



WORKFORCEALLIANCE
OF THE NORTH BAY
DRIVING WORKFORCE TALENT

**REGIONAL WORKFORCE DEVELOPMENT BOARD
POLICY AND OVERSIGHT COMMITTEE MEETING
SPECIAL MEETING
AGENDA**

**Tuesday, August 13, 2019
10:00 AM**

Locations:

Napa County: Workforce Alliance of the North Bay,
1546 First Street, Second Floor, Napa, CA

Mendocino County: 208 B. South Oak St. Ukiah, CA

CALL TO ORDER	
I.	A. Introductions B. Public Comment
CONSENT CALENDAR	
These matters typically include routine financial or administrative action items requiring a vote. Any item will be discussed separately at the request of any person. Items are approved with one single motion	
II.	A. June 4, 2019 Meeting Minutes (Attachment A)
REGULAR CALENDAR	
III.	A. Review Dashboard Reports. (Attachment B) – (Possible Action) Staff will present several different dashboard reports, assisting the committee in identifying data points for the WANB dashboard report.
INFORMATION / DISCUSSION ITEMS	
IV.	A. None
MEMBER / DIRECTOR REPORTS	
V.	A. Member B. Director
ADJOURN	
VI.	A. Next meeting Tuesday, October 1, 2019



WORKFORCEALLIANCE
OF THE NORTH BAY
DRIVING WORKFORCE TALENT

REGIONAL WORKFORCE DEVELOPMENT BOARD POLICY AND OVERSIGHT COMMITTEE MEETING MEETING MINUTES

Tuesday, June 4, 2019
3:00 PM

Locations:

Napa County: Workforce Alliance of the North Bay,
1546 First Street, Second Floor, Napa, CA

Mendocino County: 208 B. South Oak St. Ukiah, CA

Marin County: 734 A Street Suite 6, San Rafael, CA

CALL TO ORDER	
I.	<p>A. Introductions Chair Amar Inalsingh called the meeting to order at 3:14. Heather Gurewitz, Paul Castro, Celia Zamora, Bruce Wilson, Laura Davis, Tamara Ochoa, in attendance.</p> <p>B. Public Comment – None.</p>
CONSENT CALENDAR	
<p>These matters typically include routine financial or administrative action items requiring a vote. Any item will be discussed separately at the request of any person. Items are approved with one single motion</p>	
II.	<p>A. April 4, 2019 Meeting Minutes Chair Inalsingh confirmed that members reviewed the minutes. Motion to approve the Minutes: Heather Gurewitz Second: Paul Castro Motion carried: 3-0 Yea: 3 Nay: 0 Abstentions: Celia Zamora</p>
REGULAR CALENDAR	
III.	<p>A. Review 2018-19 April Performance Reports. – (Possible Action) Presentation by:</p> <ul style="list-style-type: none"> • CareerPoint Lake - (Mendocino Private Industry Council) • CareerPoint Mendocino - (Mendocino Private Industry Council) • CareerPoint PPSC – (Petaluma People Services Inc.) • CareerPoint Marin – (Marin County Health and Human Services) • CareerPoint Napa – (Napa County Health and Human Services Agency) <p>Executive Director, Bruce Wilson explained that WANB staff requested each service provider present to this committee a review of the current status of enrollments and program services and provide explanation for performance goals that may not be met by the end of the program year. Operations Manager, Laura Davis, reported the Marin County Health and Human Services (HHS) staff are attending training and will not be able to present. Petaluma People Services Center (PPSC) will present first via conference call at 3:30, Napa County Health and Human Services Agency will present second in person, and third, Mendocino Private Industry Council (MPIC) will call in after 4pm.</p> <p>Laura Davis reviewed the attached program reports. She provided the background on how the numbers are formulated. Enrollment numbers are calculated based on cost per calculations identified in the providers</p>

proposals. Exits can be more difficult to plan but are most predictable for training participants. On the Lake and Mendocino Adult and Dislocated Worker Plans an additional table is included with an overview of the Dislocated Worker Fire Grant status. Lake and Mendocino Youth Program plans include participant information from both Redwood Community Services (RCS) who had the contract through September and MPIC who had the youth contract starting in October.

Laura provided the committee with a handout of suggested questions for each area. It also provided each services training requirement and how much providers have reported spending to date. The committee reviewed the questions for Marin County adult and dislocated worker programs. The committee discussed concerns regarding the low number of certificates received by participants that received training as well as a low number of those exiting to training related jobs. In addition, Marin County HHS has only achieved 32% of enrolled dislocated worker participants. Laura reported Marin County HHS has requested a transfer of funds from dislocated worker to adult; this will lower the dislocated worker planned numbers and increase the adult planned numbers.

