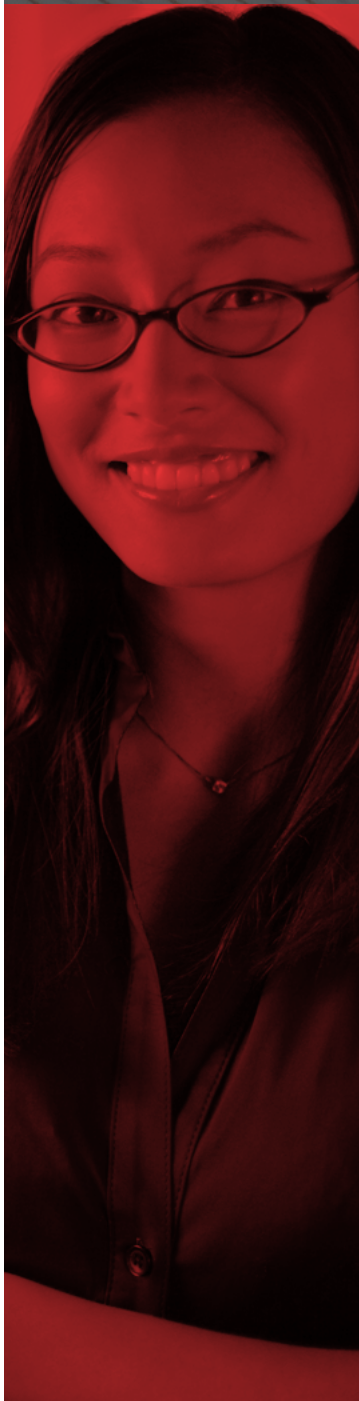


2011 ANNUAL 2012 TRAINING REPORT



INDIANA
WORKFORCE
DEVELOPMENT
AND ITS **WorkOne** CENTERS

ISSUED DECEMBER 2012



I am pleased to submit this year's Annual Training Report for Program Year 2011. Many successes were achieved during the past 12 months that will result in Hoosier workers and job seekers attaining skills that will prepare them to meet the demands of an ever-changing economy.

During the past year, DWD has worked closely with educators, businesses and local community and faith-based organizations to develop and implement initiatives and programs that provide up-to-date, well-rounded skills to ensure a highly skilled Hoosier workforce. Across the state, our regional workforce partners are actively engaged in creating and putting into place educational and training programs to meet the needs of their communities. Together our efforts have resulted in many Hoosiers acquiring the skills needed to ensure long-term employment in high-demand, high-wage occupations in a broad range of industry sectors.

The report provided offers details of those efforts with an in-depth look at various programs and initiatives made available to support the needs of employees and employers. Together, with your continued support and guidance, we are working toward our goal of building a world-class system for workforce development with an emphasis on the importance of life-long learning.

Sincerely,

Handwritten signature of Scott B. Sanders.

Scott B. Sanders
Commissioner
Indiana Department of Workforce Development



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The Indiana Department of Workforce Development (DWD) is dedicated to empowering Indiana workers to become a highly skilled, and competitive workforce. Furthermore, DWD is committed to providing all Hoosiers with opportunities, skills and the support needed to sustain employment in the global economy. This mission is accomplished through DWD's core values of integrity, accountability, innovation and excellence. A key component in the execution of DWD's mission is providing diverse training opportunities aimed at increasing the skill levels of Hoosiers, and delivering programs that meet the demands of Indiana's changing economy.

Per IC 22-4-18-7, Indiana is required to submit an annual report of all training activities for the previous program year. Reports must include state and federally-funded training programs implemented and/or administered by DWD during Program Year 2011 (PY 2011), from July 1, 2011 to June 30, 2012.

These programs provide training to incumbent, dislocated, unemployed and underemployed Hoosiers. Specifically, this report summarizes the progress and successes of the following training programs:

- Apprenticeships
- Jobs for America's Graduates
- State Energy Sector Partnership
- Trade Adjustment Assistance
- Veterans Workforce Investment Program
- Workforce Investment Act
- WorkINdiana
- Young Hoosiers Conservation Corps
- Adult Education
- Career and Technical Education
- Hoosier Initiative for Re-Entry

In addition, an online appendices section, located at www.in.gov/dwd/2702.htm, contains the map of DWD's Economic Growth Regions (EGR), earning replacement rates (ERR), and retention rates as well as more detailed information about the Workforce Investment Act (WIA).

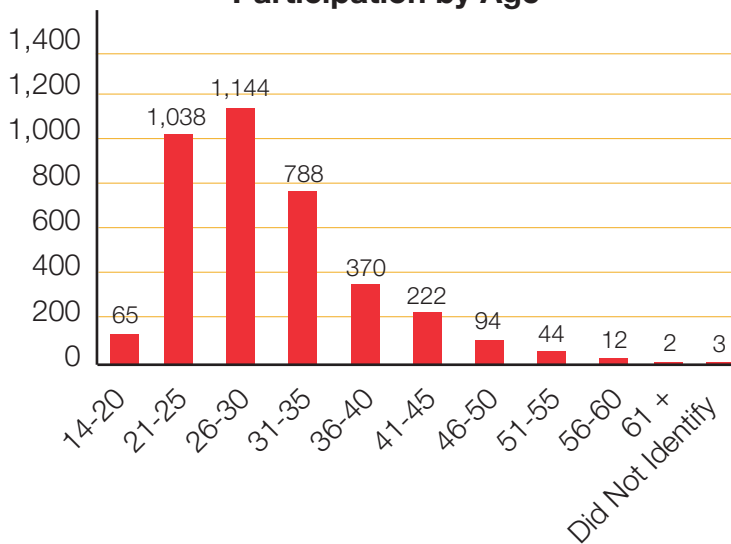


Per IC 22-4-25-1, DWD provides funding for training in apprenticeship programs approved by the U.S. Department of Labor Bureau of Apprenticeship and Training, which leads to an associate degree, and Journeyman Upgrade Training. This training is provided through Ivy Tech Community College and Vincennes University. The training is designed as a multi-year program for individuals in approved apprenticeship programs with various employers across the state. Some programs offer certificates equal to one year of training, where others only offer certification upon completion. Results for PY 2011 include **734** degrees and **391** certifications.

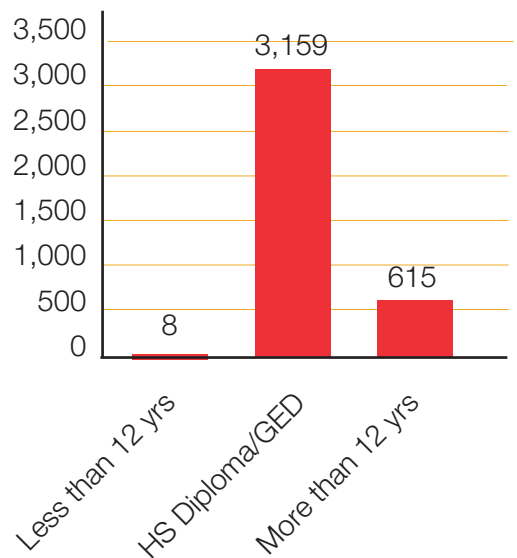
Ivy Tech Community College Apprenticeship Program - \$4,250,000

Number of Training Participants: 3,782

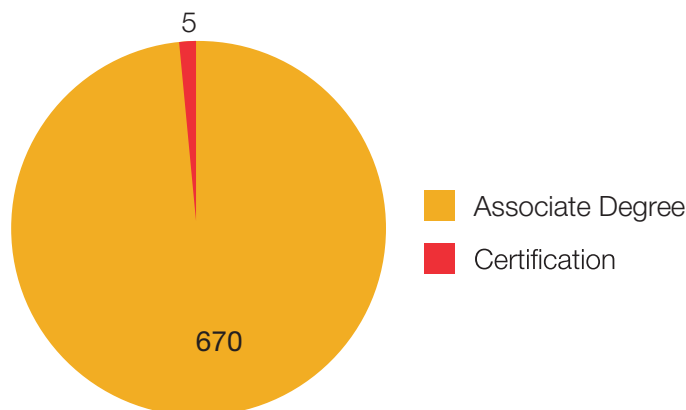
Participation by Age



Participation by Education Level



Training Results



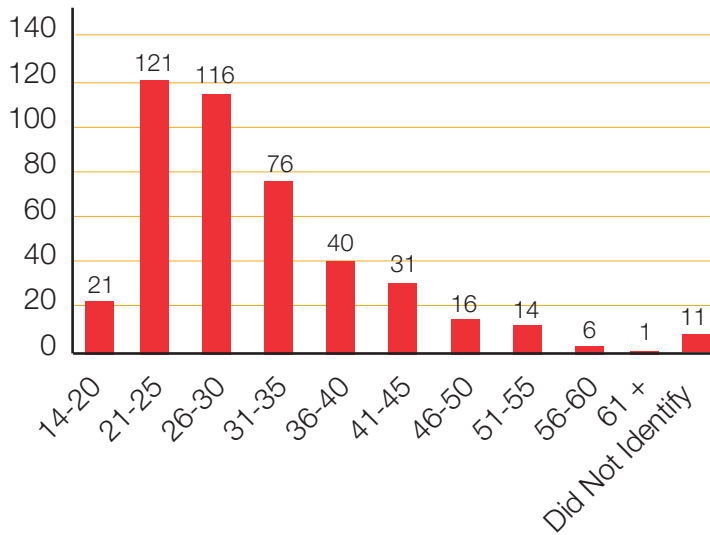
Data Updated March 2013



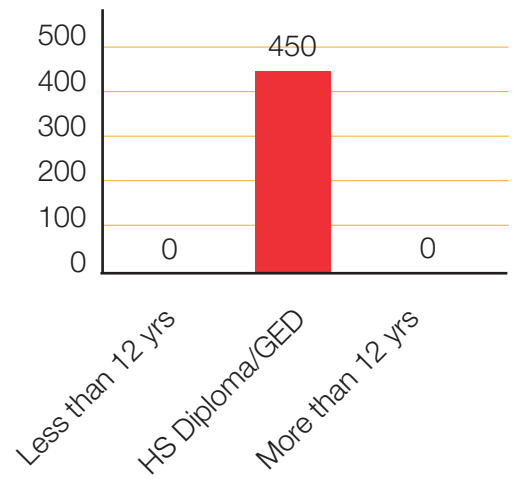
Vincennes University Apprenticeship Program - \$1,550,000

