CENTRAL REGION WORKFORCE INVESTMENT BOARD, INC.

Data Analysis Report Program Year 2013

Data Analysis For Equal Opportunity and Nondiscrimination Monitoring of Workforce Development Programs

Kevin Stadler – Local EO Officer - Missouri Central Region 12/29/2014

Data analysis by program, service delivery level, demographic (gender, age, race/national origin and disability status)

Central Region Workforce Investment Board

Data Analysis for Equal Opportunity and Nondiscrimination Monitoring of Workforce Development Programs in the Central Region of Missouri

- The Central Region WIB of Missouri prepared data analysis reports in accordance with Element 7 (Monitoring Recipients for Compliance) of the CWIB Methods of Administration to determine adverse impact and thus possible discrimination based on race, national origin/ethnicity, sex, age and disability status in federally funded programs as required at 29 CFR Part 37.54(d)(2)(ii). Reporting data was gathered for program year July 1, 2013 through June 30, 2014. Participation rates (success rates and pass/fail rates) by service level were analyzed categorically by demographic as listed above for the following *State Programs* (financially assisted in whole or in part under Title I of WIA) as defined in 29 CFR 37.4:

  - WIA Adult, Dislocated Worker and Youth Programs
  - Labor Exchange - Wagner-Peyser and Veterans
  - National Emergency Grants
  - State Park Youth Corps (SPYC) program funded by Governor's Neighborhood Assistance Program
  - UI Worker Profiling Positive Exits & Services and Training

  For all programs except SPYC, data was collected based on positive exits and measured rates for *employment first quarter after exit* and *employment retention* among participants. Exceptions to this measurement process existed in the following programs:

  - Youth – Received Employment Services, Received Summer Employment, Received Assessment Test and Received Support Services
  - SPYC – Applicants Offered Employment (there is no required measurement for positive exit) and Participants Received Support Services
  - UI Worker Profiling Services & Training – Referred to Employment, Received Intensive Services, Received Training and Attended Workshop

  Data was also gathered by occupational service level in the region for the program year July 1, 2013 through June 30, 2014 within the following occupations: Healthcare Services, Protective Support, Construction/Extraction, Management, Business/Financial Management, Computer/Math/Sciences, Personal Care/Service, Office/Administrative Support, Transportation/Material, Education/Training/Library Science, Building & Grounds Maintenance, Installation/Maintenance/Repair, Food Preparation & Serving, Sales and Production.

  Demographic data on eligible population within the region is included on each of the data analysis reports for comparison with program applicants. Missouri has chosen the Civilian Labor Force data to analyze eligible population ready to go to work. The CLF data by Missouri County Demographic is reported as provided by Missouri Economic Research and Information Center (MERIC), http://www.missourieconomy.org/regional/index.stm.

- <u>One Stop Delivery System – Mapping of Career Center Services</u>
  All new career center customers are enrolled into WIA Core Services. Upon arriving at the career center, customers are greeted by the Welcome Team (Attachment 1). Once the WIA core enrollment is complete, staff provides assistance to the entire pool of WIA core customers to determine the next appropriate step for the customer to access the product box, the skills team or the employment team.

  The pool of WIA core customers who are referred to the skills team or employment team will be provided a one-on-one meeting with staff to assess and identify the WIA program services/activities that are appropriate and if the customer is eligible for intensive level services. This is the point that a decision is made to enroll the customer in WIA intensive services and complete further assessment, the development of an Individualized Employment Plan (Individualized Service Strategy) and identify customer service strategies to include supportive service needs.

  After providing intensive services a customer may be determined to need training level services such as skills training or on-the-job training. Based on assessment results this pool of individuals will enter into a training level service with referral to the Skills Team (Attachment 2). Once participants are job ready, they may be referred to the Employment Team (Attachment 3).

  WIA outcomes are recorded for all participants whether the program was completed or not completed. Positive exits and job placement is documented and all negative exits who were unsuccessful in becoming employed will receive follow-up and/or re-engagement services as needed.

  For Unemployment Insurance (UI) reporting compliance, some customers are required to participate in Worker Profiling (WP) or Required Job Service (RJS). The customer flow for these items is mapped in Attachment 4.

  Service Delivery Mapping (steps) for programs and identification of pass and fail decision points are included in Attachment 5.

- Two quantifiable methods for analyzing statistical evidence of adverse impact were used:
  - 80% Rule (four-fifths)
    1. Best success rate for each demographic group is determined
    2. Each of the other rates within the demographic group is compared to the best rate
    3. A result below 80% indicates a significant difference
  - Two Standard Deviation Test (Z Test)
    1. Standard deviation looks at the probability that difference in rates is due to chance
    2. Differences greater than 2.0 standard deviations suggests adverse impact and possible discrimination
    3. The 2.0 standard deviation represents a less than 5.0% chance that the difference in rates is due to chance
  - If a demographic group is found to be both less than 80% and greater than 2.0 standard deviations on the statistical analysis, it is highlighted on the summary reports by Central Region in total and by location for review/investigation

- In the event a service level step rate is less than 2% of the total number exited for the measurement period, the Missouri State Equal Opportunity Officer has concluded that as an insufficient amount of data to analyze and thus will be considered not applicable on the data analysis reports

- Data analysis is provided at the state and regional levels in total, then broken down by location (Career Centers and Affiliate/Satellite sites) in the Central Region

- The data findings were distributed on 12/2/2014 to Career Center functional leaders within the Central Region who discussed the reports with their staff. The local EO Officer then discussed the reports at the total region level with the functional leaders and other key staff members at a staff meeting. The source of the data, meaning of and reasons for adverse impact, and strategies to mitigate future adverse actions were discussed. The staff meeting discussions took place on 12-10-2014 in Jefferson City with the following staff members:

  Columbia Career Center Functional Leader (also manages Mexico Satellite office)
  Linn Creek Career Center Functional Leader (also manages St. Robert Satellite office)
  Jefferson City Career Center Functional Leader and DWD Supervisor
  Rolla Career Center Functional Leader (also manages Potosi Satellite office)
  Lebanon Career Center Functional Leader
  Alternative Opportunities, Youth Service Provider, Regional Program Coordinator

  Email follow up was sent to each functional leader by request, including a data analysis summary broken down by location (Career Center/Affiliate site). These reports included WIA programs, analysis by service level delivery steps, occupational service level and UI worker profiling. A youth program summary was also sent to the Program Coordinator for youth services in the region for review by location. These reports were emailed with accompanying summary reports on 12/18/2014, and are included in this narrative as Attachment 6.

Adverse Impact

From a total region perspective within Adult, Dislocated Worker, Wagner-Peyser, Veteran and National Emergency Grant programs, adverse impact among positive exits was more prevalent in employment retention than employment within first quarter after exit. Examined when falling both above 2.0 standard deviations and less than 80% from the most favored demographic, regional summaries by demographic categories are documented below.

Age

Adverse impact was found at the total region level within WIA programs in the following age groups in order from lowest to highest:

Age 22-29 (Dislocated Worker only)

Age 55+

While some adverse impact was found in the age 30-54 group, it was not prevalent in *both* reporting tests at the total region level. However, based upon program operator's observations, service to the 30-54 age group has continued to increase from the 2012 program year. In many cases, these individuals have worked for the same employer for many years and have lost their jobs unexpectedly. On-the Job Training as well as Work Ready Missouri (Adult subsidized work experience) is used frequently with this group for retraining and job placement.

Adverse impact was the most prevalent in the 55+ group and the region will continue to focus on this population in attempt to mitigate the situation. In many cases, this age group remains severely impacted by the recent economic downturn. In some cases, individuals in this group may choose to leave the workforce rather than to seek training which may be required to gain employment.

Competition for jobs is very tough in the region and members of this population may lack computer skills or other skills that are in high demand. Employers recruit younger employees because of health insurance costs and efforts to reduce wages.

Career Centers partner with Experience Works and will increase their efforts to provide outreach and service to customers that are 55+. Internships combined with On-the Job Training can also be used to help this group reenter the workforce. The recent award of an NEG grant (MO40) implemented in the current program year and directed at providing additional On-the-Job training opportunities for the long term unemployed should help with mitigation within this age group as statewide and local marketing for this program is now underway.