Elece Hempel, Executive Director from PPSC joined the committee via conference call. PPSC has enrolled 10 of 19 planned youth. Currently they have 13 participants, 1 pre-apprenticeship and no exited participants. It is a requirement that at least 80% of the youth are out of school and no more than 20% are in school. Currently, they have 77% out of school and 23% in school. Elece explained the youth being served have multiple barriers and finding a job is not the first priority for many of them. Those that are working are not looking for a career path, but a paycheck to meet their immediate needs, like food.

Paul Castro inquired if PPSC and its staff not being located in Marin County is a part of the issue. Elece responded PPSC has been conducting a lot of outreach to the youth in Marin county and creating relationships with the schools, probation, and social service agencies. Building their reputation with the youth and creating these relationships has taken longer than anticipated.

Committee members inquired if the youth being targeted are the right population since they are not ready for employment. Bruce explained PPSC is a social service program first and the WIOA funding was to allow them to build a work program element into their existing program. However, PPSC has not been able to transition the youth from social service to employment as predicted and has struggled to enroll new participants. Bruce recommends continuing the contract with PPSC next year; the committee asked what would be done differently. Elece stated more collaboration with the other youth agencies in the region to share what is working would be helpful. Cecilia Zamora recommended a supported youth counsel be developed, however, Bruce clarified this could not be funded with the WIOA program dollars.

Teresa Brown, Program Manager for Napa County HHSA, presented to the committee. She distributed a PowerPoint handout titled WIOA Program Update May 2019. Teresa explained Napa County HHSA had requested to move money from dislocated worker to adult but were denied due to the timeframe/contract completion status. Teresa stated she has reviewed applicants eligibility, and most qualify for adult not dislocated worker services. However, recently a local yogurt company closed which increased enrollments in the last few months. They have formally requested to change next year's numbers and funding to support more adults than dislocated workers. Laura clarified the allocations are established by the state. We may transfer up to 50% of the dislocated worker funds; paperwork must be completed, submitted and approved by the board and sent to the state.

Teresa predicts they will be meeting and may be exceeding both the dollar amount and number of participants in training services. She has been working with the county to make the process for On-The-Job Trainings (OJTs) more efficient and modifying the contract language to be more friendly for employers. She is confident they will have more OJTs as the process continues to improve.

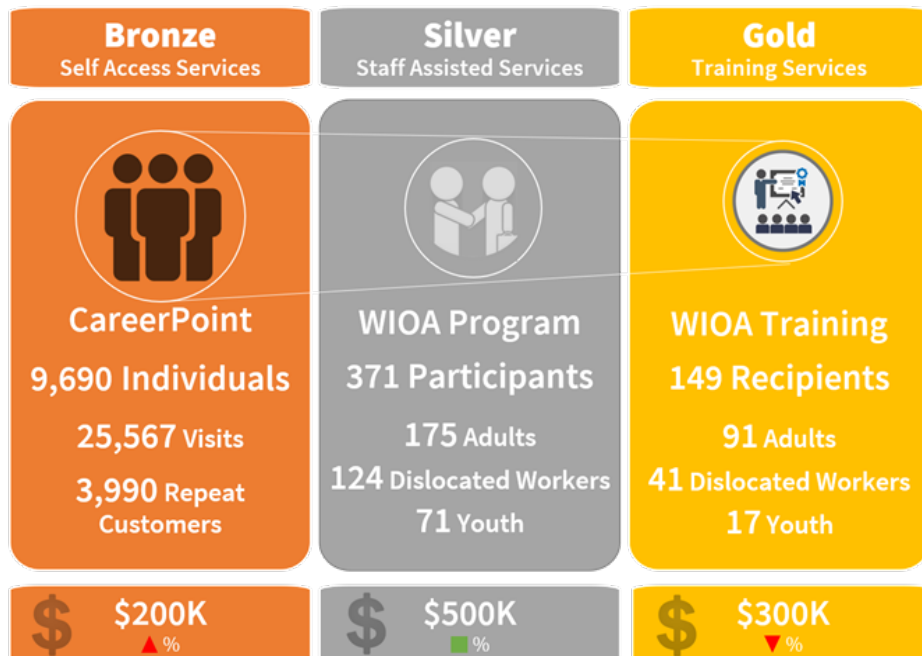
	<p>The committee reviewed the youth enrollments. Teresa does not believe Napa County HHS will be meeting the planned enrollments this year. The youth eligibility requirement is difficult to meet; youth have difficulty providing the documents required and sharing the issues that would make them eligible. Many times, older youth enroll as adults. Teresa reported they have made changes that are making it a faster process and see improvement for next year. Bruce suggested the board could assist with increasing connections with other youth organizations. Laura stated the counties current process doesn't support Work Experiences (WEX) which is an important tool for serving youth. Bruce suggested WEX could be run through a non-profit. Teresa responded she believes Napa County HHSA will be able to spend the money next year and would like to have the opportunity to continue to improve the WEX process similar to her improvements to the OJT process for adults.</p> <p>Amar Inalsingh asked if Napa County HHSA is conducting business outreach. Teresa responded the program does include this and she is currently the person conducting the employer outreach.</p> <p>@ 4:42 PM Heather Gurewitz had to leave the meeting.</p> <p>Christy Guard, Programs Operations Director for MPIC joined the meeting via conference call. Laura Davis distributed a handout Christy prepared for the presentation. She reviewed the current enrollment numbers, explaining that they have recently completed 9 more applications and 17 are being evaluated for eligibility. They continue to conduct outreach in both areas. In Mendocino, dislocated worker numbers are higher than planned due to the Mendocino Complex Fire and TAA. Adult enrollments have been unusually low this year. Christy is investigating the reason for this and is speaking with CalWORKs to increase co-enrollments. She's found many adults are looking for temporary jobs.</p> <p>Bruce stated MPIC staff organization shows only two people carrying a caseload for each area and a number of administrative and front desk staff. He stated it would make sense to have more staff touching clients and carrying cases, doing outreach, job listing, events, and other core services. Christy reported this is the first year MPIC has struggled with their WIOA numbers. The program has a good reputation and outcomes are good. She can report the struggles that have led to lower numbers, such as relocating a center and changing its name. The recent disasters have been a huge impact; as a result, adults are more interested in transitional work. Another big impact has been the loss of training programs in the area and significant changes in staffing at training and partner agencies. Typically, MPIC would have been meeting 50% of their planned numbers by first quarter.</p> <p>MPIC has been focusing on rebuilding connections with those agencies and partners that have had dramatic change. They have been working with local businesses. Christy is currently on the chamber of commerce. She feels confident that next year these issues will be resolved.</p>
INFORMATION / DISCUSSION ITEMS	
IV.	<p>A. New member appointment. Workforce Alliance of the North Bay Regional Board Chair Hansen has appointed Cecilia Zamora, Executive Director of the Hispanic Chamber of Commerce to represent Marin County on the Policy and Oversight Subcommittee.</p> <p>Paul Castro asked if this item needs to have the subcommittees vote. Bruce explained it is informational only; the Regional Board has the authority to appoint to subcommittees.</p>
MEMBER / DIRECTOR REPORTS	
V.	<p>A. Member</p> <p>Cecilia Zamora stated that it looks like all areas are struggling with youth eligibility. She suggested the WANB do some kind of resource funding with non-profits or foundations to help.</p>