Number of Trainees: 450

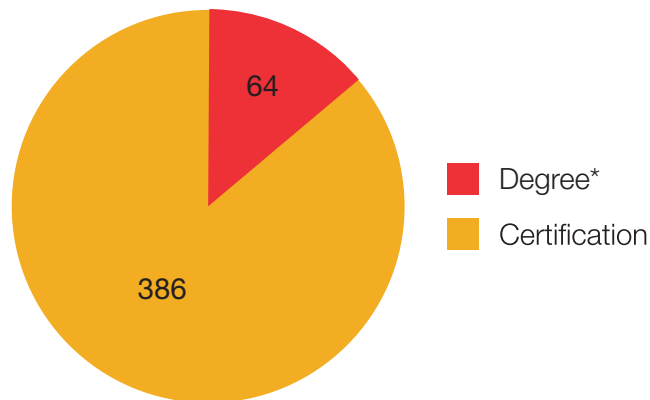
Participation by Age



Participation by Education Level



Training Results



*Degree completers were part of PY 2010 participant cohort



Jobs for America's Graduates (JAG) is a national, not-for-profit organization established in 1980 to assist states in creating dropout prevention and school-to-career transition programs at a statewide level.

DWD administers JAG in Indiana with funding mainly through WIA youth allocations. In 2006, Indiana implemented JAG in 12 schools as a multi-year program targeting at-risk high school juniors and seniors. Since its inception in Indiana, the program has served more than 9,000 students. The goals of the program include:

- **The completion of requirements for a diploma or GED:** Students receive basic skill assessments and remediation where needed.
- **Attainment of employability skills:** The primary challenge for at-risk students is the lack of skills needed for employment and lack of opportunities for gaining those skills. Students are taught 37 core competencies with the possibility of 81 total competencies, based on individual need. JAG teaches these skills and prepares participants to find a job, and/or pursue post-secondary education.
- **Full-time employment retention after graduation:** All students receive 12 months of follow-up services.

Since the addition of goals focused on employment; the employer database has grown from 200 to more than 1,700 participating employers statewide.

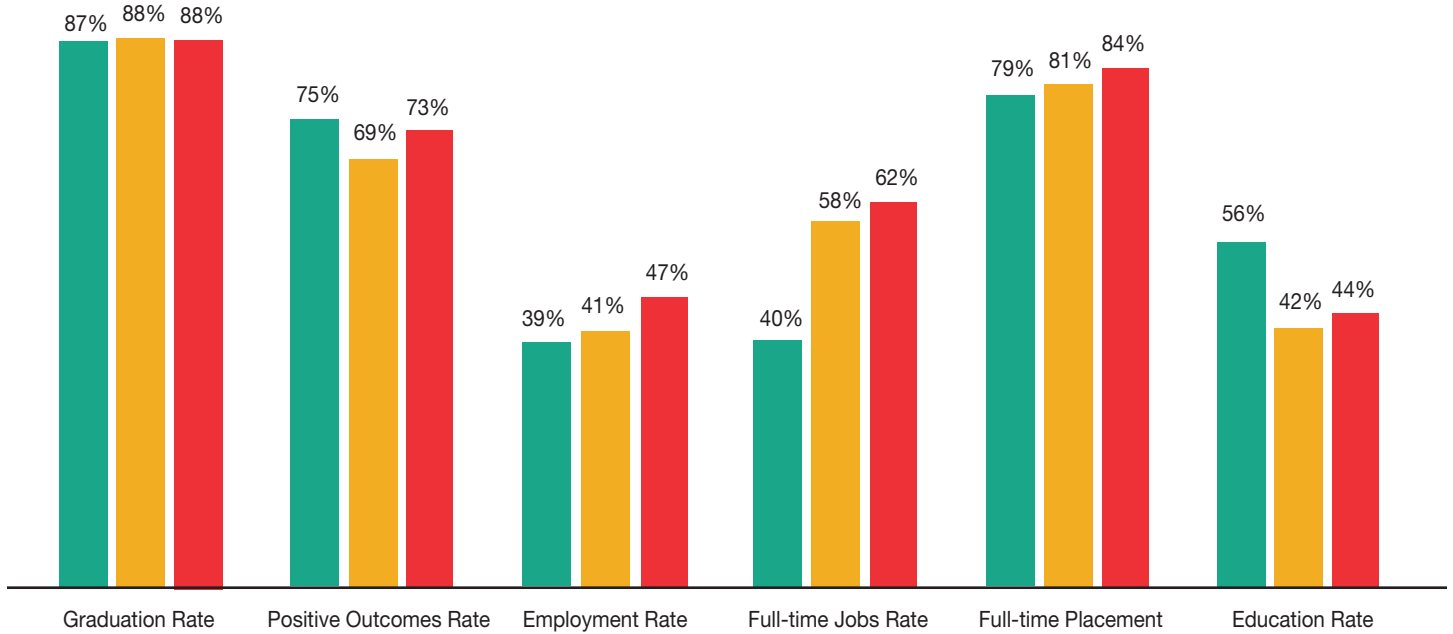
In addition to class work, students participate in a highly-motivating, student-led JAG Career Association at their high schools that promotes community involvement, civic and social awareness and leadership. Through their Career Association, students are invited to participate in two statewide events sponsored by DWD--the Leadership Development Conference and the Career Development Conference during which they compete in leadership and employability contests and earn cash awards to use toward post-secondary education or training.

For the 2011-2012 school year, 3,307 students participated in JAG through 56 programs located within 54 schools throughout the State. With new in-school sites, out-of-school drop-out recovery model program improvements, and recruitment and retention plan improvements, this number is projected to climb to more than 4,000 during the 2012-2013 school year. Moreover, Indiana's JAG program provides instruction to students on how to navigate and use the resources available at WorkOne centers.



Performance Outcomes

2009 2010 2011



Indiana’s JAG program has and continues to experience successful outcomes. The graduation rate of the average low-income student population is 72%, compared to the 88% in a similar population within the JAG-Indiana program. Keys to this success are attributable to the strength of Indiana’s JAG network, program evaluation and administration aligned with coordinated services and activities.



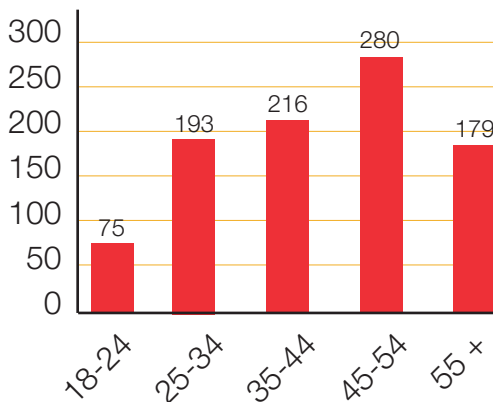
The Indiana Department of Workforce Development received an American Reinvestment and Recovery Act (ARRA) grant award for the State Energy Sector Partnership (SESP), which focuses on “green” education and training projects, including green manufacturing, energy efficient construction and retrofit, clean energy production and a green energy training center.

The grant provides financial assistance for program participants to obtain new skills to transition to occupations in energy efficient, renewable and emerging green energy sectors. Utilizing a variety of training methodologies, including on-the job training, classroom instruction and on-line training, participants (dislocated, unemployed, under employed and incumbent workers) obtain portable, industry-recognized credentials.

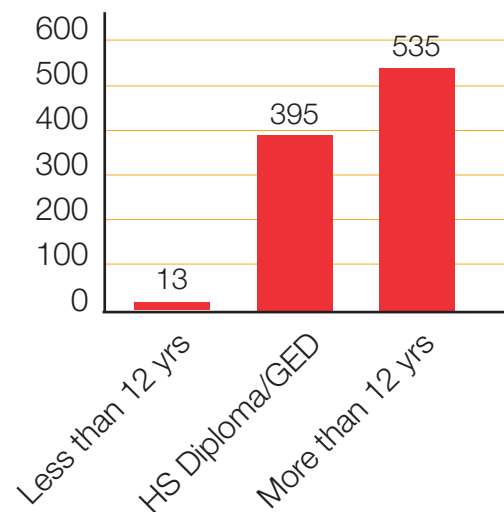
To date, more than 1,002 Hoosiers have participated in training. Of those, approximately 700 program participants have completed classroom training, 520 have received industry-recognized credentials, and 300 participants have directly entered employment as a result of participation in on-the-job training and other occupational skills trainings.

The demographics of program participants are a broad range of employment situations: 39 percent are unemployed, 25 percent are dislocated, 8 percent are veterans and 3 percent are seeking employment pathways out of poverty and into self-sufficiency. The project brings together an array of education and training opportunities for Hoosiers to enhance and learn new skills to meet in-demand as well as emerging employment opportunities.