Adverse impact was present across all ages in the service level analysis as follows (see Service Mapping for service level, Attachment 5):

- Self Assisted (Anyone who received a core service in a career center) -
  Age 14-21
  Age 22-29
- Intensive Service (Eligible for WIA services)
  Age 22-29
  Age 30-54
  Age 55+
- Training Service (WIA enrolled and received training)
  Age 22-29
  Age 30-54
  Age 55+

The age 55+ group was mentioned above regarding program data. Again, observation of anecdotal evidence suggests that many members of this group leave the workforce rather than seek training in a new field.

Adverse impact was reported at each service level for the 22-29 age group. One anecdotal observation from career center functional leaders is a trend within this age group to visit the facility for core service such as job search or resume assistance, then find employment before advancing to the next levels of intensive service and training.

Adverse impact at occupational service levels occurred to some extent across all age categories in various occupations as noted below:

- Age 14-21 – Healthcare, Transportation/Materials, Production, Business/Financial Service Managers
- Age 22-29 – Personal Care/Service, Transportation/Material, Education/Training/Library, Food Prep/Service, Production
- Age 30-54 – Healthcare, Protective Support, Personal Care/Service, Food Prep/Serving, Sales
- Age 55+ - Healthcare, Personal Care/Service

Instances of adverse impact among youth programs were fairly low. The age 19-21 group was impacted within the Receipt of Employment Services delivery step, while the age 14-18 group was impacted within the Receipt of Assessment Test delivery step.

Program design has been reviewed by Alternative Opportunities, Inc as the youth service provider for the Central Region, and more opportunities for employment services for out-of-school youth (which constitutes most of the age 19-21 group) have been offered. These services include soft skills workshops, provision of transportation and assistance at job fairs, increased emphasis on work experience paid internships for out-of-school youth, and the Scholars-at-Work program, which pays high school drop outs a wage to complete their HSE (GED) while simultaneously working on employment soft skills. Emphasis will continue to be placed upon successful completion of middle school, high school, post-secondary school/training and employment.

Alternative Opportunities, Inc. youth program staff members have frequent contact with region schools and agencies to recruit and serve youth of all demographics, with a special emphasis for serving the group with the most immediate need for employment skills, out-of-school youth. The recent emphasis toward serving out of school youth comes from both necessity and design, as new Workforce Innovation and Opportunity Act legislation will require an increase in allocation of dollars spent to 75% for this group. Beyond contact with schools and other agencies, recruitment events are periodically held in various locations throughout the region in an effort to identify and encourage all eligible youth in need of services to participate. Once participants are enrolled, program staff utilize the Objective Assessment and Employment Plan/Individualized Service Strategy to help identify barriers, needs and goals and plan personalized action steps to overcome those barriers and reach the established individual goals.

In regard to out-of-school youth emphasis, the youth service provider has displayed an increased emphasis in networking and partnering with other community resources. While many examples of this exist and have been documented by the Youth Program Coordinator in a periodically updated outreach log for adverse impact mitigation (see Attachment 7), a good example for the 19-21 age group is a newly developed partnership with the Juvenile Justice Center in Jefferson City. This partnership allows AO staff to provide life skills classes on site, with an emphasis on soft employment skills as well as recruiting for eligible participants.

While reports show adverse impact on the age 14-18 group at the Receipt of Assessment Test service delivery step, discrimination is likely not a result. The only test taken into account with the data analysis report created by the state of Missouri is the Test of Adult Basic Education (TABE), which

is an assessment to determine initial educational functioning level (EFL) and subsequent increase in EFL. This test is not commonly given to in-school program youth (which make up a significant portion of this age group), as EFL can be determined with school records, which make up a significant portion of the 14-18 age group. One interest inventory assessment, Missouri Connections, is given to *every* youth participant during enrollment as a basis for creating the Individualized Service Strategy. However, this assessment was not included in the data analysis.

As shown in Table 6 below, it is important to note that the percent of total youth exits in both the 14-18 and 19-21 age groups has outperformed as a percentage of available Civilian Labor Force in comparison.

Gender

Adverse impact in regard to gender was found at the total region level within the following programs and service delivery steps:

In WIA Programs, NEG, UI Worker Profiling, UI Worker Profiling Services and Training and by Service Level, adverse impact was low for gender as calculated by both 80% rule and 2.0 standard deviation. The only instances of significant impact at the total region level were for males receiving support services in the youth program and at the Training delivery step for Service Level. There were only a couple instances when broken down by location (Career Center), including male veterans at the Potosi Affiliate/Satellite office and males receiving youth support services in both Linn Creek and Jefferson City.

There were more instances of adverse impact at the Occupation Service Level:

- Male – Healthcare Services, Personal Care/Service, and Office/Administrative Support
- Female – Protective Support, Construction/Extraction, Computer/Math/Sciences, Transportation/Materials, and Production

In the functional leader meeting on 12/10/14, staff stated that there may be more training opportunities in fields that are traditionally female, such as dental assistant, CNA, LPN, RN etc., which may continue to be the reason for male adverse impact at both the overall training level and Healthcare and Personal Care Services. Females do appear to be more interested in classroom training than males.

Conversely, females continue to be less likely to enter traditional male occupations, such as construction, transportation and production; although training opportunities do exist and are advertised at career centers across the region. Males typically seek a quick source of employment rather than training. Males who are unwilling to enroll in training programs are often not qualified for jobs that are available; they are often not willing to accept a lower level job with less pay. Service to men has increased recently with many entering truck driver training programs.

Race and Origin

Adverse impact in regard to race and origin was found at the total region level within the following programs and service delivery steps by demographic:

- Asian – UI Worker Profiling Services and Training Referred to Employment service delivery level
- Black – UI Worker Profiling Services and Training Referred to Employment, Received Training and Attended Workshop delivery levels; Youth program Received Assessment Test
- American Indian – UI Worker Profiling Services and Training Received Training service delivery level
- Mixed – UI Worker Profiling Services and Training, Received Training and Attended Workshop service delivery levels
- Non Hispanic – Youth program Received Support Services and UI Worker Profiling Services and Training Attended Workshop service levels
- White – Adult Employed 1st quarter after exit and Employment Retention, Dislocated Worker Employment Retention, Youth program Received Summer Employment and Received Support Services, Intensive Service Level (moving from self assisted/core), UI Worker Profiling Services and Training Referred to Employment, Received Training and Attended Workshop service levels, State Park Youth Corps Received Support Services

The group with the most frequently occurring adverse impact across programs and service levels is the white race.

Many of the Asians in the region are students attending one of the universities, and often do not visit career centers because employment services are not needed.

Non Hispanic under representation compared to Hispanic could be due to the fact that Hispanic origin often does not play into the measure significantly. As noted by a functional leader staff member in the above mentioned meeting on 12/10/14, Hispanics rarely frequent the career center because employment rate is fairly high. Often times they have come to the area for jobs without seeking career center services. While this is often the case, outreach effort by Career Center staff to groups such as Centro Latino in Columbia, MO has continued across the region to advertise career center services to the Hispanic/Latino population.

