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SOCIAL POLICY RESEARCH ASSOCIATES

## **PY 95 SPIR Data Book**

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**PART I:**  
**SUMMARY COMPARISONS**  
**ACROSS PROGRAMS**

**Table I-1**  
**COUNTS OF TERMINEES, BY PROGRAM AND**  
**WHETHER RECEIVED SERVICES BEYOND OBJECTIVE ASSESSMENT**  
*(Universe: PY 95 Total Title II-A & C, Title III, and Section 204d Terminees)*

	<u>Total</u>	<u>Received More Than Objective Assessment</u>	<u>Received Objective Assessment Only</u>
<b>Total Terminees, All Programs</b>	636,373	556,780	79,593
<b>Title II-A Adults</b>			
Total	223,328	162,120	61,208
Served with formula funds	215,294	154,675	60,619
Served with 5% exempt funds	8,034	7,445	589
<b>Title II-C Youths</b>			
Total	130,116	113,563	16,553
Served with formula funds	125,805	109,364	16,441
Served with 5% exempt funds	4,311	4,199	112
<b>Section 204d (Older Worker) Programs</b>	16,528	14,696	1,832
<b>Title III</b>			
Total	266,401	not applicable	
Substate grantee	156,863	not applicable	
Governor's reserve	81,937	not applicable	
National reserve	27,601	not applicable	

*Note: Numbers represent the number of terminees. The count of Total Terminees, All Programs who received more than objective assessment includes all Title III terminees. See Appendix A for details.*

**Table I-2**

**TRENDS IN THE NUMBER OF TERMINEES, BY PROGRAM OF PARTICIPATION**  
*(Universe: Terminees Who Received Services Beyond Objective Assessment)*

	<u>PY 92</u>	<u>PY 93</u>	<u>PY 94</u>	<u>PY 95</u>
<b>Total Terminees, All Programs</b>	695,555	527,598	535,882	556,780
<b>Title II-A Adults</b>				
Total	257,561	180,178	175,647	162,120
Served with formula funds	na	172,403	168,622	154,675
Served with 5% exempt funds	na	7,775	7,025	7,445
<b>Title II-C Youths</b>				
Total	255,268	167,444	158,083	113,563
Served with formula funds	na	163,092	154,039	109,364
Served with 5% exempt funds	na	4,352	4,044	4,199
<b>Section 204d (Older Worker) Programs</b>	na	15,150	14,214	14,696
<b>Title III</b>				
Total	182,726	164,826	187,938	266,401
Substate grantee	na	94,351	111,827	156,863
Governor's reserve	na	43,144	47,114	81,937
National reserve	na	27,331	28,997	27,601

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*Note: Numbers represent the number of terminees. Counts of those who participated in the Section 204d program are not available for years prior to PY 93 and are therefore excluded from the counts of Total Terminees in these years. The concept of objective assessment **only** is not applicable for Title III, nor for years prior to PY 93; thus, figures reported for these cells represent total terminees. See Appendix A for details.*

**Table I-3****COUNTS OF TERMINEES, BY STATE AND PROGRAM OF PARTICIPATION***(Universe: PY 95 Terminees Who Received Services  
Beyond Objective Assessment)*

	<b>Total</b>	<b>Title II-A Total</b>	<b>Title II-C Total</b>	<b>Sect. 204d</b>	<b>Title III Total</b>
<b>National Total</b>	556,780	162,120	113,563	14,696	266,401
<b>Region I</b>	28,792	7,119	4,344	567	16,762
Connecticut	4,435	1,095	479	63	2,798
Maine	2,557	727	432	52	1,346
Massachusetts	15,919	3,686	2,134	341	9,758
New Hampshire	1,588	478	503	38	569
Rhode Island	2,639	560	272	49	1,758
Vermont	1,654	573	524	24	533
<b>Region II</b>	71,657	19,640	13,256	1,518	37,243
New Jersey	29,235	4,999	2,589	366	21,281
New York	27,499	8,811	5,405	551	12,732
Puerto Rico	14,923	5,830	5,262	601	3,230
<b>Region III</b>	63,661	23,012	12,631	1,078	26,940
Delaware	1,312	533	318	29	432
District of Columbia	851	487	126	0	238
Maryland	15,272	4,679	2,542	370	7,681
Pennsylvania	30,357	12,084	6,309	420	11,544
Virginia	9,988	3,461	1,865	231	4,431
West Virginia	5,881	1,768	1,471	28	2,614
<b>Region IV</b>	96,112	26,910	19,253	2,774	47,175
Alabama	7,163	2,473	1,412	218	3,060
Florida	24,037	7,385	5,869	1,251	9,532
Georgia	19,104	3,511	2,173	249	13,171
Kentucky	6,779	2,226	1,865	145	2,543
Mississippi	9,545	3,094	2,277	244	3,930
North Carolina	9,009	2,992	2,248	318	3,451
South Carolina	11,578	2,421	1,420	137	7,600
Tennessee	8,897	2,808	1,989	212	3,888
<b>Region V</b>	94,790	27,209	18,362	2,689	46,530
Illinois	30,412	7,191	4,798	846	17,577
Indiana	10,716	2,489	1,515	157	6,555
Michigan	15,241	5,426	2,944	535	6,336
Minnesota	8,435	3,304	1,744	330	3,057
Ohio	21,138	5,570	4,988	552	10,028
Wisconsin	8,848	3,229	2,373	269	2,977

**Table I-3(continued)**

(Universe: PY 95 Terminees Who Received  
Services Beyond Objective Assessment)

	<b>Total</b>	<b>Title II-A Total</b>	<b>Title II-C Total</b>	<b>Sect. 204d</b>	<b>Title III Total</b>
<b>Region VI</b>	63,502	18,242	17,702	2,391	25,167
Arkansas	5,751	1,256	1,025	311	3,159
Louisiana	12,165	3,269	5,175	376	3,345
New Mexico	2,932	959	854	57	1,062
Oklahoma	5,095	1,476	1,106	109	2,404
Texas	37,559	11,282	9,542	1,538	15,197
<b>Region VII</b>	18,507	4,833	2,917	724	10,033
Iowa	3,085	852	479	178	1,576
Kansas	3,783	900	600	114	2,169
Missouri	10,373	2,619	1,557	383	5,814
Nebraska	1,266	462	281	49	474
<b>Region VIII</b>	17,994	5,141	3,853	517	8,483
Colorado	9,222	2,350	1,331	259	5,282
Montana	1,726	402	324	48	952
North Dakota	1,248	440	298	28	482
South Dakota	2,841	865	1,429	94	453
Utah	2,190	729	315	43	1,103
Wyoming	767	355	156	45	211
<b>Region IX</b>	78,240	23,680	17,076	1,915	35,569
Arizona	7,451	2,105	1,235	188	3,923
California	66,130	20,103	15,093	1,581	29,353
Hawaii	2,063	595	297	94	1,077
Nevada	2,596	877	451	52	1,216
<b>Region X</b>	23,525	6,334	4,169	523	12,499
Alaska	1,071	378	174	19	500
Idaho	1,793	507	442	65	779
Oregon	8,669	2,068	1,514	175	4,912
Washington	11,992	3,381	2,039	264	6,308

Note: Numbers represent the number of terminees. The concept of objective assessment **only** is not applicable for Title III; thus, figures reported for Title III represent all Title III terminees. See Appendix A for details. A small percentage of records from Michigan, Puerto Rico and New York City were not submitted by the state. Texas erroneously submitted approximately a thousand records from a Defense Diversification project.

**Table I-4**

**COUNTS OF TERMINEES, BY SELECTED TERMINEE  
CHARACTERISTICS AND PROGRAM OF PARTICIPATION**

*(Universe: PY 95 Terminees Who Received Services Beyond Objective Assessment)*

	<b>Total</b>	<b>Title II-A Total</b>	<b>Title II-C Total</b>	<b>Sect. 204d</b>	<b>Title III Total</b>
<b>Total Terminees</b>	556,780	162,120	113,563	14,696	266,401
<b>Gender</b>					
Female	319,464	109,274	65,327	10,082	134,781
Male	237,313	52,846	48,235	4,614	131,618
Not reported	3	0	1	0	2
<b>Age</b>					
Less than 22	120,331	0	113,504	0	6,827
22 - 29	110,134	68,227	0	0	41,907
30 - 54	282,450	90,399	0	0	192,051
55 and older	43,771	3,488	0	14,696	25,587
Not reported	94	6	59	0	29
<b>Race/Ethnicity</b>					
White (not Hispanic)	314,416	77,537	43,385	8,854	184,640
Black (not Hispanic)	139,412	51,116	38,571	3,088	46,637
Hispanic	81,192	26,921	27,051	1,910	25,310
Amer Indian/Alaska Native	6,762	2,459	2,067	182	2,054
Asian or Pacific Islander	14,964	4,085	2,483	662	7,734
Not reported	34	2	6	0	26
<b>Family Status</b>					
Parent in one-parent family	133,737	74,206	20,617	723	38,191
Other family status	423,007	87,914	92,944	13,971	228,178
Not reported	36	0	2	2	32
<b>Dependents under Age 18</b>					
None	317,661	61,084	85,809	13,598	157,170
1 or 2	181,886	69,506	25,084	933	86,363
3 or more	52,014	29,432	1,718	113	20,751
Not reported	5,219	2,098	952	52	2,117
<b>Highest Grade Completed</b>					
Less than high school grad	153,336	36,081	85,225	3,628	28,402
High school graduate	255,252	91,276	24,988	6,747	132,241
Post high school	148,163	34,763	3,350	4,296	105,754
Not reported	29	0	0	25	4
<b>High School Status</b>					
In high school full time	46,412	384	45,787	16	225
Not in high school full time	508,170	161,731	67,103	14,655	264,681
Not reported	2,198	5	673	25	1,495

**Table I-4(continued)***(Universe: PY 95 Terminees Who Received Services Beyond Objective Assessment)*

	<b>Total</b>	<b>Title II-A Total</b>	<b>Title II-C Total</b>	<b>Sect. 204d</b>	<b>Title III Total</b>
<b>Reading Skills Grade Level</b>					
Less than 7th grade	70,166	20,258	29,841	2,312	17,755
7th grade and above	384,273	120,982	67,647	9,480	186,164
Not reported	102,341	20,880	16,075	2,904	62,482
<b>Math Skills Grade Level</b>					
Less than 7th grade	102,590	33,549	34,178	3,859	31,004
7th grade and above	347,496	106,932	63,981	7,901	168,682
Not reported	106,694	21,639	15,404	2,936	66,715
<b>Veteran Status</b>					
Veterans	51,923	11,419	329	2,023	38,152
Non-veterans	504,826	150,701	113,233	12,659	228,233
Not reported	31	0	1	14	16
<b>Welfare Reciprocity</b>					
Cash welfare recipient	108,089	65,869	34,193	1,334	6,693
Not a recipient	445,251	95,399	78,948	13,339	257,565
Not reported	3,440	852	422	23	2,143
<b>Labor Force Status</b>					
Employed	77,109	24,683	11,702	2,552	38,172
Unemployed	338,284	80,341	27,816	8,173	221,954
Not in the labor force	140,434	56,583	73,883	3,956	6,012
Not reported	953	513	162	15	263
<b>Weeks Unemployed in Prior 26</b>					
None (inc. not in labor force)	174,525	61,506	71,305	4,798	36,916
1 to 14	169,949	30,770	12,856	2,711	123,612
15 to 25	100,085	31,232	16,617	2,913	49,323
26	108,876	37,230	12,218	4,239	55,189
Not reported	3,345	1,382	567	35	1,361
<b>Unemployment Compensation</b>					
Claimant	186,116	13,622	1,068	1,549	169,877
Exhaustee	29,686	6,319	800	1,105	21,462
None	340,529	142,046	111,629	12,028	74,826
Not reported	449	133	66	14	236
<b>Concurrent Participants</b>					
Other JTPA only	17,992	2,795	9,836	112	5,249
Non-JTPA only	14,253	6,525	2,886	667	4,175
Both JTPA and non-JTPA	14,600	5,393	3,117	461	5,629
Not co-enrolled	448,625	132,035	89,565	12,297	214,728
Not reported	61,310	15,372	8,159	1,159	36,620

*Note: Numbers represent the number of terminees. The concept of objective assessment **only** is not applicable for Title III; thus, figures reported for Title III represent all Title III terminees. See Appendix A for details.*

**PART II:**  
**TITLE II-A ADULT TERMINEES**

**Table II-1**

**CHARACTERISTICS OF TERMINEES, BY WHETHER RECEIVED SERVICES BEYOND OBJECTIVE ASSESSMENT**

*(Universe: All PY 95 Title II-A Adult Terminees)*

	<u>Total</u>	<u>Received More Than Objective Assessment</u>	<u>Received Objective Assessment Only</u>
<b>Total Terminees</b>	223,328	162,120	61,208
<b>Gender</b>			
Female	68	67	68
Male	32	33	32
<b>Age</b>			
22 - 29	41	42	39
30 - 44	47	47	49
45 - 54	9	9	10
55 and older	2	2	2
<b>Race/Ethnicity</b>			
White (not Hispanic)	48	48	47
Black (not Hispanic)	33	32	36
Hispanic	16	17	13
Amer. Indian or Alaskan Native	1	2	1
Asian or Pacific Islander	2	3	2
<b>Family Status</b>			
Parent in one-parent family	46	46	47
Parent in two-parent family	17	18	15
Other family member	7	8	7
Not a family member	30	29	31
<b>Number of Dependents under Age 18</b>			
None	38	38	39
1 or 2	43	43	43
3 or more	18	18	19
<b>Highest Grade Completed</b>			
Less than high school graduate	23	22	24
High school graduate	56	56	55
Post high school	21	21	20
<b>Reading Skills Grade Level</b>			
<i>Less than 7th grade</i>	15	14	18
<i>7th or 8th grade</i>	16	15	16
<i>9th grade and above</i>	69	70	67
<b>Math Skills Grade Level</b>			
<i>Less than 7th grade</i>	25	24	30
<i>7th or 8th grade</i>	28	28	30
<i>9th grade and above</i>	46	48	41
<b>Veteran</b>			
Total veterans	7	7	7
Vietnam era	2	2	2
Disabled veteran	0	0	1

Table II-1 (continued)

	Total	Received More Than Objective Assessment	Received Objective Assessment Only
<b>Economically Disadvantaged</b>	98	98	97
<b>Cash Welfare Recipient</b>	41	41	42
AFDC	35	35	35
GA, RCA, SSI	7	7	7
<b>Food Stamps</b>	58	57	62
<b>JOBS Program Participant</b>	16	16	17
<b>Labor Force Status</b>			
Employed	15	15	15
Unemployed	50	50	51
Not in labor force	35	35	34
<b>Weeks Unemployed in Prior 26Wks</b>			
None - NILF at intake	27	27	27
None - employed at intake	12	12	12
1 to 14	19	19	20
15 to 25	19	19	20
26	23	23	22
<b>Unemployment Compensation Status</b>			
Claimant	9	8	9
Exhaustee	4	4	4
None	87	88	86
<b>Preprogram Hourly Wage</b>			
Not employed in past 26 weeks	51	52	46
\$4.99 or less	14	14	14
\$5.00 to \$7.49	25	24	28
\$7.50 or more	11	10	12
<b>Legislatively-Defined Hard to Serve</b>			
<i>Has at least 1 barrier</i>	87	87	90
Basic skills deficient	58	56	63
School dropout	22	22	24
Cash welfare recipients	41	41	42
Offender (inc. misdemeanors)	14	13	15
Disability (substantial barrier)	7	7	8
Homeless	3	3	2
Other SDA-identified barrier	31	30	35
<i>Has 2 or more barriers</i>	57	55	62
<b>Additional Barriers to Employment</b>			
Limited English proficiency	5	6	3
Displaced homemaker	4	4	3
Lacks significant work history	35	36	33
Long-term AFDC recipient	16	16	17
Substance abuse	6	6	6

Note: Numbers (except Total Terminees) represent percentages. Items in italics are imputed or are based on partial data; '0' denotes a percentage less than 0.5%. See Appendix A for details.

**Table II-2****COUNTS OF TERMINEES, BY STATE AND WELFARE RECIPIENCY**

(Universe: PY 95 Title II-A Adult Terminees Who Received  
Services Beyond Objective Assessment)

	<b>Title II-A Total</b>	<b>Cash Welfare Recipients</b>	<b>Non- Recipients</b>
<b>U.S. Total</b>	162,120	66,217	95,903
<b>Region I</b>	7,119	3,676	3,443
Connecticut	1,095	668	427
Maine	727	286	441
Massachusetts	3,686	1,908	1,778
New Hampshire	478	277	201
Rhode Island	560	308	252
Vermont	573	229	344
<b>Region II</b>	19,640	7,487	12,153
New Jersey	4,999	2,208	2,791
New York	8,811	4,471	4,340
Puerto Rico	5,830	808	5,022
<b>Region III</b>	23,012	11,829	11,183
Delaware	533	184	349
District of Columbia	487	136	351
Maryland	4,679	1,720	2,959
Pennsylvania	12,084	8,043	4,041
Virginia	3,461	1,114	2,347
West Virginia	1,768	613	1,155
<b>Region IV</b>	26,910	9,788	17,122
Alabama	2,473	535	1,938
Florida	7,385	2,885	4,500
Georgia	3,511	1,445	2,066
Kentucky	2,226	823	1,403
Mississippi	3,094	617	2,477
North Carolina	2,992	1,276	1,716
South Carolina	2,421	762	1,659
Tennessee	2,808	1,445	1,363
<b>Region V</b>	27,209	11,627	15,582
Illinois	7,191	2,769	4,422
Indiana	2,489	723	1,766
Michigan	5,426	2,096	3,330
Minnesota	3,304	1,660	1,644
Ohio	5,570	2,900	2,670
Wisconsin	3,229	1,523	1,706

**Table II-2(continued)**

	Title II-A Total	Cash Welfare Recipients	Non- Recipients
<b>Region VI</b>	18,242	5,014	13,228
Arkansas	1,256	326	930
Louisiana	3,269	868	2,401
New Mexico	959	360	599
Oklahoma	1,476	500	976
Texas	11,282	2,960	8,322
<b>Region VII</b>	4,833	2,245	2,588
Iowa	852	409	443
Kansas	900	464	436
Missouri	2,619	1,193	1,426
Nebraska	462	179	283
<b>Region VIII</b>	5,141	1,986	3,155
Colorado	2,350	1,030	1,320
Montana	402	209	193
North Dakota	440	122	318
South Dakota	865	255	610
Utah	729	255	474
Wyoming	355	129	226
<b>Region IX</b>	23,680	10,149	13,531
Arizona	2,105	885	1,220
California	20,103	8,687	11,416
Hawaii	595	216	379
Nevada	877	361	516
<b>Region X</b>	6,334	2,429	3,905
Alaska	378	188	190
Idaho	507	167	340
Oregon	2,068	544	1,524
Washington	3,381	1,530	1,851

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*Note: Numbers represent numbers of terminees. See Appendix A for details.*

**Table II-3****CHARACTERISTICS OF TERMINEES, TRENDS OVER TIME***(Universe: Title II-A Adult Terminees Who Received Services Beyond Objective Assessment)*

	<u>PY 92</u>	<u>PY 93</u>	<u>PY 94</u>	<u>PY 95</u>
<b>Total Terminees</b>	257,561	180,178	175,647	162,120
<b>Gender</b>				
Female	59	64	67	67
Male	41	36	33	33
<b>Age</b>				
22 - 29	42	42	42	42
30 - 54	56	56	56	56
55 and older	3	2	2	2
<b>Race/Ethnicity</b>				
White (not Hispanic)	52	53	52	48
Black (not Hispanic)	30	31	31	32
Hispanic	15	13	14	17
Amer. Indian or Alaskan Native	2	1	1	2
Asian or Pacific Islander	2	2	2	3
<b>Family Status</b>				
Parent in one-parent family	35	40	44	46
Parent in two-parent family	na	18	18	18
Other family member	na	10	8	8
Not a family member	na	32	30	29
<b>Number of Dependents under Age 18</b>				
None	na	51	40	38
1 or 2	na	35	42	43
3 or more	na	15	17	18
<b>Highest Grade Completed</b>				
Less than high school graduate	25	24	23	22
High school graduate	51	55	56	56
Post high school	25	21	21	21
<b>Reading Skills Grade Level</b>				
<i>Less than 7th grade</i>	18	17	16	14
<i>7th or 8th grade</i>	na	17	16	15
<i>9th grade and above</i>	na	66	68	70
<b>Math Skills Grade Level</b>				
<i>Less than 7th grade</i>	na	26	25	24
<i>7th or 8th grade</i>	na	24	28	28
<i>9th grade and above</i>	na	51	48	48
<b>Veteran</b>				
Total veterans	10	9	8	7
Vietnam era	3	3	2	2
Disabled veteran	na	1	0	0

Table II-3(continued)

	PY 92	PY 93	PY 94	PY 95
<b>Economically Disadvantaged</b>	na	97	98	98
<b>Cash Welfare Recipient</b>	na	40	42	41
AFDC	28	32	35	35
GA, RCA, or SSI	na	10	8	7
<b>Food Stamps</b>	na	54	57	57
<b>JOBS Program Participant</b>	13	15	16	16
<b>Labor Force Status</b>				
Employed	na	14	15	15
Unemployed	na	56	52	50
Not in labor force	25	30	33	35
<b>Weeks Unemployed in Prior 26Wks</b>				
None - NILF at intake	na	23	26	27
None - employed at intake	na	10	11	12
1 to 14	na	19	19	19
15 to 25	na	22	20	19
26	na	26	24	23
<b>Unemployment Compensation Status</b>				
Claimant	13	14	10	8
Exhaustee	na	5	5	4
None	na	81	85	88
<b>Preprogram Hourly Wage</b>				
Not employed in past 26 weeks	na	53	50	52
\$4.99 or less	na	17	18	14
\$5.00 to \$7.49	na	20	23	24
\$7.50 or more	na	9	9	10
<b>Legislatively-Defined Hard to Serve</b>				
<i>Has at least 1 barrier</i>	na	86	87	87
Basic skills deficient	na	54	58	56
School dropout	24	23	22	22
Cash welfare recipients	na	40	42	41
Offender (inc. misdemeanors)	na	14	12	13
Disability(substantial barrier)	10	14	8	7
Homeless	2	4	2	3
Other SDA-identified barrier	na	18	26	30
<i>Has 2 or more barriers</i>	na	55	56	55
<b>Additional Barriers to Employment</b>				
Limited English proficiency	7	5	5	6
Displaced homemaker	na	4	4	4
Lacks significant work history	31	34	35	36
Long-term AFDC recipient	14	16	16	16
Substance abuse	na	5	5	6

Note: Numbers (except Total Terminees) represent percentages; '0' denotes a percentage less than 0.5%.