	<p>Bruce reported he has been talking with the city of Marin about their youth program. They are local to that area and have the clients. It would be important for them to work with PPSC.</p> <p>Paul Castro expressed concern about the low number of participants served. He suggested pay for performance contracts be considered in the future.</p> <p>Bruce explained there are some restrictions but pay for progress or incremental funding is possible.</p> <p>B. Director</p> <p>Bruce stated the WANB staff has been reviewing dashboard reports from Solano and Sonoma counties. It looks like we are within range in many areas with our region. Staff is working to provide comparison information like this in the future.</p> <p>Laura stated we are expecting performance numbers from the state.</p>
A D J O U R N	
VI.	<p>A. Next meeting Tuesday, August 6, 2019</p> <p>Chair Inalsingh adjourned the meeting at 5:29 PM.</p>

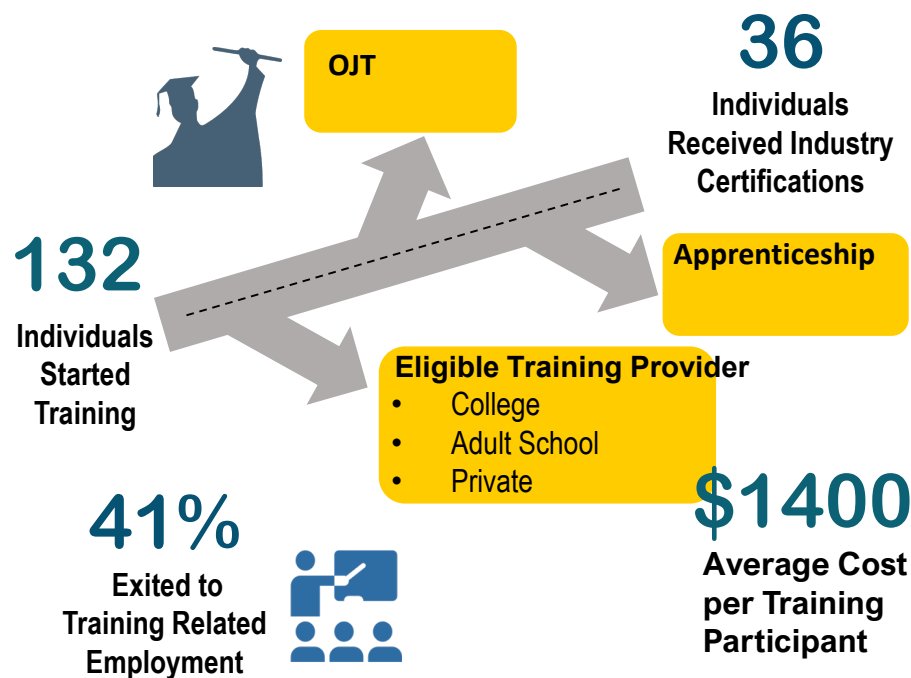
Workforce Alliance of the North Bay Q3|PY18-19