Adverse impact across the occupation service level by race/origin demographic groups is as follows:

- Black – Healthcare Services, Protective Support, Computer/Math/Science, Transportation, Materials, Food Prep/Serving, Sales, Production
- Mixed – Healthcare Services, Computer/Math/Sciences
- White – Healthcare Services, Protective Support, Construction/Extraction, Management, Business/Financial Managers, Computer/Math/Sciences, Personal Care/Service, Office/Administrative Support, Transportation/Materials, Education/Training/Library, Food Prep/Serving, Sales, Production
- Not Hispanic/Latino – Installation/Maintenance/Repair

Disability

Adverse impact was found across all programs to some extent among the Disabled as listed below:

- Adult, Dislocated Worker and Wagner-Peyser positive exits for both Employed 1st Quarter and Employment Retention, Veterans and NEG programs for Employed 1st Quarter

- Youth programs for Received Assessment Test and Received Support Services
- Worker Profiling Services and Training Referred to Employment Service Level

Adverse impact for participants Not Disabled occurred in the following programs:

- NEG
- Youth Received Employment Services
- Self Assisted (Core) Service Level
- UI Worker Profiling Services and Training Attended Workshop service level
- Occupational Service levels of Management, Computer/Math/Sciences, Personal Care/Service, Building/Grounds/Maintenance, Food Prep/Serving

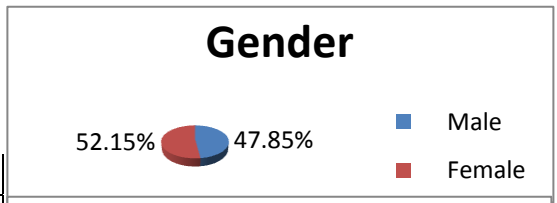
Among the disabled population, many participants or potential participants find assistance with other organizations such as vocational rehabilitation or Independent Living Resource Centers. Depending on level of disability, some participants find a more specialized level of service, such as on site job coaching for employment services from vocational rehabilitation. Career Center staff members regularly reach out to groups associated with disability accommodations to advertise career center services. Some examples of outreach include Independent Living Resource Center resource fairs and networking events, Vocational Rehabilitation transition fairs, Boone County Family Resources, and Heartland Independent Living Center. Staff members also reach out to school counselors who can refer students with IEP (Individualized Education Plan) for possible WIA services. In many cases, youth can be enrolled in both Vocational Rehabilitation for specialized employment services and WIA simultaneously for supportive services including assistance with transportation, childcare, housing, emergency food and/or work or training related expenses. However, as mentioned by one Career Center functional leader, referrals from Vocational Rehabilitation for WIA Services are very rare. This is an area for potential improvement through increased outreach to Vocational Rehabilitation counselors with education on WIA services.

Adverse impact at the employed 1st quarter after exit measure exists among the disabled veteran population as shown on the data report for Veterans Services. After speaking with Career Center Veterans Representatives, one observation is that it can take as long as 18 months after discharge date for a veteran's disability to be confirmed and approved by the VA. Many of the recently separated veterans have a disability but cannot claim it on their jobs.mo.gov registration if it is prior to the 18 month time frame. Once they do get authorization on their disability, they don't always update their jobs.mo.gov registration. Another observation is that many veterans, especially those who have less than 25-50% disability, are hesitant to claim a disability because they are concerned it will affect employment potential. While staff explain that employers do not see information listed in registration, some veterans still prefer it not be stated. One method of mitigation is the use of dislocated worker on-the-job training to help disabled veterans with employment opportunities.

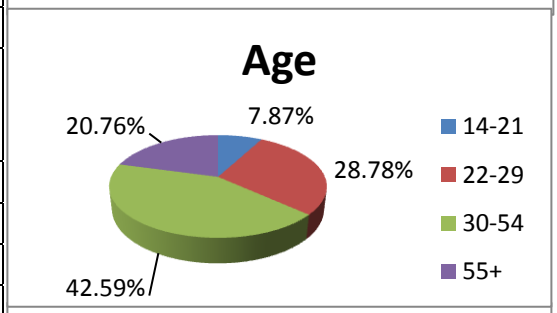
Civilian Labor Force data: Population breakdown compared to WIA positive exits

Through nearly all programs and service levels, the percent of demographic measures of the Civilian Labor Force for gender, age, race, origin (Hispanic vs. Non Hispanic) and disability were very comparable to the percent of WIA participants per same demographics exited in the period. Civilian Labor Force data broken down by Central Region demographic is listed on the following page:

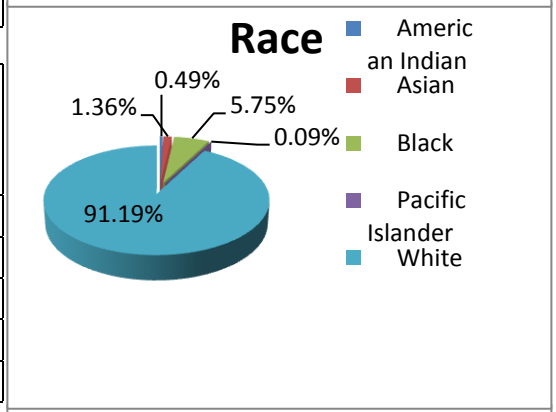
Gender	Central Region Civilian Labor Force PY13 *	% of CLF Per Central Region Demographic
Male	121894	47.85%
Female	132829	52.15%



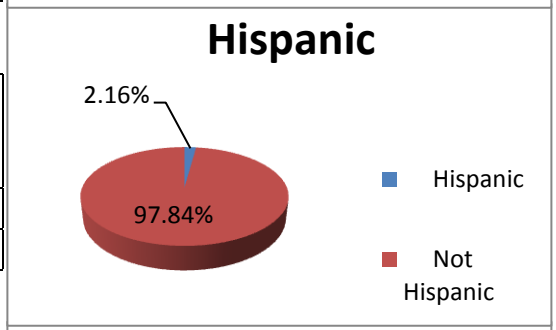
Age	Central Region Civilian Labor Force PY13 *	% of CLF Per Central Region Demographic
14-21	20041	7.87%
22-29	73311	28.78%
30-54	108481	42.59%
55+	52887	20.76%



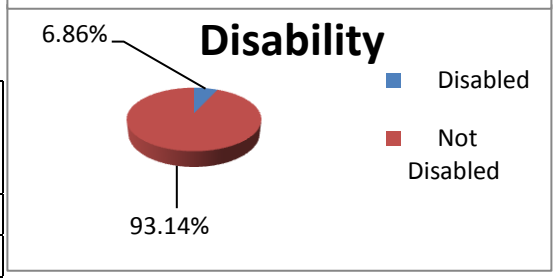
Race	Central Region Civilian Labor Force PY13 *	% of CLF Per Central Region Demographic
American Indian	1240	0.49%
Asian	3464	1.36%
Black	14656	5.75%
Pacific Islander	217	0.09%
White	232286	91.19%



Hispanic	Central Region Civilian Labor Force PY13 *	% of CLF Per Central Region Demographic
Hispanic	5505	2.16%
Not Hispanic	249218	97.84%



Disability	Central Region Civilian Labor Force PY13 **	% of CLF Per Central Region Demographic
Disabled	19556	6.86%
Not Disabled	265382	93.14%



* Data compiled by Missouri Economic Research and Information Center (MERIC), http://www.missourieconomy.org/regional/index.stm (WIA County Demographics)
**ACS, 5 YR Estimate 2005-2012

The following tables compare positive exits per WIA program and service level to percent of Civilian Labor Force in the Central Region by demographic category:

