



# WORKFORCE RESULTS

**January 1 – March 31, 2013  
Third Quarter, Program Year 2012**

# WORKFORCE RESULTS

The Department of Workforce Services provides this overview of performance for the period ending March 31st, 2013. The programs highlighted herein reinforce the Arkansas Workforce Investment Board's and DWS' commitment to helping people find jobs and to connect employers to workers. The goal of the workforce investment system is to improve the quality of the workforce and to strengthen the state's competitiveness in the 21<sup>st</sup> century global economy.

In general, this overview presents program outcomes and results for the most recent quarter compared to the prior year(s) results. A glossary of performance measures is included in this overview.

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#### **Submitted By:**

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Arkansas Workforce Investment Board

Mr. Tom Anderson, Vice-Chair  
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Mr. Artee Williams, Director  
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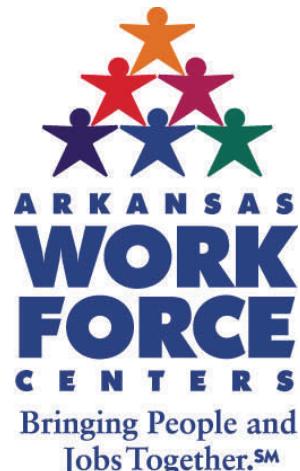
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# WORKFORCE INVESTMENT ACT (WIA) - ADULT PROGRAM

## PROGRAM DESCRIPTION

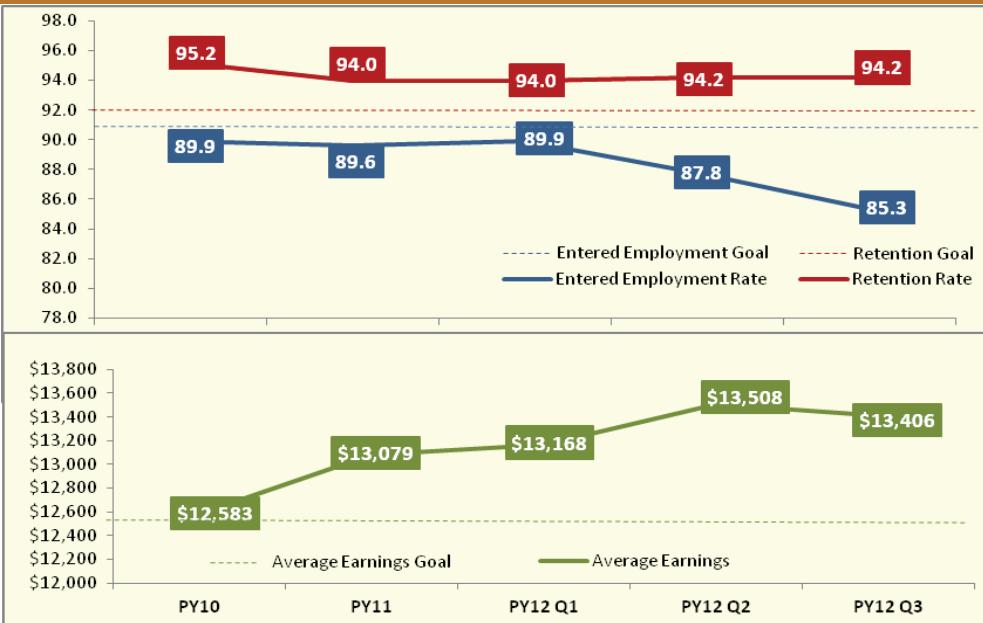
Adult services encompass workforce investment programs and initiatives that help thousands of adult workers receive workforce preparation assistance. These programs also help employers find the workers they need. They promote and facilitate an integrated public workforce system, offering a full array of workforce education, training and information services. Adult programs serve the broadest range of individuals, including Unemployment Insurance claimants, veterans, people with disabilities, dislocated workers, migrant and seasonal farm workers, Indian and Native Americans, workers 55 or older and incumbent workers.

## PERFORMANCE

The actual rate is listed in the blue bar and the goal is listed in the white bar.