DRAFT – not actual data! (8/1/2019)

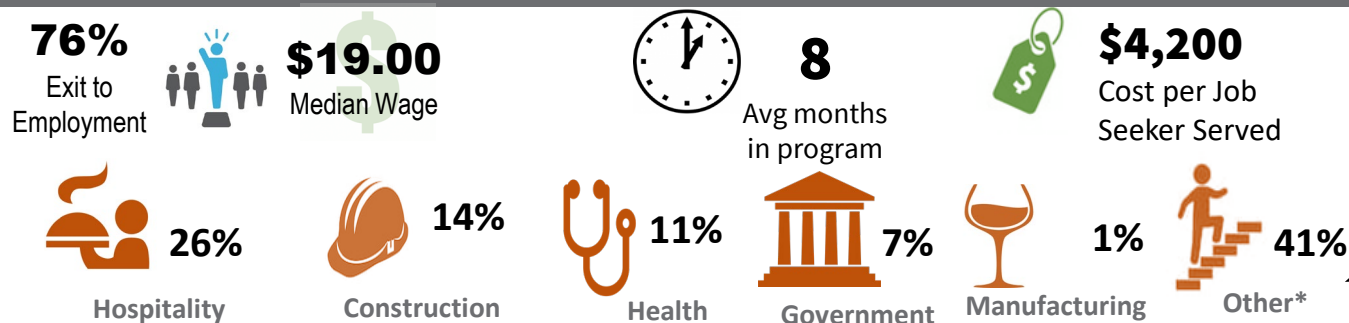
WIOA Levels of Service



WIOA Training Services



WIOA Program Employment Outcomes



*Other Employment captures other industries such as retail, transportation, & administration.

WIOA Youth & Adult Priority of Service



Basic Skill
Deficient
▲5%



Low Income
▼59%



Public
Assistance
▲5%



Military
Veterans
▲5%

Business Services

59

New Businesses
Engaged

8

Rapid Response
Events

216

Active Business
Engagements

1

Business Fairs

WIOA Youth & Adult Barriers to Employment



Disability
▲8%



Homeless
▼2%



Justice Involved
▲9%



English Language
Learner
■4%



Single Parent
■21%



In-School
Youth
▼20%



Out of School
Youth
▲80%

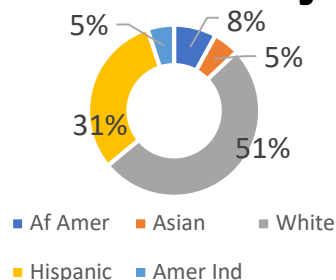


Foster Care
Youth
▼5%

WIOA Youth Details

Program Participant Demographics

Race/ Ethnicity

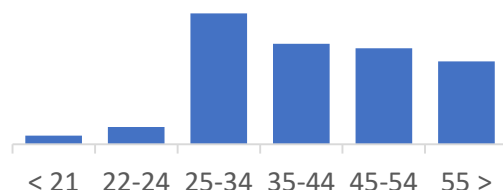


37%
Male



63%
Female

AGE



Geographics

Residence

Lake	Marin	Mendocino	Napa
Lakeport 65%	San Rafael 65%	Mendocino 65%	Napa 65%
Clearlake 20%	Novato 20%	Fort Bragg 20%	Amer Cyn 20%
Middletown 3%	Corte Madera 3%	Ukiah 3%	Calistoga 3%
Other 1%	Other 1%	Other 1%	Other 1%

WIOA Levels of Service

Bronze

Self Access Services



CareerPoint

9,690 Individuals

25,567 Visits

3,990 Repeat
Customers



\$200K



%

Silver

Staff Assisted Services



WIOA Program

371 Participants

175 Adults

124 Dislocated Workers

71 Youth



\$500K



%

Gold

Training Services



WIOA Training

149 Recipients

91 Adults

41 Dislocated Workers

17 Youth



\$300K



%



WORKFORCE DEVELOPMENT BOARD
OF SOLANO COUNTY

FY2019 Q1-Q3 PROGRAMMATIC IMPACT

July 2018 - March 2019



**SOLANO
EMPLOYMENT
CONNECTION**

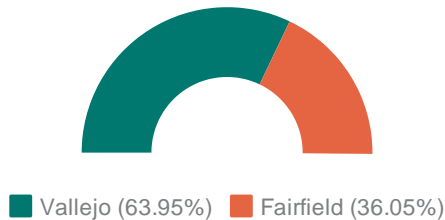
Solano Employment Connection is affiliated with the America's Job Centers of California. Partners that operate the job centers include Employment Development Department, the WDB, Division of Rehabilitation, and others.