Table 1 – Central Region Adult Positive Exits

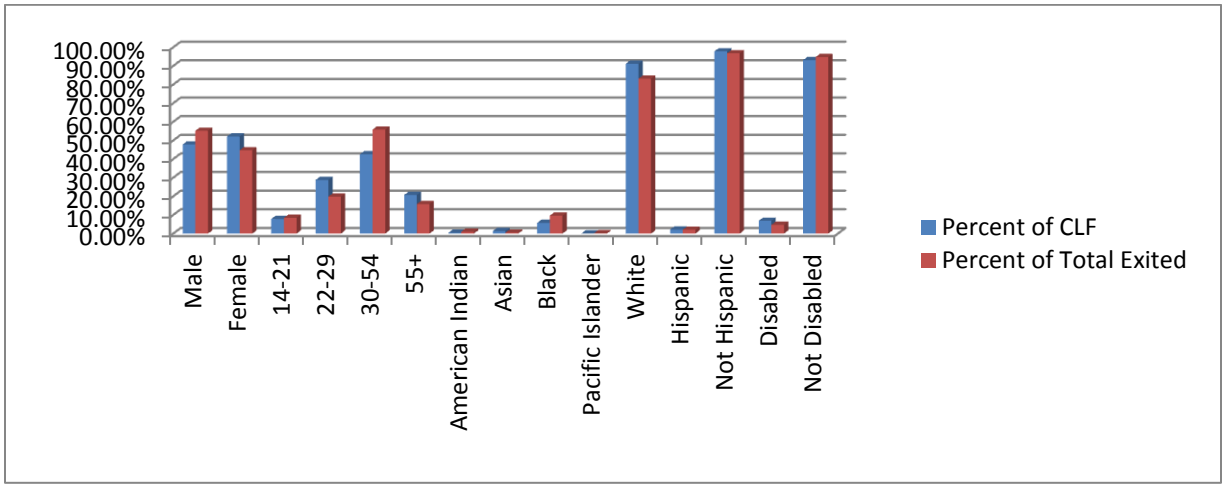


Table 2 – Central Region Dislocated Worker Positive Exits

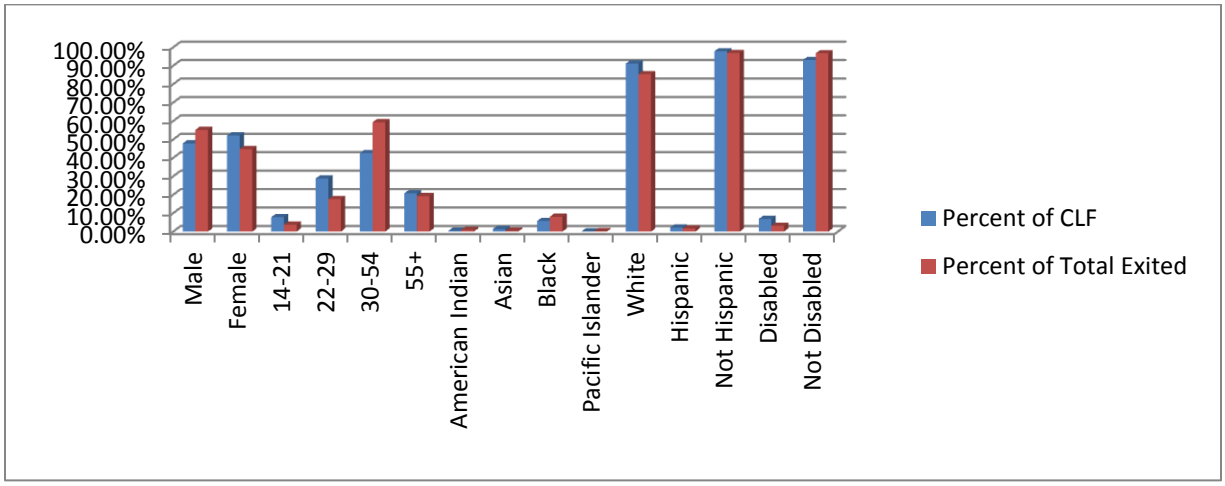


Table 3 - Central Region Wagner-Peyser Positive Exits

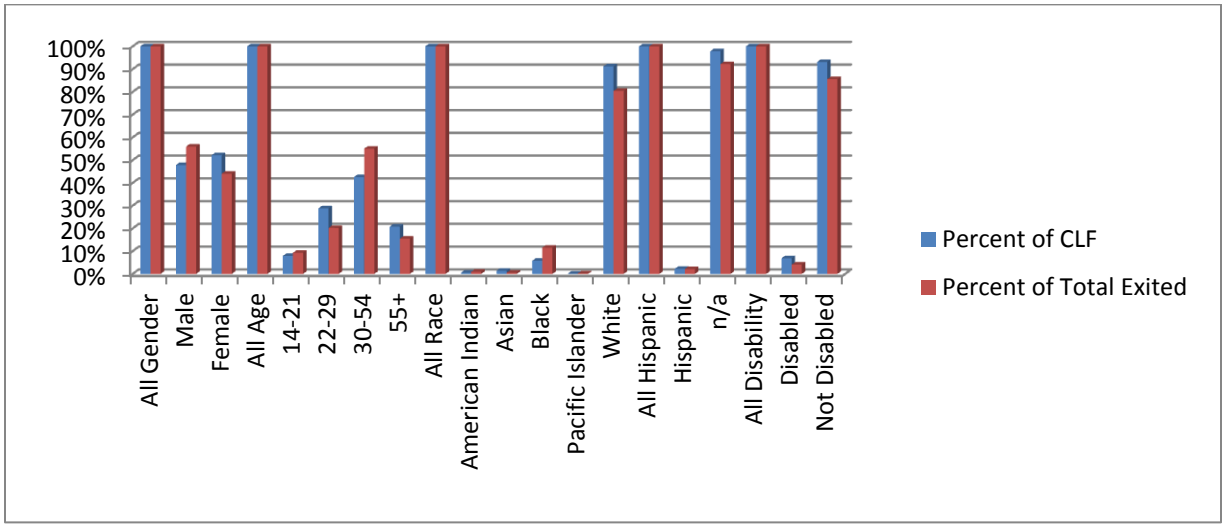


Table 4 - Central Region Veterans Positive Exits

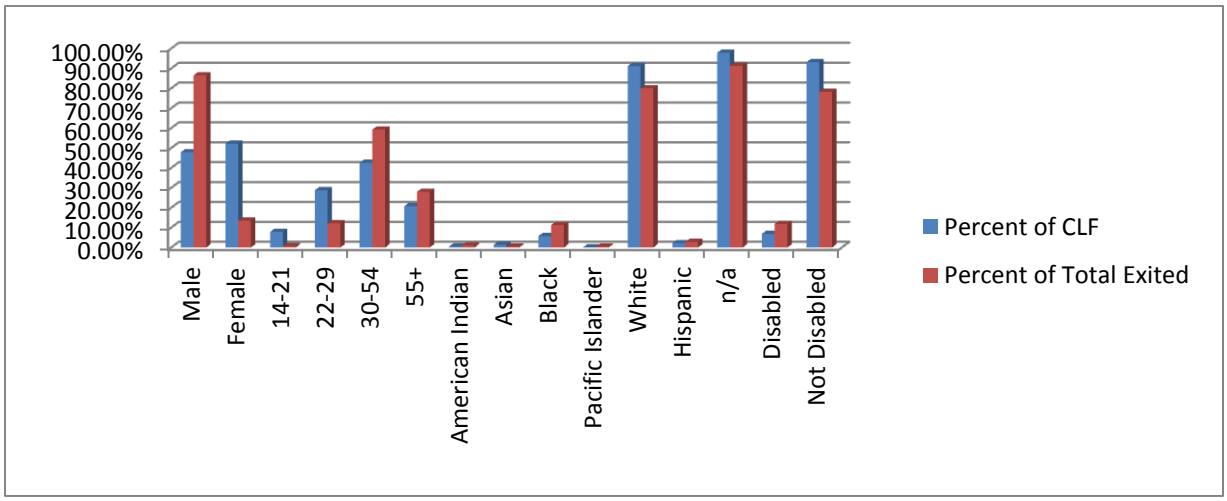


Table 5 - Central Region National Emergency Grant Positive Exits

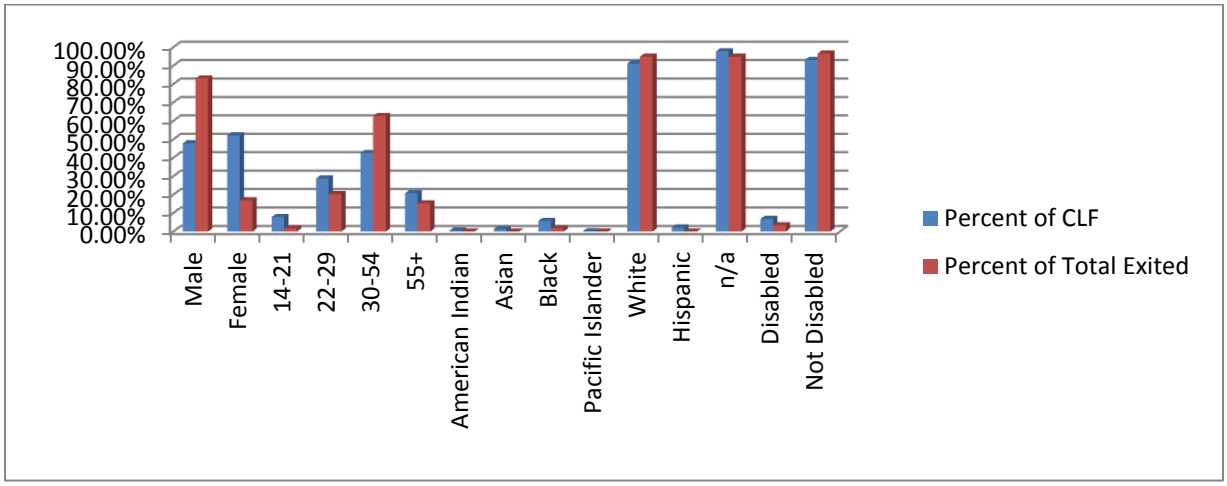


Table 6 - Central Region Youth Positive Exits

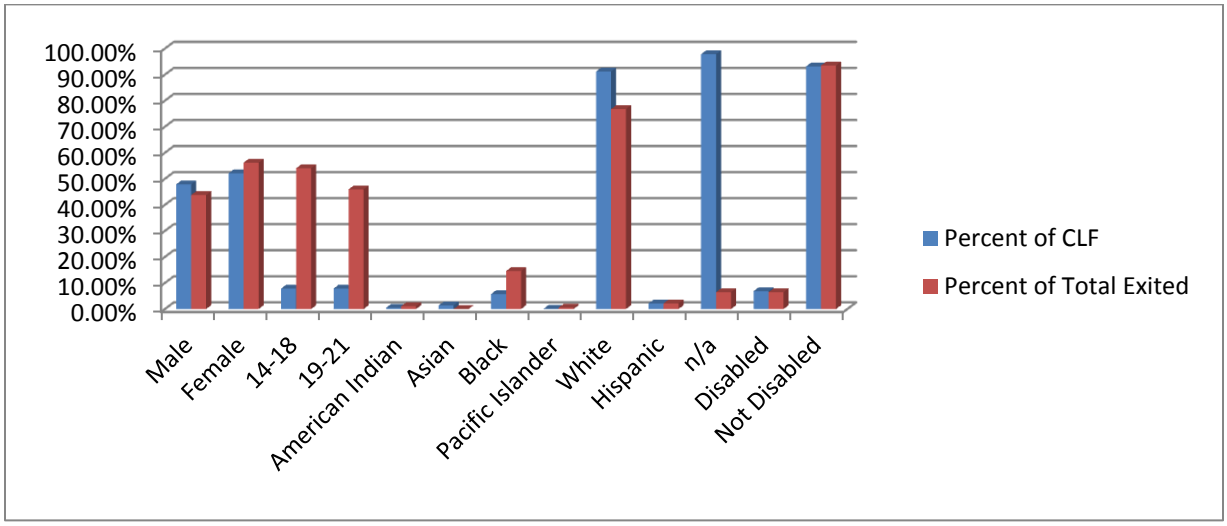
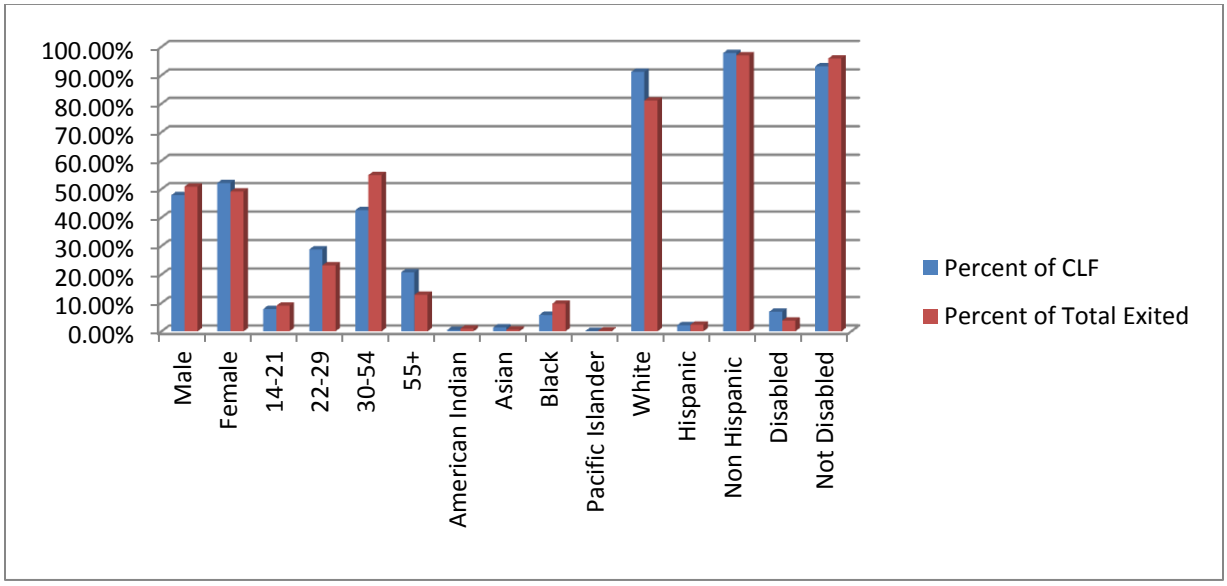


Table 7 - Central Region Positive Exits by Service Level



Major Layoffs/Workforce Reductions

For the 2013 program year measurement, no known significant layoffs affected the Central Region for positive exits within the time period. MO DWD Workforce Coordinator has notified the Central Region about two major upcoming closings. Nordyne in Booneville, MO is expected to close with layoff affecting 250 workers and first production line leaving in January 2015. DST Systems in Jefferson City is expected to close December 31, 2014 and affect 70 workers. These and any other major workforce reductions will be reviewed at the time of follow up of the current Data Analysis reporting period for the region as possible explanation for increase/decrease in adverse impact.

Marketing and Career Center Closures/Consolidations in the Central Region

One observation from Career Center staff is that more marketing and advertising is needed throughout the region to promote Career Center products and services. As stated by one Career Center functional leader, "many people in the community have no idea about services available, and only think of us as the unemployment office". In some cases as noted by functional leaders, funding cuts resulting in closures over the last few years of some affiliate/satellite sites as well as Career Center consolidations, have resulted in less traffic and thus possibly less movement from core to intensive services due to much farther travel for civilian labor force members in outlying areas. To some extent, these consolidations still affect positive exit results for participants who might have enrolled before consolidations/closures occurred. Increased travel distance might also account in some instances for customers in equal opportunity demographic groups not making it through steps in the program or overall process.