PERFORMANCE MEASURE	PY10	PY11	PY12 Q1	PY12 Q2	PY12 Q3	
Entered Employment Rate	89.9	89.6	89.9	87.8	85.3	* DOL considers the state as having met the goal if 80% of the negotiated level is met, these are indicated in green.
Entered Employment Goal	91.0	91.0	91.0	91.0	91.0	** Of those adult participants who are employed in the first, second, and third quarters after the exit quarter: average 6 month earnings, for 2nd and 3rd quarters after exit.
Retention Rate	95.2	94.0	94.0	94.2	94.2	
Retention Goal	92.0	92.0	92.0	92.0	92.0	
Average Earnings	\$12,583	\$13,079	\$13,168	\$13,508	\$13,406	NOTE: Detailed information on formula for performance measures is in the glossary of this report.
Average Earnings Goal	\$12,530	\$12,530	\$12,530	\$12,530	\$12,530	

## PERFORMANCE PROGRESS



## ANALYSIS

The program continues to perform above the negotiated goal in the Retention Rate and Average Earnings measures.

The current quarter earnings outcome of \$13,406 surpassed the goal but decreased from the previous quarter outcome of \$13,508.

The PY12 third quarter Entered Employment Rate (EER) 85.38% is below the goal of 91.0%. However, the EER is still within the 80% Department of Labor requirement to be considered as having met the goal.

## HIGHLIGHTS/INNOVATIONS

Big River Steel announced plans to build a more than \$1 billion steel mill in Mississippi County that will employ more than 500 people with average salaries of \$75,000 a year. This project will be a catalyst for job creation, investment and economic development. Up to 2,000 construction jobs will be created, and it will help Arkansas to recruit more supplier businesses and steel consumers to Northeast Arkansas.

Governor Beebe stated that the project will make Mississippi County the second largest steel producing county in the U.S. and believed it could make the First Congressional District the largest steel-producing district in the country.

## TOP OCCUPATIONS AFTER EXIT

### Healthcare Practitioners and Technical Occupations

- Licensed Practical and Licensed Vocational Nurses
- Registered Nurses
- Nursing Aides, Orderlies and Attendants

### Transportation and Material Moving Occupations

- Truck Drivers, Heavy Tractor Trailer

### Education

- Teacher Assistants
- Pre-school Teachers, Except Special Education
- Elementary School Teachers, Except Special and Career/Technical Education

# WORKFORCE INVESTMENT ACT (WIA) - DISLOCATED WORKER

## PROGRAM DESCRIPTION

The Workforce Investment Act (WIA) Dislocated Worker Program aims to quickly reemploy laid-off workers and to enhance their employability and earnings by increasing occupational skills. Arkansas' Dislocated Worker Program emphasizes informed customer choice, system performance, and continuous improvement. Arkansas Workforce Centers provide access to core, intensive, and training services to individuals and groups of dislocated workers so that they may obtain and retain employment at a self-sufficient level.

## PERFORMANCE

PERFORMANCE MEASURE	PY10	PY11	PY12 Q1	PY12 Q2	PY12 Q3
Entered Employment Rate	94.5	96.0	93.1	91.6	88.6
Entered Employment Goal	93.5	93.5	93.5	94.0	94.0
Retention Rate	97.1	97.2	96.3	95.6	94.8
Retention Goal	95.5	95.5	95.5	96.0	96.0
Average Earnings	\$13,651	\$14,030	\$14,210	\$14,397	\$14,237
Average Earnings Goal	\$13,200	\$13,200	\$13,200	\$13,500	\$13,500

The actual rate is

\* DOL considers the state as having met the goal if 80% of the negotiated level is met, these are indicated in green.

\*\* Of those participants who are employed in the first, second, and third quarters after the exit quarter: average 6 month earnings, for 2nd and 3rd quarters after exit.

NOTE: Detailed information on formula for performance measures is in the glossary of this report.

## PERFORMANCE PROGRESS



## ANALYSIS

The Workforce Investment Act Dislocated Worker program assisted 286 participants with training in the second quarter of PY 12.

The current quarter earnings outcome of \$14,237 surpassed the goal but slightly decreased from the previous quarter outcome of \$14,397.