Participation by Age



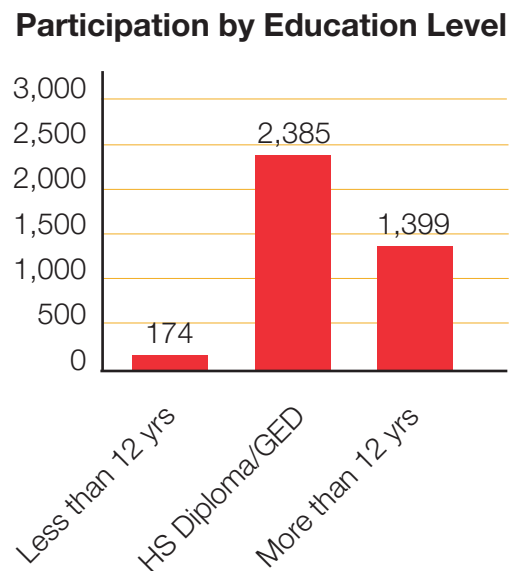
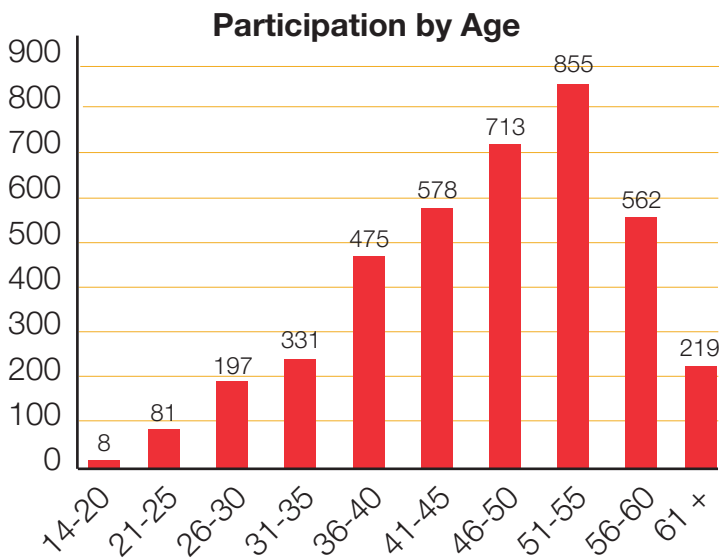
Participation by Education Level





The Trade Adjustment Assistance (TAA) program is a federal program that assists U.S. workers who have lost or may lose their job as a result of foreign trade. This program provides adversely affected workers with the opportunity to obtain the skills, credentials, resources and support necessary to become re-employed.

In Program Year 2011 (PY 2011), the U.S. DOL certified 17 Indiana TAA petitions for worker eligibility for employment services, supportive services and training consideration. Also, in PY 2011, over 8,500 trade-affected workers actively engaged in TAA-related services, which may include training (on-the-job, vocational, technical or classroom), income support (Trade Readjustment Allowance), job search/relocation allowances, health coverage tax credit (HCTC), wage supplement benefits (Reemployment Trade Adjustment Assistance) and employment and case management services.



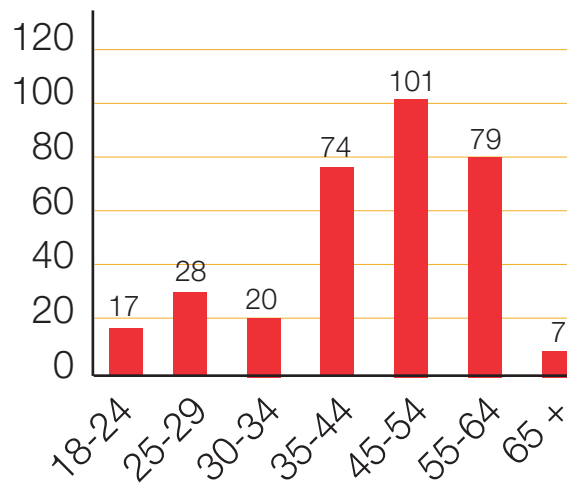
Entered Employment Rate & Retention	
• Entered Employment Rate	63.0%
• Entered Retention Rate	90.7%
• Average Earnings	\$17,582



The Veterans Workforce Investment Program (VWIP) was awarded a \$500,000 grant from the U.S. DOL for PY 2011. The intent of the grant is to assist with the training and employment needs of veterans with service-connected disabilities or significant barriers to employment, veterans who have served in active duty during a war or a military campaign and received a campaign ribbon, as well as all recently separated veterans.

The continuation of this grant is contingent upon the successful achievement of the previous year’s target goals. The focus of training during the past year has been on “green” job training, “green” certification attainment and placement into “green” employment. During PY 2011, 326 individuals enrolled in the program and 206 participants were placed into employment. The average hourly wage at placement was \$14.60.

Participation by Age



Entered Employment Rate & Retention

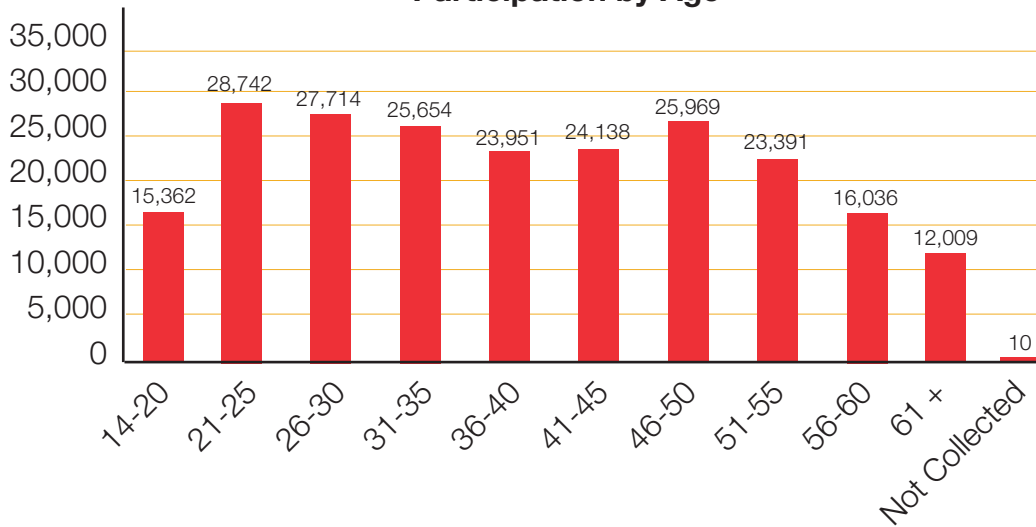
• Entered Employment Rate	45.0%
• Entered Retention Rate	83.0%
• Average Earnings	\$16,546.73



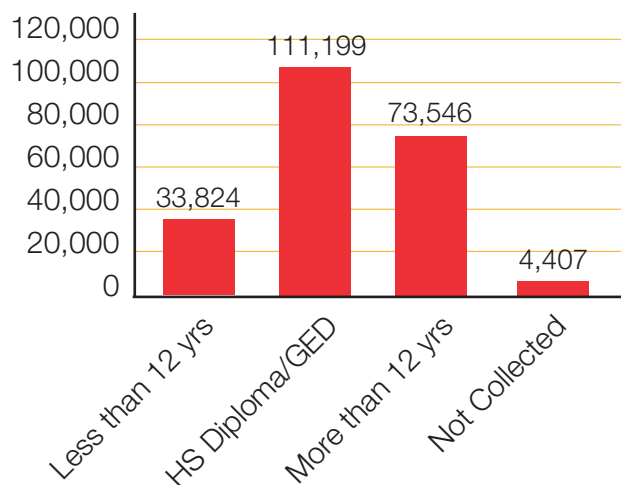
The federal Workforce Investment Act (WIA) offers a wide range of workforce development activities through statewide and local organizations. The purpose of this program is to promote an increase in the employment, job retention, earnings and educational and occupational skills attainment by participants. Training and educational services are available to adults and dislocated workers who meet WIA eligibility requirements. A youth program, specifically designed to address the needs of individuals 14 to 21 years of age who meet WIA eligibility requirements is also offered.

Assistance with a variety of training opportunities is available through each of the following programs: adult education and literacy, entrepreneurial training, occupational skills training, on-the-job training in an employer’s work environment and skill upgrading and retraining in coursework such as math, reading and technology. During PY 2011, 245,434 participants were served through WIA funding. A summary of statewide and local performance is located at www.in.gov/dwd/2565.

Participation by Age



Participation by Education Level





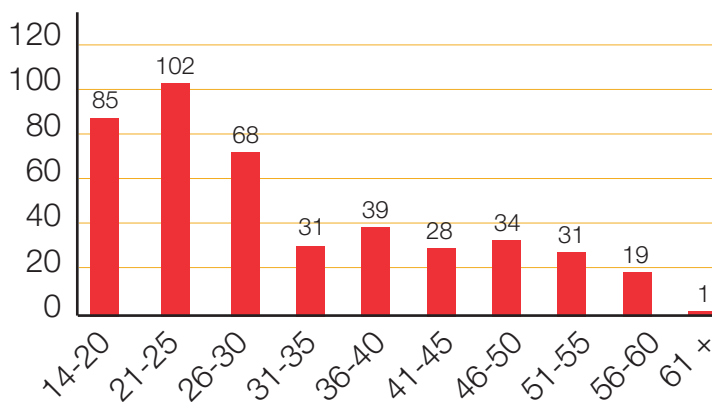
Approximately one-half of Indiana’s workforce (1.5 million Hoosiers) do not have the skills necessary to succeed in today’s workplace. To raise the skill level of the adult population and to meet workforce demands for skill attainment in a more effective way, Indiana has changed the structure of adult education service delivery. DWD has refocused the goal of adult education, added basic occupational training opportunities (WorkINdiana), enhanced student support and implemented new data systems to better track participants in the workforce, education and training system.



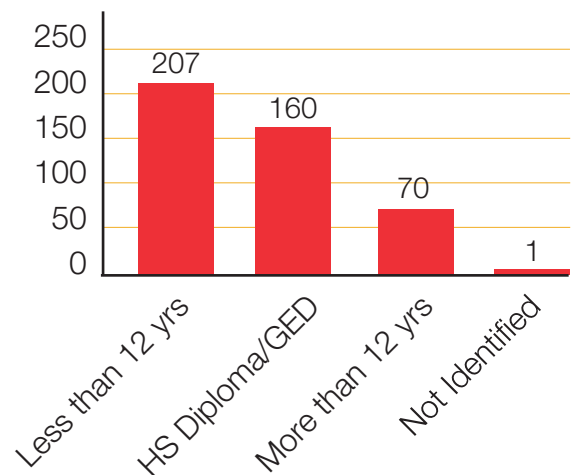
DWD has created a framework of WorkINdiana certifications and requires regional partnerships between adult education centers, career and technical education centers, WorkOne centers, community colleges and local economic development organizations. Together, these partners determine training programs to implement from the certification framework that are relevant to their local communities. More than 40 different locations implemented certification training programs across the state in the first year.