Strategies for Adverse Impact Mitigation – Follow Up Plan

Review of this data will be an ongoing process; strategies to mitigate adverse impact in ways other than ideas previously mentioned in this narrative will be developed as we move forward with this initiative. All groups will be continually reviewed for adverse impact. As mentioned earlier, outreach to underserved groups is being performed by Career Center staff and logged on a monthly basis.

The three groups consistently reflecting the highest adverse impact remain the 55+ age group, male gender, and white race.

The two groups that stand out as needing immediate attention are the male population and those in the 55+ group. As stated earlier, the career centers partner with Experience Works, and will strategize for ways to conduct outreach to this group and provide assistance. A new NEG grant which provides both additional funds for On-the-Job Training directed at the long term unemployed and a dedicated staff person in the region to market the program and create business partnerships is underway in the current program year. Apprenticeship partnerships with local business are already being sought out in accordance with the renewed business partnership emphasis of upcoming Workforce Innovation and Opportunity Act legislation.

Reducing adverse impact among the male population is a complex matter. Central Region leaders will strategize methods of increasing engagement of the male population. Promoting more short-term training programs may be one way of reaching out to this group. This would allow the male population to raise their skill level in a short time frame and increase their employability.

Outreach for mitigating adverse impact among blacks has begun through contact from Youth program staff with Youth Empowerment Zone as well as predominately black schools such as Douglass High School in Columbia, MO. A representative from Boone County Family Resources spoke to both Adult and Youth program staff at the Columbia Career Center. Contact attempt with an invitation to speak to career center staff in the region will be made to the NAACP.