**Table II-4**

**CHARACTERISTICS OF TERMINEES, BY WELFARE RECIPIENCY**

*(Universe: PY 95 Title II-A Adult Terminees Who Received Services Beyond Objective Assessment)*

	Total	Cash Welfare Recipients	Non-Recipients
<b>Total Terminees</b>	162,120	66,217	95,903
<b>Gender</b>			
Female	67	83	56
Male	33	17	44
<b>Age</b>			
22 - 29	42	47	39
30 - 44	47	47	47
45 - 54	9	5	11
55 and older	2	1	3
<b>Race/Ethnicity</b>			
White (not Hispanic)	48	46	49
Black (not Hispanic)	32	37	28
Hispanic	17	14	18
Amer. Indian or Alaskan Native	2	2	1
Asian or Pacific Islander	3	2	3
<b>Family Status</b>			
Parent in one-parent family	46	74	26
Parent in two-parent family	18	13	21
Other family member	8	3	11
Not a family member	29	11	42
<b>Number of Dependents under Age 18</b>			
None	38	15	54
1 or 2	43	58	33
3 or more	18	27	13
<b>Highest Grade Completed</b>			
Less than high school graduate	22	25	21
High school graduate	56	57	56
Post high school	21	19	23
<b>Reading Skills Grade Level</b>			
<i>Less than 7th grade</i>	14	15	14
<i>7th or 8th grade</i>	15	16	15
<i>9th grade and above</i>	70	69	71
<b>Math Skills Grade Level</b>			
<i>Less than 7th grade</i>	24	25	23
<i>7th or 8th grade</i>	28	29	27
<i>9th grade and above</i>	48	47	49
<b>Veteran</b>			
Total veterans	7	3	10
Vietnam era	2	1	3
Disabled veteran	0	0	1

Table II-4(continued)

	Total	Cash Welfare Recipients	Non- Recipients
<b>Economically Disadvantaged</b>	98	100	96
<b>Cash Welfare Recipient</b>	41	100	0
AFDC	35	84	0
GA, RCA, SSI	7	18	0
<b>Food Stamps</b>	57	86	37
<b>JOBS Program Participant</b>	16	37	1
<b>Labor Force Status</b>			
Employed	15	7	21
Unemployed	50	43	55
Not in labor force	35	51	24
<b>Weeks Unemployed in Prior 26Wks</b>			
None - NILF at intake	27	37	20
None - employed intake	12	5	16
1 to 14	19	11	25
15 to 25	19	21	18
26	23	26	21
<b>Unemployment Compensation Status</b>			
Claimant	8	2	13
Exhaustee	4	3	5
None	88	95	82
<b>Preprogram Hourly Wage</b>			
Not employed in past 26 weeks	52	68	42
\$4.99 or less	14	11	15
\$5.00 to \$7.49	24	16	29
\$7.50 or more	10	5	14
<b>Legislatively-Defined Hard to Serve</b>			
<i>Has at least 1 barrier</i>	87	100	77
Basic skills deficient	56	58	55
School dropout	22	24	20
Cash welfare recipients	41	100	0
Offender (inc. misdemeanors)	13	9	15
Disability (substantial barrier)	7	6	8
Homeless	3	2	3
Other SDA-identified barrier	30	37	24
<i>Has 2 or more barriers</i>	55	81	37
<b>Additional Barriers to Employment</b>			
Limited English proficiency	6	4	7
Displaced homemaker	4	5	3
Lacks significant work history	36	50	26
Long-term AFDC recipient	16	39	1
Substance abuse	6	5	6

Note: Numbers (except Total Terminees) represent percentages. Items in italics are imputed or are based on partial data; '0' denotes a percentage less than 0.5%. See Appendix A for details.

**Table II-4a**  
**Characteristics of Terminees, by Age and Highest Grade Completed**

(Universe: All PY 95 Title II-A Adult Terminee Who Received Services Beyond Objective Assessment)

	Age			Highest Grade Completed		
	22-29	30-54	55 or older	LT HS	HS Grad	Post HS
<b>Total Terminees</b>	68,230	90,402	3,488	36,081	91,276	34,763
<b>Gender</b>						
Female	71	65	59	64	69	68
Male	29	35	41	36	31	32
<b>Age</b>						
22 - 29	100	0	0	45	44	35
30 - 44	0	84	0	44	47	50
45 - 54	0	16	0	8	8	12
55 and older	0	0	100	2	2	3
<b>Race/Ethnicity</b>						
White (not Hispanic)	45	50	61	37	49	54
Black (not Hispanic)	33	31	17	32	32	30
Hispanic	18	15	16	27	15	11
Amer. Indian or Alaskan Native	2	2	1	2	1	2
Asian or Pacific Islander	2	3	5	2	2	4
<b>Family Status</b>						
Parent in one-parent family	52	43	7	42	48	43
Parent in two-parent family	16	19	10	19	17	17
Other family member	8	7	25	8	7	8
Not a family member	25	31	58	30	27	32
<b>Number of Dependents under Age 18</b>						
None	33	40	88	39	36	42
1 or 2	50	40	10	38	46	43
3 or more	17	20	2	22	18	15
<b>Highest Grade Completed</b>						
Less than high school graduate	24	21	26	100	0	0
High school graduate	59	55	45	0	100	0
Post high school	18	24	30	0	0	100
<b>Reading Skills Grade Level</b>						
<i>Less than 7th grade</i>	13	15	19	30	12	6
<i>7th or 8th grade</i>	16	15	14	23	15	9
<i>9th grade and above</i>	70	70	67	48	73	85
<b>Math Skills Grade Level</b>						
<i>Less than 7th grade</i>	21	26	31	45	21	10
<i>7th or 8th grade</i>	29	27	27	31	29	20
<i>9th grade and above</i>	51	46	42	23	50	69
<b>Veteran</b>						
Total veterans	4	9	16	2	8	10
Vietnam era	0	4	3	1	2	4
Disabled veteran	0	1	1	0	0	1

**Table II-4a(continued)**

	Age			Highest Grade Completed		
	22-29	30-54	55 or older	LT HS	HS Grad	Post HS
<b>Economically Disadvantaged</b>	98	98	89	97	98	98
<b>Cash Welfare Recipient</b>	46	38	14	45	41	35
AFDC	42	30	3	37	35	29
GA, RCA, SSI	5	9	11	9	7	7
<b>Food Stamps</b>	60	56	28	60	58	52
<b>JOBS Program Participant</b>	18	14	2	17	16	14
<b>Labor Force Status</b>						
Employed	16	15	15	10	16	20
Unemployed	48	51	59	46	51	51
Not in labor force	36	34	25	44	34	29
<b>Weeks Unemployed in Prior 26Wks</b>						
None - NILF at intake	27	27	20	35	26	22
None - employed at intake	12	11	12	7	12	15
1 to 14	20	19	20	16	19	21
15 to 25	20	19	19	19	20	19
26	21	24	30	23	23	23
<b>Unemployment Compensation Status</b>						
Claimant	6	10	16	6	9	10
Exhaustee	3	5	8	3	4	5
None	92	85	76	91	87	85
<b>Preprogram Hourly Wage</b>						
Not employed in past 26 weeks	52	53	52	61	51	47
\$4.99 or less	16	12	13	13	14	13
\$5.00 to \$7.49	25	23	19	20	25	26
\$7.50 or more	7	12	16	7	10	14
<b>Legislatively-Defined Hard to Serve</b>						
<i>Has at least 1 barrier</i>	87	87	80	100	86	75
Basic skills deficient	54	58	62	81	55	35
School dropout	23	21	25	98	0	0
Cash welfare recipients	46	38	14	45	41	35
Offender (inc. misdemeanors)	12	14	5	18	12	10
Disability(substantial barrier)	5	9	13	7	7	9
Homeless	2	3	3	3	2	3
Other SDA-identified barrier	31	29	19	28	31	28
<i>Has 2 or more barriers</i>	56	55	43	94	48	35
<b>Additional Barriers to Employment</b>						
Limited English proficiency	5	7	11	11	5	5
Displaced homemaker	3	5	4	3	4	4
Lacks significant work history	38	34	27	46	35	29
Long-term AFDC recipient	19	15	1	20	16	13
Substance abuse	4	7	3	8	5	5

Note: Numbers (except Total Terminees) represent percentages. Items in italics are imputed or are based on partial data; '0' denotes a percentage less than 0.5%. See Appendix A for details.

**Table II-5**

**SERVICES RECEIVED, TRENDS OVER TIME**  
*(Universe: Title II-A Adult Terminees Who Received  
 Services Beyond Objective Assessment)*

	<u>1992</u>	<u>1993</u>	<u>1994</u>	<u>1995</u>
<b>Total Terminees</b>	180,178	175,647	162,120	
<b>Percent Who Received:</b>				
Any of those below	87	90	89	
Basic skills training	21	23	22	
Occ skills training (non-OJT)	56	59	61	
On-the-job training (OJT)	14	13	12	
Work experience/internships	4	5	6	
Other skills training	9	12	12	
Any two or more of those above	15	18	20	
<b>Percent Who Received and Completed Goals of:</b>				
Any of those below	Data on	62	71	74
Basic skills training	Services	14	17	18
Occ skills training (non-OJT)	Are Not	40	45	49
On-the-job training (OJT)	Available	10	10	9
Work experience/internships	For Years	3	4	5
Other skills training	Prior to	7	9	10
Any two or more of those above	PY 93	10	13	15
<b>Average Hours of Those Who Completed Goals of:</b>				
Basic skills training		298	255	192
Occ skills training (non-OJT)		585	544	510
On-the-job training (OJT)		424	406	380
Work experience/internships		439	393	381
Other skills training		110	89	78
<b>Percent of Terminees, by Total Duration of Training</b>				
None		13	10	11
1 to 40 hours		9	11	10
41 to 100 hours		9	10	10
101 to 250 hours		19	20	19
251 to 500 hours		23	22	22
501 to 1,000 hours		16	17	17
Over 1,000 hours		11	11	11
Average duration of training (ihrs)		na	na	400
<b>Percent Receiving Job Search Assistance</b>				
With training services		na	na	na
Job search assistance only		na	na	na

**Table II-5(continued)**

	<b>1992</b>	<b>1993</b>	<b>1994</b>	<b>1995</b>
<b>Percent Receiving Various Support Services</b>				
Any of those below		51	55	52
Transportation		21	24	23
Health care		4	4	4
Family care		6	7	7
Housing or rental assistance		3	3	2
Personal counseling		29	31	27
Needs-based payments		14	15	14
Other		13	17	15
<b>Areas of Occupational Skill Training (among those who received it)</b>				
<i>Managerial and administrative</i>	Data on	na	na	1
<i>Professional and technical</i>	Services	na	na	18
<i>Sales and related</i>	Are Not	na	na	2
<i>Clerical and admin support</i>	Available	na	na	30
<i>Service</i>	For Years	na	na	21
<i>Agriculture and related</i>	Prior to	na	na	1
<i>Production and related</i>	PY 93	na	na	28
<b>Concurrent Participation</b>				
JTPA II-A, 204d, II-C, III		7	7	9
JTPA 8%		3	3	2
JTPA II-B		1	0	0
JTPA IV		0	0	0
TAA		2	0	0
Other non-JTPA		5	5	4
Both JTPA and non-JTPA		3	3	3
None		80	83	81

*Note: Numbers represent counts (Total Terminees), hours (Average hours in training), or percentages (all remaining items). Average hours in training, by training type, is restricted to those who received and completed the goals of that training type. Percentages of the Areas of Occupational Skill Training are restricted to those who received occupational skills training (either classroom-based or OJT); all other percentages are based on Total Terminees; '0' denotes a percentage less than 0.5%. See Appendix A for details.*

**Table II-6**

**SERVICES RECEIVED, BY GENDER AND RACE/ETHNICITY**

*(Universe: PY 95 Title II-A Adult Terminees Who Received Services Beyond Objective Assessment)*

	<b>Gender</b>		<b>Race/Ethnicity</b>			
	<b>Female</b>	<b>Male</b>	<b>White</b>	<b>Black</b>	<b>Hisp</b>	<b>Other</b>
<b>Total Terminees</b>	109,274	52,846	77,538	51,117	26,921	6,544
<b>Percent Who Received:</b>						
Any of those below	90	89	90	89	89	89
Basic skills training	24	19	18	25	28	28
Occ skills training (non-OJT)	65	53	67	60	47	58
On-the-job training (OJT)	9	18	11	11	16	12
Work experience/internships	6	6	5	4	12	6
Other skills training	12	12	12	12	11	16
Any two or more of those above	21	16	19	20	20	25
<b>Percent Who Received and Completed Goals of:</b>						
Any of those below	74	74	74	71	78	76
Basic skills training	19	15	14	19	24	24
Occ skills training (non-OJT)	52	43	54	48	40	48
On-the-job training (OJT)	6	14	8	8	13	10
Work experience/internships	5	5	4	3	11	5
Other skills training	10	11	11	10	9	15
Any two or more of those above	16	13	14	15	17	21
<b>Average Hours of Those Who Completed Goals of:</b>						
Basic skills training	217	129	184	199	197	187
Occ skills training (non-OJT)	549	412	591	434	394	445
On-the-job training (OJT)	375	384	442	302	371	348
Work experience/internships	374	397	387	394	377	310
Other skills training	84	67	82	67	100	54
<b>Percent of Terminees, by Total Duration of Training</b>						
None	10	11	10	11	11	11
1 to 40 hours	9	12	10	11	8	12
41 to 100 hours	10	12	10	11	10	10
101 to 250 hours	18	22	19	21	15	19
251 to 500 hours	21	23	19	22	30	22
501 to 1,000 hours	19	13	18	15	18	18
Over 1,000 hours	13	7	14	8	9	8
Average duration of training (ihrs)	438	322	464	345	332	356
<b>Percent Receiving Job Search Assistance</b>						
With training services	na	na	na	na	na	na
Job search assistance only	na	na	na	na	na	na

**Table II-6(continued)**

	Gender		Race/Ethnicity			
	Female	Male	White	Black	Hisp	Other
<b>Percent Receiving Various Support Services</b>						
Any of those below	55	47	52	56	46	42
Transportation	25	20	24	25	18	22
Health care	4	2	4	3	3	3
Family care	10	2	8	7	6	4
Housing or rental assistance	2	2	2	2	1	2
Personal counseling	28	26	25	31	27	19
Needs-based payments	15	12	11	20	13	6
Other	16	14	17	14	14	17
<b>Areas of Occupational Skill Training (among those who received it)</b>						
<i>Managerial and administrative</i>	2	1	2	1	1	1
<i>Professional and technical</i>	21	11	23	13	12	12
<i>Sales and related</i>	2	2	2	2	3	2
<i>Clerical and admin support</i>	38	13	27	28	37	39
<i>Service</i>	25	13	17	28	19	17
<i>Agriculture and related</i>	0	1	1	0	1	0
<i>Production and related</i>	13	58	28	28	26	28
<b>Concurrent Participation</b>						
JTPA II-A, 204d, II-C, III	10	9	11	10	6	9
JTPA 8%	2	1	2	1	1	3
JTPA II-B	0	0	0	0	0	0
JTPA IV	0	0	0	0	0	1
TAA	0	0	0	0	0	0
Other non-JTPA	5	2	5	3	1	4
Both JTPA and non-JTPA	4	2	4	3	1	2
None	79	86	78	83	90	81

*Note: Numbers represent counts (Total Terminees), hours (Average hours in training), or percentages (all remaining items). Average hours in training, by training type, is restricted to those who received and completed the goals of that training type. Percentages of the Areas of Occupational Skill Training are restricted to those who received occupational skills training (either classroom-based or OJT); all other percentages are based on Total Terminees. Items in italics are imputed or are based on partial data; '0' denotes a percentage less than 0.5%. See Appendix A for details.*

**Table II-7**

**SERVICES RECEIVED, BY AGE AND HIGHEST GRADE COMPLETED**

*(Universe: PY 95 Title II-A Adult Terminees Who Received Services Beyond Objective Assessment)*

	Age			Highest Grade Completed		
	22-29	30-54	55 or older	LT HS	HS Grad	Post HS
<b>Total Terminees</b>	68,230	90,402	3,488	36,081	91,276	34,763
<b>Percent Who Received:</b>						
Any of those below	90	89	82	89	90	89
Basic skills training	23	22	16	43	18	13
Occ skills training (non-OJT)	63	60	50	42	67	66
On-the-job training (OJT)	11	12	9	11	12	12
Work experience/internships	6	6	12	9	5	5
Other skills training	11	13	14	13	11	12
Any two or more of those above	20	20	17	24	19	16
<b>Percent Who Received and Completed Goals of:</b>						
Any of those below	74	74	70	72	74	74
Basic skills training	18	18	13	32	15	11
Occ skills training (non-OJT)	50	49	41	34	54	54
On-the-job training (OJT)	9	9	7	8	9	10
Work experience/internships	5	5	11	7	4	4
Other skills training	9	11	12	11	10	11
Any two or more of those above	15	16	12	18	15	13
<b>Average Hours of Those Who Completed Goals of:</b>						
Basic skills training	194	192	180	220	176	169
Occ skills training (non-OJT)	529	501	347	371	509	602
On-the-job training (OJT)	383	378	369	332	387	401
Work experience/internships	370	383	460	381	376	398
Other skills training	84	74	102	91	76	72
<b>Percent of Terminees, by Total Duration of Training</b>						
None	10	11	18	11	10	11
1 to 40 hours	9	11	12	12	10	10
41 to 100 hours	10	10	11	12	10	9
101 to 250 hours	19	19	16	21	19	17
251 to 500 hours	22	22	23	24	22	21
501 to 1,000 hours	17	17	13	14	18	18
Over 1,000 hours	13	11	5	7	12	14
Average duration of training (ihrs)	416	392	292	308	412	464
<b>Percent Receiving Job Search Assistance</b>						
With training services	na	na	na	na	na	na
Job search assistance only	na	na	na	na	na	na

**Table II-7(continued)**

	Age			Highest Grade Completed		
	22-29	30-54	55 or older	LT HS	HS Grad	Post HS
<b>Percent Receiving Various Support Services</b>						
Any of those below	53	52	42	51	53	50
Transportation	24	24	15	22	24	23
Health care	4	3	3	3	4	4
Family care	10	6	1	6	8	7
Housing or rental assistance	2	2	1	2	2	2
Personal counseling	27	27	26	29	28	24
Needs-based payments	15	14	9	17	14	12
Other	15	16	12	14	15	17
<b>Areas of Occupational Skill Training (among those who received it)</b>						
<i>Managerial and administrative</i>	<i>1</i>	<i>2</i>	<i>2</i>	<i>1</i>	<i>1</i>	<i>2</i>
<i>Professional and technical</i>	<i>19</i>	<i>17</i>	<i>10</i>	<i>6</i>	<i>16</i>	<i>30</i>
<i>Sales and related</i>	<i>2</i>	<i>2</i>	<i>2</i>	<i>2</i>	<i>2</i>	<i>2</i>
<i>Clerical and administrative</i>	<i>29</i>	<i>30</i>	<i>43</i>	<i>26</i>	<i>31</i>	<i>29</i>
<i>Service</i>	<i>23</i>	<i>19</i>	<i>19</i>	<i>25</i>	<i>21</i>	<i>16</i>
<i>Agriculture and related</i>	<i>0</i>	<i>1</i>	<i>1</i>	<i>1</i>	<i>1</i>	<i>0</i>
<i>Production and related</i>	<i>26</i>	<i>29</i>	<i>23</i>	<i>39</i>	<i>28</i>	<i>20</i>
<b>Concurrent Participation</b>						
JTPA II-A, 204d, II-C, III	9	9	18	9	10	9
JTPA 8%	2	2	1	2	1	1
JTPA II-B	0	0	0	0	0	0
JTPA IV	0	0	0	0	0	0
TAA	0	0	0	0	0	0
Other non-JTPA	4	4	3	4	4	4
Both JTPA and non-JTPA	4	3	4	3	3	3
None	81	82	75	81	81	82

*Note: Numbers represent counts (Total Terminees), hours (Average hours in training), or percentages (all remaining items). Average hours in training, by training type, is restricted to those who received and completed the goals of that training type. Percentages of the Areas of Occupational Skill Training are restricted to those who received occupational skills training (either classroom-based or OJT); all other percentages are based on Total Terminees. Items in italics are imputed or are based on partial data; '0' denotes a percentage less than 0.5%. See Appendix A for details.*

**Table II-8**

**SERVICES RECEIVED, BY SELECTED BARRIERS TO EMPLOYMENT**

*(Universe: PY 95 Title II-A Adult Terminees Who Received Services Beyond Objective Assessment)*