6,435 INDIVIDUALS
RECEIVED SERVICES

405 INDIVIDUALS
VISITED COMMUNITY
SITES

28,095 SERVICES
PROVIDED

JOB CENTER TRAFFIC BY LOCATION



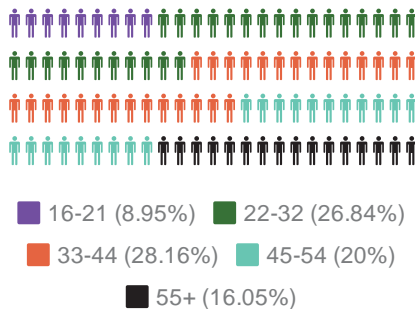
A Career Pathway
Quinetta wants to be a caregiver. She worked with Pathway to Success to secure employment as a Home Health Aide at Apex Care to begin her career path. She is currently registered to begin CNA classes at Fairfield-Suisun Adult School to continue her career path and move up in her chosen field.



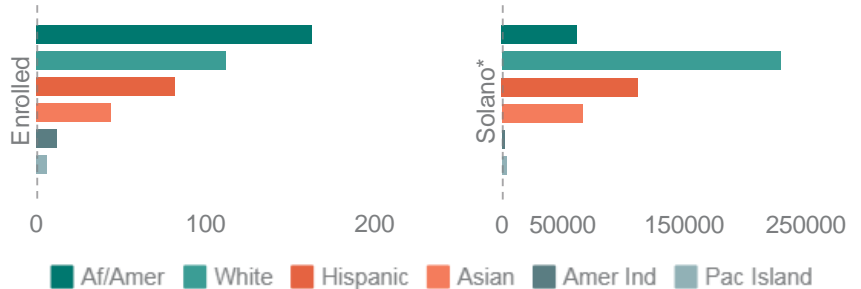
Job Seeker Demographics

The Workforce Board serves a diverse job seeker base. Numbers below represent individuals enrolled in WIOA Adult, Dislocated Worker, Multi-Company Grant, and Youth programs.

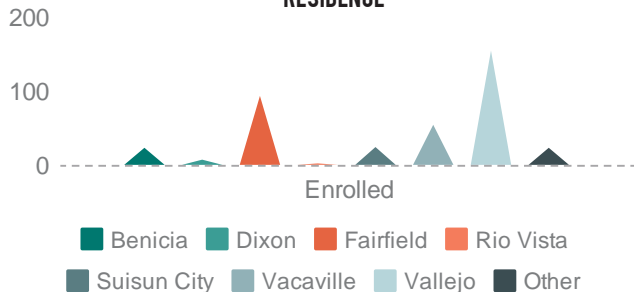
AGE~



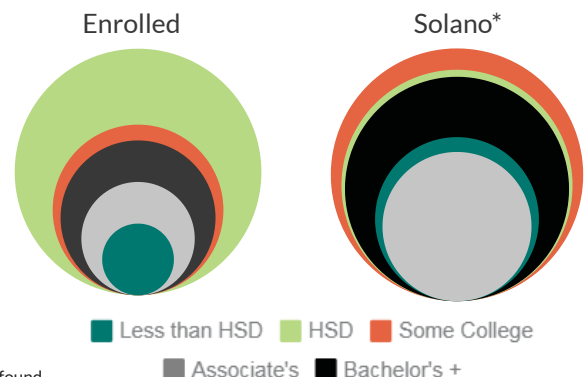
RACE/ETHNICITY



RESIDENCE~



EDUCATIONAL ATTAINMENT



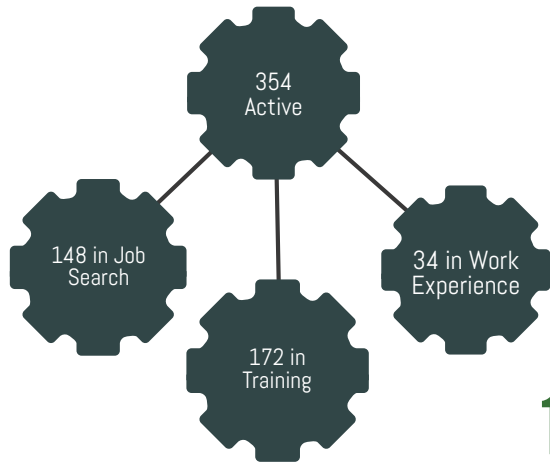
~: No statistical difference between percentages of age or residence of enrolled vs. Solano County were found.



WIOA Services

Intensive services for enrolled individuals include occupational training, paid work experience, job search support, supportive services, and job coaching. Activities and outcomes below represent period from July 2018 - March 2019.