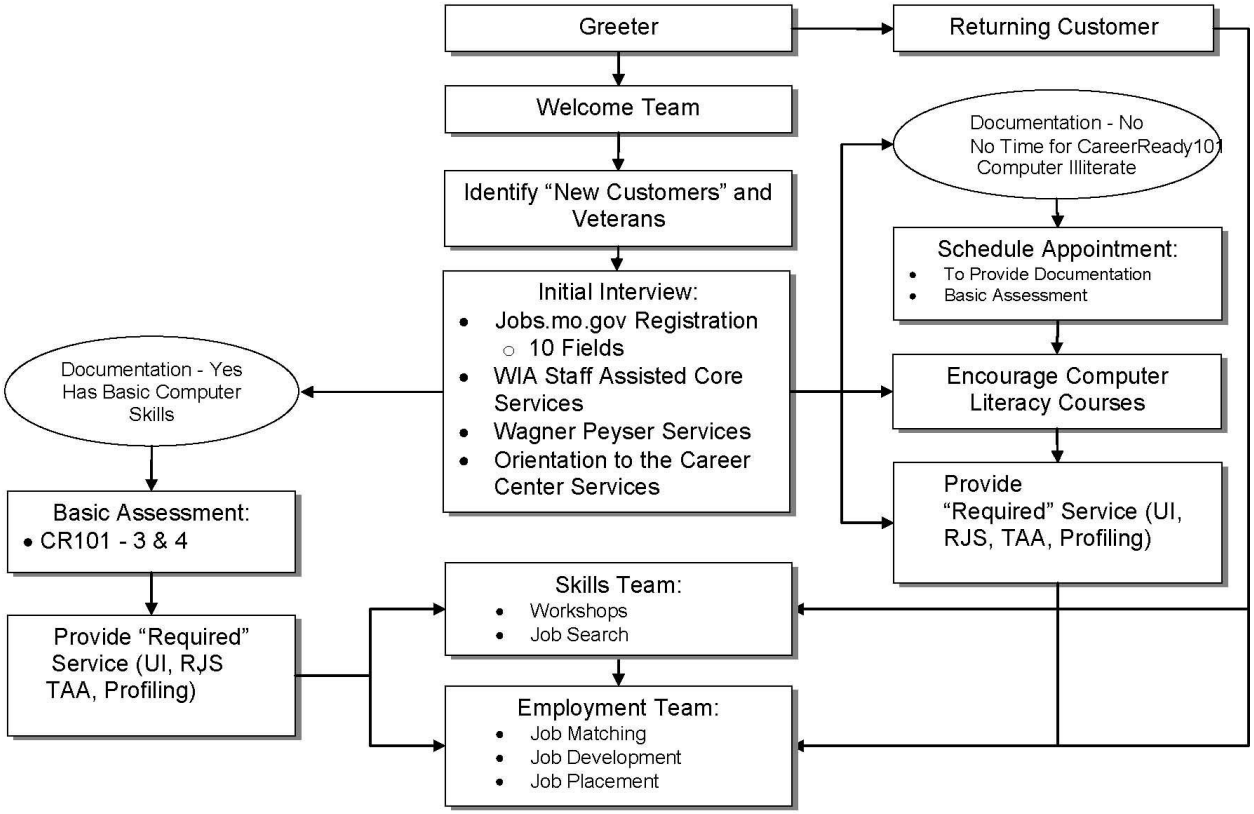
Outreach toward the disabled population is mentioned under the disability data analysis section listed above. The Central Region will continue to reach out to educate the aforementioned agencies as well as school guidance counselors about available WIA services. An emphasis on coordination of services and training dollars with Vocational Rehabilitation should help reduce adverse impact on some of the disabled population. While outreach has occurred in recent years, the functional leader of the Rolla Career Center already has an appointment with Vocational Rehabilitation in January 2015. The other functional leaders in the region will be encouraged to follow suit.

One important note when analyzing data is the fact that by program design and because of limited funding, program participants are selected for training based on a priority of service as defined in WIA as well as by those most in need.

As mentioned in the Central Region Methods of Administration for Equal Employment Opportunity enforcement, Data Analysis reports showing significant adverse impact will be run again in 6 months for follow-up to monitor whether or not mitigating actions are helping.