	<b>Cash Welfare Reciprocity</b>		<b>Basic Skills Deficient</b>		<b>Has Other SDA Barrier</b>	
	<b>Yes</b>	<b>No</b>	<b>Yes</b>	<b>No</b>	<b>Yes</b>	<b>No</b>
<b>Total Terminees</b>	66,217	95,903	92,778	69,342	47,954	114,166
<b>Percent Who Received:</b>						
Any of those below	90	89	90	91	88	90
Basic skills training	25	20	32	12	22	22
Occ skills training (non-OJT)	64	59	56	70	63	60
On-the-job training (OJT)	9	13	11	11	11	12
Work experience/internships	6	6	6	4	5	6
Other skills training	12	12	13	11	10	13
Any two or more of those above	22	18	23	16	19	20
<b>Percent Who Received and Completed Goals of:</b>						
Any of those below	73	74	73	75	71	75
Basic skills training	20	16	25	10	16	18
Occ skills training (non-OJT)	50	48	45	56	50	49
On-the-job training (OJT)	7	10	8	9	8	9
Work experience/internships	5	5	5	4	4	5
Other skills training	10	11	11	10	9	11
Any two or more of those above	17	14	18	12	14	15
<b>Average Hours of Those Who Completed Goals of:</b>						
Basic skills training	247	145	193	161	198	191
Occ skills training (non-OJT)	554	479	416	576	504	507
On-the-job training (OJT)	378	380	356	396	361	386
Work experience/internships	357	398	378	379	372	385
Other skills training	83	76	76	71	68	79
<b>Percent of Terminees, by Total Duration of Training</b>						
None	10	11	10	9	12	10
1 to 40 hours	9	11	11	10	10	10
41 to 100 hours	10	11	11	9	11	10
101 to 250 hours	18	20	21	17	19	19
251 to 500 hours	21	23	22	21	20	23
501 to 1,000 hours	19	16	16	19	17	17
Over 1,000 hours	13	10	8	15	12	11
Average duration of training (ihrs)	444	370	342	456	390	401
<b>Percent Receiving Job Search Assistance</b>						
With training services	na	na	na	na	na	na
Job search assistance only	na	na	na	na	na	na

**Table II-8(continued)**

	Cash Welfare Reciprocity		Basic Skills Deficient		Has Other SDA Barrier	
	Yes	No	Yes	No	Yes	No
<b>Percent Receiving Various Support Services</b>						
Any of those below	54	50	53	54	55	50
Transportation	26	22	23	25	25	22
Health care	4	3	4	4	4	3
Family care	11	5	7	8	10	6
Housing or rental assistance	2	2	2	2	2	2
Personal counseling	28	27	28	28	32	25
Needs-based payments	15	14	16	13	13	15
Other	16	15	14	17	17	14
<b>Areas of Occupational Skill Training (among those who received it)</b>						
<i>Managerial and administrative</i>	<i>1</i>	<i>1</i>	<i>1</i>	<i>2</i>	<i>1</i>	<i>1</i>
<i>Professional and technical</i>	<i>18</i>	<i>17</i>	<i>11</i>	<i>26</i>	<i>19</i>	<i>16</i>
<i>Sales and related</i>	<i>2</i>	<i>2</i>	<i>2</i>	<i>2</i>	<i>2</i>	<i>2</i>
<i>Clerical and admin support</i>	<i>35</i>	<i>26</i>	<i>29</i>	<i>30</i>	<i>29</i>	<i>30</i>
<i>Service</i>	<i>24</i>	<i>19</i>	<i>25</i>	<i>17</i>	<i>23</i>	<i>20</i>
<i>Agriculture and related</i>	<i>0</i>	<i>1</i>	<i>1</i>	<i>0</i>	<i>1</i>	<i>1</i>
<i>Production and related</i>	<i>19</i>	<i>34</i>	<i>32</i>	<i>23</i>	<i>24</i>	<i>30</i>
<b>Concurrent Participation</b>						
JTPA II-A, 204d, II-C, III	11	8	10	9	12	9
JTPA 8%	2	1	2	1	2	1
JTPA II-B	0	0	0	0	0	0
JTPA IV	0	0	0	0	0	0
TAA	0	0	0	0	0	0
Other non-JTPA	7	2	4	4	5	3
Both JTPA and non-JTPA	6	2	3	4	4	3
None	73	87	81	82	77	83

*Note: Numbers represent counts (Total Terminees), hours (Average hours in training), or percentages (all remaining items). Average hours in training, by training type, is restricted to those who received and completed the goals of that training type. Percentages of the Areas of Occupational Skills Training are restricted to those who received occupational skills training (either classroom-based or OJT); all other percentages are based on Total Terminees. Items in italics are imputed or are based on partial data; '0' denotes a percentage less than 0.5%. See Appendix A for details.*

**Table II-8a**

**SERVICES RECEIVED, BY SELECTED CHARACTERISTICS**

*(Universe: PY 95 Title II-A Adult Terminees Who Received Services Beyond Objective Assessment)*

	<b>Individual With a Disability</b>		<b>Veteran</b>		<b>UI Claimant</b>	
	<b>Yes</b>	<b>No</b>	<b>Yes</b>	<b>No</b>	<b>Yes</b>	<b>No</b>
<b>Total Terminees</b>	11,785	150,335	11,419	150,701	13,633	148,487
<b>Percent Who Received:</b>						
Any of those below	88	90	88	90	90	89
Basic skills training	19	22	13	23	18	23
Occ skills training (non-OJT)	56	62	61	61	68	61
On-the-job training (OJT)	11	12	17	11	12	12
Work experience/internships	7	6	3	6	3	6
Other skills training	21	11	13	12	13	12
Any two or more of those above	22	19	16	20	19	20
<b>Percent Who Received and Completed Goals of:</b>						
Any of those below	71	74	73	74	77	74
Basic skills training	14	18	11	18	14	18
Occ skills training (non-OJT)	43	50	50	49	58	49
On-the-job training (OJT)	9	9	13	8	9	9
Work experience/internships	6	5	3	5	2	5
Other skills training	19	10	11	10	11	10
Any two or more of those above	17	15	12	15	16	15
<b>Average Hours of Those Who Completed Goals of:</b>						
Basic skills training	137	196	112	196	157	195
Occ skills training (non-OJT)	456	514	472	513	504	511
On-the-job training (OJT)	355	382	388	379	397	378
Work experience/internships	317	388	465	378	427	380
Other skills training	84	78	58	80	56	81
<b>Percent of Terminees, by Total Duration of Training</b>						
None	12	10	12	10	10	11
1 to 40 hours	15	10	11	10	11	10
41 to 100 hours	13	10	10	10	11	10
101 to 250 hours	19	19	22	19	18	19
251 to 500 hours	18	22	21	22	21	22
501 to 1,000 hours	15	17	14	17	18	17
Over 1,000 hours	9	11	10	11	10	11
Average duration of training (ihrs)	340	405	369	402	410	399
<b>Percent Receiving Job Search Assistance</b>						
With training services	na	na	na	na	na	na
Job search assistance only	na	na	na	na	na	na

**Table II-8a(continued)**

	Individual With a Disability		Veteran		UI Claimant	
	Yes	No	Yes	No	Yes	No
<b>Percent Receiving Various Support Services</b>						
Any of those below	49	52	49	52	51	52
Transportation	23	23	22	23	22	24
Health care	4	4	3	4	3	4
Family care	4	8	4	8	5	8
Housing or rental assistance	3	2	3	2	1	2
Personal counseling	26	27	26	27	30	27
Needs-based payments	10	15	11	14	11	14
Other	19	15	17	15	16	15
<b>Areas of Occupational Skill Training (among those who received it)</b>						
<i>Managerial and administrative</i>	2	1	2	1	2	1
<i>Professional and technical</i>	19	18	16	18	15	18
<i>Sales and related</i>	3	2	1	2	2	2
<i>Clerical and admin support</i>	31	29	13	31	32	29
<i>Service</i>	17	21	13	21	15	21
<i>Agriculture and related</i>	1	1	1	1	1	1
<i>Production and related</i>	27	28	54	26	34	27
<b>Concurrent Participation</b>						
JTPA II-A, 204d, II-C, III	9	10	11	9	13	9
JTPA 8%	2	2	1	2	2	2
JTPA II-B	0	0	0	0	0	0
JTPA IV	0	0	0	0	0	0
TAA	0	0	0	0	0	0
Other non-JTPA	5	4	3	4	2	4
Both JTPA and non-JTPA	3	3	3	3	2	3
None	82	81	82	81	81	81

*Note: Numbers represent counts (Total Terminees), hours (Average hours in training), or percentages (all remaining items). Average hours in training, by training type, is restricted to those who received and completed the goals of that training type. Percentages of the Areas of Occupational Skills Training are restricted to those who received occupational skills training (either classroom-based or OJT); all other percentages are based on Total Terminees. Items in italics are imputed or are based on partial data; '0' denotes a percentage less than 0.5%. See Appendix A for details.*

**Table II-9****SERVICES RECEIVED, BY NUMBER OF LEGISLATIVELY-DEFINED  
BARRIERS TO EMPLOYMENT***(Universe: PY 95 Title II-A Adult Terminees Who Received  
Services Beyond Objective Assessment)*

	<b>Number of Barriers</b>		
	<b>None</b>	<b>1</b>	<b>2 or More</b>
<b>Total Terminees</b>	21,800	50,752	89,568
<b>Percent Who Received:</b>			
Any of those below	91	91	89
Basic skills training	7	16	31
Occ skills training (non-OJT)	71	68	56
On-the-job training (OJT)	13	12	10
Work experience/internships	4	4	6
Other skills training	11	12	13
Any two or more of those above	12	19	23
<b>Percent Who Received and Completed Goals of:</b>			
Any of those below	77	75	72
Basic skills training	7	14	24
Occ skills training (non-OJT)	59	55	44
On-the-job training (OJT)	11	9	7
Work experience/internships	3	4	5
Other skills training	10	10	11
Any two or more of those above	10	15	17
<b>Average Hours of Those Who Completed Goals of:</b>			
Basic skills training	118	143	204
Occ skills training (non-OJT)	548	528	450
On-the-job training (OJT)	417	402	339
Work experience/internships	413	401	363
Other skills training	72	71	76
<b>Percent of Terminees, by Total Duration of Training</b>			
None	9	9	11
1 to 40 hours	9	10	11
41 to 100 hours	8	9	12
101 to 250 hours	18	18	20
251 to 500 hours	24	21	21
501 to 1,000 hours	18	18	16
Over 1,000 hours	14	13	9
Average duration of training (ihrs)	447	428	356
<b>Percent Receiving Job Search Assistance</b>			
With training services	na	na	na
Job search assistance only	na	na	na

**Table II-9(continued)**

	Number of Barriers		
	None	1	2 or More
<b>Percent Receiving Various Support Services</b>			
Any of those below	53	53	54
Transportation	24	23	24
Health care	4	4	4
Family care	6	8	8
Housing or rental assistance	1	2	2
Personal counseling	27	26	29
Needs-based payments	14	14	15
Other	15	15	15
<b>Areas of Occupational Skill Training (among those who received it)</b>			
<i>Managerial and administrative</i>	2	1	1
<i>Professional and technical</i>	27	21	14
<i>Sales and related</i>	2	2	2
<i>Clerical and admin support</i>	28	30	30
<i>Service</i>	16	19	24
<i>Agriculture and related</i>	0	0	1
<i>Production and related</i>	26	27	29
<b>Concurrent Participation</b>			
JTPA II-A, 204d, II-C, III	7	8	10
JTPA 8%	1	1	2
JTPA II-B	0	0	0
JTPA IV	0	0	0
TAA	0	0	0
Other non-JTPA	2	3	5
Both JTPA and non-JTPA	2	3	4
None	88	84	78

*Note: Numbers represent counts (Total Terminees), hours (Average hours in training), or percentages (all remaining items). Average hours in training, by training type, is restricted to those who received and completed the goals of that training type. Percentages of the Areas of Occupational Skills Training are restricted to those who received occupational skills training (either classroom-based or OJT); all other percentages are based on Total Terminees. Items in italics are imputed or are based on partial data; '0' denotes a percentage less than 0.5%. See Appendix A for details.*

**Table II-10**

**OUTCOMES OBTAINED, TRENDS OVER TIME**  
*(Universe: Title II-A Adult Terminees Who Received  
 Services Beyond Objective Assessment)*

	<u>PY 92</u>	<u>PY 93</u>	<u>PY 94</u>	<u>PY 95</u>
<b>Total Terminees</b>	257,561	180,178	175,647	162,120
<b>Summary of Termination Type (%)</b>				
Entered employment only	53	45	44	44
Obtained an enhancement only	5	7	7	8
Both entered employment and obtained an enhancement	10	17	18	19
Other termination	33	31	30	29
<b>Employment at Termination (%)</b>				
Entered employment, total	62	62	63	63
Employed 20 or more hrs/wk	na	58	62	62
Employed with fringe benefits	na	36	39	40
Employed with UI coverage	na	48	53	53
Entered an apprenticeship	na	0	0	0
<b>Obtained Employability Enhancements (%)</b>				
Total, any type	14	24	26	27
Attained basic education	5	6	7	7
Attained occupational skills	12	17	18	18
Completed a major level of education	na	6	6	7
Entered non-Title II training	na	1	1	1
<b>Other Terminations (%)</b>				
Institutionalized	na	1	0	0
Health/medical	na	2	2	2
Family care	na	1	1	1
Lacks transportation	na	0	0	0
Cannot locate	na	4	3	3
Voluntary, other	na	12	14	13
Involuntary, other	na	11	9	9
<b>Number Contacted at Follow-up</b>	138,376	93,807	99,119	98,210
<b>Employment at Follow-up (%)</b>				
Employed, total	61	61	64	66
Employed with same employer as at termination	na	37	45	46
<b>Weeks Worked in Follow-up Period (%)</b>				
None	na	25	25	24
1 to 12	na	26	24	24
13	na	49	51	52
<b>Average Weeks Worked (in weeks)</b>	na	na	na	8.8

Table II-10(continued)

	PY 92	PY 93	PY 94	PY 95
<b>Characteristics of Jobs at Termination, AMONG THOSE EMPLOYED</b>				
Hours worked per week (%)				
1 to 19 hours	na	2	1	1
20 to 34 hours	na	20	20	21
35 hours or more	na	78	79	78
Average hours worked (ihrs)	na	37	37	37
Hourly wage (%)				
Less than \$5.00	na	16	13	11
\$5.00 to \$5.99	na	23	21	19
\$6.00 to \$7.49	na	30	31	32
\$7.50 to \$9.99	na	20	22	24
\$10.00 or more	na	10	12	13
Average hourly wage (in dollars)	6.40	6.86	7.09	7.25
Occupation of jobs held (%)				
Managerial and administrative	na	1	1	1
Professional and technical	na	12	12	13
Sales and related	na	6	6	7
Clerical and admin support	na	22	22	23
Service	na	25	26	26
Agriculture and related	na	1	1	1
Production and related	na	32	32	29
<b>Characteristics of Jobs at Follow-up, AMONG THOSE EMPLOYED</b>				
Hours worked per week (%)				
1 to 19 hours	na	6	5	6
20 to 34 hours	na	21	22	23
35 hours or more	na	73	73	72
Average hours worked (ihrs)	na	37	37	36
Hourly wage (%)				
Less than \$5.00	na	16	13	12
\$5.00 to \$5.99	na	22	20	18
\$6.00 to \$7.49	na	29	29	30
\$7.50 to \$9.99	na	21	23	24
\$10.00 or more	na	12	15	16
Average hourly wage (in dollars)	na	7.01	7.28	7.44

*Note: Numbers represent counts (Total Terminees; Number contacted), averages (Average hours worked; Average hourly wages), or percentages (all remaining items). Items under the heading "Characteristics of Jobs," at either Termination or Follow-up, are calculated based on those employed at termination or follow-up, respectively; all other percentages are based on Total Terminees; '0' denotes a percentage less than 0.5%.*

**Table II-11**

**OUTCOMES OBTAINED, BY GENDER AND RACE/ETHNICITY**  
*(Universe: PY 95 Title II-A Adult Terminees Who Received  
 Services Beyond Objective Assessment)*

	Gender		Race/Ethnicity			
	Female	Male	White	Black	Hisp	Other
<b>Total Terminees</b>	109,274	52,846	77,538	51,117	26,921	6,544
<b>Summary of Termination Type (%)</b>						
Entered employment only	42	49	47	41	42	47
Obtained an enhancement only	9	6	7	8	10	9
Both entered employment and obtained an enhancement	19	17	20	18	14	17
Other termination	30	28	25	32	33	27
<b>Employment at Termination (%)</b>						
Entered employment, total	62	66	68	60	56	64
Employed 20 or more hrs/wk	61	66	67	59	55	63
Employed with fringe benefits	38	43	43	38	34	41
Employed with UI coverage	51	56	58	47	47	54
Entered an apprenticeship	0	0	0	0	0	0
Entered non-traditional employment for women	8	na	na	na	na	na
<b>Obtained Employability</b>						
<b>Enhancements (%)</b>						
Total, any type	28	23	27	26	25	26
Attained basic education	7	5	6	8	6	8
Attained occupational skills	19	17	19	20	15	19
Completed major level of educ	8	5	9	4	7	6
Entered non-Title II training	1	1	1	1	1	1
<b>Other Terminations (%)</b>						
Institutionalized	0	1	0	1	0	0
Health/medical	2	1	2	2	2	2
Family care	1	0	1	1	1	1
Lacks transportation	0	0	0	0	0	0
Cannot locate	3	4	3	3	3	4
Voluntary, other	14	12	12	15	14	13
Involuntary, other	9	9	7	10	14	7
<b>Number Contacted at Follow-up</b>	69,165	29,045	53,699	27,307	13,932	3,272
<b>Employment at Follow-up (%)</b>						
Employed, total	64	70	70	60	64	71
Employed with same employer as at termination	45	49	50	42	44	50
<b>Weeks Worked in Follow-up Period (%)</b>						
None	26	19	21	28	27	22
1 to 12	23	26	23	24	24	22
13	51	55	56	47	50	57
<b>Average Weeks Worked (in weeks)</b>	8.6	9.2	9.2	8.3	8.1	9.1

Table II-11(continued)

	Gender		Race/Ethnicity			
	Female	Male	White	Black	Hisp	Other
<b>Characteristics of Jobs at Termination, AMONG THOSE EMPLOYED</b>						
Hours worked per week (%)						
1 to 19 hours	1	1	1	1	1	1
20 to 34 hours	25	12	22	20	20	19
35 hours or more	73	87	77	79	79	81
Average hours worked (ihrs)	36	39	37	37	37	37
Hourly wage (%)						
Less than \$5.00	12	9	9	10	19	5
\$5.00 to \$5.99	20	17	18	21	19	16
\$6.00 to \$7.49	33	31	31	35	31	37
\$7.50 to \$9.99	23	26	25	24	21	28
\$10.00 or more	11	17	16	9	9	14
Average hourly wage (in dollars)	7.08	7.57	7.54	6.96	6.73	7.66
Occupation of jobs held (%)						
Managerial and administrative	2	1	2	1	1	2
Professional and technical	16	8	17	9	9	11
Sales and related	8	5	7	6	7	7
Clerical and admin support	30	9	20	23	30	26
Service	30	17	23	32	23	21
Agriculture and related	1	2	1	1	1	1
Production and related	15	58	30	28	29	32
<b>Characteristics of Jobs at Follow-up, AMONG THOSE EMPLOYED</b>						
Hours worked per week (%)						
1 to 19 hours	7	4	6	6	5	6
20 to 34 hours	26	16	22	24	23	21
35 hours or more	68	80	72	71	72	74
Average hours worked (ihrs.)	35	39	37	36	36	36
Hourly wage (%)						
Less than \$5.00	13	11	10	12	23	8
\$5.00 to \$5.99	19	17	17	22	18	15
\$6.00 to \$7.49	31	27	28	33	28	32
\$7.50 to \$9.99	23	26	25	23	21	30
\$10.00 or more	13	20	20	10	10	16
Average hourly wage (in dollars)	7.25	7.82	7.82	7.04	6.76	7.75

Note: Numbers represent counts (Total Terminees; Number contacted), averages (Average hours worked; Average hourly wages), or percentages (all remaining items). Items under the heading "Characteristics of Jobs," at either Termination or Follow-up, are calculated based on those employed at termination or follow-up, respectively; all other percentages are based on Total Terminees. Items in italics are imputed or are based on partial data; '0' denotes a percentage less than 0.5%. Column headings are **not** mutually exclusive. See Appendix A for details.