Funded through WIA Discretionary funds, WorkINdiana enrolled its first students in August 2011 and reached a total enrollment of 438 in less than a year. To date, 288 students have completed a program; of those, 199 have earned the associated certification and 100 have been placed in employment.

Participation by Age



Participation by Education Level





CAREER CERTIFICATIONS

Industry Sectors	Certifications
Health Care	Certified Nurse Aide (C.N.A.) Pharmacy Technician (C.Ph.T.) Emergency Medical Technician (E.M.T.) Medical Coder (C.P.C) Expanded Duties Dental Assistant (L.R.C.) Patient Access (C.H.A.A.)
Information Technology	Computer Support Specialist (Comptia A+) Electronics Installer/Repairers (ESPA/EST)
Business Administration Support	Bookkeeper (AIPB) Tax Preparer (IRS Certifications) Admin Assistant (IC3 or Microsoft Office)
Advanced Manufacturing	Production Worker (MSSC C.P.T.) Entry Welder (A.W.S.) CNC Operator (NIMS Level 1) Heating and Cooling Technician (HVAC) Underground Coal Mining (MSHA 502)
Transportation and Logistics	Truck Driver, Light and Tractor Trailer (CDL-B) Truck Driver, Heavy and Tractor Trailer (CDL-A) Laborers and Materials Movers (MSSC C.L.A.) Laborers and Materials Movers + Forklift Driving (MSSC C.L.A. +) Automotive Service Technician (A.S.E.)
Hospitality	Hospitality Staff (START)

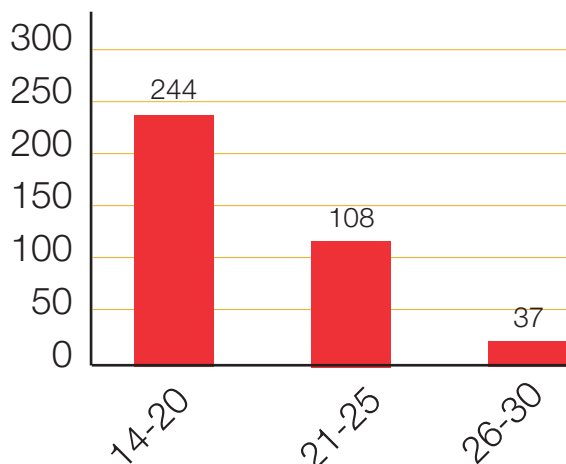


In May 2012, DWD announced the fourth year of the Young Hoosiers Conservation Corps (YHCC). YHCC is a summer youth employment program that provides young adults with construction-related work experience. DWD continued its partnerships with the Indiana Department of Natural Resources (DNR), the Indiana Department of Transportation (INDOT) and the Indiana National Guard (ING). These agencies provided worksites, supervision and job opportunities for approximately 390 participants. These individuals, ages 18-30, received up to 26 weeks of paid work experience and gained valuable occupational and work readiness skills.

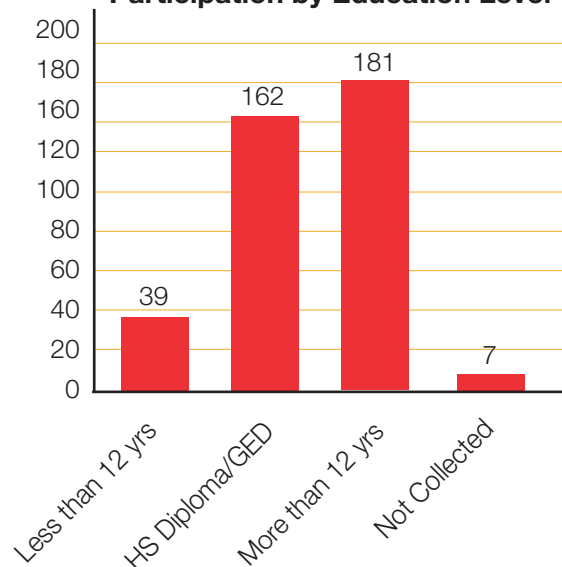
INDOT employed 212 young adults during the summer of 2012 to work as highway maintenance technicians at 32 worksites around the State. Program workers operated equipment, performed chip and seal repair on roadways, replaced guard rails, completed bridge work and dug drains. DNR provided employment for 167 youth at 36 sites including state parks, forests and fish and wildlife centers. Participants worked on a variety of tasks that included construction projects, trail work and maintenance activities. Moreover, 10 youth worked with the National Guard at the Hoosier Youth Challenge Academy in Knightstown and assisted with building renovations and grounds maintenance.

In addition to a broad array of work experiences, YHCC emphasizes WorkOne services and the transition into employment or further education. These services and activities involved workshops that covered topics such as interviewing, developing resumes, financial literacy and work ethics. Participants could also attend job fairs, interview with employers, visit colleges and meet with a WorkOne career counselor. During 2012, YHCC provided Hoosier youth the opportunity to not only earn a wage, but gain valuable work experience and learn new skills while benefiting the citizens of Indiana through improvements to state properties and state highways.

Participation by Age



Participation by Education Level





Even though the statutory requirement for this report, found in IC 22-4-18-7, does not require inclusion of the Adult Basic Education Program (skills remediation toward earning a high school diploma or GED), it is an essential component of the DWD's training programs. There are approximately 400,000 Hoosiers in the workforce who do not have their high school diploma or GED.

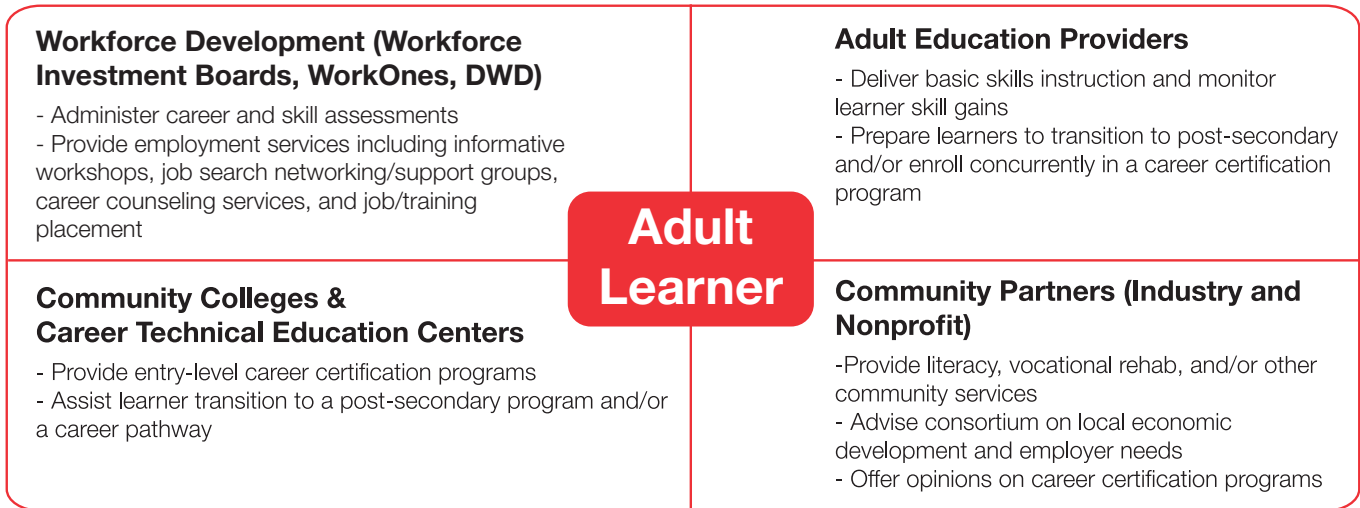
The association between skills and opportunity for individuals is powerful and growing. As projected by the Department's Research and Analysis Unit, by 2020 a majority (57%) of all high-wage and high-demand jobs in Indiana will require higher education attainment of at least post-secondary vocational certification and/or associates degree to meet middle skills demand by employers.

DWD assumed responsibility for the adult basic education program from the Department of Education (DOE) on April 1, 2011 through a unanimous decision by the Indiana General Assembly. DWD has implemented a new approach to addressing the many workforce challenges Indiana faces, including increased employer demand for middle skills, high unemployment and limited adult education delivery capacity. DWD believes that by aligning adult education and workforce development services, Hoosiers will be better served. A primary feature of this alignment was creating a regional adult education consortia organized around the same geographic boundaries of Indiana's workforce service areas, which ensures consistent, statewide coverage of the program. These consortia are comprised of local leaders in adult education, post-secondary education and the workforce investment system. Each consortium is responsible for ensuring that all adult learners in a region have access to both educational and career advising services.

Additionally, DWD developed new formula allocation rules that focus on competitively awarding federal and state funds. The formula is weighted to consider the unemployment population, the number of enrollees in adult education and performance outcomes for each region. In order for any region to earn performance funding, the region has to achieve a certain level of outcomes. This reimbursement schedule encourages best practices in enrollment, curriculum delivery, GED or high school diploma attainment and post-secondary transitions. DWD has been able to closely track the outcomes in every region due to a new and powerful data system.



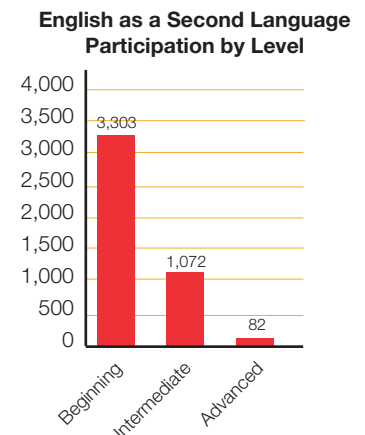
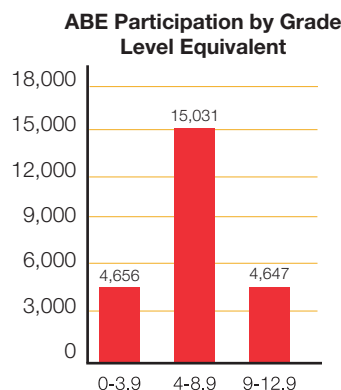
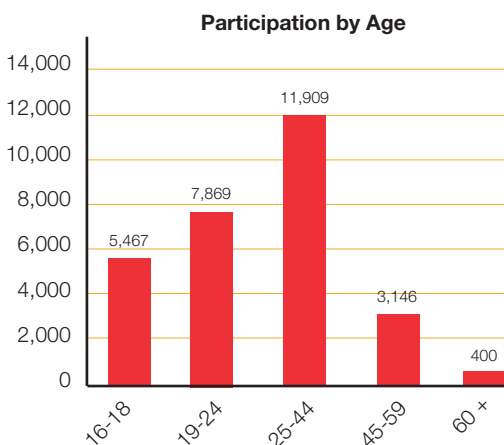
This chart outlines the responsibilities of each partner group with the focus of services supporting the adult learner.