The PY12 third quarter Entered Employment Rate (EER) 88.6% is below the goal of 94.0%. However, the EER is still within the 80% Department of Labor requirement to be considered as having met the goal. The Retention Rate of 94.8% is below the goal of 96.0%.

## HIGHLIGHTS/INNOVATIONS

Arkansas Workforce Centers of Eastern AR hosted a Job Fair in Marianna, AR on March 28, 2013. Lee County only has a population of 10,424 people and is the poorest county in Arkansas with a poverty rate of 37.5% and the 27th poorest county in the United States by median household income. We had over 100 jobseekers sign in and 18 vendors present who either had jobs or could help with employment related needs. Many had never attended a job fair before and were thankful to have the opportunity to talk to employers and to know that someone cared enough for them to offer this event in their community. The vendors were amazed at the quality of potential employees and can't wait to have the opportunity to come back again.

## TOP OCCUPATIONS AFTER EXIT

### Transportation and Material Moving Occupations

- Truck Drivers, Heavy and Tractor Trailer

### Healthcare Practitioners and Technical Occupations

- Licensed Practical and Licensed Vocational Nurses
- Occupational Therapy Assistants

### Office and Administrative Support Occupations

- Office Clerks, General
- Cashiers

# WORKFORCE INVESTMENT ACT (WIA) - YOUTH 14-21 PROGRAM

## PROGRAM DESCRIPTION

The WIA Youth program provides employment and education services to eligible low-income youth, ages 14-21, who face barriers to employment. The program serves youth with disabilities and low literacy rates as well as others who may require additional assistance to complete an educational program or obtain a job.

## PERFORMANCE

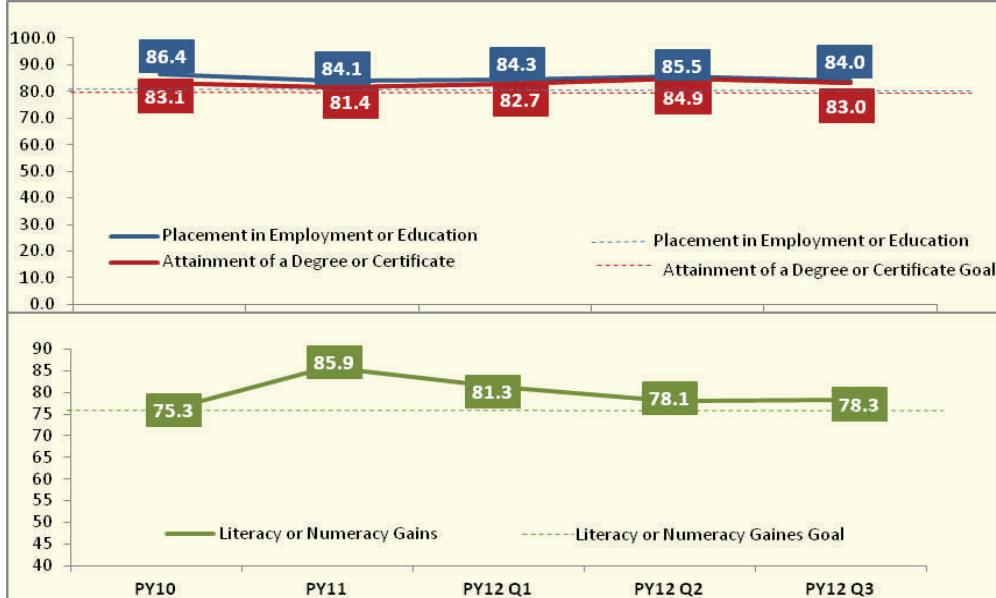
The actual rate is listed in the blue bar, and the goal is listed in the white bar.

PERFORMANCE MEASURE	PY10	PY11	PY12 Q1	PY12 Q2	PY12 Q3
Placement in Employment / Education	86.4	84.1	84.3	85.5	84.0
Placement in Employment / Education Goal	79.7	79.7	79.7	81.0	81.0
Attainment of a Degree / Certificate	83.1	81.4	82.7	84.9	83.0
Attainment of a Degree / Certificate Goal	76.9	76.9	76.9	81.0	81.0
Literacy / Numeracy Gains	75.3	85.9	81.3	78.1	78.3
Literacy/Numeracy Gains Goal	48	48	48	75.5	75.5

\* DOL considers the state as having met the goal if 80% of the negotiated level is met, these are indicated in green.