CUSTOMER ACTIVITIES



259 Attendance at Job Networking Club

213 Individuals Received Supportive Services

CUSTOMER OUTCOMES



168 Newly Enrolled

136 Individuals Started Training



74 Individuals Received Industry Certifications

146 Individuals Employed



\$17.80 Median Wage



\$5,527.64 Cost per Job Seeker Served



\$2.98/HR Ave. Increase in Wages After Using WDB Services



73% TRAINING-RELATED PLACEMENTS



55% SOLANO COUNTY PLACEMENTS vs. **36%** Solano Co. average*



CalWORKS



Business Engagement

WDB staff members engage with the business community to better serve the workforce needs of the county.

79 New Businesses Engaged

2,292 Jobs Posted in CalJOBS

341 Active Business Engagements

75 Recruitment Events Held

132 Hired From Recruitments

Solano Diversified Svcs
Solano Diversified Services (SDS) is a non-profit operating in Vallejo and Fairfield. They also have a contract to hire individuals with disabilities on Travis Air Force Base. The WDB partnered with SDS to employ individuals with disabilities and started the first disability-specific on-the-job training contract with SDS for \$19 at the call center on Travis. Staff are in conversations to expand the partnership to employ individuals with disabilities through SDS.

\$62,337 Invested in Solano County Businesses



WORKFORCE DEVELOPMENT BOARD
OF SOLANO COUNTY

Workforce Development Board of Solano County
320 Campus Lane
Fairfield, CA 94534
<http://solanoemployment.org>

* Source: U.S. Census American Community Survey 2017. LEHD OntheMap Commuter Flow 2015.

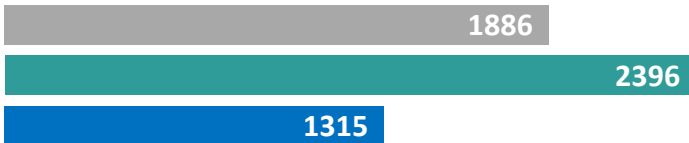
Workforce Development Services¹

Basic Career Services

■ FY 2016-17 ■ FY 2017-18 ■ FY 2018-19 (Q1-Q2)

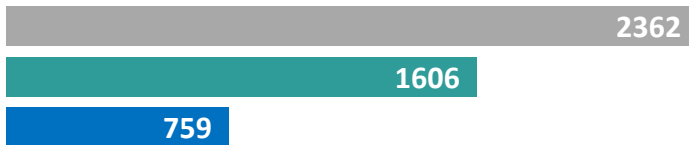
Job Link Customers

Unique Customers Who Visited Resource Center



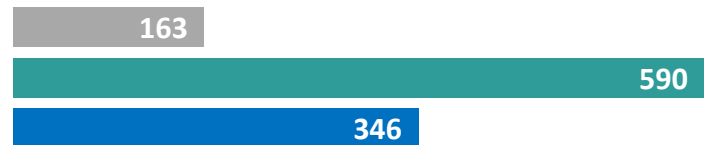
Job Link Orientations

Unique Customers



WIOA Pre-Eligibility Assessments

Completed Appointments



Intensive Individualized Services

WIOA Adults

Individuals Enrolled



WIOA Dislocated Workers

Individuals Enrolled



Training & Supportive Services for WIOA Adults & Dislocated Workers (Q1-Q2)



Total Unique Participants

103

Average Paid

Total Paid



Childcare Assistance

6

\$1,355

\$8,129



On the Job Training

13

\$3,921

\$50,970



Supportive Services

50

\$1,023

\$51,165



Individual Training Accounts

49

\$2,022

\$99,062

Industries of Customers Receiving Training & Supportive Services



40%

Construction



33%

Healthcare & Assistance



6%

Professional



4%

Educational



17%

Other Sectors

1. Job Link update through December 31, 2018. Note: due to process changes, orientations in 2017-18 may be underreported.

Engagement with Businesses

■ FY 2016-17 ■ FY 2017-18 ■ FY 2018-19 (Q1-Q2)

Inbound Business Inquiries

Phone Calls, Emails, & Walk-Ins

2016-17 Data Not Available

Job Fairs at Job Link

Number of Job Fairs Hosted

Job Fair Participants

Job Seekers in Attendance

Rapid Response

Number of Events Hosted

Customized Trainings

Number of Trainings

Customized Training Participants

Number of Individuals

Upcoming Job Fairs in 2019



March 7th

Trades & Construction



April 17th

Hospitality



June 13th

Manufacturing & Technology



July 25th

Healthcare



September 12th

Public Sector, Education, & Non-Profit



October 24th

Retail

Supporting Youth Development through Work-Based Learning

SCYEC Summer Program

Program Completion²

Career Pathways Program

Program Completion³

N/A

Youth Work Experience

Number of Participants

Cohort Two - TBD

SCYEC Summer Program & Career Pathways Program Demographics (2018)



73%

Male



25%

Female



2%

Transgender



43%

Ages 16-18

57%

Ages 19-24

63%

White or Caucasian

33%

Hispanic or Latino

8%

African American or Black

6%

Asian

4%

Native American

2. Youth who completed 140 hours or exited the program to start a new job or return to school (worked at least one work week).