Program Year 2011 Results

Even though adult education has only been under DWD’s jurisdiction for a year, providers throughout the State have succeeded in adapting to a new system and a renewed focus on performance and accountability.

- 28,791 participants served
- 18,966 National Reporting System Level Gains (equivalent of two grade levels)
- 5,710 high school diplomas/GEDs awarded (a 17% increase over PY2010)
- Average participant entered with 7th grade proficiency



Data Updated March 2013



Even though the statutory requirement for this report, found in IC 22-4-18-7, does not require inclusion of the Carl D. Perkins Vocational and Technical Education Act of 2006 (Perkins Act), it is an important component of the DWD's training programs.

The Perkins Act articulates criteria for Career and Technical Education (CTE) programs combining secondary and post-secondary academic instruction and occupational skills training. CTE is intended to prepare individuals for industry-recognized credentials and transition to higher education and/or workplace readiness. Indiana's CTE delivery system consists of 46 area vocational districts, nearly 300 school corporations and post-secondary institutions offering certifications and 2-year degree programs. In addition to approximately \$20M Indiana receives from the United States Department of Education (USDOE) in secondary and post-secondary Perkins funds, the Indiana General Assembly dedicates another \$98M to secondary CTE programming. In April 2011, legislation was enacted naming the Indiana Department of Workforce Development (IDWD) as the state agency charged with administering the post-secondary Career and Technical Education (CTE) programs, and the Indiana Department of Education was charged with administering secondary CTE programs. For more information about these programs, visit: <http://www.doe.in.gov/achievement/career-education>.

DWD has embraced the Perkins Act model to establish post-secondary CTE programs of study based on a two-plus-two model. The model encourages secondary and post-secondary institutions to develop instructional plans that provide a minimum of two years of secondary CTE study followed by two years of post-secondary instruction, with an associate degree and accompanying certification as the preferred goal of the latter. Moreover, the Act and the USDOE prescribe that CTE educational offerings be tailored to prepare students in defined career pathways and encourage the selection of those pathways to fit the state's economic development strategies for high-wage, high-demand occupations.

Accordingly, seven career pathways have been identified in which post-secondary Perkins funds may be utilized by institutions of higher education to provide the "plus two" experience to students previously enrolled in the same pathway during their secondary education. The selection of the seven pathways was informed by the prevalence of secondary CTE enrollments, employment opportunities within high-wage, high-demand occupations and Indiana's economic development strategies. The state's vision for all post-secondary CTE students is for them to achieve challenging academic and technical standards and be prepared for placement in current or emerging professions. The seven pathways identified are: Science, Engineering and Technologies, Health Services, Business, Management and Administration, Information Technology, Transportation and Logistics, Architecture and Construction, and Manufacturing and Processing.



In addition to focusing on delivering “plus two” educational opportunities within defined pathways, the importance of credential attainment including both educational credentials and occupational certifications is also emphasized. To that end graduation-enhancing strategies, including intensive academic advising, study skills development, content area tutoring, and early intervention are particularly encouraged. In recognition of the value of objectively assessed, industry recognized certifications, activities that prepare students to successfully complete the certification exams are likewise encouraged. Finally, there is also strong emphasis on job placement for post-secondary CTE students. Accordingly, placement-enhancing activities are encouraged, including the development of experiential education (job shadowing, internships, co-operative experiences) and employment services and counseling (job-seeking skills instruction, development of on-the-job-training experiences, and other placement activities).

DWD Data Responsibilities for Secondary Career and Technical Education

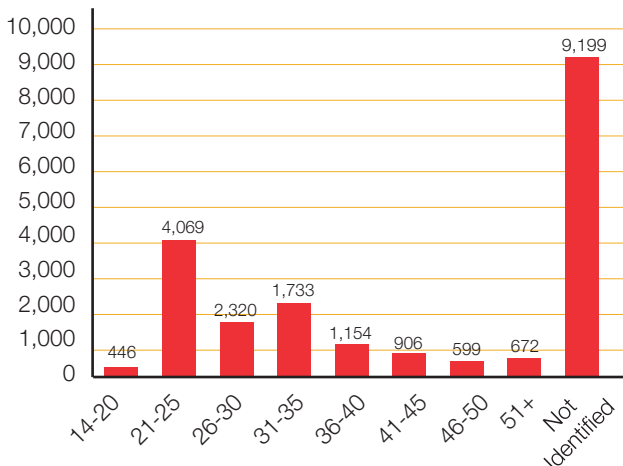
As a result of an annual MOU with the DOE during the last 10+ years, DWD has retained the responsibility for several essential duties. They include data collection, reporting and oversight of vendor contracts. The MOU covers the cost of several collection and reporting duties. These items include, but are not limited to; technical support, education and training related to data collection and custom reporting. Additionally, DWD oversees the completion of the Form 30A report which is utilized for allocation of Indiana’s CTE funds (approximately \$98 million), completion of the Federal year-end Perkins report and ad hoc reports (as requested by DOE, end users, schools, administrators, third parties and internal customers).

Program Year 2011 Results

21,098 individuals served

This represents a lower number of students than has been reported in previous years due to fewer areas of study being eligible for Perkins funding beginning July 1, 2011.

Participation by Age



Performance Data

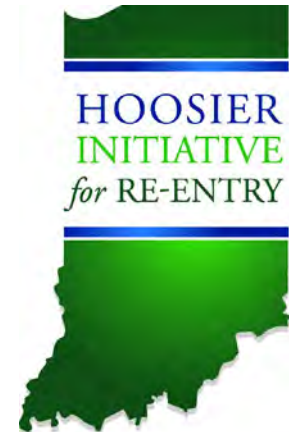
● Technical Skills Attainment/Certifications	91.58%
● Graduation/Completion	19.85%
● Postsecondary Retention Rate	65.38%
● Entered Employment Rate	100.0%

Data Updated March 2013



Even though the statutory requirement for this report, found in IC 22-4-18-7, does not require inclusion of the Hoosier Initiative for Re-entry (HIRE) program (an initiative to help ex-offenders become gainfully reemployed and reenter society), this is an important part of DWD's training programs.

Every year more than 20,000 inmates are released from Indiana prisons. Most are eager to find employment and lead a productive life. Without work, it is nearly impossible for these individuals to establish a new life and become productive citizens upon release, with 60% returning to prison within three years if not employed. By hiring an ex-offender, employers can help them reintegrate into society and become taxpayers, while increasing their own productivity and profitability.



In April 2012, DWD and the Indiana Department of Corrections (IDOC) launched the HIRE program for ex-offenders to lead them through the process of becoming successful job candidates for Hoosier employers upon their release. Through a staff of 12 individuals across the state, DWD works with interested employers to determine the knowledge, skills, abilities and aptitude that will make an employee successful in their organization.

Participants are often chosen based on two main requirements: they must have displayed a positive track record during incarceration and must be identified as low or medium risk to re-offend. The staff works with IDOC to determine which applicants would best suit a specific employer. Once applicants are screened, DWD trains participants on soft skills, workplace aptitude and motivation. If necessary, participants receive additional targeted job training.

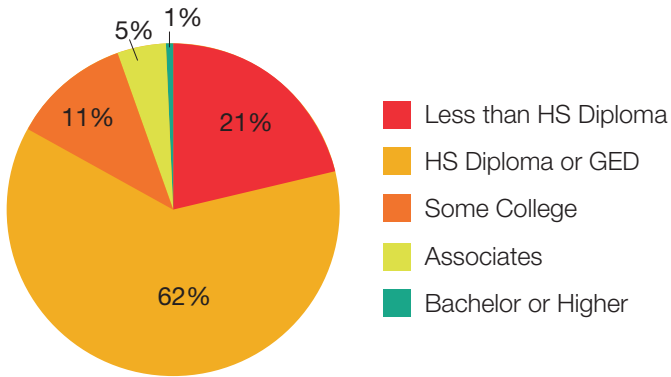
Upon release and job placement, DWD staff meets regularly with participants and employers to identify work related issues or needs. Key performance metrics for success include customer satisfaction, employee retention and employee performance.

Results: April-October 2012

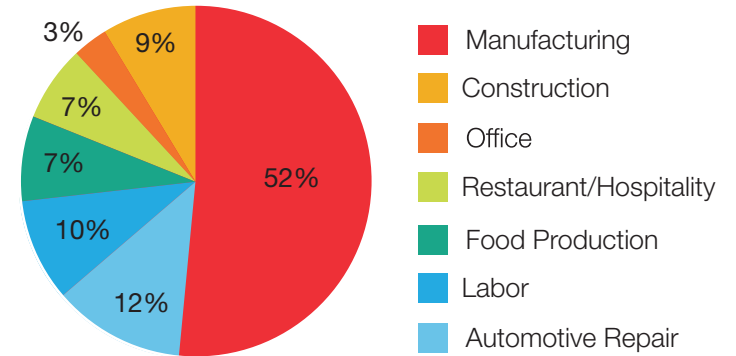
To date, over 270 ex-offenders have been placed in employment opportunities (averaging \$10.44/hr) with 105 employers, mainly in the manufacturing sector, with over 91% retaining their position. It costs Indiana \$20,000 per year to incarcerate one offender. Department figures show the State's cash return to the economy is over \$2.1M since April due to savings on incarceration costs and increases in state economic productivity.