Table II-12

**OUTCOMES OBTAINED, BY AGE AND HIGHEST GRADE COMPLETED***(Universe: PY 95 Title II-A Adult Terminees Who Received Services Beyond Objective Assessment)*

	Age			Highest Grade Completed		
	22-29	30-54	55 or older	LT HS	HS Grad	Post HS
<b>Total Terminees</b>	68,230	90,402	3,488	36,081	91,276	34,763
<b>Summary of Termination Type (%)</b>						
Entered employment only	44	45	44	36	46	49
Obtained an enhancement only	8	8	9	12	7	6
Both entered employment and obtained an enhancement	20	18	13	17	19	19
Other termination	28	29	34	35	28	25
<b>Employment at Termination (%)</b>						
Entered employment, total	64	63	57	53	65	68
Employed 20 or more hrs/wk	63	62	56	52	64	67
Employed with fringe benefits	41	39	31	31	41	44
Employed with UI coverage	53	52	46	43	54	58
Entered an apprenticeship	0	0	0	0	0	0
<b>Obtained Employability Enhancements (%)</b>						
Total, any type	27	26	22	29	26	25
Attained basic education	7	6	4	12	6	4
Attained occupational skills	19	18	17	16	20	18
Completed major level of educ	8	7	4	9	6	8
Entered non-Title II training	1	1	1	1	1	1
<b>Other Terminations (%)</b>						
Institutionalized	0	0	0	1	0	0
Health/medical	2	2	4	2	2	2
Family care	1	1	1	1	1	0
Lacks transportation	0	0	0	0	0	0
Cannot locate	3	3	2	4	3	3
Voluntary, other	13	13	14	16	13	12
Involuntary, other	9	9	12	11	9	8
<b>Number Contacted at Follow-up</b>	42,041	54,141	2,026	19,655	56,281	22,274
<b>Employment at Follow-up (%)</b>						
Employed, total	67	66	60	56	67	72
Employed with same employer as at termination	47	46	38	39	47	51
<b>Weeks Worked in Follow-up Period (%)</b>						
None	23	25	29	33	23	20
1 to 12	24	23	28	24	24	23
13	53	52	44	44	54	58
<b>Average Weeks Worked (in weeks)</b>	8.9	8.8	7.6	7.6	9.0	9.4

Table II-12(continued)

	Age			Highest Grade Completed		
	22-29	30-54	55 or older	LT HS	HS Grad	Post HS
<b>Characteristics of Jobs at Termination, AMONG THOSE EMPLOYED</b>						
Hours worked per week (%)						
1 to 19 hours	1	1	2	1	1	1
20 to 34 hours	21	21	35	21	21	21
35 hours or more	78	78	63	78	78	78
Average hours worked (in hrs)	37	37	34	37	37	37
Hourly wage (%)						
Less than \$5.00	12	10	16	16	11	7
\$5.00 to \$5.99	20	19	22	25	19	15
\$6.00 to \$7.49	33	32	30	33	33	29
\$7.50 to \$9.99	24	25	19	19	25	28
\$10.00 or more	11	15	14	7	12	21
Average hourly wage (in dollars)	7.07	7.39	7.14	6.54	7.15	8.08
Occupation of jobs held (%)						
Managerial and administrative	1	2	2	1	1	2
Professional and technical	13	13	10	4	11	24
Sales and related	7	6	8	7	6	7
Clerical and admin support	24	22	28	16	24	25
Service	27	25	25	32	26	20
Agriculture and related	1	1	1	2	1	1
Production and related	27	31	26	39	30	22
<b>Characteristics of Jobs at Follow-up, AMONG THOSE EMPLOYED</b>						
Hours worked per week (%)						
1 to 19 hours	5	6	14	6	6	6
20 to 34 hours	22	22	36	24	23	21
35 hours or more	73	71	50	70	72	73
Average hours worked (in hrs)	37	36	31	36	36	36
Hourly wage (%)						
Less than \$5.00	13	12	20	19	12	9
\$5.00 to \$5.99	19	18	17	25	18	14
\$6.00 to \$7.49	31	29	29	29	31	27
\$7.50 to \$9.99	24	24	20	18	25	27
\$10.00 or more	13	17	15	9	14	24
Average hourly wage (in dollars)	7.26	7.59	7.39	6.63	7.34	8.27

Note: Numbers represent counts (Total Terminees; Number contacted), averages (Average hours worked; Average hourly wages), or percentages (all remaining items). Items under the heading "Characteristics of Jobs," at either Termination or Follow-up, are calculated based on those employed at termination or follow-up, respectively; all other percentages are based on Total Terminees. Items in italics are imputed or are based on partial data; '0' denotes a percentage less than 0.5%. Column headings are **not** mutually exclusive. See Appendix A for details.

**Table II-13****OUTCOMES OBTAINED, BY SELECTED BARRIERS TO EMPLOYMENT***(Universe: PY 95 Title II-A Adult Terminees Who Received Services Beyond Objective Assessment)*

	<b>Cash Welfare Reciency</b>		<b>Basic Skills Deficient</b>		<b>Has Other SDA Barrier</b>	
	<b>Yes</b>	<b>No</b>	<b>Yes</b>	<b>No</b>	<b>Yes</b>	<b>No</b>
<b>Total Terminees</b>	66,217	95,903	92,778	69,342	47,954	114,166
<b>Summary of Termination Type (%)</b>						
Entered employment only	41	47	42	49	43	45
Obtained an enhancement only	9	7	8	7	8	8
Both entered employment and obtained an enhancement	18	19	18	19	21	18
Other termination	32	27	31	25	28	29
<b>Employment at Termination (%)</b>						
Entered employment, total	59	66	60	68	64	63
Employed 20 or more hrs/wk	58	65	60	67	63	62
Employed with fringe benefits	36	42	37	45	41	39
Employed with UI coverage	48	56	50	58	54	52
Entered an apprenticeship	0	0	0	0	0	0
<b>Obtained Employability Enhancements (%)</b>						
Total, any type	27	26	26	26	28	25
Attained basic education	7	6	9	4	7	7
Attained occupational skills	19	18	18	18	20	18
Completed major level of educ	7	7	5	9	9	6
Entered non-Title II training	1	1	1	1	1	1
<b>Other Terminations (%)</b>						
Institutionalized	0	1	0	0	0	0
Health/medical	2	2	2	2	2	2
Family care	1	0	1	1	1	1
Lacks transportation	0	0	0	0	0	0
Cannot locate	3	3	3	3	3	3
Voluntary, other	16	12	15	12	14	13
Involuntary, other	9	9	10	7	8	10
<b>Number Contacted at Follow-up</b>	41,419	56,037	47,546	38,053	29,473	66,722
<b>Employment at Follow-up (%)</b>						
Employed, total	59	71	62	71	66	66
Employed with same employer as at termination	41	50	43	52	47	46
<b>Weeks Worked in Follow-up Period (%)</b>						
None	31	20	27	20	24	24
1 to 12	23	24	24	22	24	23
13	46	56	49	58	52	52
<b>Average Weeks Worked (in weeks)</b>	7.9	9.4	8.2	9.4	8.7	8.8

Table II-13(continued)

	Cash Welfare Reciprocity		Basic Skills Deficient		Has Other SDA Barrier	
	Yes	No	Yes	No	Yes	No
<b>Characteristics of Jobs at Termination, AMONG THOSE EMPLOYED</b>						
Hours worked per week (%)						
1 to 19 hours	1	1	1	1	1	1
20 to 34 hours	24	19	21	20	22	20
35 hours or more	74	80	78	79	76	79
Average hours worked (in hrs)	36	37	37	37	37	37
Hourly wage (%)						
Less than \$5.00	11	11	13	8	12	11
\$5.00 to \$5.99	21	18	22	16	21	18
\$6.00 to \$7.49	35	31	34	31	32	33
\$7.50 to \$9.99	23	25	22	27	23	25
\$10.00 or more	10	15	9	18	12	13
Average hourly wage (in dollars)	7.01	7.39	6.81	7.71	7.11	7.29
Occupation of jobs held (%)						
Managerial and administrative	1	2	1	2	1	2
Professional and technical	13	13	7	20	14	12
Sales and related	7	6	7	7	7	7
Clerical and admin support	28	20	21	25	23	23
Service	30	23	30	21	29	25
Agriculture and related	1	1	1	1	1	1
Production and related	21	35	32	25	26	31
<b>Characteristics of Jobs at Follow-up, AMONG THOSE EMPLOYED</b>						
Hours worked per week (%)						
1 to 19 hours	7	5	6	5	6	6
20 to 34 hours	25	21	24	21	24	22
35 hours or more	68	74	70	74	70	72
Average hours worked (in hrs)	35	37	36	37	36	36
Hourly wages (%)						
Less than \$5.00	12	12	15	9	12	12
\$5.00 to \$5.99	19	18	22	15	20	18
\$6.00 to \$7.49	33	28	31	29	31	29
\$7.50 to \$9.99	24	24	22	27	24	24
\$10.00 or more	12	17	11	21	14	16
Average hourly wage (in dollars)	7.17	7.58	6.96	7.96	7.28	7.47

Note: Numbers represent counts (Total Terminees; Number contacted), averages (Average hours worked; Average hourly wages), or percentages (all remaining items). Items under the heading "Characteristics of Jobs," at either Termination or Follow-up, are calculated based on those employed at termination or follow-up, respectively; all other percentages are based on Total Terminees. Items in italics are imputed or are based on partial data; '0' denotes a percentage less than 0.5%. Column headings are **not** mutually exclusive. See Appendix A for details.

**Table II-13a****OUTCOMES OBTAINED, BY SELECTED CHARACTERISTICS***(Universe: PY 95 Title II-A Adult Terminatees Who Received Services Beyond Objective Assessment)*

	<b>Individual With a Disability</b>		<b>Veteran</b>		<b>UI Claimant</b>	
	<b>Yes</b>	<b>No</b>	<b>Yes</b>	<b>No</b>	<b>Yes</b>	<b>No</b>
<b>Total Terminatees</b>	11,785	150,335	11,419	150,701	13,633	148,487
<b>Summary of Termination Type (%)</b>						
Entered employment only	44	45	50	44	54	44
Obtained an enhancement only	8	8	5	8	5	8
Both entered employment and obtained an enhancement	17	19	20	19	19	19
Other termination	32	29	25	29	22	30
<b>Employment at Termination (%)</b>						
Entered employment, total	60	63	69	63	73	62
Employed 20 or more hrs/wk	59	63	69	62	72	61
Employed with fringe benefits	34	40	47	39	47	39
Employed with UI coverage	50	53	61	52	63	52
Entered an apprenticeship	0	0	0	0	0	0
<b>Obtained Employability Enhancements (%)</b>						
Total, any type	24	27	25	27	24	27
Attained basic education	5	7	4	7	5	7
Attained occupational skills	17	19	19	18	18	19
Completed major level of educ	7	7	6	7	6	7
Entered non-Title II training	1	1	1	1	1	1
<b>Other Terminations (%)</b>						
Institutionalized	1	0	1	0	0	0
Health/medical	5	2	2	2	1	2
Family care	0	1	0	1	0	1
Lacks transportation	0	0	0	0	0	0
Cannot locate	3	3	4	3	2	3
Voluntary, other	14	13	11	13	10	14
Involuntary, other	9	9	7	9	7	9
<b>Number Contacted at Follow-up</b>	<b>7,306</b>	<b>90,904</b>	<b>6,941</b>	<b>91,269</b>	<b>8,139</b>	<b>89,946</b>
<b>Employment at Follow-up (%)</b>						
Employed, total	61	66	74	65	77	65
Employed with same employer as at termination	43	47	53	46	53	46
<b>Weeks Worked in Follow-up Period (%)</b>						
None	29	24	17	25	14	25
1 to 12	22	24	24	24	26	23
13	48	53	59	52	60	52
<b>Average Weeks Worked (in weeks)</b>	<b>8.1</b>	<b>8.8</b>	<b>9.6</b>	<b>8.7</b>	<b>10.0</b>	<b>8.7</b>

Table II-13a(continued)

	Individual With a Disability		Veteran		UI Claimant	
	Yes	No	Yes	No	Yes	No
<b>Characteristics of Jobs at Termination, AMONG THOSE EMPLOYED</b>						
Hours worked per week (%)						
1 to 19 hours	2	1	1	1	1	1
20 to 34 hours	29	20	12	22	17	21
35 hours or more	69	79	88	77	83	78
Average hours worked (in hrs)	35	37	39	37	38	37
Hourly wage (%)						
Less than \$5.00	16	11	5	11	5	12
\$5.00 to \$5.99	21	19	14	20	13	20
\$6.00 to \$7.49	31	32	31	33	30	33
\$7.50 to \$9.99	20	25	30	24	31	24
\$10.00 or more	12	13	21	12	21	12
Average hourly wage (in dollars)	7.03	7.27	8.07	7.18	8.04	7.17
Occupation of jobs held (%)						
Managerial and administrative	2	1	2	1	2	1
Professional and technical	13	13	12	13	12	13
Sales and related	8	6	4	7	6	7
Clerical and admin support	20	23	10	24	25	23
Service	25	26	16	27	18	27
Agriculture and related	1	1	1	1	1	1
Production and related	31	29	55	27	36	29
<b>Characteristics of Jobs at Follow-up, AMONG THOSE EMPLOYED</b>						
Hours worked per week (%)						
1 to 19 hours	9	6	4	6	5	6
20 to 34 hours	28	22	14	23	18	23
35 hours or more	63	72	82	71	77	71
Average hours worked (in hrs)	35	36	40	36	38	36
Hourly wages (%)						
Less than \$5.00	18	12	6	13	7	13
\$5.00 to \$5.99	20	18	14	19	14	19
\$6.00 to \$7.49	27	30	27	30	27	30
\$7.50 to \$9.99	19	24	29	24	30	23
\$10.00 or more	16	16	24	15	23	15
Average hourly wage (in dollars)	7.26	7.46	8.33	7.37	8.16	7.36

Note: Numbers represent counts (Total Terminees; Number contacted), averages (Average hours worked; Average hourly wages), or percentages (all remaining items). Items under the heading "Characteristics of Jobs," at either Termination or Follow-up, are calculated based on those employed at termination or follow-up, respectively; all other percentages are based on Total Terminees. Items in italics are imputed or are based on partial data; '0' denotes a percentage less than 0.5%. Column headings are **not** mutually exclusive. See Appendix A for details.

**Table II-14****OUTCOMES OBTAINED, BY NUMBER OF LEGISLATIVELY-DEFINED BARRIERS TO EMPLOYMENT***(Universe: PY 95 Title II-A Adult Terminees Who Received Services Beyond Objective Assessment)*

	<b>Number of Barriers</b>		
	<b>None</b>	<b>1</b>	<b>2 or More</b>
<b>Total Terminees</b>	21,800	50,752	89,568
<b>Summary of Termination Type (%)</b>			
Entered employment only	53	49	41
Obtained an enhancement only	6	7	9
Both entered employment and obtained an enhancement	19	19	18
Other termination	22	26	32
<b>Employment at Termination (%)</b>			
Entered employment, total	72	68	59
Employed 20 or more hrs/wk	71	67	59
Employed with fringe benefits	49	44	36
Employed with UI coverage	62	57	49
Entered an apprenticeship	0	0	0
<b>Obtained Employability Enhancements (%)</b>			
Total, any type	25	26	27
Attained basic education	3	5	9
Attained occupational skills	18	19	17
Completed major level of educ	7	7	7
Entered non-Title II training	1	1	1
<b>Other Terminations (%)</b>			
Institutionalized	0	0	1
Health/medical	1	2	2
Family care	0	1	1
Lacks transportation	0	0	0
Cannot locate	2	3	3
Voluntary, other	10	12	15
Involuntary, other	7	8	10
<b>Number Contacted at Follow-up</b>	12,252	27,254	45,980
<b>Employment at Follow-up (%)</b>			
Employed, total	75	70	61
Employed with same employer as at termination	57	50	42
<b>Weeks Worked in Follow-up Period (%)</b>			
None	15	20	29
1 to 12	22	23	23
13	62	57	48
<b>Average weeks worked (in weeks)</b>	9.9	9.3	8.2

Table II-14(continued)

	Number of Barriers		
	None	1	2 or More
<b>Characteristics of Jobs at Termination, AMONG THOSE EMPLOYED</b>			
Hours worked per week (%)			
1 to 19 hours	1	1	1
20 to 34 hours	18	19	22
35 hours or more	81	79	77
Average hours worked (in hrs)	37	37	37
Hourly wage (%)			
Less than \$5.00	8	9	13
\$5.00 to \$5.99	13	17	23
\$6.00 to \$7.49	28	32	34
\$7.50 to \$9.99	30	26	21
\$10.00 or more	22	15	9
Average hourly wage (in dollars)	8.11	7.43	6.82
Occupation of jobs held (%)			
Managerial and administrative	2	2	1
Professional and technical	21	15	9
Sales and related	6	7	7
Clerical and admin support	23	24	22
Service	19	23	30
Agriculture and related	1	1	1
Production and related	27	28	30
<b>Characteristics of Jobs at Follow-up, AMONG THOSE EMPLOYED</b>			
Hours worked per week (%)			
1 to 19 hours	4	5	6
20 to 34 hours	18	22	24
35 hours or more	77	73	70
Average hours worked (in hrs)	37	37	36
Hourly wage (%)			
Less than \$5.00	9	10	14
\$5.00 to \$5.99	12	16	22
\$6.00 to \$7.49	26	30	31
\$7.50 to \$9.99	29	26	21
\$10.00 or more	25	17	11
Average hourly wage (in dollars)	8.31	7.66	6.98

Note: Numbers represent counts (Total Terminees; Number contacted), averages (Average hours worked; Average hourly wages), or percentages (all remaining items). Items under the heading "Characteristics of Jobs," at either Termination or Follow-up, are calculated based on those employed at termination or follow-up, respectively; all other percentages are based on Total Terminees. Items in italics are imputed or are based on partial data; '0' denotes a percentage less than 0.5%. Column headings are **not** mutually exclusive. See Appendix A for details.

**Table II-15**

**OUTCOMES OBTAINED, BY SERVICES RECEIVED**  
*(Universe: PY 95 Title II-A Adult Terminees Who Received  
 Services Beyond Objective Assessment)*

	<u>Basic Skills</u>	<u>Occ CRT</u>	<u>OJT</u>	<u>Work Exp</u>	<u>Other Skills</u>
<b>Total Terminees</b>	36,070	99,315	18,726	9,328	19,342
<b>Summary of Termination Type (%)</b>					
Entered employment only	36	44	61	39	47
Obtained an enhancement only	13	8	2	13	9
Both entered employment and obtained an enhancement	19	22	19	18	19
Other termination	32	25	18	30	24
<b>Employment at Termination (%)</b>					
Entered employment, total	55	67	80	57	66
Employed 20 or more hrs/wk	54	66	80	56	65
Employed with fringe benefits	31	42	58	31	40
Employed with UI coverage	44	56	74	46	55
Entered an apprenticeship	0	0	0	0	0
<b>Obtained Employability Enhancements (%)</b>					
Total, any type	32	31	21	30	28
Attained basic education	20	6	2	7	8
Attained occupational skills	14	23	19	23	20
Completed major level educ	9	9	1	6	6
Entered non-Title II training	1	1	1	1	1
<b>Other Terminations (%)</b>					
Institutionalized	1	0	0	0	0
Health/medical	2	2	1	2	2
Family care	1	1	0	1	0
Lacks transportation	0	0	0	0	0
Cannot locate	3	3	2	2	4
Voluntary, other	16	12	7	13	12
Involuntary, other	9	7	6	12	5
<b>Number Contacted at Follow-up</b>	21,302	63,182	10,917	5,980	10,424
<b>Employment at Follow-up (%)</b>					
Employed, total	58	68	77	63	68
Employed with same employer as at termination	39	47	62	43	51
<b>Weeks Worked in Follow-up Period (%)</b>					
None	32	22	14	27	21
1 to 12	23	24	21	26	27
13	45	54	65	48	52
<b>Average Weeks Worked (in weeks)</b>	7.7	9.1	10.0	8.1	9.1

Table II-15(continued)

	Basic Skills	Occ CRT	OJT	Work Exp	Other Skills
<b>Characteristics of Jobs at Termination, AMONG THOSE EMPLOYED</b>					
Hours worked per week (%)					
1 to 19 hours	1	1	1	2	1
20 to 34 hours	23	22	11	31	23
35 hours or more	76	77	89	67	76
Average hours worked (ihrs)	36	37	38	35	36
Hourly wage (%)					
Less than \$5.00	14	8	10	28	12
\$5.00 to \$5.99	25	16	24	22	22
\$6.00 to \$7.49	36	32	40	29	36
\$7.50 to \$9.99	19	28	20	16	21
\$10.00 or more	7	16	6	5	9
Average hourly wage (in dollars)	6.63	7.63	6.67	6.23	6.83
Occupation of jobs held (%)					
Managerial and administrative	1	1	2	1	2
Professional and technical	8	16	7	9	10
Sales and related	9	6	6	7	9
Clerical and admin support	25	25	21	31	24
Service	29	27	16	25	26
Agriculture and related	1	1	1	3	1
Production and related	27	24	46	24	28
<b>Characteristics of Jobs at Follow-up, AMONG THOSE EMPLOYED</b>					
Hours worked per week (%)					
1 to 19 hours	7	6	3	7	6
20 to 34 hours	25	22	15	32	23
35 hours or more	68	72	82	61	70
Average hours worked (ihrs)	35	37	38	34	36
Hourly wage (%)					
Less than \$5.00	15	9	11	32	12
\$5.00 to \$5.99	24	16	21	20	20
\$6.00 to \$7.49	33	29	35	27	34
\$7.50 to \$9.99	20	27	23	15	22
\$10.00 or more	8	19	10	6	12
Average hourly wage (in dollars)	6.77	7.82	6.99	6.18	7.15

Note: Numbers represent counts (Total Terminees; Number contacted), averages (Average hours worked; Average hourly wages), or percentages (all remaining items). Items under the heading "**Characteristics of Jobs,**" at either Termination or Follow-up, are calculated based on those employed at termination or follow-up, respectively; all other percentages are based on Total Terminees. Items in italics are imputed or are based on partial data; '0' denotes a percentage less than 0.5%. Column headings are **not** mutually exclusive. See Appendix A for details.