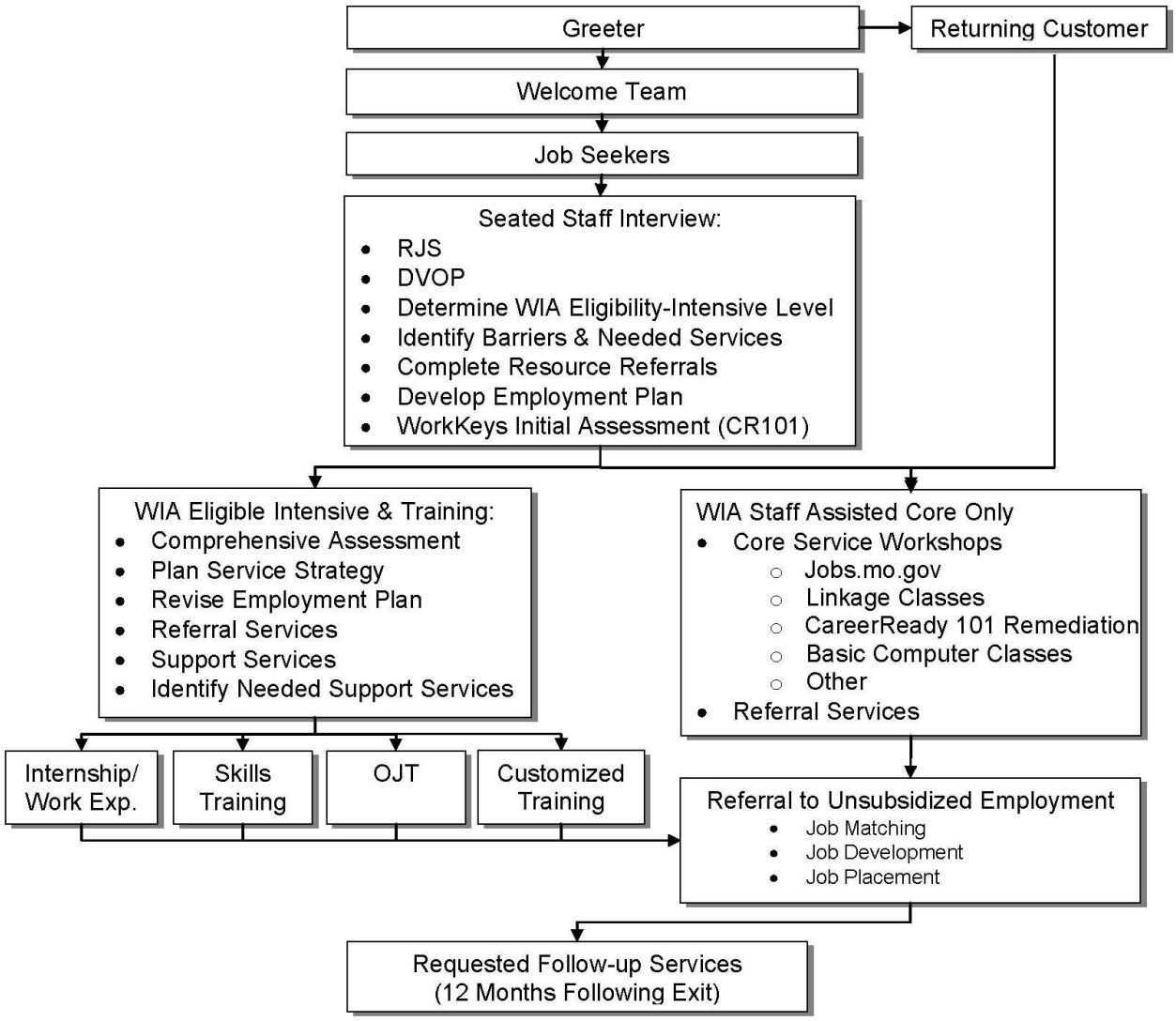
Attachment 1

Central Region Welcome Team Customer Flow Plan

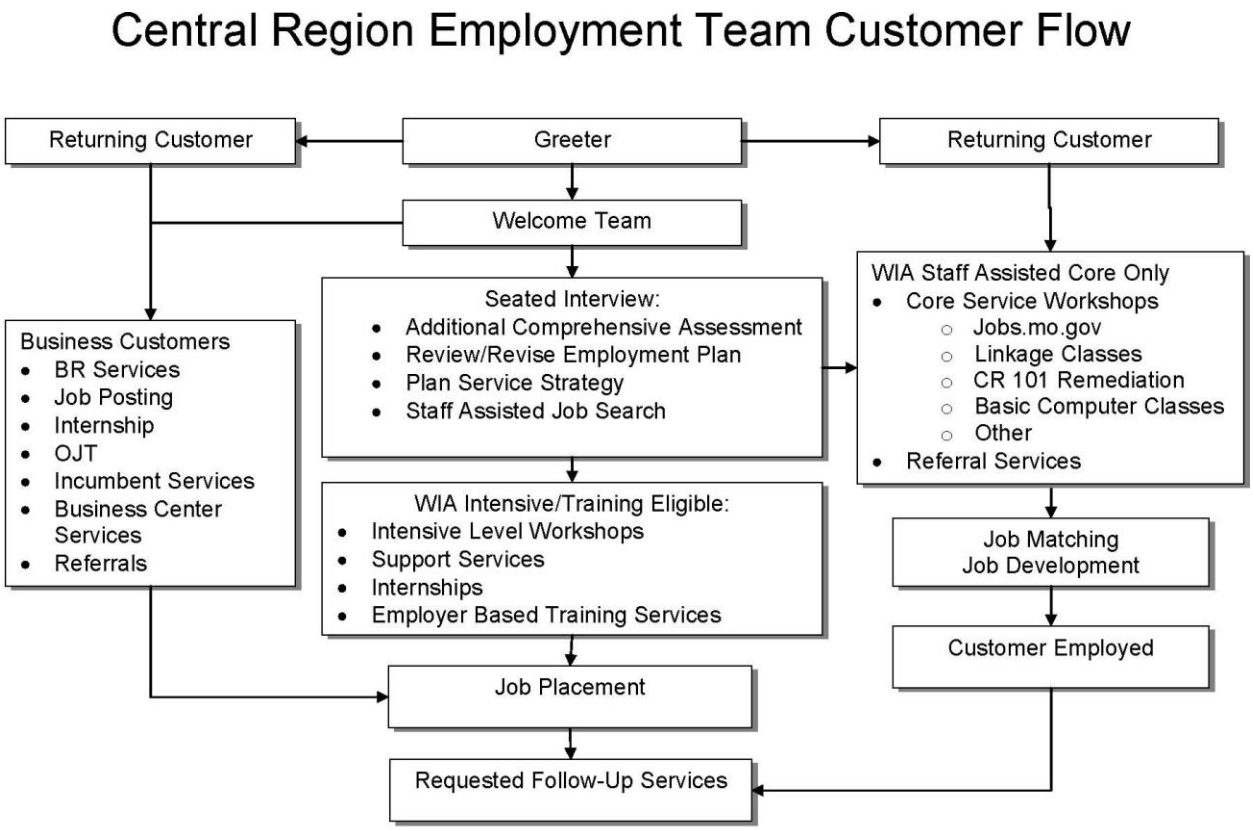


Attachment 2

Central Region Skills Team Customer Flow

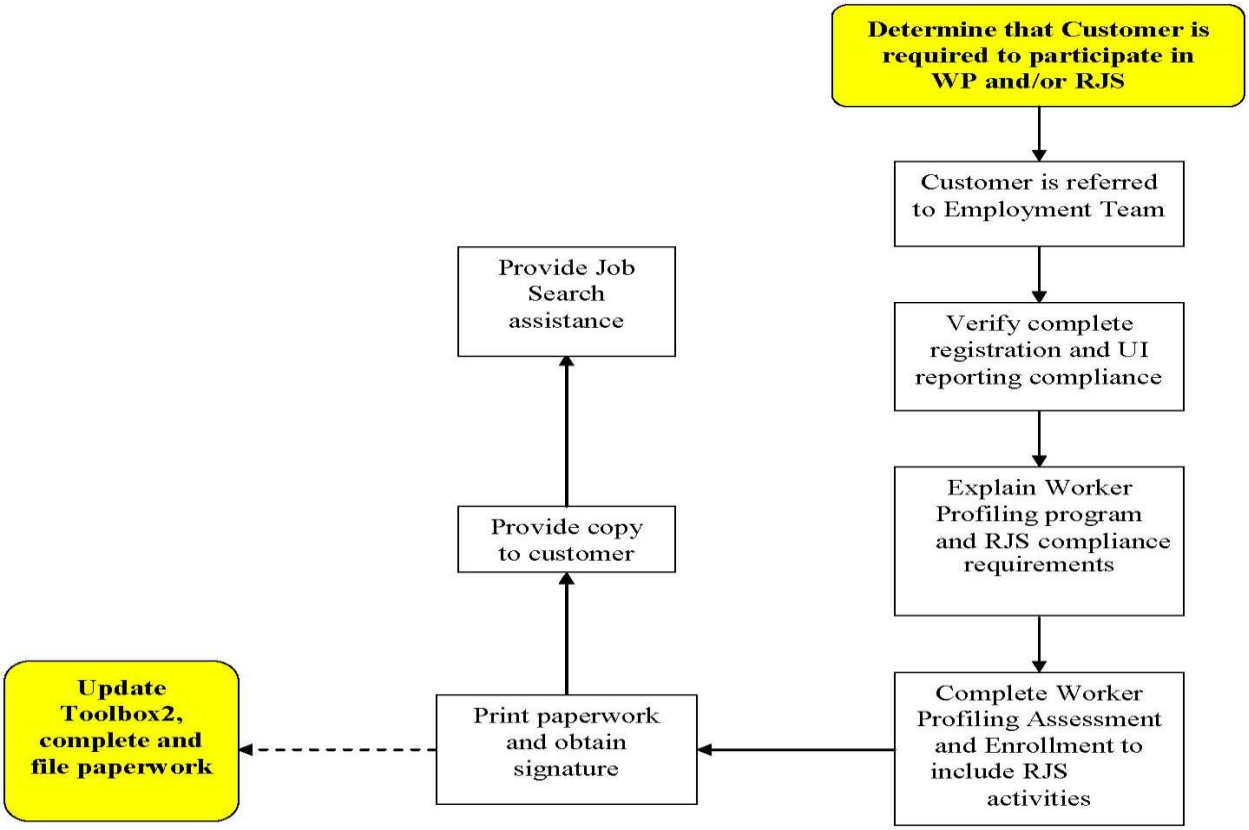


Attachment 3



Attachment 4

<u>Career Center Customer Flow</u>
Worker Profiling and
Required Jobs Services Process



Attachment 5 – Service Mapping

Wagner- Peyser/WIA Core:
Staff-assisted workshops, self-service computer based skill upgrades; initial assessment; eligibility determination; orientation of information; provision of labor market information

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WIA Intensive: Comprehensive assessments of skill levels and need; in-depth evaluation of employment barriers and goals; counseling and career planning; case management; development of an Individual Employment Plan; Classroom Training; Internships; Work Experience; On-the-Job Training

For Adult and Dislocated Worker: Must have received at least one core service

Enrollment required – Application, Eligibility, Enrollment and Employment Plan

- Eligibility Requirements
  - Residency in one of the Central Region counties
  - At least 18 years of age
  - Meet income guidelines
  - Meet minimum competency requirements on basic skills assessment

Documentation Required: Age, Social Security Number, and Citizenship;

Selective Service Registration; Complaint and Grievance Rights Notification; Determination of Need

Adult Specific: Low Income Status **Dislocated Worker Specific**: Proof of Dislocated Worker Status

Youth Specific: Low Income Status & Barrier to Employment

↓

WIA Support Services: Assistance with transportation, childcare, housing, emergency food, work or training related expenses determined by Financial Needs Determination; must be WIA eligible and enrolled.

↓

WIA Training: Occupational skill training; private sector training programs; skills upgrading and retraining.

Adult and Dislocated Worker: Received at least one Intensive level service; Was unable to obtain or retain employment through intensive services; Is appropriate for and in need of training; Was unable to obtain other grant assistance; Has chosen training that is linked to employment opportunity.

