served	Adults	92
		Dislocated Workers	130
		Older Youth	29
		Younger Youth	128
ETA Assigned # 16050	Total Exiters	Adults	44
		Dislocated Workers	64
		Older Youth	7
		Younger Youth	22

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	80	90.3
	Employers	78	82.1
Entered Employment Rate	Adults	76%	100%
	Dislocated Workers	85%	95%
	Older Youth	68%	100%
Retention Rate	Adults	84%	95%
	Dislocated Workers	90%	86%
	Older Youth	80%	100%
	Younger Youth	60%	90%
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,475	\$6,071
	Dislocated Workers	88%	93%
	Older Youth	\$3,000	\$7,340
Credential/ Diploma Rate	Adults	55%	69%
	Dislocated Workers	55%	67%
	Older Youth	43%	83%
	Younger Youth	60%	92%
Skill Attainment Rate	Younger Youth	82%	100%
Skill Description of Other State Indicators of Performance			
Overall Status of Local Performance		Not Met	Met
			X

Table O: Local Performance

Local Area Name FIVE	Total Participants Served	Adults	72
		Dislocated Workers	231
		Older Youth	34
		Younger Youth	80
ETA Assigned # 16055	Total Exiters	Adults	33
		Dislocated Workers	100
		Older Youth	17
		Younger Youth	43

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	80	82.7
	Employers	78	NA
Entered Employment Rate	Adults	76%	92%
	Dislocated Workers	85%	93%
	Older Youth	68%	100%
Retention Rate	Adults	84%	82%
	Dislocated Workers	90%	98%
	Older Youth	80%	100%
	Younger Youth	60%	82%
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,475	\$3,162
	Dislocated Workers	88%	88%
	Older Youth	\$3,000	\$4,896
Credential/ Diploma Rate	Adults	55%	73%
	Dislocated Workers	55%	65%
	Older Youth	43%	50%
	Younger Youth	60%	91%
Skill Attainment Rate	Younger Youth	82%	96%
Skill Description of Other State Indicators of Performance			
Overall Status of Local Performance		Not Met	Met
			X

Table O: Local Performance

Local Area Name SIX	Total Participants Served	Adults	82
		Dislocated Workers	90
		Older Youth	21
		Younger Youth	76
ETA Assigned # 16060	Total Exiters	Adults	37
		Dislocated Workers	36
		Older Youth	9
		Younger Youth	33

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	80	86.8
	Employers	78	NA
Entered Employment Rate	Adults	76%	93%
	Dislocated Workers	85%	87%
	Older Youth	68%	100%
Retention Rate	Adults	84%	97%
	Dislocated Workers	90%	94%
	Older Youth	80%	89%
	Younger Youth	60%	81%
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,475	\$5,072
	Dislocated Workers	88%	86%
	Older Youth	\$3,000	\$2,033
Credential/ Diploma Rate	Adults	55%	78%
	Dislocated Workers	55%	79%
	Older Youth	43%	33%
	Younger Youth	60%	84%
Skill Attainment Rate	Younger Youth	82%	91%
Skill Description of Other State Indicators of Performance			
Overall Status of Local Performance		Not Met	Met
			x

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COMMERCE & LABOR

Workforce Systems Bureau

317 West Main Street

Boise, Idaho 83735

(208) 332-3570, Ext. 3313

DIRK KEMPTHORNE, GOVERNOR

Roger B. Madsen, Director
Idaho Commerce & Labor