**PART III:**  
**TITLE II-C YOUTH TERMINEES**

**Table III-1**

**CHARACTERISTICS OF TERMINEES, BY WHETHER RECEIVED SERVICES BEYOND OBJECTIVE ASSESSMENT**

*(Universe: All PY 95 Title II-C Youth Terminees)*

	Total	Received More Than Objective Assessment	Received Objective Assessment Only
<b>Total Terminees</b>	130,116	113,563	16,553
<b>Gender</b>			
Female	59	58	66
Male	41	42	34
<b>Age</b>			
14 - 15	11	12	3
16 - 17	34	35	22
18 - 21	55	53	75
<b>Race/Ethnicity</b>			
White (non Hispanic)	38	38	37
Black (non Hispanic)	35	34	40
Hispanic	23	24	20
Amer. Indian or Alaskan Native	2	2	1
Asian or Pacific Islander	2	2	1
<b>Family Status</b>			
Parent in one-parent family	20	18	34
Parent in two-parent family	4	4	6
Other family member	50	53	34
Not a family member	25	25	27
<b>Number of Dependents under Age 18</b>			
None	74	76	59
1 or 2	24	22	38
3 or more	2	2	3
<b>Highest Grade Completed</b>			
Less than high school graduate	73	75	60
High school graduate	24	22	37
Post high school	3	3	3
<b>High School Status</b>			
In a schoolwide project	4	5	1
Other in high school full time	33	36	13
Full time in alternative school	na	na	na
Other full time student	na	na	na
Not in high school full time	63	59	86
<b>Reading Skills Grade Level</b>			
<i>Less than 7th grade</i>	<i>30</i>	<i>31</i>	<i>26</i>
<i>7th or 8th grade</i>	<i>23</i>	<i>23</i>	<i>22</i>
<i>9th grade and above</i>	<i>47</i>	<i>46</i>	<i>53</i>
<b>Math Skills Grade Level</b>			
<i>Less than 7th grade</i>	<i>34</i>	<i>35</i>	<i>31</i>
<i>7th or 8th grade</i>	<i>29</i>	<i>29</i>	<i>29</i>
<i>9th grade and above</i>	<i>37</i>	<i>36</i>	<i>40</i>

Table III-1 (continued)

	Total	Received More Than Objective Assessment	Received Objective Assessment Only
<b>Economically Disadvantaged</b>	96	95	97
<b>Cash Welfare Recipient</b>	31	30	38
AFDC	27	26	34
GA, RCA, SSI	5	5	4
<b>Food Stamps</b>	42	40	52
<b>JOBS Program Participant</b>	7	6	13
<b>Labor Force Status</b>			
Employed	11	10	14
Unemployed	26	25	36
Not in labor force	63	65	50
<b>Weeks Unemployed in Prior 26Wks</b>			
None - NILF at intake	54	56	42
None - employed at intake	7	7	10
1 to 14	12	11	16
15 to 25	15	15	19
26	11	11	14
<b>Unemployment Compensation Status</b>			
Claimant	1	1	2
Exhaustee	1	1	1
None	98	98	98
<b>Preprogram Hourly Wage</b>			
Not employed in past 26 weeks	72	74	57
\$4.99 or less	15	15	20
\$5.00 to \$7.49	12	11	20
\$7.50 or more	1	1	2
<b>Legislatively-Defined Hard to Serve</b>			
<i>Has at least 1 barrier</i>	<i>94</i>	<i>94</i>	<i>94</i>
Basic skills deficient	71	71	68
School dropout	33	31	45
Behind grade level	23	25	9
Pregnant or parenting youth	28	25	43
Disability (substantial barrier)	11	12	6
Homeless or runaway youth	2	2	2
Offender (inc. misdemeanors)	11	11	11
Other SDA-identified barrier	31	30	36
<i>Has 2 or more barriers</i>	<i>72</i>	<i>72</i>	<i>74</i>
<b>Additional Barriers to Employment</b>			
Limited English proficiency	5	6	2
Displaced homemaker	1	1	1
Lacks significant work history	63	65	55
Long-term AFDC recipient	10	10	10
Substance abuse	3	3	2

Note: Numbers represent percentages. Items in italics are imputed or are based on partial data; '0' denotes a percentage less than 0.5%. See Appendix A for details.

**Table III-2****COUNTS OF TERMINEES, BY STATE AND HIGH SCHOOL STATUS**

(Universe: PY 95 Title II-C Youth Terminees Who Received  
Services Beyond Objective Assessment)

	<b>Title II-C Total</b>	<b>In School- wide Project</b>	<b>Other In High School Full Time</b>	<b>Not in High School Full Time</b>
<b>U.S. Total</b>	113,563	5,189	40,871	67,503
<b>Region I</b>	4,344	28	1,611	2,705
Connecticut	479	22	180	277
Maine	432	3	105	324
Massachusetts	2,134	3	660	1,471
New Hampshire	503	0	249	254
Rhode Island	272	0	96	176
Vermont	524	0	321	203
<b>Region II</b>	13,256	683	2,836	9,737
New Jersey	2,589	254	636	1,699
New York	5,405	9	1,100	4,296
Puerto Rico	5,262	420	1,101	3,741
<b>Region III</b>	12,631	400	3,499	8,732
Delaware	318	33	40	245
District of Columbia	126	0	0	126
Maryland	2,542	107	737	1,698
Pennsylvania	6,309	84	1,460	4,765
Virginia	1,865	86	666	1,113
West Virginia	1,471	88	582	801
<b>Region IV</b>	19,253	461	7,051	11,741
Alabama	1,412	197	102	1,113
Florida	5,869	84	2,976	2,809
Georgia	2,173	121	615	1,437
Kentucky	1,865	0	925	940
Mississippi	2,277	56	698	1,523
North Carolina	2,248	0	791	1,457
South Carolina	1,420	2	441	977
Tennessee	1,989	1	489	1,499
<b>Region V</b>	18,362	548	7,509	10,305
Illinois	4,798	21	1,760	3,017
Indiana	1,515	2	536	977
Michigan	2,944	17	1,504	1,423
Minnesota	1,744	54	726	964
Ohio	4,988	453	1,987	2,548
Wisconsin	2,373	1	996	1,376

**Table III-2(continued)**

	<b>Title II-C Total</b>	<b>In School- wide Project</b>	<b>Other In High School Full Time</b>	<b>Not in High School Full Time</b>
<b>Region VI</b>	17,702	2,169	6,340	9,193
Arkansas	1,025	75	451	499
Louisiana	5,175	1,370	2,204	1,601
New Mexico	854	5	525	324
Oklahoma	1,106	0	560	546
Texas	9,542	719	2,604	6,219
<b>Region VII</b>	2,917	59	663	2,195
Iowa	479	0	134	345
Kansas	600	36	171	393
Missouri	1,557	23	256	1,278
Nebraska	281	0	102	179
<b>Region VIII</b>	3,853	2	1,575	2,276
Colorado	1,331	2	436	893
Montana	324	0	183	141
North Dakota	298	0	113	185
South Dakota	1,429	0	710	719
Utah	315	0	88	227
Wyoming	156	0	38	118
<b>Region IX</b>	17,076	774	8,446	7,856
Arizona	1,235	244	271	720
California	15,093	530	7,983	6,580
Hawaii	297	0	95	202
Nevada	451	0	97	354
<b>Region X</b>	4,169	36	1,706	2,427
Alaska	174	8	74	92
Idaho	442	2	238	202
Oregon	1,514	0	592	922
Washington	2,039	26	802	1,211

*Note: Numbers represent numbers of terminees. Some imprecision occurs because terminees with missing data on school status were imputed across the three school-status categories. See Appendix A for details.*

**Table III-3**

**CHARACTERISTICS OF TERMINEES, TRENDS OVER TIME**

*(Universe: Title II-C Youth Terminees Who Received Services Beyond Objective Assessment)*

	<b>PY 92</b>	<b>PY 93</b>	<b>PY 94</b>	<b>PY 95</b>
<b>Total Terminees</b>	255,268	167,444	158,083	113,563
<b>Gender</b>				
Female	53	55	56	58
Male	47	45	44	42
<b>Age</b>				
14 - 15	18	16	14	12
16 - 17	33	34	36	35
18 - 21	48	49	50	53
<b>Race/Ethnicity</b>				
White (non Hispanic)	40	41	41	38
Black (non Hispanic)	36	35	35	34
Hispanic	21	20	20	24
Amer. Indian or Alaskan Native	2	2	2	2
Asian or Pacific Islander	2	2	3	2
<b>Family Status</b>				
Parent in one-parent family	12	15	17	18
Parent in two-parent family	na	4	4	4
Other family member	na	55	53	53
Not a family member	na	26	26	25
<b>Number of Dependents under Age 18</b>				
None	na	82	78	76
1 or 2	na	16	20	22
3 or more	na	1	2	2
<b>Highest Grade Completed</b>				
Less than high school graduate	78	79	77	75
High school graduate	18	19	20	22
Post high school	4	3	3	3
<b>High School Status</b>				
In a schoolwide project	0	2	4	5
Other in high school full time	53	43	39	36
Full time in alternative school	na	5	8	na
Other full-time student	na	37	31	na
Not in high school full time	47	55	56	59
<b>Reading Skills Grade Level</b>				
<i>Less than 7th grade</i>	34	33	33	31
<i>7th or 8th grade</i>	na	23	23	23
<i>9th grade and above</i>	na	44	44	46
<b>Math Skills Grade Level</b>				
<i>Less than 7th grade</i>	na	36	36	35
<i>7th or 8th grade</i>	na	25	29	29
<i>9th grade and above</i>	na	40	36	36

Table III-3(continued)

	PY 92	PY 93	PY 94	PY 95
<b>Economically Disadvantaged</b>	na	95	95	95
<b>Cash Welfare Recipient</b>	na	35	31	30
AFDC	25	27	27	26
GA, RCA, SSI	na	10	5	5
<b>Food Stamps</b>	na	43	39	40
<b>JOBS Program Participant</b>	5	6	6	6
<b>Labor Force Status</b>				
Employed	na	9	10	10
Unemployed	na	26	24	25
Not in labor force	63	65	66	65
<b>Weeks Unemployed in Prior 26Wks</b>				
None - NILF at intake	na	56	57	56
None - employed at intake	na	6	6	7
1 to 14	na	10	11	11
15 to 25	na	16	15	15
26	na	11	10	11
<b>Unemployment Compensation Status</b>				
Claimant	1	1	1	1
Exhaustee	na	1	2	1
None	na	98	97	98
<b>Preprogram Hourly Wage</b>				
Not employed in past 26 weeks	na	76	73	74
\$4.99 or less	na	17	17	15
\$5.00 to \$7.49	na	7	9	11
\$7.50 or more	na	1	1	1
<b>Legislatively-Defined Hard to Serve</b>				
<i>Has at least 1 barrier</i>	na	93	94	94
Basic skills deficient	na	69	73	71
School dropout	25	30	31	31
Behind grade level	na	23	26	25
Pregnant or parenting youth	na	18	23	25
Disability(substantial barrier)	15	17	14	12
Homeless or runaway youth	1	6	5	2
Offender (inc. misdemeanors)	na	12	12	11
Other SDA-identified barrier	na	19	27	30
<i>Has 2 or more barriers</i>	na	69	72	72
<b>Additional Barriers to Employment</b>				
Limited English proficiency	6	4	4	6
Displaced homemaker	na	1	1	1
Lacks significant work history	55	61	65	65
Long-term AFDC recipient	12	12	11	10
Substance abuse	na	na	3	3

Note: Numbers (except Total Terminees) represent percentages; '0' denotes a percentage less than 0.5%.

**Table III-4**

**CHARACTERISTICS OF TERMINEES, BY HIGH SCHOOL STATUS**

(Universe: PY 95 Title II-C Youth Terminees Who Received Services Beyond Objective Assessment)

	Total	In School- wide Proj.	Other In High School Full Time	Not In High School Full Time
<b>Total Terminees</b>	113,563	5,189	40,871	67,503
<b>Gender</b>				
Female	58	54	51	62
Male	42	46	49	38
<b>Age</b>				
14 - 15	12	47	24	1
16 - 17	35	39	55	23
18 - 21	53	13	21	75
<b>Race/Ethnicity</b>				
White (non Hispanic)	38	14	40	39
Black (non Hispanic)	34	50	33	33
Hispanic	24	31	22	24
Amer. Indian or Alaskan Native	2	2	2	2
Asian or Pacific Islander	2	2	3	2
<b>Family Status</b>				
Parent in one-parent family	18	2	4	28
Parent in two-parent family	4	1	1	6
Other family member	53	89	73	37
Not a family member	25	8	21	29
<b>Number of Dependents under Age 18</b>				
None	76	96	93	65
1 or 2	22	4	7	33
3 or more	2	0	1	2
<b>Highest Grade Completed</b>				
Less than high school graduate	75	100	100	58
High school graduate	22	0	0	37
Post high school	3	0	0	5
<b>High School Status</b>				
In a schoolwide project	5	100	0	0
Other in high school full time	36	0	100	0
Full-time in alternative school	na	na	na	na
Other full-time student	na	na	na	na
Not in high school full time	59	0	0	100
<b>Reading Skills Grade Level</b>				
<i>Less than 7th grade</i>	31	50	44	21
<i>7th or 8th grade</i>	23	31	24	23
<i>9th grade and above</i>	46	19	32	56
<b>Math Skills Grade Level</b>				
<i>Less than 7th grade</i>	35	51	45	28
<i>7th or 8th grade</i>	29	33	27	30
<i>9th grade and above</i>	36	17	28	42

Table III-4(continued)

	<u>Total</u>	<u>In School- wide Proj.</u>	<u>Other in High School Full Time</u>	<u>Not in High School Full Time</u>
<b>Economically Disadvantaged</b>	95	91	94	97
<b>Cash Welfare Recipient</b>	30	20	26	34
AFDC	26	18	22	29
GA, RCA, SSI	5	3	5	5
<b>Food Stamps</b>	40	39	32	45
<b>JOBS Program Participant</b>	6	0	2	9
<b>Labor Force Status</b>				
Employed	10	3	6	13
Unemployed	25	5	12	34
Not in labor force	65	91	82	53
<b>Weeks Unemployed in Prior 26Wks</b>				
None - NILF at intake	56	86	71	44
None - employed at intake	7	2	4	9
1 to 14	11	3	7	15
15 to 25	15	5	13	17
26	11	3	6	15
<b>Unemployment Compensation Status</b>				
Claimant	1	0	0	1
Exhaustee	1	0	1	1
None	98	99	99	98
<b>Preprogram Hourly Wage</b>				
Not employed in past 26 weeks	74	95	87	64
\$4.99 or less	15	3	9	19
\$5.00 to \$7.49	11	2	4	16
\$7.50 or more	1	0	0	1
<b>Legislatively Defined Hard to Serve</b>				
<i>Has at least 1 barrier</i>	94	97	96	92
Basic skills deficient	71	90	81	64
School dropout	31	0	0	53
Behind grade level	25	56	62	0
Pregnant or parenting youth	25	6	9	37
Disability(substantial barrier)	12	6	22	6
Homeless or runaway youth	2	1	1	2
Offender (inc. misdemeanors)	11	3	8	13
Other SDA-identified barrier	30	42	32	28
<i>Has 2 or more barriers</i>	72	72	75	70
<b>Additional Barriers to Employment</b>				
Limited English proficiency	6	11	5	6
Displaced homemaker	1	0	0	1
Lacks significant work history	65	58	77	58
Long-term AFDC recipient	10	11	12	9
Substance abuse	3	1	2	3

Note: Numbers (except Total Terminees) represent percentages. Items in italics are imputed or are based on partial data; '0' denotes a percentage less than 0.5%. See Appendix A for details.

**Table III-4a**

**CHARACTERISTICS OF TERMINEES, BY SELECTED BARRIERS TO EMPLOYMENT**

*(Universe: All PY 95 Title II-C Youth Terminees Who Received Services Beyond Objective Assessment)*

	<b>Cash Welfare Reciency</b>		<b>Basic Skills Deficient</b>		<b>Dropout/Behind Grade Level</b>	
	<b>Yes</b>	<b>No</b>	<b>Yes</b>	<b>No</b>	<b>Yes</b>	<b>No</b>
<b>Total Terminees</b>	34,321	79,242	82,006	31,557	64,302	49,261
<b>Gender</b>						
Female	74	50	55	65	52	65
Male	26	50	45	35	48	35
<b>Age</b>						
14 - 15	11	12	15	3	11	12
16 - 17	31	37	38	27	42	27
18 - 21	58	50	47	70	47	61
<b>Race/Ethnicity</b>						
White (non Hispanic)	33	40	36	51	37	40
Black (non Hispanic)	43	30	39	26	35	32
Hispanic	19	26	22	20	24	23
Amer. Indian or Alaskan Native	2	2	2	2	2	2
Asian or Pacific Islander	3	2	2	2	2	2
<b>Family Status</b>						
Parent in one-parent family	43	7	16	27	15	22
Parent in two-parent family	4	4	3	6	4	5
Other family member	45	56	56	41	56	47
Not a family member	8	33	25	26	25	26
<b>Number of Dependents under Age 18</b>						
None	51	87	79	66	79	72
1 or 2	46	12	20	33	46	26
3 or more	3	1	2	2	2	1
<b>Highest Grade Completed</b>						
Less than high school graduate	72	76	84	52	100	42
High school graduate	25	21	15	41	0	51
Post high school	3	3	1	8	0	7
<b>High School Status</b>						
In a schoolwide project	3	5	6	2	5	5
Other in high school full time	31	38	39	23	39	31
Full time in alternative school	na	na	na	na	na	na
Other full time student	na	na	na	na	na	na
Not in high school full time	66	56	55	76	56	64
<b>Reading Skills Grade Level</b>						
<i>Less than 7th grade</i>	29	31	43	0	37	22
<i>7th or 8th grade</i>	24	23	33	0	26	20
<i>9th grade and above</i>	47	45	24	100	37	58
<b>Math Skills Grade Level</b>						
<i>Less than 7th grade</i>	34	35	49	0	42	24
<i>7th or 8th grade</i>	29	29	40	0	31	26
<i>9th grade and above</i>	37	36	11	100	27	49

**Table III-4a(continued)**

	Cash Welfare Reciency		Basic Skills Deficient		Dropout/Behind Grade Level	
	Yes	No	Yes	No	Yes	No
<b>Economically Disadvantaged</b>	100	94	95	96	95	96
<b>Cash Welfare Recipient</b>	100	0	30	31	30	30
AFDC	86	0	25	28	26	26
GA, RCA, SSI	17	0	5	4	5	5
<b>Food Stamps</b>	77	24	40	43	40	40
<b>JOBS Program Participant</b>	20	1	6	9	6	7
<b>Labor Force Status</b>						
Employed	5	13	9	17	7	14
Unemployed	24	25	22	33	22	29
Not in labor force	71	63	69	51	71	57
<b>Weeks Unemployed in Prior 26Wks</b>						
None - NILF at intake	58	55	59	41	62	48
None - employed at intake	3	9	6	12	5	10
1 to 14	8	13	9	16	9	15
15 to 25	17	14	15	17	14	16
26	13	10	10	13	10	12
<b>Unemployment Compensation Status</b>						
Claimant	0	1	1	2	0	2
Exhaustee	1	1	1	1	1	1
None	99	98	99	97	99	98
<b>Preprogram Hourly Wage</b>						
Not employed in past 26 weeks	80	71	77	60	79	66
\$4.99 or less	12	16	13	21	12	18
\$5.00 to \$7.49	8	12	9	17	8	15
\$7.50 or more	1	1	1	2	1	1
<b>Legislatively-Defined Hard to Serve</b>						
<i>Has at least 1 barrier</i>	98	92	100	77	100	85
Basic skills deficient	71	72	100	0	81	59
School dropout	35	30	36	25	56	0
Behind grade level	21	27	29	13	44	0
Pregnant or parenting youth	50	14	22	36	23	29
Disability(substantial barrier)	7	14	14	6	13	10
Homeless or runaway youth	1	2	1	2	2	1
Offender (inc. misdemeanors)	8	12	11	10	14	7
Other SDA-identified barrier	46	24	29	32	30	31
<i>Has 2 or more barriers</i>	82	67	85	37	93	44
<b>Additional Barriers to Employment</b>						
Limited English proficiency	4	7	5	3	6	6
Displaced homemaker	1	0	0	1	0	1
Lacks significant work history	69	63	67	56	69	59
Long-term AFDC recipient	31	1	10	9	10	10
Substance abuse	2	3	3	3	3	2

Note: Numbers represent percentages. Items in italics are imputed or are based on partial data; '0' denotes a percentage less than 0.5%. See Appendix A for details.