NOTE: Detailed information on formula for performance measures is in the glossary of this report.

## PERFORMANCE PROGRESS



## ANALYSIS

The Workforce Investment Act Youth Program served 1093 participants in the current quarter.

The youth program continues to exceed negotiated goals in all three measures. The Placement in Employment or Education measure of 84.0% decreased slightly from the last quarter of 85.5%.

The Attainment of a Degree or Certificate measure has decreased from 84.9% in PY12 Q2 to the current measure of 83.0% PY12 Q3.

## HIGHLIGHTS/INNOVATIONS

Southeast LWIA has been working hard to restructure their WIA Youth program and implement their Youth Advocates into the Workforce Center System. Staff has been working hard to redesign the youth program and bring new ideas to the system as a whole. The main objective is to ensure that the participants reach their career and educational goals. Among many of the developments is the formation of a year-round youth program curriculum designed to teach employability skills to all youth in a structured, topic-centered method, ranging in subjects like work ethics, communication skills, interviewing techniques, math, literacy skills, and much more.

## TOP OCCUPATIONS AFTER EXIT

### Sales and Related Occupations

- Cashiers
- Retail Salespersons

### Food Preparation and Serving Related Occupations

- Combined Food Preparation and Serving Workers
- Counter attendants, Cafeteria, Food Concession & Coffee Shop

### Healthcare Practitioners and Technical Occupations

- Nursing Assistants

### Office and Administrative Support Occupations

- Stock Clerks, Sales Floor
- Office Clerks, General

# WORKFORCE INVESTMENT ACT (WIA) - NATIONAL EMERGENCY GRANT PROGRAM

## PROGRAM DESCRIPTION

National Emergency Grants (NEGs) are intended to temporarily expand the service capacity of WIA training and employment programs at the state and local levels by providing funding assistance in response to large, unexpected economic events which cause significant job losses. Such events include business closures, mass layoffs, realignment and closure of military installations and certain natural disasters declared eligible for public assistance by the Federal Emergency Management Agency (FEMA). The American Recovery and Reinvestment Act of 2009 (ARRA) provided additional resources for services to dislocated workers through NEGs.

## PERFORMANCE

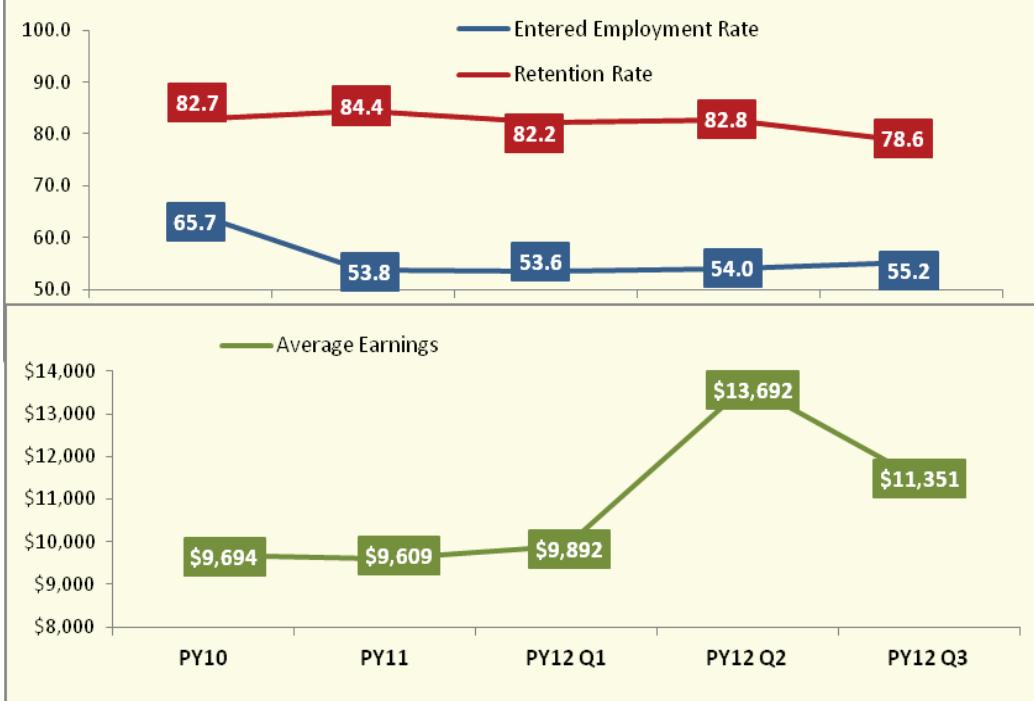
The actual rate is listed in the blue bar, and the goal is listed in the white bar.