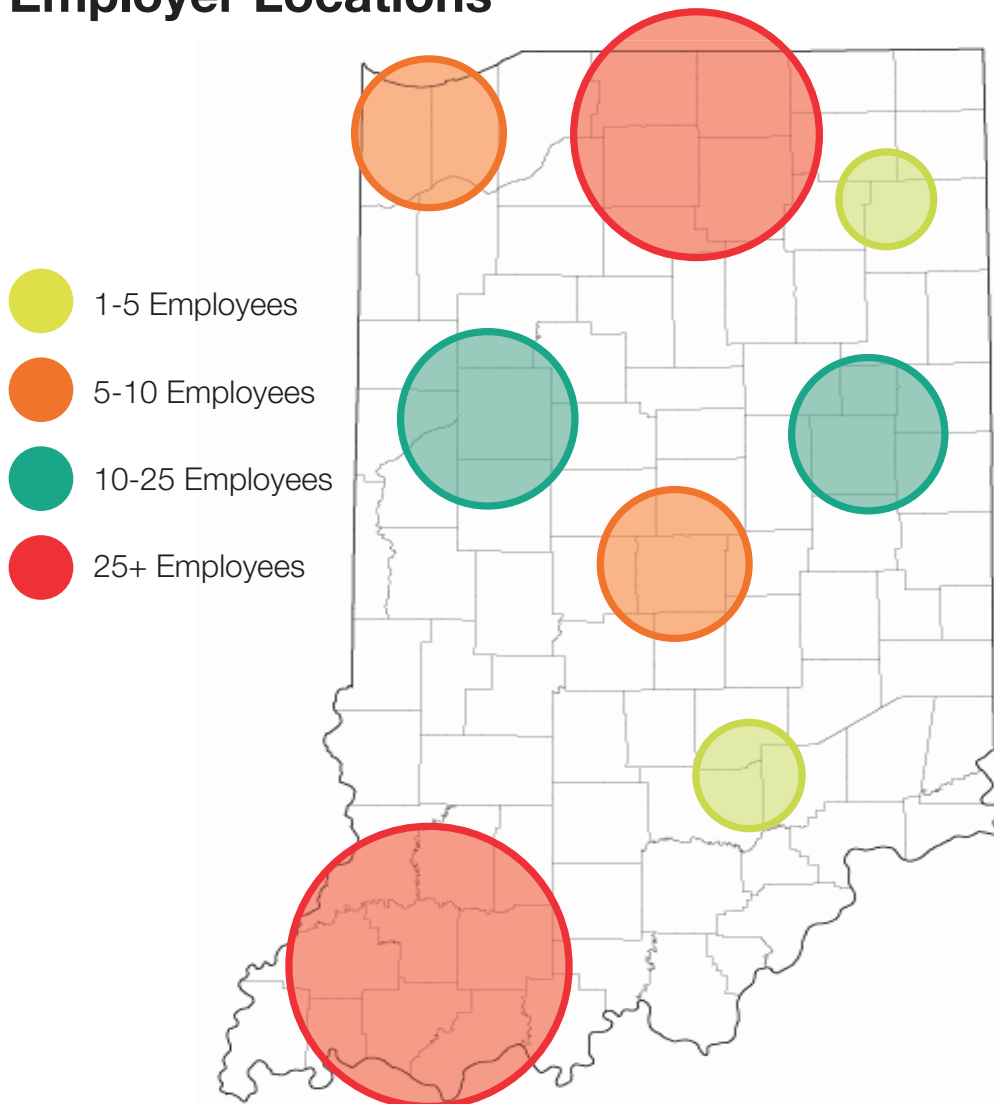
Education Level of Participants



Industries For Participant Employment Placement



Employer Locations



*Note: Data from April 2012 - October 31, 2012

**Average Earnings (TAA & WIA Performance Measure)**

Of those participants who are employed in the first, second and third quarters after the exit quarter: Total earnings in the second quarter plus the total earnings in the third quarter after the exit quarter divided by the number of participants who exit during the quarter. To calculate this rate, the time period used was April 2010 through March 2011.

Earning Replacement Rate (ERR)

A measurement that is used to determine wage change. The ERR is determined by dividing average quarterly wages earned in the fourth quarter after training is completed by the average quarterly wages earned in the training entrance quarter.

Employment Rate

The percentage of graduates employed one year after training. It is determined by dividing the number employed during the fourth quarter after training is completed by the number of graduates.

Employment Retention Rate (TAA & WIA Performance Measure)

Of those who are employed in the first quarter after the exit quarter: The number of participants who are employed in both the second and third quarters after the exit quarter divided by the number of participants who exit during the quarter. To calculate this rate, the time period used was April 2010 through March 2011.

Entered Employment Rate (TAA & WIA Performance Measure)

Of those who are not employed at the date of participation: The number of participants who are employed in the first quarter after the exit quarter divided by the number of participants who exit during the quarter. The time period used was October 2010 through September 2011.

Program Year 2011 (PY 2011)

The time period starting July 1, 2011 and ending June 30, 2012.

Retention Rate

One of the measurements used to gauge long-term benefits of DWD training programs. Retention rates are calculated by analyzing wage data one year after the completion of training.

Unemployment Insurance Wage Database

The repository for all wage data from the Unemployment Insurance quarterly tax reports submitted by employers.

**WorkKeys®**

Skills assessments that provide reliable, relevant information about workplace skill levels.

Youth (14-21) Attainment of a Degree or Certificate (WIA Performance Measure)

Of all youth enrolled in education (at the date of participation or at any point during the program): Number of youth participants who attain a diploma, GED, or certificate by the end of the third quarter after the exit quarter divided by the number of youth participants who exit during the quarter. To calculate this rate, the time period used was October 2010 through September 2011.

Youth (14-21) Literacy and Numeracy Gains (WIA Performance Measure)

Of all those out-of-school youth who are basic skills deficient (at the date of participation): Number of youth participants who increase one or more educational functioning levels divided by the number of youth participants who have completed a year in the youth program (i.e., one year from the date of first youth program service) plus the number of youth participants who exit before completing a year in the youth program. To calculate this rate, the time period used was July 2011 through June 2012.

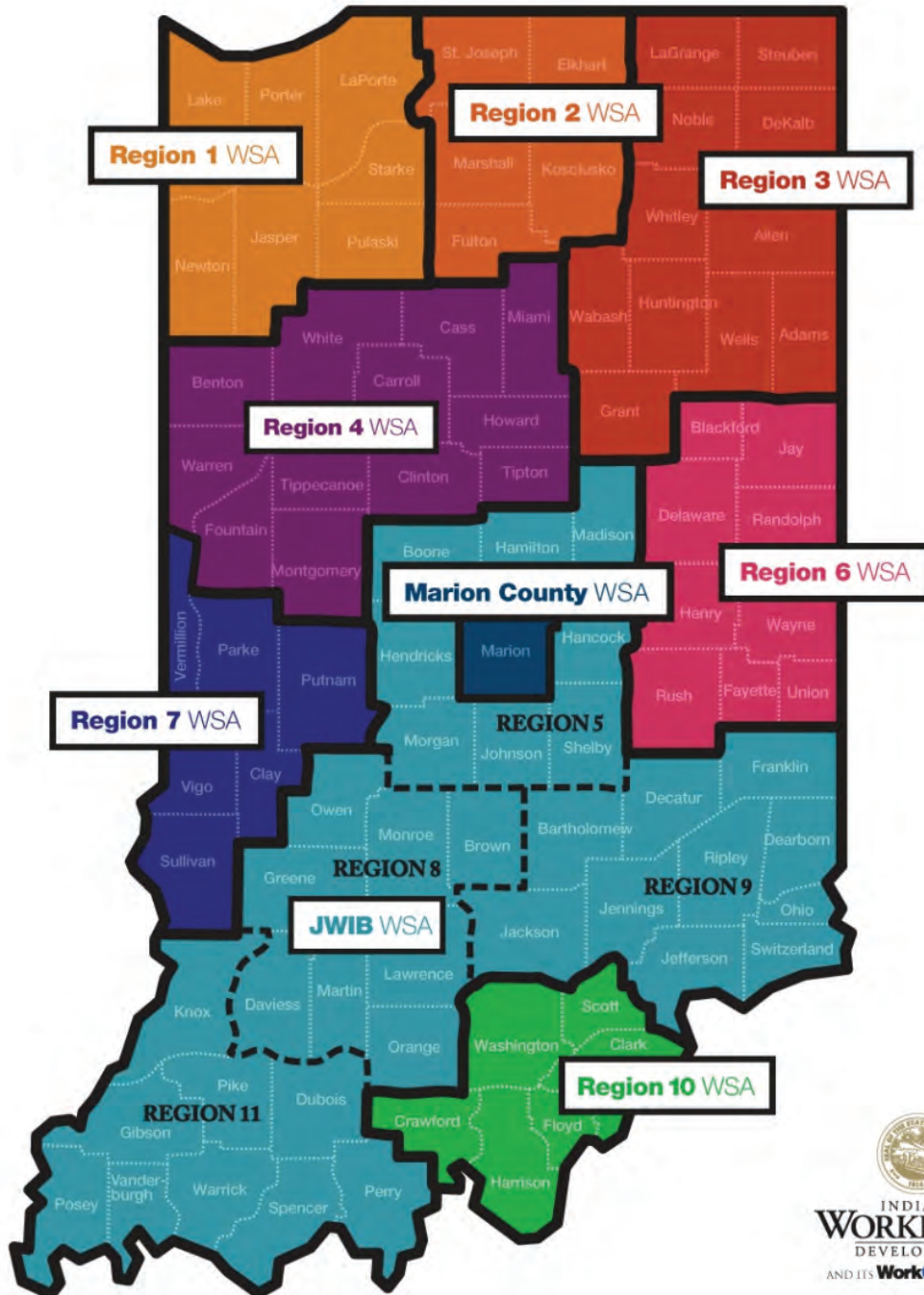
Youth (14-21) Placement in Employment or Education (WIA Performance Measure)

Of all youth who are not in post-secondary education or employment (including the military) at the date of participation: Number of youth participants who are in employment (including the military) or enrolled in post-secondary education and/or advanced training/occupational skills training in the first quarter after the exit quarter divided by the number of youth participants who exit during the quarter. To calculate this rate, the time period used was October 2010 through September 2011.