**Table III-5**

**SERVICES RECEIVED, TRENDS OVER TIME**  
*(Universe: Title II-C Youth Terminees Who Received  
 Services Beyond Objective Assessment)*

	<u>1992</u>	<u>1993</u>	<u>1994</u>	<u>1995</u>
<b>Total Terminees</b>		167,444	158,083	113,563
<b>Percent Who Received:</b>				
Any of those below		91	94	93
Basic skills training		45	49	51
Occ skills training (non-OJT)		24	27	28
On-the-job training (OJT)		4	2	3
Work experience/internships		25	29	28
Other skills training		31	35	35
Any two or more of those above		31	37	39
<b>Percent Who Received and Completed Goals of:</b>				
Any of those below	Data on	69	78	78
Basic skills training	Services	31	39	41
Occ skills training (non-OJT)	Are Not	17	21	22
On-the-job training (OJT)	Available	2	1	1
Work experience/internships	For Years	19	24	23
Other skills training	Prior to	25	29	30
Any two or more of those above	PY 93	21	29	31
<b>Average Hours of Those Who Completed Goals of:</b>				
Basic skills training		301	265	212
Occ skills training (non-OJT)		488	448	463
On-the-job training (OJT)		422	361	326
Work experience/internships		313	259	238
Other skills training		183	140	128
<b>Percent of Terminees, by Total Duration of Training</b>				
None		9	6	7
1 to 40 hours		11	11	9
41 to 100 hours		15	13	13
101 to 250 hours		28	28	28
251 to 500 hours		19	22	22
501 to 1,000 hours		12	13	13
Over 1,000 hours		7	7	8
Average duration of training (ihrs)		na	na	330
<b>Percent Receiving Job Search Assistance</b>				
With training services		na	na	na
Job search assistance only		na	na	na

**Table III-5(continued)**

	<u>1992</u>	<u>1993</u>	<u>1994</u>	<u>1995</u>
<b>Percent Receiving Various Support Services</b>				
Any of those below		42	43	44
Transportation		14	16	16
Health care		2	2	2
Family care		4	4	5
Housing or rental assistance		2	3	1
Personal counseling		27	27	26
Needs-based payments		10	10	11
Other		10	14	12
<b>Areas of Occupational Skill Training (among those who received it)</b>				
Managerial and administrative	Data on	na	na	na
Professional and technical	Services	na	na	na
Sales and related	Are Not	na	na	na
Clerical and admin support	Available	na	na	na
Service	For Years	na	na	na
Agriculture and related	Prior to	na	na	na
Production and related	PY 93	na	na	na
<b>Concurrent Participation</b>				
JTPA II-A, 204d, II-C, III		7	6	7
JTPA 8%		3	4	3
JTPA II-B		6	5	6
JTPA IV		0	0	0
TAA		2	0	0
Other non-JTPA		3	3	3
Both JTPA and non-JTPA		2	2	3
None		77	80	79

*Note: Numbers represent counts (Total Terminees), hours (Average hours in training), or percentages (all remaining items). Average hours in training, by training type, is restricted to those who received and completed the goals of that training type. Percentages of the Areas of Occupational Skills Training are restricted to those who received occupational skills training (either classroom-based or OJT); all other percentages are based on Total Terminees; '0' denotes a percentage less than 0.5%.*

**Table III-6**

**SERVICES RECEIVED, BY GENDER AND RACE/ETHNICITY**

*(Universe: PY 95 Title II-C Youth/Terminees Who Received Services Beyond Objective Assessment)*

	<b>Gender</b>		<b>Race/Ethnicity</b>			
	<b>Female</b>	<b>Male</b>	<b>White</b>	<b>Black</b>	<b>Hisp</b>	<b>Other</b>
<b>Total Terminees</b>	65,328	48,235	43,387	38,573	27,053	4,550
<b>Percent Who Received:</b>						
Any of those below	93	93	93	92	93	93
Basic skills training	49	53	45	55	55	47
Occ skills training (non-OJT)	32	22	34	24	23	28
On-the-job training (OJT)	3	4	3	4	4	2
Work experience/internships	26	30	29	23	30	41
Other skills training	33	37	35	34	33	44
Any two or more of those above	38	39	40	37	38	51
<b>Percent Who Received and Completed Goals of:</b>						
Any of those below	78	78	78	76	83	82
Basic skills training	40	43	36	43	47	38
Occ skills training (non-OJT)	26	18	27	19	20	23
On-the-job training (OJT)	1	1	1	1	3	2
Work experience/internships	22	26	24	19	27	36
Other skills training	29	32	30	29	30	39
Any two or more of those above	31	31	31	29	32	43
<b>Average Hours of Those Who Completed Goals of:</b>						
Basic skills training	219	202	239	231	156	209
Occ skills training (non-OJT)	477	434	591	401	294	353
On-the-job training (OJT)	294	357	334	291	348	197
Work experience/internships	236	240	267	235	206	216
Other skills training	125	132	137	142	101	93
<b>Percent of Terminees, by Total Duration of Training</b>						
None	7	7	7	8	7	7
1 to 40 hours	9	10	10	9	8	9
41 to 100 hours	12	13	13	14	11	13
101 to 250 hours	27	30	25	31	28	31
251 to 500 hours	22	22	20	20	28	22
501 to 1,000 hours	14	12	14	11	14	12
Over 1,000 hours	9	7	11	7	4	5
Average duration of training (ihrs)	345	311	404	311	245	311
<b>Percent Receiving Job Search Assistance</b>						
With training services	na	na	na	na	na	na
Job search assistance only	na	na	na	na	na	na

**Table III-6(continued)**

	Gender		Race/Ethnicity			
	Female	Male	White	Black	Hisp	Other
<b>Percent Receiving Various Support Services</b>						
Any of those below	47	39	40	50	42	31
Transportation	18	13	15	18	14	13
Health care	3	1	2	2	2	1
Family care	7	1	5	5	5	2
Housing or rental assistance	1	1	1	1	1	1
Personal counseling	27	25	23	31	26	16
Needs-based payments	12	10	8	15	12	3
Other	13	11	12	10	14	14
<b>Areas of Occupational Skill Training (among those who received it)</b>						
Managerial and administrative	na	na	na	na	na	na
Professional and technical	na	na	na	na	na	na
Sales and related	na	na	na	na	na	na
Clerical and admin support	na	na	na	na	na	na
Service	na	na	na	na	na	na
Agriculture and related	na	na	na	na	na	na
Production and related	na	na	na	na	na	na
<b>Concurrent Participation</b>						
JTPA II-A, 204d, II-C, III	7	7	10	6	5	9
JTPA 8%	3	3	3	3	2	2
JTPA II-B	5	7	6	6	5	6
JTPA IV	0	0	0	0	0	0
TAA	0	0	0	0	0	0
Other non-JTPA	3	2	3	3	1	3
Both JTPA and non-JTPA	3	2	4	2	2	3
None	78	80	73	80	86	76

*Note: Numbers represent counts (Total Terminees), hours (Average hours in training), or percentages (all remaining items). Average hours in training, by training type, is restricted to those who received and completed the goals of that training type. Percentages of the Areas of Occupational Skills Training are restricted to those who received occupational skills training (either classroom-based or OJT); all other percentages are based on Total Terminees. Items in italics are imputed or are based on partial data; '0' denotes a percentage less than 0.5%. See Appendix A for details.*

**Table III-7**

**SERVICES RECEIVED, BY HIGH SCHOOL STATUS, AGE  
AND HIGHEST GRADE COMPLETED**

*(Universe: PY 95 Title II-C Youth Terminees Who Received  
Services Beyond Objective Assessment)*

	School- wide Project	Other In-School and Ages (FT)		Out-of-School w/Educ		
		14-15	16-21	LT HS	HS Grad	Post HS
<b>Total Terminees</b>	5,189	9,992	30,879	38,996	25,137	3,370
<b>Percent Who Received:</b>						
Any of those below	98	88	94	93	92	92
Basic skills training	78	63	49	69	20	10
Occ skills training (non-OJT)	7	7	18	19	63	65
On-the-job training (OJT)	1	6	3	2	4	6
Work experience/internships	16	23	45	24	18	17
Other skills training	23	50	46	33	22	17
Any two or more of those above	20	45	48	41	29	20
<b>Percent Who Received and Completed Goals of:</b>						
Any of those below	84	80	84	75	76	78
Basic skills training	65	56	41	52	17	9
Occ skills training (non-OJT)	6	6	15	14	50	53
On-the-job training (OJT)	1	0	1	1	3	5
Work experience/internships	15	20	39	19	16	15
Other skills training	22	43	40	28	19	16
Any two or more of those above	18	38	40	31	23	17
<b>Average Hours of Those Who Completed Goals of:</b>						
Basic skills training	181	254	236	196	185	192
Occ skills training (non-OJT)	158	774	302	285	545	794
On-the-job training (OJT)	145	166	176	298	370	435
Work experience/internships	273	185	223	240	288	315
Other skills training	111	195	132	111	91	117
<b>Percent of Terminees, by Total Duration of Training</b>						
None	2	12	6	7	8	8
1 to 40 hours	3	9	9	11	9	7
41 to 100 hours	9	12	14	15	10	6
101 to 250 hours	62	35	31	26	19	18
251 to 500 hours	11	15	22	23	23	22
501 to 1,000 hours	11	9	12	12	17	18
Over 1,000 hours	2	8	6	5	14	20
Average duration of training (ihrs)	215	336	315	264	438	595
<b>Percent Receiving Job Search Assistance</b>						
With training services	na	na	na	na	na	na
Job search assistance only	na	na	na	na	na	na

**Table III-7(continued)**

	<b>School- wide Project</b>	<b>Other In-School and Ages (FT)</b>		<b>Out-of-School w/Educ</b>		
		<b>14-15</b>	<b>16-21</b>	<b>LT HS</b>	<b>HS Grad</b>	<b>Post HS</b>
<b>Percent Receiving Various Support Services</b>						
Any of those below	27	36	32	51	53	50
Transportation	7	6	8	20	23	22
Health care	1	1	1	2	3	3
Family care	0	1	1	6	8	7
Housing or rental assistance	0	0	1	1	1	2
Personal counseling	17	27	24	29	28	24
Needs-based payments	10	3	3	17	13	13
Other	5	7	10	13	15	15
<b>Areas of Occupational Skill Training (among those who received it)</b>						
Managerial and administrative	na	na	na	na	na	na
Professional and technical	na	na	na	na	na	na
Sales and related	na	na	na	na	na	na
Clerical and admin support	na	na	na	na	na	na
Service	na	na	na	na	na	na
Agriculture and related	na	na	na	na	na	na
Production and related	na	na	na	na	na	na
<b>Concurrent Participation</b>						
JTPA II-A, 204d, II-C, III	3	4	7	8	9	8
JTPA 8%	6	4	4	2	1	1
JTPA II-B	4	22	8	3	2	2
JTPA IV	0	0	0	0	0	0
TAA	0	0	0	0	0	0
Other non-JTPA	1	2	2	3	3	3
Both JTPA and non-JTPA	0	2	3	3	3	3
None	86	67	76	81	82	84

*Note: Numbers represent counts (Total Terminees), hours (Average hours in training), or percentages (all remaining items). Average hours in training, by training type, is restricted to those who received and completed the goals of that training type. Percentages of the Areas of Occupational Skills Training are restricted to those who received occupational skills training (either classroom-based or OJT); all other percentages are based on Total Terminees. Items in italics are imputed or are based on partial data; '0' denotes a percentage less than 0.5%. See Appendix A for details.*

**Table III-8****SERVICES RECEIVED, BY SELECTED BARRIERS TO EMPLOYMENT**

(Universe: PY 95 Title II-C Youth Terminees Who Received  
Services Beyond Objective Assessment)

	Cash Welfare Reciency		Basic Skills Deficient		Dropout/Behind Grade Level	
	Yes	No	Yes	No	Yes	No
<b>Total Terminees</b>	34,321	79,242	82,006	31,557	64,302	49,261
<b>Percent Who Received:</b>						
Any of those below	92	93	93	94	93	93
Basic skills training	51	51	59	34	64	34
Occ skills training (non-OJT)	31	26	21	46	17	43
On-the-job training (OJT)	3	4	3	3	3	4
Work experience/internships	25	29	27	26	28	27
Other skills training	35	35	36	29	36	32
Any two or more of those above	40	38	40	35	42	35
<b>Percent Who Received and Completed Goals of:</b>						
Any of those below	76	79	78	79	78	79
Basic skills training	40	42	47	29	51	29
Occ skills training (non-OJT)	25	21	17	35	13	34
On-the-job training (OJT)	1	1	1	2	1	2
Work experience/internships	21	25	23	23	24	24
Other skills training	30	30	31	25	31	29
Any two or more of those above	32	31	32	28	33	29
<b>Average Hours of Those Who Completed Goals of:</b>						
Basic skills training	243	199	207	203	210	214
Occ skills training (non-OJT)	487	450	378	561	300	541
On-the-job training (OJT)	287	336	314	370	247	362
Work experience/internships	236	239	229	258	230	247
Other skills training	125	128	132	103	130	120
<b>Percent of Terminees, by Total Duration of Training</b>						
None	8	7	7	6	7	7
1 to 40 hours	9	10	9	10	10	9
41 to 100 hours	13	13	13	11	14	11
101 to 250 hours	27	28	30	23	30	26
251 to 500 hours	21	22	21	23	21	22
501 to 1,000 hours	14	13	12	16	12	14
Over 1,000 hours	9	8	6	12	6	11
Average duration of training (ihrs)	355	319	298	403	279	394
<b>Percent Receiving Job Search Assistance</b>						
With training services	na	na	na	na	na	na
Job search assistance only	na	na	na	na	na	na

**Table III-8(continued)**

	Cash Welfare Reciprocity		Basic Skills Deficient		Dropout/Behind Grade Level	
	Yes	No	Yes	No	Yes	No
<b>Percent Receiving Various Support Services</b>						
Any of those below	49	41	42	47	43	44
Transportation	20	14	14	20	15	17
Health care	3	2	2	3	2	2
Family care	8	3	4	7	4	5
Housing or rental assistance	1	1	1	1	1	1
Personal counseling	29	25	26	27	27	26
Needs-based payments	12	11	11	11	12	10
Other	13	11	11	14	11	13
<b>Areas of Occupational Skill Training (among those who received it)</b>						
Managerial and administrative	na	na	na	na	na	na
Professional and technical	na	na	na	na	na	na
Sales and related	na	na	na	na	na	na
Clerical and admin support	na	na	na	na	na	na
Service	na	na	na	na	na	na
Agriculture and related	na	na	na	na	na	na
Production and related	na	na	na	na	na	na
<b>Concurrent Participation</b>						
JTPA II-A, 204d, II-C, III	9	6	7	8	7	7
JTPA 8%	2	3	3	2	3	2
JTPA II-B	5	6	6	4	7	4
JTPA IV	0	0	0	0	0	0
TAA	0	0	0	0	0	0
Other non-JTPA	5	2	2	3	2	3
Both JTPA and non-JTPA	4	2	3	3	2	3
None	74	81	78	79	78	80

*Note: Numbers represent counts (Total Terminees), hours (Average hours in training), or percentages (all remaining items). Average hours in training, by training type, is restricted to those who received and completed the goals of that training type. Percentages of the Areas of Occupational Skills Training are restricted to those who received occupational skills training (either classroom-based or OJT); all other percentages are based on Total Terminees. Items in italics are imputed or are based on partial data; '0' denotes a percentage less than 0.5%. See Appendix A for details.*

**Table III-8a**

**SERVICES RECEIVED, BY SELECTED CHARACTERISTICS**

*(Universe: PY 95 Title II-C Youth/Terminées Who Received Services Beyond Objective Assessment)*

	<b>Individual With a Disability</b>		<b>Veteran</b>		<b>UI Claimant</b>	
	<b>Yes</b>	<b>No</b>	<b>Yes</b>	<b>No</b>	<b>Yes</b>	<b>No</b>
<b>Total Terminées</b>	13,524	100,039	329	113,234	1,069	112,494
<b>Percent Who Received:</b>						
Any of those below	92	93	91	93	93	93
Basic skills training	43	52	22	51	28	51
Occ skills training (non-OJT)	23	29	51	28	59	28
On-the-job training (OJT)	3	3	7	3	4	3
Work experience/internships	42	26	28	28	15	28
Other skills training	48	33	31	35	23	35
Any two or more of those above	47	38	38	39	29	39
<b>Percent Who Received and Completed Goals of:</b>						
Any of those below	81	78	77	78	80	78
Basic skills training	34	42	21	41	24	41
Occ skills training (non-OJT)	20	23	41	22	50	22
On-the-job training (OJT)	0	1	4	1	2	1
Work experience/internships	36	22	25	23	13	24
Other skills training	42	28	29	30	21	30
Any two or more of those above	38	30	33	31	24	31
<b>Average Hours of Those Who Completed Goals of:</b>						
Basic skills training	211	212	106	212	156	212
Occ skills training (non-OJT)	316	480	552	462	613	460
On-the-job training (OJT)	214	331	391	325	447	324
Work experience/internships	237	238	143	238	339	238
Other skills training	133	127	96	128	102	128
<b>Percent of Terminées, by Total Duration of Training</b>						
None	8	7	9	7	7	7
1 to 40 hours	11	9	7	9	10	9
41 to 100 hours	14	13	23	13	11	13
101 to 250 hours	28	28	21	28	19	28
251 to 500 hours	20	22	15	22	21	22
501 to 1,000 hours	12	13	12	13	17	13
Over 1,000 hours	7	8	13	8	14	8
Average duration of training (ihrs)	313	333	432	330	479	329
<b>Percent Receiving Job Search Assistance</b>						
With training services	na	na	na	na	na	na
Job search assistance only	na	na	na	na	na	na

**Table III-8a(continued)**

	Individual With a Disability		Veteran		UI Claimant	
	Yes	No	Yes	No	Yes	No
<b>Percent Receiving Various Support Services</b>						
Any of those below	29	45	51	44	49	43
Transportation	9	17	20	16	19	16
Health care	1	2	2	2	3	2
Family care	1	5	3	5	7	5
Housing or rental assistance	1	1	0	1	1	1
Personal counseling	19	27	26	26	27	26
Needs-based payments	4	12	9	11	11	11
Other	10	12	16	12	15	12
<b>Areas of Occupational Skill Training (among those who received it)</b>						
<i>Managerial and administrative</i>	na	na	na	na	na	na
<i>Professional and technical</i>	na	na	na	na	na	na
<i>Sales and related</i>	na	na	na	na	na	na
<i>Clerical and admin support</i>	na	na	na	na	na	na
<i>Service</i>	na	na	na	na	na	na
<i>Agriculture and related</i>	na	na	na	na	na	na
<i>Production and related</i>	na	na	na	na	na	na
<b>Concurrent Participation</b>						
JTPA II-A, 204d, II-C, III	6	7	9	7	11	7
JTPA 8%	3	3	2	3	2	3
JTPA II-B	6	6	2	6	2	6
JTPA IV	0	0	0	0	0	0
TAA	0	0	0	0	0	0
Other non-JTPA	3	2	2	3	2	3
Both JTPA and non-JTPA	4	3	1	3	2	3
None	78	79	84	79	82	79

*Note: Numbers represent counts (Total Terminees), hours (Average hours in training), or percentages (all remaining items). Average hours in training, by training type, is restricted to those who received and completed the goals of that training type. Percentages of the Areas of Occupational Skills Training are restricted to those who received occupational skills training (either classroom-based or OJT); all other percentages are based on Total Terminees. Items in italics are imputed or are based on partial data; '0' denotes a percentage less than 0.5%. See Appendix A for details.*

**Table III-9**

**SERVICES RECEIVED, BY NUMBER OF LEGISLATIVELY-DEFINED BARRIERS TO EMPLOYMENT**

*(Universe: PY 95 Title II-C Youth Terminees Who Received Services Beyond Objective Assessment)*

	<u>Number of Barriers</u>		
	<u>None</u>	<u>1</u>	<u>2 or More</u>
<b>Total Terminees</b>	7,167	24,903	81,493
<b>Percent Who Received:</b>			
Any of those below	94	94	93
Basic skills training	19	39	59
Occ skills training (non-OJT)	52	38	23
On-the-job training (OJT)	5	3	3
Work experience/internships	28	27	27
Other skills training	27	32	35
Any two or more of those above	29	36	41
<b>Percent Who Received and Completed Goals of:</b>			
Any of those below	81	80	77
Basic skills training	17	33	46
Occ skills training (non-OJT)	42	31	18
On-the-job training (OJT)	4	2	1
Work experience/internships	25	23	23
Other skills training	24	28	30
Any two or more of those above	25	30	32
<b>Average Hours of Those Who Completed Goals of:</b>			
Basic skills training	177	208	206
Occ skills training (non-OJT)	657	535	378
On-the-job training (OJT)	400	369	286
Work experience/internships	260	251	230
Other skills training	112	131	123
<b>Percent of Terminees, by Total Duration of Training</b>			
None	6	6	7
1 to 40 hours	8	9	10
41 to 100 hours	10	11	14
101 to 250 hours	21	28	29
251 to 500 hours	25	21	21
501 to 1,000 hours	16	14	13
Over 1,000 hours	14	10	7
Average duration of training (ihrs)	466	381	298
<b>Percent Receiving Job Search Assistance</b>			
With training services	na	na	na
Job search assistance only	na	na	na

**Table III-9(continued)**

	Number of Barriers		
	None	1	2 or More
<b>Percent Receiving Various Support Services</b>			
Any of those below	47	44	43
Transportation	20	16	15
Health care	2	2	2
Family care	2	4	6
Housing or rental assistance	1	1	1
Personal counseling	27	25	27
Needs-based payments	11	10	11
Other	14	13	11
<b>Areas of Occupational Skill Training (among those who received it)</b>			
Managerial and administrative	na	na	na
Professional and technical	na	na	na
Sales and related	na	na	na
Clerical and admin support	na	na	na
Service	na	na	na
Agriculture and related	na	na	na
Production and related	na	na	na
<b>Concurrent Participation</b>			
JTPA II-A, 204d, II-C, III	7	7	7
JTPA 8%	1	2	3
JTPA II-B	4	6	6
JTPA IV	0	0	0
TAA	0	0	0
Other non-JTPA	1	2	3
Both JTPA and non-JTPA	1	3	3
None	85	80	78

*Note: Numbers represent counts (Total Terminees), hours (Average hours in training), or percentages (all remaining items). Average hours in training, by training type, is restricted to those who received and completed the goals of that training type. Percentages of the Areas of Occupational Skills Training are restricted to those who received occupational skills training (either classroom-based or OJT); all other percentages are based on Total Terminees. Items in italics are imputed or are based on partial data; '0' denotes a percentage less than 0.5%. See Appendix A for details.*

**Table III-10**

**OUTCOMES OBTAINED, TRENDS OVER TIME**  
*(Universe: Title II-C Youth Terminees Who Received  
 Services Beyond Objective Assessment)*

	<u>PY 92</u>	<u>PY 93</u>	<u>PY 94</u>	<u>PY 95</u>
<b>Total Terminees</b>	255,268	167,444	158,083	113,563
<b>Summary of Termination Type (%)</b>				
Entered employment only	22	21	21	21
Obtained an enhancement only	39	40	37	38
Both entered employment and obtained an enhancement	12	13	16	17
Other termination	27	26	26	24
<b>Employment at Termination (%)</b>				
Entered employment, total	34	34	37	38
Employed 20 or more hrs/wk	na	27	36	37
Employed with fringe benefits	na	13	15	17
Employed with UI coverage	na	22	26	27
Entered an apprenticeship	na	0	0	0
<b>Obtained Employability Enhancements (%)</b>				
Total, any type	51	53	54	55
YEC (2 or more)	na	33	36	37
Returned to full-time school	na	2	2	2
Remained in school	na	16	15	15
Completed major level of educ	na	13	14	14
Entered non-Title II training	na	1	1	1
<b>Attained Youth Employment Competencies (YECs)</b>				
Attained any YEC	51	53	54	53
Pre-employment/work maturity skills	35	37	38	39
Basic education	30	33	34	34
Occupational skills	18	20	23	24
<b>Other Terminations (%)</b>				
Institutionalized	na	1	0	0
Health/medical	na	1	1	1
Family care	na	0	0	0
Lacks transportation	na	0	0	0
Cannot locate	na	3	2	2
Voluntary, other	na	14	15	13
Involuntary, other	na	8	7	7

Table III-10(continued)

	PY 92	PY 93	PY 94	PY 95
<b>Characteristics of Jobs at Termination, AMONG THOSE EMPLOYED</b>				
Hours worked per week (%)				
1 to 19 hours	na	6	3	3
20 to 34 hours	na	38	42	42
35 hours or more	na	56	55	55
Average hours worked (ihrs)	na	33	33	33
Hourly wage (%)				
Less than \$4.50	na	30	24	20
\$4.50 to \$4.99	na	14	14	12
\$5.00 to \$5.99	na	28	29	30
\$6.00 to \$7.49	na	19	22	24
\$7.50 or more	na	9	11	14
Average hourly wage (in dollars)	5.19	5.45	5.61	5.81
Occupation of jobs held (%)				
Managerial and administrative	na	1	1	1
Professional and technical	na	6	5	7
Sales and related	na	14	16	16
Clerical and admin support	na	19	19	20
Service	na	32	33	32
Agricultural and related	na	3	2	2
Production and related	na	25	25	23

Note: Numbers represent counts (Total Terminees; Number contacted), averages (Average hours worked; Average hourly wages), or percentages (all remaining items). Items under the heading "Characteristics of Jobs," at Termination, are calculated based on those employed at termination; all other percentages are based on Total Terminees; '0' denotes a percentage less than 0.5%.