PERFORMANCE MEASURE	PY10	PY11	PY12 Q1	PY12 Q2	PY12 Q3
Entered Employment Rate	65.7	53.8	53.6	54.0	55.2
Entered Employment Goal	NA	NA	NA	NA	NA
Retention Rate	82.7	84.4	82.2	82.8	78.6
Retention Goal	NA	NA	NA	NA	NA
Average Earnings	\$9,694	\$9,609	\$9,892	\$13,692	\$11,351
Average Earnings Goal	NA	NA	NA	NA	NA

Of those participants who are employed in the first, second, and third quarters after the exit quarter: average 6 month earnings, for 2nd and 3rd quarters after exit.

NOTE: Detailed information on formula for performance measures is in the glossary of this report.

## PERFORMANCE PROGRESS



## ANALYSIS

Due to a severe winter storm that occurred in Arkansas on December 25 & 26, 2012, a disaster was declared on January 29, 2013 by the president for the counties of Clark; Garland; Grant; Hot Spring; Lonoke; Perry; Pulaski; and Saline. After surveying the local workforce investment, areas, Central and the City of Little Rock requested assistance.

This NEG only addresses the temporary job creation component. The only allowable activities are *Employed in Temporary Disaster Relief Assistance and Receiving Supportive Services*.

## HIGHLIGHTS/INNOVATIONS

An application was submitted to the Department of Labor in the amount of \$391,539.00. The Central LWIA requested \$245,751.35 to employ 49 participants in Saline, Lonoke and Pulaski County. The City of Little Rock requested \$140,001.00 to employ 12 participants inside the city limits of Little Rock. Participants will be employed in crew leader, office clerk, and laborer positions.

## OCCUPATIONS AFTER EXIT

Arkansas has only received disaster National Emergency Grants. Temporary workers are hired to work for county offices providing assistance with clean-up efforts. Those that have acquired permanent employment are employed by the counties.

Temporary workers are only employed for up to six months or 1,040 hours.

## COMMON PERFORMANCE MEASURES

(Used by Workforce Investment Act, Wagner-Peyser, Trade Adjustment Assistance, Senior Community Service Employment Program, Prisoner Reentry Initiative, and National Farmworker Jobs Program)

ADULT MEASURES	
<i>Entered Employment</i>	Of those who are not employed at the date of participation: the number of adult participants who are employed in the first quarter after the exit quarter divided by the number of adult participants who exit during the quarter.
<i>Employment Retention</i>	Of those who are employed in the first quarter after the exit quarter: the number of adult participants who are employed in both the second and third quarters after the exit quarter divided by the number of adult participants who exit during the quarter.
<i>Average Earnings</i>	Of those adult 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 adult participants who exit during the quarter.
YOUTH MEASURES	
<i>Attainment of a Degree or Certificate</i>	Of those enrolled in education (at the date of participation or at any point during the program): the 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.
<i>Literacy and Numeracy Gains</i>	Of those out-of-school youth who are basic skills deficient: the 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 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 program.
<i>Placement in Employment or Education</i>	Of those who are not in postsecondary education or employment (including the military) at the date of participation: the number of youth participants who are in employment (including the military) or enrolled in postsecondary 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.