3. Young adults who completed the minimum hours or exited to start a new job or return to school (worked at least one month).

↑ **247**

**Customers Enrolled
In WIOA Program**

Last Quarter: 228

↓ **60**

**Newly Enrolled
WIOA Customers**

Last Quarter: 63

↓ **\$17.56**

**Average Hourly Wage
At WIOA Program Exit**

Last Program Year: \$19.77



**Low
Income**

↓ **61%**

Last Quarter: 65%



**Basic Skills
Deficient**

↓ **21%**

Last Quarter: 22%



**Getting
Food Assistance**

↓ **22%**

Last Quarter: 24%



**Getting
Cash Aid⁴**

↕ **2%**

Last Quarter: 2%



**Military
Veterans**

↑ **2%**

Last Quarter: 1%



Disability

↓ **16%**

Last Quarter: 17%



Underemployed

↓ **15%**

Last Quarter: 16%

Justice Involved

↓ **12%**

Last Quarter: 14%

Homeless

↓ **5%**

Last Quarter: 7%



**English Language
Learner**

↑ **5%**

Last Quarter: 4%

WIOA Youth Demographics



**Youth Enrolled
In WIOA**

↓ **59**

Last Quarter: 62



**Out-Of-School
Youth**

↕ **84%**

Last Quarter: 84%



In-School Youth

↕ **16%**

Last Quarter: 16%

**Pregnant Or
Parenting Youth**

↕ **3%**

Last Quarter: 3%

**Foster Care
Youth**

↕ **19%**

Last Quarter: 19%

Compared to Previous Period: ↑ Increase ↓ Decrease ↕ No Change

4. Unique customers who are getting cash aid and support through Temporary Assistance for Needy Families (TANF)/CalWORKs/ SonomaWORKS, Social Security Disability Insurance (SSDI), Supplemental Security Income (SSI), or General Assistance (GA).

REPORT PERIOD: OCTOBER 1, 2015 - DECEMBER 31, 2015

NET ECONOMIC IMPACT

\$668,381,997

PY 15/16 wages generated back into the community, which is greater than PY 14/15 second quarter's wages generated back into the community of \$610,478,640

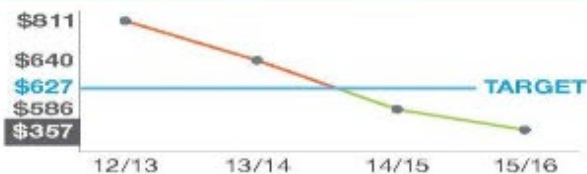
PLACED JOB SEEKERS

32,011

Total number of job seekers placed into employment in the second quarter



COST PER PLACEMENT



RETURN ON INVESTMENT



= \$58.48

For every \$1.00 spent the region receives \$58.48 return on investment. This is a \$21.47 increase compared to PY 14/15 second quarter

ENTERED EMPLOYMENT RATE



Comparing last year's second quarter to this year's second quarter


AVERAGE WAGE

\$10.21

The average wage for placed job seekers, which is 27¢ higher than PY 14/15 second quarter

CareerSource South Florida is an equal opportunity employer/program.
Auxiliary aids and services are available upon request to individuals with disabilities.

Workforce Alliance of the North Bay
Providers of Services Report
Program Year 2018-2019
Quarter 3, 75% of Program Year