**Table III-11**

**OUTCOMES OBTAINED, BY GENDER AND RACE/ETHNICITY**

*(Universe: PY 95 Title II-C Youth Terminees Who Received Services Beyond Objective Assessment)*

	<b>Gender</b>		<b>Race/Ethnicity</b>			
	<b>Female</b>	<b>Male</b>	<b>White</b>	<b>Black</b>	<b>Hisp</b>	<b>Other</b>
<b>Total Terminees</b>	65,328	48,235	43,387	38,573	27,053	4,550
<b>Summary of Termination Type (%)</b>						
Entered employment only	22	20	26	18	18	19
Obtained an enhancement only	37	39	32	41	41	39
Both entered employment and obtained an enhancement	17	16	20	15	15	19
Other termination	24	24	22	26	25	23
<b>Employment at Termination (%)</b>						
Entered employment, total	39	36	45	33	33	37
Employed 20 or more hrs/wk	38	35	44	32	32	35
Employed with fringe benefits	18	15	20	14	15	14
Employed with UI coverage	28	25	33	22	25	25
Entered an apprenticeship	0	0	0	0	0	0
Entered non-traditional employment for women	4	na	na	na	na	na
<b>Obtained Employability Enhancements (%)</b>						
Total, any type	54	56	52	56	57	58
YEC (2 or more)	36	38	33	41	37	39
Returned to full-time school	2	2	1	2	3	2
Remained in school	13	17	12	17	15	14
Completed major level of educ	16	13	17	12	13	17
Entered non-Title II training	1	1	1	1	1	3
<b>Attained Youth Employment Competencies (YECs)</b>						
Attained any YEC	52	56	50	57	55	54
Pre-employment/work maturity skills	38	41	35	44	38	39
Basic education	32	36	29	39	36	30
Occupational skills	24	24	25	22	24	32
<b>Other Terminations (%)</b>						
Institutionalized	0	1	0	1	0	0
Health/medical	1	0	1	1	1	1
Family care	0	0	0	0	0	0
Lacks transportation	0	0	0	0	0	0
Cannot locate	2	2	2	2	2	2
Voluntary, other	13	13	12	14	13	12
Involuntary, other	7	8	6	8	9	7

**Table III-11(continued)**

	Gender		Race/Ethnicity			
	Female	Male	White	Black	Hisp	Other
<b>Characteristics of Jobs at Termination, AMONG THOSE EMPLOYED</b>						
Hours worked per week (%)						
1 to 19 hours	3	3	3	2	3	5
20 to 34 hours	44	39	39	43	44	47
35 hours or more	53	59	58	54	53	48
Average hours worked (in hrs)	32	33	33	33	32	31
Hourly wage (%)						
Less than \$4.50	20	21	18	19	27	16
\$4.50 to \$4.99	12	12	12	13	11	14
\$5.00 to \$5.99	29	31	30	31	27	30
\$6.00 to \$7.49	24	24	25	25	23	27
\$7.50 or more	15	13	16	12	12	13
Average hourly wage (in dollars)	5.84	5.75	5.94	5.71	5.65	5.84
Occupation of jobs held (%)						
Managerial and administrative	1	0	1	1	1	0
Professional and technical	9	4	8	5	5	8
Sales and related	19	11	14	17	18	18
Clerical and admin support	26	10	15	19	31	24
Service	36	27	32	38	25	27
Agricultural and related	1	4	3	1	2	2
Production and related	9	43	27	19	19	21

*Note: Numbers represent counts (Total Terminees; Number contacted), averages (Average hours worked; Average hourly wages), or percentages (all remaining items). Items under the heading “Characteristics of Jobs,” at Termination, are calculated based on those employed at termination; all other percentages are based on Total Terminees. Items in italics are imputed or are based on partial data; ‘0’ denotes a percentage less than 0.5%. See Appendix A for details.*

**Table III-12**

**OUTCOMES OBTAINED, BY HIGH SCHOOL STATUS, AGE  
AND HIGHEST GRADE COMPLETED**

*(Universe: PY 95 Title II-C Youth Terminees Who Received  
Services Beyond Objective Assessment)*

	<b>School- wide Project</b>	<b>Other In-School and Ages (FT)</b>		<b>Out-of-School w/Educ</b>		
		<b>14-15</b>	<b>16-21</b>	<b>LT HS</b>	<b>HS Grad</b>	<b>Post HS</b>
<b>Total Terminees</b>	5,189	9,992	30,879	38,996	25,137	3,370
<b>Summary of Termination Type (%)</b>						
Entered employment only	4	4	12	19	42	46
Obtained an enhancement only	78	68	51	33	12	11
Both entered employment and obtained an enhancement	7	4	18	19	20	22
Other termination	12	24	19	30	26	21
<b>Employment at Termination (%)</b>						
Entered employment, total	11	8	30	38	62	68
Employed 20 or more hrs/wk	10	7	29	37	61	67
Employed with fringe benefits	3	2	8	15	35	41
Employed with UI coverage	5	4	18	26	50	55
Entered an apprenticeship	0	0	0	0	0	0
<b>Obtained Employability Enhancements (%)</b>						
Total, any type	84	72	69	51	32	33
YEC (2 or more)	47	46	47	36	24	18
Returned to full-time school	1	1	1	5	0	0
Remained in school	64	45	25	2	0	1
Completed major level of educ	10	4	19	18	9	15
Entered non-Title II training	0	1	2	1	1	1
<b>Attained Youth Employment Competencies (YECs)</b>						
Attained any YEC	84	74	65	50	34	29
Pre-employment/work maturity skills	48	55	47	38	24	19
Basic education	71	55	39	36	12	7
Occupational skills	16	18	34	18	26	23
<b>Other Terminations (%)</b>						
Institutionalized	0	0	0	1	0	0
Health/medical	0	0	0	1	1	1
Family care	0	0	0	0	0	0
Lacks transportation	0	0	0	0	0	0
Cannot locate	1	1	1	3	3	2
Voluntary, other	7	14	11	16	13	10
Involuntary, other	3	8	6	9	8	8

**Table III-12(continued)**

	<b>School- wide Project</b>	<b>Other In-School and Ages (FT)</b>		<b>Out-of-School w/Educ</b>		
		<b>14-15</b>	<b>16-21</b>	<b>LT HS</b>	<b>HS Grad</b>	<b>Post HS</b>
<b>Characteristics of Jobs at Termination, AMONG THOSE EMPLOYED</b>						
Hours worked per week (%)						
1 to 19 hours	9	12	6	2	2	2
20 to 34 hours	66	61	63	41	30	32
35 hours or more	25	26	32	58	68	66
Average hours worked (in hrs)	27	26	28	33	35	35
Hourly wage (%)						
Less than \$4.50	33	34	32	20	13	14
\$4.50 to \$4.99	13	23	17	13	8	5
\$5.00 to \$5.99	32	29	31	34	26	20
\$6.00 to \$7.49	15	11	15	24	31	27
\$7.50 or more	7	3	5	9	22	34
Average hourly wage (in dollars)	5.25	5.01	5.17	5.55	6.31	7.13
Occupation of jobs held (%)						
Managerial and administrative	0	0	1	1	1	1
Professional and technical	3	5	3	3	9	23
Sales and related	19	19	21	17	12	13
Clerical and admin support	19	9	15	15	27	24
Service	42	46	35	34	29	23
Agricultural and related	2	4	4	2	1	1
Production and related	15	17	21	28	21	14

*Note: Numbers represent counts (Total Terminees; Number contacted), averages (Average hours worked; Average hourly wages), or percentages (all remaining items). Items under the heading "Characteristics of Jobs," at Termination, are calculated based on those employed at termination; all other percentages are based on Total Terminees. Items in italics are imputed or are based on partial data; '0' denotes a percentage less than 0.5%. See Appendix A for details.*

**Table III-13**

**OUTCOMES OBTAINED, BY SELECTED BARRIERS TO EMPLOYMENT**

*(Universe: PY 95 Title II-C Youth Terminees Who Received Services Beyond Objective Assessment)*

	<b>Cash Welfare Reciency</b>		<b>Basic Skills Deficient</b>		<b>Dropout/Behind Grade Level</b>	
	<b>Yes</b>	<b>No</b>	<b>Yes</b>	<b>No</b>	<b>Yes</b>	<b>No</b>
<b>Total Terminees</b>	34,321	79,242	82,006	31,557	64,302	49,261
<b>Summary of Termination Type (%)</b>						
Entered employment only	20	21	18	31	15	29
Obtained an enhancement only	35	39	42	26	43	31
Both entered employment and obtained an enhancement	16	17	16	21	16	18
Other termination	28	22	24	22	26	22
<b>Employment at Termination (%)</b>						
Entered employment, total	36	39	34	52	31	47
Employed 20 or more hrs/wk	36	38	33	51	31	46
Employed with fringe benefits	16	17	14	27	11	24
Employed with UI coverage	26	27	23	40	21	36
Entered an apprenticeship	0	0	0	0	0	0
<b>Obtained Employability Enhancements (%)</b>						
Total, any type	51	56	58	46	59	49
YEC (2 or more)	36	38	40	28	40	33
Returned to full-time school	2	2	2	1	3	0
Remained in school	12	16	17	5	15	14
Completed major level of educ	13	15	13	19	15	13
Entered non-Title II training	1	1	1	1	1	1
<b>Attained Youth Employment Competencies (YECs)</b>						
Attained any YEC	51	55	57	42	58	48
Pre-employment/work maturity skills	38	40	42	31	42	35
Basic education	32	35	40	19	41	25
Occupational skills	24	24	22	26	22	27
<b>Other Terminations (%)</b>						
Institutionalized	0	0	0	0	1	0
Health/medical	1	1	1	1	1	1
Family care	0	0	0	0	0	0
Lacks transportation	0	0	0	0	0	0
Cannot locate	2	2	2	2	2	2
Voluntary, other	15	12	14	12	14	12
Involuntary, other	8	7	7	6	8	7

**Table III-13(continued)**

	Cash Welfare Reciprocity		Basic Skills Deficient		Dropout/Behind Grade Level	
	Yes	No	Yes	No	Yes	No
<b>Characteristics of Jobs at Termination, AMONG THOSE EMPLOYED</b>						
Hours worked per week (%)						
1 to 19 hours	3	3	3	2	3	3
20 to 34 hours	43	42	44	35	47	38
35 hours or more	54	56	53	62	51	59
Average hours worked (in hrs)	33	33	32	34	32	33
Hourly wage (%)						
Less than \$4.50	18	21	23	16	24	17
\$4.50 to \$4.99	11	12	13	9	14	10
\$5.00 to \$5.99	29	30	32	27	33	27
\$6.00 to \$7.50	26	24	23	28	21	27
\$7.50 or more	15	13	10	21	8	19
Average hourly wage (in dollars)	5.86	5.78	5.54	6.24	5.44	6.13
Occupation of jobs held (%)						
Managerial and administrative	1	1	1	1	1	1
Professional and technical	7	6	4	11	3	10
Sales and related	16	16	16	15	17	15
Clerical and admin support	24	18	17	24	14	25
Service	36	31	35	28	35	30
Agricultural and related	1	2	3	1	3	2
Production and related	15	26	25	20	27	19

*Note: Numbers represent counts (Total Terminees; Number contacted), averages (Average hours worked; Average hourly wages), or percentages (all remaining items). Items under the heading "Characteristics of Jobs," at Termination, are calculated based on those employed at termination; all other percentages are based on Total Terminees. Items in italics are imputed or are based on partial data; '0' denotes a percentage less than 0.5%. See Appendix A for details.*

**Table III-13a****OUTCOMES OBTAINED, BY SELECTED CHARACTERISTICS***(Universe: PY 95 Title II-C Youth Terminees Who Received Services Beyond Objective Assessment)*

	<b>Individual With a Disability</b>		<b>Veteran</b>		<b>UI Claimant</b>	
	<b>Yes</b>	<b>No</b>	<b>Yes</b>	<b>No</b>	<b>Yes</b>	<b>No</b>
<b>Total Terminees</b>	13,524	100,039	329	113,234	1,069	112,494
<b>Summary of Termination Type (%)</b>						
Entered employment only	18	21	37	21	49	21
Obtained an enhancement only	43	37	21	38	13	38
Both entered employment and obtained an enhancement	18	17	22	17	20	17
Other termination	21	25	20	24	18	24
<b>Employment at Termination (%)</b>						
Entered employment, total	36	38	59	38	69	38
Employed 20 or more hrs/wk	35	37	57	37	67	37
Employed with fringe benefits	12	17	35	17	38	16
Employed with UI coverage	24	27	49	27	57	27
Entered an apprenticeship	0	0	0	0	0	0
<b>Obtained Employability Enhancements (%)</b>						
Total, any type	61	54	43	55	33	55
YEC (2 or more)	42	36	35	37	24	37
Returned to full-time school	1	2	0	2	0	2
Remained in school	19	14	6	15	3	15
Completed major level of educ	16	14	9	14	10	14
Entered non-Title II training	2	1	1	1	1	1
<b>Attained Youth Employment Competencies (YECs)</b>						
Attained any YEC	58	53	49	53	37	54
Pre-employment/work maturity skills	42	39	36	39	24	39
Basic education	33	34	27	34	16	34
Occupational skills	33	23	40	24	25	24
<b>Other Terminations (%)</b>						
Institutionalized	1	0	1	0	0	0
Health/medical	1	1	0	1	1	1
Family care	0	0	1	0	1	0
Lacks transportation	0	0	0	0	0	0
Cannot locate	1	2	3	2	2	2
Voluntary, other	12	13	11	13	10	13
Involuntary, other	6	7	5	7	5	7

**Table III-13a(continued)**

	Individual With a Disability		Veteran		UI Claimant	
	Yes	No	Yes	No	Yes	No
<b>Characteristics of Jobs at Termination, AMONG THOSE EMPLOYED</b>						
Hours worked per week (%)						
1 to 19 hours	5	3	3	3	2	3
20 to 34 hours	54	40	27	42	22	42
35 hours or more	41	57	70	55	76	55
Average hours worked (in hrs)	30	33	36	33	37	33
Hourly wage (%)						
Less than \$4.50	26	19	9	20	8	20
\$4.50 to \$4.99	15	11	9	12	6	12
\$5.00 to \$5.99	33	29	23	30	22	30
\$6.00 to \$7.50	20	25	34	24	34	24
\$7.50 or more	7	15	26	14	30	14
Average hourly wage (in dollars)	5.36	5.86	6.55	5.80	6.80	5.79
Occupation of jobs held (%)						
Managerial and administrative	0	1	1	1	1	1
Professional and technical	4	7	11	7	8	7
Sales and related	14	16	11	16	8	16
Clerical and admin support	10	21	21	20	24	20
Service	37	32	23	32	25	32
Agricultural and related	4	2	1	2	2	2
Production and related	31	22	32	23	32	23

*Note: Numbers represent counts (Total Terminées; Number contacted), averages (Average hours worked; Average hourly wages), or percentages (all remaining items). Items under the heading “Characteristics of Jobs,” at Termination, are calculated based on those employed at termination; all other percentages are based on Total Terminées. Items in italics are imputed or are based on partial data; ‘0’ denotes a percentage less than 0.5%. See Appendix A for details.*

**Table III-14**

**OUTCOMES OBTAINED, BY NUMBER OF LEGISLATIVELY-DEFINED BARRIERS TO EMPLOYMENT**

*(Universe: PY 95 Title II-C Youth Terminees Who Received Services Beyond Objective Assessment)*

	Number of Barriers		
	None	1	2 or More
<b>Total Terminees</b>	7,167	24,903	81,493
<b>Summary of Termination Type (%)</b>			
Entered employment only	39	27	19
Obtained an enhancement only	21	34	40
Both entered employment and obtained an enhancement	20	18	17
Other termination	20	21	25
<b>Employment at Termination (%)</b>			
Entered employment, total	59	45	35
Employed 20 or more hrs/wk	57	44	34
Employed with fringe benefits	32	22	14
Employed with UI coverage	46	34	25
Entered an apprenticeship	0	0	0
<b>Obtained Employability Enhancements (%)</b>			
Total, any type	41	52	56
YEC (2 or more)	26	34	38
Returned to full-time school	0	1	3
Remained in school	6	14	15
Completed major level of educ	14	15	14
Entered non-Title II training	2	1	1
<b>Attained Youth Employment Competencies (YECs)</b>			
Attained any YEC	38	50	55
Pre-employment/work maturity skills	28	36	40
Basic education	13	28	38
Occupational skills	27	24	23
<b>Other Terminations (%)</b>			
Institutionalized	0	0	0
Health/medical	1	1	1
Family care	0	0	0
Lacks transportation	0	0	0
Cannot locate	2	2	2
Voluntary, other	11	11	14
Involuntary, other	6	6	7

**Table III-14(continued)**

	Number of Barriers		
	None	1	2 or More
<b>Characteristics of Jobs at Termination,</b>			
<b>AMONG THOSE EMPLOYED</b>			
Hours worked per week (%)			
1 to 19 hours	3	2	3
20 to 34 hours	34	37	44
35 hours or more	63	60	54
Average hours worked (ihrs)	34	34	33
Hourly wage (%)			
Less than \$4.50	17	18	21
\$4.50 to \$4.99	7	10	13
\$5.00 to \$5.99	23	27	32
\$6.00 to \$7.50	28	27	23
\$7.50 or more	25	19	10
Average hourly wage (in dollars)	6.47	6.09	5.60
Occupation of jobs held (%)			
Managerial and administrative	1	1	1
Professional and technical	14	9	4
Sales and related	14	16	16
Clerical and admin support	24	24	17
Service	24	29	35
Agriculture and related	1	2	2
Production and related	22	20	24

*Note: Numbers represent counts (Total Terminees; Number contacted), averages (Average hours worked; Average hourly wages), or percentages (all remaining items). Items under the heading “**Characteristics of Jobs,**” at Termination, are calculated based on those employed at termination; all other percentages are based on Total Terminees. Items in italics are imputed or are based on partial data; ‘0’ denotes a percentage less than 0.5%. See Appendix A for details.*

**Table III-15**

**OUTCOMES OBTAINED, BY SERVICES RECEIVED**  
*(Universe: PY 95 Title II-C Youth Terminees Who Received  
 Services Beyond Objective Assessment)*

	<u>Basic Skills</u>	<u>Occ CRT</u>	<u>OJT</u>	<u>Work Exp</u>	<u>Other Skills</u>
<b>Total Terminees</b>	57,600	31,794	3,797	31,448	39,275
<b>Summary of Termination Type (%)</b>					
Entered employment only	14	33	31	17	15
Obtained an enhancement only	48	22	32	42	45
Both entered employment and obtained an enhancement	17	24	13	22	21
Other termination	22	21	23	19	19
<b>Employment at Termination (%)</b>					
Entered employment, total	30	57	45	39	36
Employed 20 or more hrs/wk	30	55	43	37	35
Employed with fringe benefits	11	31	24	14	14
Employed with UI coverage	20	44	35	26	24
Entered an apprenticeship	0	0	0	0	0
<b>Obtained Employability Enhancements (%)</b>					
Total, any type	64	46	46	64	66
YEC (2 or more)	43	31	31	50	51
Returned to full-time school	3	1	1	2	2
Remained in school	20	5	14	16	15
Completed major level of educ	16	16	9	14	15
Entered non-Title II training	1	2	1	2	2
<b>Attained Youth Employment Competencies (YECs)</b>					
Attained any YEC	62	44	55	64	66
Pre-employment/work maturity skills	44	30	31	52	56
Basic education	51	18	37	31	38
Occupational skills	19	35	27	43	32
<b>Other Terminations (%)</b>					
Institutionalized	0	0	1	0	0
Health/medical	1	1	1	1	0
Family care	0	0	0	0	0
Lacks transportation	0	0	0	0	0
Cannot locate	2	2	3	1	2
Voluntary, other	12	11	7	11	10
Involuntary, other	6	6	11	6	5