Department of Workforce Development

Workforce Service Areas (WSA)





Summary of Performance - Statewide

	Participants Served	Training Participants	Total Allocated Funding **	Total Expenditures			
Adults	222,976	9,913	\$15,652,769	\$12,368,124			
Dislocated Workers	16,904	4,784	\$28,874,948	\$19,658,393			
Youth	5,554	160	\$18,341,599	\$13,773,804			
Totals	245,434	14,857	\$62,869,316	\$45,800,321			
WIA Rapid Response Grants *	1,052	282	\$8,561,754	\$3,173,285			
Participants Demographics							
Participants Demographics		Adults	Training Adults	Dislocated Workers	Training DW	Youth	Training Youth ***
Age Distribution	14 - 20	15,362	615	197	49	5,205	130
	21 - 25	28,742	1,288	1,105	338	349	30
	26 - 30	27,714	1,454	1,599	598		
	31 - 35	25,654	1,380	1,822	680		
	36 - 40	23,951	1,388	2,150	801		
	41 - 45	24,138	1,223	2,303	745		
	46 - 50	25,969	1,106	2,554	717		
	51 - 55	23,391	862	2,473	542		
	56 - 60	16,036	461	1,717	257		
	61 +	12,009	136	984	57		
	Not collected	10	0	0	0		
Education	Less than 12 years	33,824	626	1,173	152	4,624	31
	Received Diploma/GED	111,199	4,833	8,594	2,329	738	82
	More than 12 years	73,546	4,448	7,129	2,299	190	47
	Not collected	4,407	6	8	4	2	0
Gender	Male	121,218	4,340	8,482	2,329	2,368	53
	Female	101,063	5,559	8,418	2,454	3,171	107
	Not collected	695	14	4	1	15	0
W I A Common Measures Results for Participants Served							
Entered Employment Rate	Adults					54.3%	
	Dislocated Workers					59.0%	
Retention Rate	Adults					80.3%	
	Dislocated Workers					84.5%	
Six Months Average Earnings	Adults					\$12,108	
	Dislocated Workers					\$14,584	
Placement in Employment or Education	Youth (14-21)					57.4%	
Attain Degree or Certification	Youth (14-21)					52.4%	
Literacy and Numeracy Gains	Youth (14-21)					32.5%	



Summary of Local Performance - Joint Workforce Investment Board - Serving WSA's 5, 8, 9, 11

	Participants Served	Training Participants	Total Allocated Funding **		Total Expenditures		
Adults	90,469	2,477	\$3,389,319		\$3,169,828		
Dislocated Workers	5,623	1,103	\$6,994,161		\$5,023,067		
Youth	1,226	89	\$4,853,466		\$4,044,623		
Totals	97,318	3,669	\$15,236,946		\$12,237,518		
Participants Demographics		All Adults	Training Adults	Dislocated Workers	Training DW	Youth	Training Youth ***
Age Distribution	14 - 20	5,828	200	67	10	1,147	74
	21 - 25	11,049	334	411	92	79	15
	26 - 30	11,194	354	520	137		
	31 - 35	10,272	324	522	143		
	36 - 40	9,803	333	678	184		
	41 - 45	9,907	272	738	153		
	46 - 50	10,700	283	830	175		
	51 - 55	9,639	216	872	134		
	56 - 60	6,664	130	636	63		
	61 +	5,407	31	349	12		
	Not collected	6	0	0	0		
Education	Less than 12 years	13,623	105	394	32	968	10
	Received Diploma/GED	45,332	1,306	2,991	559	179	46
	More than 12 years	28,148	1,065	2,236	511	79	33
	Not collected	3,366	1	2	1	0	0
Gender	Male	48,896	1,025	2,823	506	520	30
	Female	41,174	1,449	2,798	597	702	59
	Not collected	399	3	2	0	4	0
W I A Common Measures Results for Participants Served							
Entered Employment Rate	Adults					53.5%	
	Dislocated Workers					51.7%	
Retention Rate	Adults					79.9%	
	Dislocated Workers					83.1%	
Six Months Average Earnings	Adults					\$11,884	
	Dislocated Workers					\$14,724	
Placement in Employment or Education	Youth (14-21)					67.1%	
Attain Degree or Certification	Youth (14-21)					65.7%	
Literacy and Numeracy Gains	Youth (14-21)					20.9%	



Summary of Local Performance - EmployIndy - Serving Marion County

	Participants Served	Training Participants	Total Allocated Funding **		Total Expenditures		
Adults	11,312	1,882	\$2,953,995		\$2,914,077		
Dislocated Workers	1,875	808	\$5,678,855		\$3,662,476		
Youth	912	9	\$3,170,761		\$2,546,196		
Totals	14,099	2,699	\$11,803,611		\$9,122,749		
Participants Demographics							
Participants Demographics		Adults	Training Adults	Dislocated Workers	Training DW	Youth	Training Youth ***
Age Distribution	14 - 20	1,403	144	25	15	864	9
	21 - 25	1,382	295	107	47	48	0
	26 - 30	1,230	300	186	97		
	31 - 35	1,176	277	247	136		
	36 - 40	1,063	266	261	145		
	41 - 45	1,178	216	280	123		
	46 - 50	1,297	158	261	93		
	51 - 55	1,236	129	266	90		
	56 - 60	859	73	177	45		
	61 +	488	24	65	17		
	Not collected	0	0	0	0		
Education	Less than 12 years	2,136	166	83	29	865	6
	Received Diploma/GED	3,998	692	614	257	37	3
	More than 12 years	5,148	1,024	1,177	522	10	0
	Not collected	30	0	1	0	0	0
Gender	Male	5,040	922	947	450	347	2
	Female	6,190	950	926	357	562	7
	Not collected	82	10	2	1	3	0
W I A Common Measures Results for Participants Served							
Entered Employment Rate	Adults					58.5%	
	Dislocated Workers					61.8%	
Retention Rate	Adults					82.2%	
	Dislocated Workers					84.6%	
Six Months Average Earnings	Adults					\$13,247	
	Dislocated Workers					\$14,969	
Placement in Employment or Education	Youth (14-21)					59.7%	
Attain Degree or Certification	Youth (14-21)					55.8%	
Literacy and Numeracy Gains	Youth (14-21)					43.5%	



Summary of Local Performance - Serving WSA 1

	Participants Served	Training Participants	Total Allocated Funding **		Total Expenditures		
Adults	38,356	770	\$2,090,797		\$1,165,360		
Dislocated Workers	730	176	\$3,236,704		\$2,533,350		
Youth	770	16	\$2,433,299		\$1,762,369		
Totals	39,856	962	\$7,760,800		\$5,461,079		
Participants Demographics		All Adults	Training Adults	Dislocated Workers	Training DW	Youth	Training Youth ***
Age Distribution	14 - 20	2,326	54	5	0	718	12
	21 - 25	5,143	131	36	6	52	4
	26 - 30	5,068	128	58	26		
	31 - 35	4,706	104	67	24		
	36 - 40	4,153	90	79	23		
	41 - 45	4,039	85	103	31		
	46 - 50	4,296	79	117	33		
	51 - 55	2,968	63	122	22		
	56 - 60	2,681	25	87	8		
	61 +	1,976	11	56	3		
	Not collected	0	0	0	0		
Education	Less than 12 years	5,682	36	34	3	573	3
	Received Diploma/GED	18,737	391	405	85	162	8
	More than 12 years	13,578	342	291	88	35	5
	Not collected	359	1	0	0	0	0
Gender	Male	21,069	307	382	81	353	4
	Female	17,278	463	348	95	417	12
	Not collected	9	0	0	0	0	0
W I A Common Measures Results for Participants Served							
Entered Employment Rate	Adults					48.2%	
	Dislocated Workers					60.4%	
Retention Rate	Adults					77.6%	
	Dislocated Workers					85.3%	
Six Months Average Earnings	Adults					\$12,373	
	Dislocated Workers					\$15,313	
Placement in Employment or Education	Youth (14-21)					56.3%	
Attain Degree or Certification	Youth (14-21)					45.8%	
Literacy and Numeracy Gains	Youth (14-21)					50.9%	



Summary of Local Performance - Serving WSA 2

	Participants Served	Training Participants	Total Allocated Funding **		Total Expenditures		
Adults	10,207	1,303	\$1,717,141		\$1,241,013		
Dislocated Workers	988	762	\$3,250,322		\$1,343,547		
Youth	528	15	\$1,710,222		\$789,319		
Totals	11,723	2,080	\$6,677,685		\$3,373,879		
Participants Demographics		All Adults	Training Adults	Dislocated Workers	Training DW	Youth	Training Youth ***
Age Distribution	14 - 20	536	44	2	1	499	13
	21 - 25	1,022	111	55	40	29	2
	26 - 30	1,158	200	130	109		
	31 - 35	1,084	200	138	120		
	36 - 40	1,121	215	166	137		
	41 - 45	1,216	191	154	128		
	46 - 50	1,312	168	153	115		
	51 - 55	1,238	117	109	73		
	56 - 60	971	51	65	36		
	61 +	548	6	16	3		
	Not collected	1	0	0	0		
Education	Less than 12 years	1,892	92	61	26	436	8
	Received Diploma/GED	4,796	711	536	437	78	7
	More than 12 years	3,408	499	390	298	14	0
	Not collected	111	1	1	1	0	0
Gender	Male	5,190	473	444	310	238	5
	Female	5,005	830	544	452	289	10
	Not collected	12	0	0	0	1	0
W I A Common Measures Results for Participants Served							
Entered Employment Rate	Adults					54.0%	
	Dislocated Workers					72.7%	
Retention Rate	Adults					80.8%	
	Dislocated Workers					85.6%	
Six Months Average Earnings	Adults					\$11,412	
	Dislocated Workers					\$13,641	
Placement in Employment or Education	Youth (14-21)					48.6%	
Attain Degree or Certification	Youth (14-21)					38.8%	
Literacy and Numeracy Gains	Youth (14-21)					16.3%	