↓

Completed Training:

↓

Entered Employment:

↓

Positive or Negative Exit:

Pass/Fail Decision Points – WIA Adult, Dislocated Worker, NEG, Youth

Decision point Before Pool:	**Decision point After Pool:**
Eligible Population →	Applicant
Applicant →	Eligible Applicant
Eligible Applicant →	Participant
Participant →	Enrolled in Training - Training approved or denied based upon available funding, labor market information and the appropriateness of training requested.
Apply for Supportive Services →	Supportive Services approved or denied based upon determined financial need and enrollment in a training program
Enrolled in Training →	Completed Training
Completed Training →	Positive Exit
Employment Service:	
Job Applicant →	Job Referral
Job Referral →	Job Placement

Pass/Fail Decision Points – Wagner-Peyser & Veterans

Decision point Before Pool:	**Decision point After Pool:**
Eligible Population →	Applicant
Applicant →	Eligible Applicant (18 Years or Older)
Eligible Applicant →	Participant (Approved or Denied)
Employment Service:	
Job Applicant →	Job Referral
Job Referral →	Job Placement

Pass/Fail Decision Points – State Park Youth Corps (SPYC)

Decision point Before Pool:	**Decision point After Pool:**
Eligible Population →	Applicant
Applicant →	Eligible Applicant
Eligible Applicant →	Participant (Approved or Denied)
Apply for Supportive Services →	Supportive Services approved or denied based upon determined financial need and enrollment in SPYC program

Exits

- **Received follow-up services**
- **Entered training-related employment**
- **Entered nontraditional employment**
- **Attained certificate/diploma degree**
- **Entered postsecondary/advanced training**
- **Other exits (institutionalized/health-medical/deceased)**

Attachment 6 – Summary Reports by Location Sent to Functional Leaders

	Columbia	**Mexico**
By Program		
Adult	Age 55+, Disabled, White race	Age 55+, Disabled, Black race
Dislocated Worker	Age 55+, Disabled, White race	Black Race
Wagner-Peyser	Age 55+, Disabled, Male gender	Age 14-21, Disabled, Black race

By Service Level		
Self Assisted (received a core service)	Age 14-21, 22-29, White race	
Intensive (WIA Programs)	Age 22-29, 30-54, 55+, White race	Age 30-54
Received Training	Male gender, Age 22-29, 30-54, 55+, White race	Male, Age 22-29, 30-54

By Occupation Service Level		
Healthcare Services	Male gender, Age 14-21	
Construction/Extraction	White race	
Computers/Math/Sciences	Age 22-29, 30-54, White race	
Personal Care/Service	Not Disabled	White race
Food Prep/Serving	Age 30-54, White race	
Sales	Age 30-54, Black race	

	Jefferson City
By Program	
Adult	Age 30-54, 55+, White race, Disabled
Dislocated Worker	Age 22-29, 30-54, 55+, Disabled, White race
Wagner-Peyser	Age 55+, Disabled, White race
Veterans	Age 55+, White race

By Service Level	
Self Assisted (received a core service)	Age 14-21, 22-29
Intensive (WIA Programs)	Age 22-29, 30-54, 55+
Received Training	Age 22-29, 30-54, 55+

By Occupation Service Level	
Healthcare Services	Male gender, Age 14-21, 30-54, Black and White races
Computers/Math/Sciences	Age 30-54
Personal Care/Service	Black race
Office/Admin Support	Male gender, Age 30-54, Black and White races
Education/Training/Library	White race, Not disabled
Installation/Maintenance/Repair	Age 30-54
Production	Female gender, Age 14-21, 22-29, 30-54

	Lebanon
By Program	
Adult	Age 22-29, 55+, Disabled
Dislocated Worker	Age 22-29, 30-54, 55+
Wagner-Peyser	Age 55+, Disabled
Veterans	Age 30-54, 55+, Disabled

By Service Level	
Self Assisted (received a core service)	
Intensive (WIA Programs)	
Received Training	Age 55+

By Occupation Service Level	
Healthcare Services	White race
Installation/Maintenance/Repair	Age 30-54
Production	Female gender, Age 14-21, 22-29, 30-54

	Linn Creek	St. Robert
By Program		
Adult	Male gender, Age 55+, Disabled	Age 30-54, 55+, White race, disabled
Dislocated Worker	Male gender, Age 55+	Age 30-54, 55+, Black race
Wagner-Peyser	Male gender, Age 14-21, 22-29, 55+	Age 30-54, 55+, Black race, disabled
Veterans	Age 55+	Age 22-29, 30-54, 55+
NEG	Not Disabled	

By Service Level		
Self Assisted (received a core service)	Age 22-29	
Intensive (WIA Programs)	Age 22-29, 30-54	Age 30-54, Not Disabled
Received Training	Male gender, Age 22-29, 30-54, 55+	Male gender, Age 22-29, 30-54, 55+, Not Disabled

By Occupation Service Level		
Healthcare Services	Male gender, Black and White races	Male gender, Age 14-21, 22-29, 30-54
Office/Admin Support	Not Disabled	
Education/Training/Library	White	
Transportation/Materials		Female gender, Age 14-21, 30-54
Production	Age 30-54	
Food Prep/Serving	Age 22-29	
Sales		Mixed race

	Rolla	Potosi
By Program		
Adult	Age 55+, Disabled	Age 14-21
Dislocated Worker	Age 22-29, 30-54, 55+, Disabled	Age 30-54
Wagner-Peyser	Age 55+, Disabled	Age 14-21, 30-54
Veterans	Age 55+, Not Hispanic, Disabled	Male gender, Not Hispanic
NEG		Age 30-54

By Service Level		
Self Assisted (received a core service)	Female gender, Age 14-21, 22-29, 30-54, Not Disabled	
Intensive (WIA Programs)	Age 22-29, 30-54, 55+	
Received Training	Age 22-29, 30-54, 55+	

By Occupation Service Level		
Healthcare Services	Male gender	
Management	Not Disabled	
Computers/Math/Sciences	White and Mixed races, Not Disabled	
Personal Care/Service	White race	

Office/Admin Support	Male gender, White race	
Transportation/Materials	Age 14-21, 22-29, 30-54, American Indian and White race	
Building/Grounds Maintenance	Not Disabled	
Food Prep/Serving	Age 30-54, White race	
Sales	White race	

Youth by Location Service Delivery Step	PY 2013 Central Region in Total	Columbia	Mexico	Jefferson City	Lebanon	Linn Creek	Rolla	Potosi	St. Robert
Received Employment Services	Age 19-21 Not Disabled	Not Disabled	Age 19-21	Not Disabled		Age 19-21	White race Not Disabled		Age 19-21, White race
Received Summer Employment	White Race								
Received Assessment Test	Age 14-18 Black race Disabled	Age 14-18 Black Race	Age 14-18	Age 14-18 Not Disabled			Age 14-18		Age 14-18 White
Received Support Services	Male gender White Race Not Hispanic Disabled	Not Disabled		Male gender Age 14-18 Not Disabled		Male gender Not Hispanic	White race		

Attachment 7 – Youth Outreach Log – Alternative Opportunities (Contracted)

Agency Contacted	Date	Event	Target Group
C.A.R.E	3/12/2014	Presentation/Recruitment	Minorities/High School Drop Outs
Refugee and Immigration Services	4/19/2014	Outreach	Refugees
Independent Living Resource Center - Jefferson City	4/21/2014	Resource Fair	Persons with Disabilities
Concerned Citizens for the Black Community - CCBC	9/17/2014	Recruitment and Outreach	Persons within the Black Community of Cooper County.
Heartland Independent Living Center	9/18/2014	Presentation/Recruitment	Persons with Disabilities
Independent Living Resource Center - Jefferson City	9/20/2014	Turkey Golf Center, Miniature Golf	Persons with Disabilities
Independent Living Resource Center	10/8/2014	Outreach, Networking	Youth with disabilities
Disability Resource Fair	10/22/2014	Outreach, recruitment	Youth with disabilities
Central Latino	11/14/2014	Outreach	Latino Youth
Vocational Rehabilitation Transition Fair	11/21/2014	Outreach, recruitment	Youth with disabilities
Vocational Rehabilitation	11/22/2014	Resource Fair	Persons with Disabilities
Douglass High School		Job Fair	ISY (Predominately African American School Population)
Boone County Family Resources - People First		Outreach	Persons with Disabilities
Youth Empowerment Zone		Outreach	African American Youth