			Carry-ins from PY17-18	New Clients	Total Enrolled			Placements Area Plan = 80%			Exits Area Plan = 80%			Training Requirement - (20%) Area Plan = 100%			Contract Budget Quarter 3			
					(Qtr 3) Actual	Area Plan for PY	% Achieved of Qtr 3	(Qtr 3) Actual	Area Plan for PY	% Achieved of Qtr 3	(Qtr 3) Positive Exits	(Qtr 3) Negative Exits	(Qtr 3) % of Positive Exits to Total Exits	WIOA Funds Spent	Requirement- 20%	% Achieved of Training	(Qtr 3) Expended	Budget in PY	Total % Achieved	Combined
Lake	MPIC	Adult	16	25	41	52	79%	17	16	106%	17	2	89.5%	\$ 26,514	\$ 46,120	57.5%	\$170,200	\$190,934	89.1%	86%
		Dislocated Worker	10	22	32	44	73%	12	13	92%	12	2	85.7%	\$ 11,398	\$ 38,563	29.6%	\$130,975	\$159,651	82.0%	
Mendocino	MPIC	Adult	22	7	29	47	62%	5	19	26%	5	3	62.5%	\$ 35,172	\$ 45,424	77.4%	\$144,015	\$188,054	76.6%	79%
		Dislocated Worker	9	28	37	40	93%	15	9	167%	15	0	100.0%	\$ 13,006	\$ 38,811	33.5%	\$133,169	\$160,677	82.9%	
Marin	Marin HHS	Adult	27	27	54	69	78%	11	20	55%	11	9	55.0%	\$ 35,650	\$ 67,315	53.0%	\$162,238	\$278,686	58.2%	64%
		Dislocated Worker	1	9	10	30	33%	1	2	50%	1	0	100.0%	\$ 9,470	\$ 44,139	21.5%	\$133,957	\$182,733	73.3%	
Napa	Napa HHSA	Adult	22	30	52	47	111%	11	32	34%	11	6	64.7%	\$ 26,248	\$ 41,646	63.0%	\$154,845	\$172,413	89.8%	87%
		Dislocated Worker	12	33	45	64	70%	5	46	11%	5	2	71.4%	\$ 24,333	\$ 54,683	44.5%	\$193,736	\$226,386	85.6%	
System Totals			119	181	300	393		77	157		77	24		\$181,791	\$376,701	48.3%	\$1,223,135	\$1,559,534	78%	

Enrolled	Placements	Exits	Training	Contract Budget
<div></div> 70% and above	<div></div> 70% and above	<div></div> 80% and above	<div></div> 75% and above	<div></div> Greater than 75%
<div></div> 65% to 74.9%	<div></div> 65% to 74.9%	<div></div> 70% to 79.9%	<div></div> 74.9% and below	<div></div> 65% to 75%
<div></div> 64.9% or below	<div></div> 64.9% and below	<div></div> 69.9% and below		<div></div> 60% to 64.9%
				<div></div> 59.9% or below
				<div></div> Missing invoices

Workforce Development Board of Solano County
WIOA Performance
Performance Year 2018/2019
Months of Activity: 7/01/18 - 12/31/18

	Quarter 1			Month Actuals			Quarter 2			% of PY: 50% PY 2018/2019		
	Plan	Actual	% Plan	Oct	Nov	Dec	Plan	Actual	% Plan	Plan	Actual	% Plan
Adult/Dislocated Worker Programs:												
Applications Completed	102	80	78%	23	21	28	100	72	72%	398	152	38%
New Participants	42	57	136%	13	14	13	44	40	91%	170	97	57%
Active Participants	260	243	93%	219	208	210	260	231	89%	288	232	81%
Enrolled in Training	33	51	155%	25	7	3	33	35	106%	129	86	67%
Occupational Training	27	47	174%	25	7	3	27	35	130%	105	82	78%
OJT	6	4	67%	0	0	0	6	0	0%	24	4	17%
Measurable Skills Gain (MSG)	16	74	470%	21	11	6	16	38	241%	62	112	182%
Credential Attainment	16	22	138%	7	4	2	16	13	80%	63	35	56%
Exited	17	38	224%	21	8	4	40	33	83%	148	71	48%
Employed	9	34	378%	7	5	1	30	13	43%	117	47	40%
Median Earnings (Hourly)	\$ 15.38	\$ 20.50	133%	\$ 24.00	\$ 16.00	\$ 19.00	\$ 15.38	\$ 19.00	124%	\$ 15.38	\$ 20.00	130%
90 Day Retention		45		0	0	0						
Youth:												
Applications Completed	20	7	35%	4	0	1	20	5	25%	80	12	15%
New Participants	17	3	18%	3	1	0	18	4	22%	70	7	10%
Active Participants	40	42	105%	39	38	35	60	41	68%	60	42	70%
Enrolled in Work Experience	14	14	100%	2	2	0	2	4	200%	20	18	90%
Enrolled in Training	13	1	8%	4	2	0	14	6	43%	60	7	12%
Occupational Training	10	1	10%	4	2	0	11	6	55%	45	7	16%
Other Training/Education	3	0	0%	0	0	0	3	0	0%	15	0	0%
Measurable Skills Gain (MSG)	3	11	423%	2	4	0	3	6	214%	9	17	189%
Credential Attainment	6	10	182%	0	0	0	6	0	0%	25	10	40%
Exited	5	7	140%	3	1	5	16	9	56%	62	16	26%
Employed	3	5	167%	6	3	1	10	10	100%	34	15	44%
Median Earnings (Hourly)	Baseline	\$ 17.00		\$ 13.88	\$ 15.50	\$ 15.00	Baseline	\$ 14.63		Baseline	\$ 15.00	
90 Day Retention		2										

Unit Breakdown	Enrollments	Exits
Career Training Connection	88	47
Job Connect	15	9

% Plan Legend		
	Quarter	PY
	> 85%	>43%
	70-84%	35-42%
	< 70%	<35%
Non-Cummulative		