Summary of Local Performance - Serving WSA 3

	Participants Served	Training Participants	Total Allocated Funding **		Total Expenditures		
Adults	6,070	1,326	\$1,765,862		\$1,132,643		
Dislocated Workers	2,633	834	\$3,277,857		\$2,720,988		
Youth	658	36	\$1,869,065		\$1,525,500		
Totals	9,361	2,196	\$6,912,784		\$5,379,131		
Participants Demographics		All Adults	Training Adults	Dislocated Workers	Training DW	Youth	Training Youth ***
Age Distribution	14 - 20	416	80	38	7	612	28
	21 - 25	650	145	153	58	46	8
	26 - 30	663	174	227	98		
	31 - 35	652	179	280	106		
	36 - 40	692	190	352	141		
	41 - 45	720	177	369	131		
	46 - 50	805	176	450	145		
	51 - 55	738	131	391	90		
	56 - 60	470	63	248	49		
	61 +	264	11	125	9		
	Not collected	0	0	0	0		
Education	Less than 12 years	955	140	181	36	587	17
	Received Diploma/GED	3,061	634	1,348	410	49	13
	More than 12 years	2,044	551	1,103	387	21	6
	Not collected	10	1	1	1	1	0
Gender	Male	3,139	732	1,470	477	292	15
	Female	2,928	594	1,163	357	366	21
	Not collected	3	0	0	0	0	0
W I A Common Measures Results for Participants Served							
Entered Employment Rate	Adults					56.7%	
	Dislocated Workers					63.2%	
Retention Rate	Adults					82.7%	
	Dislocated Workers					84.5%	
Six Months Average Earnings	Adults					\$12,133	
	Dislocated Workers					\$13,656	
Placement in Employment or Education	Youth (14-21)					48.9%	
Attain Degree or Certification	Youth (14-21)					41.7%	
Literacy and Numeracy Gains	Youth (14-21)					20.7%	



Summary of Local Performance - Serving WSA 4

	Participants Served	Training Participants	Total Allocated Funding **	Total Expenditures			
Adults	30,638	937	\$1,260,342	\$959,662			
Dislocated Workers	1,160	368	\$2,823,531	\$1,984,573			
Youth	628	4	\$1,918,517	\$1,508,273			
Totals	32,426	1,309	\$6,002,390	\$4,452,508			
Participants Demographics							
Participants Demographics		All Adults	Training Adults	Dislocated Workers	Training DW	Youth	Training Youth ***
Age Distribution	14 - 20	2,187	31	2	2	590	4
	21 - 25	4,576	96	42	18	38	0
	26 - 30	4,072	119	102	43		
	31 - 35	3,767	112	145	50		
	36 - 40	3,201	126	151	63		
	41 - 45	3,201	122	161	56		
	46 - 50	3,412	103	178	55		
	51 - 55	2,928	104	185	55		
	56 - 60	1,909	81	127	20		
	61 +	1,385	43	67	6		
	Not collected	0	0	0	0		
Education	Less than 12 years	4,441	37	74	10	523	1
	Received Diploma/GED	16,358	492	664	205	96	3
	More than 12 years	9,760	407	420	152	9	0
	Not collected	79	1	2	1	0	0
Gender	Male	17,480	417	551	172	274	0
	Female	13,082	519	609	196	350	4
	Not collected	76	1	0	0	4	0
W I A Common Measures Results for Participants Served							
Entered Employment Rate	Adults					64.9%	
	Dislocated Workers					69.7%	
Retention Rate	Adults					82.1%	
	Dislocated Workers					89.8%	
Six Months Average Earnings	Adults					\$13,744	
	Dislocated Workers					\$20,408	
Placement in Employment or Education	Youth (14-21)					81.7%	
Attain Degree or Certification	Youth (14-21)					85.2%	
Literacy and Numeracy Gains	Youth (14-21)					56.4%	



Summary of Local Performance - Serving WSA 6

	Participants Served	Training Participants	Total Allocated Funding **	Total Expenditures			
Adults	17,084	472	\$1,131,655	\$778,428			
Dislocated Workers	1,719	260	\$1,651,526	\$1,395,957			
Youth	448	9	\$1,101,451	\$840,659			
Totals	19,251	741	\$3,884,632	\$3,015,044			
Participants Demographics							
Participants Demographics		All Adults	Training Adults	Dislocated Workers	Training DW	Youth	Training Youth ***
Age Distribution	14 - 20	1,153	22	26	2	415	8
	21 - 25	2,362	58	108	22	33	1
	26 - 30	2,045	77	134	25		
	31 - 35	1,921	78	193	49		
	36 - 40	1,895	63	214	39		
	41 - 45	1,905	68	240	48		
	46 - 50	1,973	48	250	33		
	51 - 55	1,742	38	262	27		
	56 - 60	1,207	15	175	12		
	61 +	881	5	117	3		
	Not collected	0	0	0	0		
Education	Less than 12 years	2,149	18	150	4	366	2
	Received Diploma/GED	9,243	238	971	136	70	6
	More than 12 years	5,554	216	598	120	12	1
	Not collected	138	0	0	0	0	0
Gender	Male	10,504	212	955	141	193	4
	Female	6,526	260	764	119	255	5
	Not collected	54	0	0	0	0	0
W I A Common Measures Results for Participants Served							
Entered Employment Rate	Adults					54.9%	
	Dislocated Workers					56.5%	
Retention Rate	Adults					80.4%	
	Dislocated Workers					83.8%	
Six Months Average Earnings	Adults					\$11,692	
	Dislocated Workers					\$13,275	
Placement in Employment or Education	Youth (14-21)					60.1%	
Attain Degree or Certification	Youth (14-21)					68.9%	
Literacy and Numeracy Gains	Youth (14-21)					23.1%	



Summary of Local Performance - Serving WSA 7

	Participants Served	Training Participants	Total Allocated Funding **		Total Expenditures		
Adults	10,487	391	\$720,151		\$529,734		
Dislocated Workers	301	141	\$1,118,249		\$482,561		
Youth	231	11	\$721,729		\$392,801		
Totals	11,019	543	\$2,560,129		\$1,405,096		
Participants Demographics		All Adults	Training Adults	Dislocated Workers	Training DW	Youth	Training Youth ***
Age Distribution	14 - 20	964	23	0	0	221	5
	21 - 25	1,516	63	12	8	10	6
	26 - 30	1,253	47	19	14		
	31 - 35	1,137	58	17	11		
	36 - 40	1,098	52	34	20		
	41 - 45	1,092	47	49	24		
	46 - 50	1,132	45	47	23		
	51 - 55	1,044	39	69	29		
	56 - 60	701	13	31	10		
	61 +	548	4	23	2		
	Not collected	2	0	0	0		
Education	Less than 12 years	1,730	22	7	3	202	3
	Received Diploma/GED	5,613	199	159	69	23	5
	More than 12 years	3,002	169	135	69	5	2
	Not collected	142	1	0	0	1	1
Gender	Male	5,672	148	144	68	98	3
	Female	4,774	243	157	73	133	8
	Not collected	41	0	0	0	0	0
WIA Common Measures Results for Participants Served							
Entered Employment Rate	Adults					54.8%	
	Dislocated Workers					53.4%	
Retention Rate	Adults					81.2%	
	Dislocated Workers					86.2%	
Six Months Average Earnings	Adults					\$10,983	
	Dislocated Workers					\$14,474	
Placement in Employment or Education	Youth (14-21)					55.2%	
Attain Degree or Certification	Youth (14-21)					39.4%	
Literacy and Numeracy Gains	Youth (14-21)					19.0%	



Summary of Local Performance - Serving WSA 10

	Participants Served	Training Participants	Total Allocated Funding **		Total Expenditures		
Adults	8,347	355	\$623,507		\$477,379		
Dislocated Workers	1,804	272	\$843,740		\$511,874		
Youth	72	5	\$563,089		\$364,064		
Totals	10,223	632	\$2,030,336		\$1,353,317		
Participants Demographics		All Adults	Training Adults	Dislocated Workers	Training DW	Youth	Training Youth ***
Age Distribution	14 - 20	547	17	30	10	58	4
	21 - 25	1,041	55	175	41	14	1
	26 - 30	1,030	55	215	43		
	31 - 35	939	48	198	29		
	36 - 40	925	53	205	40		
	41 - 45	879	45	196	39		
	46 - 50	1,042	46	262	41		
	51 - 55	858	25	193	20		
	56 - 60	573	10	165	8		
	61 +	512	1	165	1		
	Not collected	1	0	0	0		
Education	Less than 12 years	1,215	10	184	5	32	0
	Received Diploma/GED	4,059	170	867	140	37	5
	More than 12 years	2,901	175	752	127	3	0
	Not collected	172	0	1	0	0	0
Gender	Male	4,226	104	712	79	24	0
	Female	4,102	251	1,092	193	48	5
	Not collected	19	0	0	0	0	0
W I A Common Measures Results for Participants Served							
Entered Employment Rate	Adults					57.8%	
	Dislocated Workers					60.9%	
Retention Rate	Adults					80.6%	
	Dislocated Workers					82.0%	
Six Months Average Earnings	Adults					\$12,033	
	Dislocated Workers					\$12,406	
Placement in Employment or Education	Youth (14-21)					51.0%	
Attain Degree or Certification	Youth (14-21)					61.5%	
Literacy and Numeracy Gains	Youth (14-21)					26.8%	

*Funds used to provide training services for large scale dislocations. The participants served included in totals.

**The amounts mandated by WIA to formula allocate to each Workforce Investment Board for service to participants. Includes administrative 10% and carry-in funds available.

*** Youth are measured on placement in employment or education, attainment of a degree or certification and literacy gains. Youth coenrolled as adults may receive training.