**Table III-15(continued)**

	<u>Basic Skills</u>	<u>Occ CRT</u>	<u>OJT</u>	<u>Work Exp</u>	<u>Other Skills</u>
<b>Characteristics of Jobs at Termination, AMONG THOSE EMPLOYED</b>					
Hours worked per week (%)					
1 to 19 hours	3	2	5	4	3
20 to 34 hours	45	32	34	52	50
35 hours or more	52	66	62	43	47
Average hours worked (ihrs)	32	35	33	30	31
Hourly wage (%)					
Less than \$4.50	22	12	25	26	21
\$4.50 to \$4.99	14	9	13	14	15
\$5.00 to \$5.99	33	25	20	33	33
\$6.00 to \$7.49	21	31	28	20	21
\$7.50 or more	9	24	15	6	9
Average hourly wage (in dollars)	5.50	6.42	5.79	5.33	5.47
Occupation of jobs held (%)					
Managerial and administrative	1	1	1	1	1
Professional and technical	4	11	5	4	4
Sales and related	18	11	16	18	19
Clerical and admin support	18	24	19	22	19
Service	34	31	25	29	34
Agriculture and related	2	1	2	3	3
Production and related	23	20	33	23	21

*Note: Numbers represent counts (Total Terminees; Number contacted), averages (Average hours worked; Average hourly wages), or percentages (all remaining items). Items under the heading “Characteristics of Jobs,” at Termination, are calculated based on those employed at termination; all other percentages are based on Total Terminees. Items in italics are imputed or are based on partial data; ‘0’ denotes a percentage less than 0.5%. See Appendix A for details.*

**PART IV:**  
**SECTION 204d (OLDER WORKER**  
**PROGRAM) TERMINEES**

Table IV-1

**CHARACTERISTICS OF TERMINEES, BY WHETHER RECEIVED  
SERVICES BEYOND OBJECTIVE ASSESSMENT**

(Universe: All PY 95 Section 204d Terminees)

	<u>Total</u>	<u>Received More Than Objective Assessment</u>	<u>Received Objective Assessment Only</u>
<b>Total Terminees</b>	16,528	14,696	1,832
<b>Gender</b>			
Female	68	69	64
Male	32	31	36
<b>Age</b>			
55 - 59	49	49	50
60 - 64	26	26	25
65 and older	25	25	25
<b>Race/Ethnicity</b>			
White (not Hispanic)	61	60	64
Black (not Hispanic)	21	21	19
Hispanic	13	13	9
Amer. Indian or Alaskan Native	1	1	1
Asian or Pacific Islander	5	5	7
<b>Family Status</b>			
Parent in one-parent family	5	5	5
Parent in two-parent family	4	5	3
Other family member	27	27	23
Not a family member	64	63	69
<b>Number of Dependents under Age 18</b>			
None	93	93	94
1 or 2	6	6	6
3 or more	1	1	1
<b>Highest Grade Completed</b>			
Less than high school graduate	25	25	23
High school graduate	46	46	45
Post high school	30	29	32
<b>Reading Skills Grade Level</b>			
<i>Less than 7th grade</i>	19	20	18
<i>7th or 8th grade</i>	14	14	12
<i>9th grade and above</i>	67	66	70
<b>Math Skills Grade Level</b>			
Less than 7th grade	33	33	33
7th or 8th grade	23	23	24
9th grade and above	44	44	43
<b>Veteran</b>			
Total veterans	14	14	14
Vietnam era	2	2	2
Disabled veteran	1	1	1

**Table IV-1 (continued)**

	Total	Received More Than Objective Assessment	Received Objective Assessment Only
<b>Economically Disadvantaged</b>	91	91	94
<b>Cash Welfare Recipient</b>	10	9	15
AFDC	2	2	2
GA, RCA, SSI	8	8	13
<b>Food Stamps</b>	22	21	27
<b>JOBS Program Participant</b>	1	1	1
<b>Labor Force Status</b>			
Employed	17	17	18
Unemployed	55	56	48
Not in labor force	28	27	34
<b>Weeks Unemployed in Prior 26Wks</b>			
None - NILF at intake	20	20	25
None - employed at intake	13	13	15
1 to 14	18	18	14
15 to 25	20	20	21
26	29	29	25
<b>Unemployment Compensation Status</b>			
Claimant	11	11	11
Exhaustee	8	8	8
None	82	82	81
<b>Preprogram Hourly Wage</b>			
Not employed in past 26 weeks	59	59	63
\$4.99 or less	15	16	13
\$5.00 to \$7.49	15	15	14
\$7.50 or more	10	10	10
<b>Additional Barriers to Employment</b>			
School dropout	24	24	23
Cash welfare recipients	10	9	15
Offender (inc. misdemeanors)	5	4	6
Disability (substantial barrier)	8	8	10
Homeless	1	1	1
Limited English proficiency	8	8	6
Displaced homemaker	5	5	3
Lacks significant work history	22	22	22
Long-term AFDC recipient	1	1	2
Substance abuse	1	1	2

*Note: Numbers (except Total Terminées) represent percentages. Items in italics are imputed or are based on partial data; '0' denotes a percentage less than 0.5%. See Appendix A for details.*

**Table IV-2**

**COUNTS OF TERMINEES, BY STATE AND GENDER**  
*(Universe: PY 95 Section 204d Terminees Who Received  
 Services Beyond Objective Assessment)*

	<b>Section 204d</b>		
	<b>Total</b>	<b>Female</b>	<b>Male</b>
<b>U.S. Total</b>	14,696	10,082	4,614
<b>Region I</b>	567	370	197
Connecticut	63	41	22
Maine	52	32	20
Massachusetts	341	222	119
New Hampshire	38	24	14
Rhode Island	49	34	15
Vermont	24	17	7
<b>Region II</b>	1,518	1,117	401
New Jersey	366	269	97
New York	551	365	186
Puerto Rico	601	483	118
<b>Region III</b>	1,078	804	274
Delaware	29	22	7
District of Columbia	na	na	na
Maryland	370	293	77
Pennsylvania	420	278	142
Virginia	231	191	40
West Virginia	28	20	8
<b>Region IV</b>	2,774	2,064	710
Alabama	218	183	35
Florida	1,251	892	359
Georgia	249	194	55
Kentucky	145	104	41
Mississippi	244	177	67
North Carolina	318	236	82
South Carolina	137	113	24
Tennessee	212	165	47
<b>Region V</b>	2,689	1,841	848
Illinois	846	578	268
Indiana	157	115	42
Michigan	535	373	162
Minnesota	330	223	107
Ohio	552	372	180
Wisconsin	269	180	89

**Table IV-2(continued)**

	Section 204d		
	Total	Female	Male
<b>Region VI</b>	2,391	1,541	850
Arkansas	311	199	112
Louisiana	376	269	107
New Mexico	57	33	24
Oklahoma	109	68	41
Texas	1,538	972	566
<b>Region VII</b>	724	499	225
Iowa	178	138	40
Kansas	114	77	37
Missouri	383	252	131
Nebraska	49	32	17
<b>Region VIII</b>	517	359	158
Colorado	259	176	83
Montana	48	36	12
North Dakota	28	22	6
South Dakota	94	60	34
Utah	43	32	11
Wyoming	45	33	12
<b>Region IX</b>	1,915	1,115	800
Arizona	188	126	62
California	1,581	914	667
Hawaii	94	45	49
Nevada	52	30	22
<b>Region X</b>	523	372	151
Alaska	19	11	8
Idaho	65	55	10
Oregon	175	117	58
Washington	264	189	75

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*Note: Numbers represent numbers of terminees. See Appendix A for details.*

**Table IV-3****CHARACTERISTICS OF TERMINEES, BY WHETHER RECEIVED SERVICES BEYOND OBJECTIVE ASSESSMENT***(Universe: PY 95 Section 204d Terminees Who Received Services Beyond Objective Assessment)*

	<b>1992</b>	<b>1993</b>	<b>1994</b>	<b>1995</b>
<b>Total Terminees</b>		15,150	14,214	14,696
<b>Gender</b>				
Female		64	67	69
Male		36	33	31
<b>Age</b>				
55 - 59		54	53	49
60 - 64		26	26	26
65 and older		20	21	25
<b>Race/Ethnicity</b>				
White (not Hispanic)		63	62	60
Black (not Hispanic)	Data on	20	20	21
Hispanic	Services	13	12	13
Amer. Indian or Alaskan Native	Are Not	1	1	1
Asian or Pacific Islander	Available	4	4	5
<b>Family Status</b>	For Years			
Parent in one-parent family	Prior to	6	5	5
Parent in two-parent family	PY 93	8	6	5
Other family member		26	27	27
Not a family member		60	62	63
<b>Number of Dependents under Age 18</b>				
None		91	91	93
1 or 2		8	8	6
3 or more		1	1	1
<b>Highest Grade Completed</b>				
Less than high school graduate		29	25	25
High school graduate		44	45	46
Post high school		27	29	29
<b>Reading Skills Grade Level</b>				
<i>Less than 7th grade</i>		22	20	20
<i>7th or 8th grade</i>		14	14	14
<i>9th grade and above</i>		63	65	66
<b>Math Skills Grade Level</b>				
Less than 7th grade		35	32	33
7th or 8th grade		21	23	23
9th grade and above		44	45	44
<b>Veteran</b>				
Total veterans		17	15	14
Vietnam era		1	1	2
Disabled veteran		1	1	1

Table IV-3(continued)

	1992	1993	1994	1995
<b>Economically Disadvantaged</b>		95	92	91
<b>Cash Welfare Recipient</b>		12	10	9
AFDC		2	2	2
GA, RCA, SSI		11	8	8
<b>Food Stamps</b>		33	23	21
<b>JOBS Program Participant</b>		1	1	1
<b>Labor Force Status</b>				
Employed		15	16	17
Unemployed		62	57	56
Not in labor force		23	27	27
<b>Weeks Unemployed in Prior 26Wks</b>	Data on			
None - NILF at intake	Services	19	22	20
None - employed at intake	Are Not	11	11	13
1 to 14	Available	16	19	18
15 to 25	For Years	19	18	20
26	Prior to	34	29	29
<b>Unemployment Compensation Status</b>	PY 93			
Claimant		17	12	11
Exhaustee		8	9	8
None		75	78	82
<b>Preprogram Hourly Wage</b>				
Not employed in past 26 weeks		64	59	59
\$4.99 or less		15	16	16
\$5.00 to \$7.49		13	15	15
\$7.50 or more		8	10	10
<b>Additional Barriers to Employment</b>				
School dropout		28	25	24
Cash welfare recipients		12	10	9
Offender (inc. misdemeanors)		6	5	4
Disability(substantial barrier)		12	8	8
Homeless		5	5	1
Limited English proficiency		9	9	8
Displaced homemaker		4	4	5
Lacks significant work history		22	23	22
Long-term AFDC recipient		1	1	1
Substance abuse		1	2	1

Note: Numbers (except Total Terminees) represent percentages; '0' denotes a percentage less than 0.5%.

**Table IV-3a**  
**Characteristics of Terminees, by Age and Highest Grade Completed**

(Universe: All PY 95 Section 204d Terminees Who Received  
 Services Beyond Objective Assessment)

	Age			Highest Grade Completed		
	55-59	60-64	65 or older	LT HS	HS Grad	Post HS
<b>Total Terminees</b>	7,251	3,804	3,641	3,634	6,759	4,303
<b>Gender</b>						
Female	68	67	71	68	74	61
Male	32	33	29	32	26	39
<b>Age</b>						
55 - 59	100	0	0	43	52	52
60 - 64	0	100	0	26	26	26
65 and older	0	0	100	31	23	22
<b>Race/Ethnicity</b>						
White (not Hispanic)	62	59	58	40	65	71
Black (not Hispanic)	20	21	22	27	21	15
Hispanic	12	14	14	28	10	6
Amer. Indian or Alaskan Native	1	1	1	2	1	1
Asian or Pacific Islander	4	5	5	4	3	7
<b>Family Status</b>						
Parent in one-parent family	6	4	4	5	6	3
Parent in two-parent family	6	4	2	4	4	5
Other family member	27	29	28	35	26	23
Not a family member	62	63	66	55	64	68
<b>Number of Dependents under Age 18</b>						
None	90	94	96	92	93	93
1 or 2	8	5	3	7	6	6
3 or more	1	1	0	1	1	1
<b>Highest Grade Completed</b>						
Less than high school graduate	21	25	31	100	0	0
High school graduate	48	45	43	0	100	0
Post high school	31	29	26	0	0	100
<b>Reading Skills Grade Level</b>						
Less than 7th grade	17	20	25	46	14	7
7th or 8th grade	13	14	18	19	15	9
9th grade and above	70	67	57	35	71	84
<b>Math Skills Grade Level</b>						
Less than 7th grade	30	33	40	60	28	17
7th or 8th grade	23	22	24	21	28	18
9th grade and above	47	45	37	18	44	66
<b>Veteran</b>						
Total veterans	13	14	14	9	13	20
Vietnam era	3	1	0	1	1	3
Disabled veteran	1	1	1	1	1	1

Table IV-3a(continued)

	Age			Highest Grade Completed		
	55-59	60-64	65 or older	LT HS	HS Grad	Post HS
<b>Economically Disadvantaged</b>	93	91	85	91	90	91
<b>Cash Welfare Recipient</b>	10	7	10	11	9	8
AFDC	2	1	0	2	2	1
GA, RCA, SSI	7	6	9	9	7	7
<b>Food Stamps</b>	26	20	13	28	19	18
<b>JOBS Program Participant</b>	1	1	0	1	1	1
<b>Labor Force Status</b>						
Employed	18	17	16	13	19	19
Unemployed	59	57	49	57	54	57
Not in labor force	23	26	35	30	27	24
<b>Weeks Unemployed in Prior 26Wks</b>						
None - NILF at intake	17	19	26	21	20	17
None - employed at intake	13	14	12	10	14	14
1 to 14	20	18	16	22	17	17
15 to 25	22	19	17	18	20	20
26	28	31	29	27	29	31
<b>Unemployment Compensation Status</b>						
Claimant	14	10	3	7	12	12
Exhaustee	10	8	3	4	8	10
None	76	82	94	88	81	78
<b>Preprogram Hourly Wage</b>						
Not employed in past 26 weeks	54	60	67	66	57	56
\$4.99 or less	14	16	18	16	17	14
\$5.00 to \$7.49	19	14	9	13	16	16
\$7.50 or more	12	10	5	6	10	14
<b>Additional Barriers to Employment</b>						
School dropout	21	25	31	99	0	0
Cash welfare recipients	10	7	10	11	9	8
Offender (inc. misdemeanors)	5	4	3	7	4	4
Disability (substantial barrier)	8	8	6	6	8	9
Homeless	2	1	0	1	1	1
Limited English proficiency	7	9	9	19	4	4
Displaced homemaker	5	4	4	4	5	5
Lacks significant work history	21	22	25	27	22	20
Long-term AFDC recipient	1	1	0	1	1	1
Substance abuse	2	1	0	1	1	1

Note: Numbers (except Total Terminees) represent percentages. Items in italics are imputed or are based on partial data; '0' denotes a percentage less than 0.5%. See Appendix A for details.

**Table IV-4****SERVICES RECEIVED, TRENDS OVER TIME***(Universe: Section 204d Terminees Who Received Services Beyond Objective Assessment)*

	<u>1992</u>	<u>1993</u>	<u>1994</u>	<u>1995</u>
<b>Total Terminees</b>		15,150	14,214	14,696
<b>Percent Who Received:</b>				
Any of those below		65	73	69
Basic skills training		10	11	9
Occ skills training (non-OJT)		39	48	47
On-the-job training (OJT)		10	8	7
Work experience/internships		3	7	6
Other skills training		12	14	13
Any two or more of those above		10	13	12
<b>Percent Who Received and Completed Goals of:</b>				
Any of those below	Data on	50	61	61
Basic skills training	Services	8	9	7
Occ skills training (non-OJT)	Are Not	30	41	42
On-the-job training (OJT)	Available	7	6	6
Work experience/internships	For Years	2	6	5
Other skills training	Prior to	9	11	11
Any two or more of those above	PY 93	6	10	10
<b>Average Hours of Those Who Completed Goals of:</b>				
Basic skills training		na	110	94
Occ skills training (non-OJT)		276	228	218
On-the-job training (OJT)		299	304	279
Work experience/internships		270	334	372
Other skills training		131	91	67
<b>Percent of Terminees, by Total Duration of Training</b>				
None		35	27	31
1 to 40 hours		16	17	15
41 to 100 hours		12	13	14
101 to 250 hours		18	20	17
251 to 500 hours		12	14	13
501 to 1,000 hours		6	7	7
Over 1,000 hours		2	2	2
Average duration of training (ihrs)		na	na	156
<b>Percent Receiving Job Search Assistance</b>				
With training services		na	na	na
Job search assistance only		na	na	na

**Table IV-4(continued)**

	<b>1992</b>	<b>1993</b>	<b>1994</b>	<b>1995</b>
<b>Percent Receiving Various Support Services</b>				
Any of those below		<i>49</i>	<i>45</i>	<i>45</i>
Transportation		<i>18</i>	<i>18</i>	<i>20</i>
Health care		<i>3</i>	<i>3</i>	<i>3</i>
Family care		<i>4</i>	<i>3</i>	<i>2</i>
Housing or rental assistance		<i>3</i>	<i>2</i>	<i>1</i>
Personal counseling		<i>28</i>	<i>27</i>	<i>26</i>
Needs-based payments		<i>8</i>	<i>7</i>	<i>7</i>
Other		<i>11</i>	<i>15</i>	<i>12</i>
<b>Areas of Occupational Skill Training (among those who received it)</b>				
Managerial and administrative	Data on	na	na	na
Professional and technical	Services	na	na	na
Sales and related	Are Not	na	na	na
Clerical and admin support	Available	na	na	na
Service	For Years	na	na	na
Agriculture and related	Prior to	na	na	na
Production and related	PY 93	na	na	na
<b>Concurrent Participation</b>				
JTPA II-A, 204d, II-C, III		<i>7</i>	<i>7</i>	<i>8</i>
JTPA 8%		<i>1</i>	<i>2</i>	<i>1</i>
JTPA II-B		<i>1</i>	<i>0</i>	<i>0</i>
JTPA IV		<i>0</i>	<i>0</i>	<i>0</i>
TAA		<i>2</i>	<i>0</i>	<i>0</i>
Other non-JTPA		<i>4</i>	<i>3</i>	<i>5</i>
Both JTPA and non-JTPA		<i>1</i>	<i>2</i>	<i>3</i>
None		<i>84</i>	<i>85</i>	<i>84</i>

*Note: Numbers represent counts (Total Terminees), hours (Average hours in training), or percentages (all remaining items). Average hours in training, by training type, is restricted to those who received and completed the goals of that training type. Percentages of the Areas of Occupational Skill Training are restricted to those who received occupational skills training (either classroom-based or OJT); all other percentages are based on Total Terminees. Items in italics are imputed or are based on partial data; '0' denotes a percentage less than 0.5%. See Appendix A for details.*

Table IV-5

## SERVICES RECEIVED, BY GENDER AND RACE/ETHNICITY

(Universe: Section 204d Terminees Who Received Services Beyond Objective Assessment)

	Gender		Race/Ethnicity			
	Female	Male	White	Black	Hisp	Other
<b>Total Terminees</b>	10,082	4,614	8,854	3,088	1,910	844
<b>Percent Who Received:</b>						
Any of those below	70	65	72	75	38	82
Basic skills training	9	10	8	8	10	19
Occ skills training (non-OJT)	51	40	49	56	19	60
On-the-job training (OJT)	6	10	8	4	10	3
Work experience/internships	6	6	7	5	3	9
Other skills training	13	12	14	14	5	15
Any two or more of those above	13	11	13	11	7	22
<b>Percent Who Received and Completed Goals of:</b>						
Any of those below	62	58	63	66	33	77
Basic skills training	7	8	7	6	8	17
Occ skills training (non-OJT)	45	36	44	50	17	56
On-the-job training (OJT)	5	8	7	3	8	2
Work experience/internships	5	5	6	4	3	8
Other skills training	12	11	12	13	4	15
Any two or more of those above	10	9	10	8	6	20
<b>Average Hours of Those Who Completed Goals of:</b>						
Basic skills training	103	76	89	116	61	121
Occ skills training (non-OJT)	214	230	215	230	199	219
<i>On-the-job training (OJT)</i>	256	307	302	248	197	222
Work experience/internships	359	405	425	300	209	242
Other skills training	66	70	67	78	62	48
<b>Percent of Terminees, by Total Duration of Training</b>						
None	30	35	28	25	62	18
1 to 40 hours	16	15	18	12	7	15
41 to 100 hours	14	13	14	15	9	20
101 to 250 hours	18	16	17	23	10	22
251 to 500 hours	14	12	13	16	7	15
501 to 1,000 hours	7	7	8	7	4	8
Over 1,000 hours	2	2	3	2	1	2
Average duration of training (ihrs)	156	155	168	166	66	184
<b>Percent Receiving Job Search Assistance</b>						
With training services	na	na	na	na	na	na
Job search assistance only	na	na	na	na	na	na

**Table IV-5(continued)**

	Gender		Race/Ethnicity			
	Female	Male	White	Black	Hisp	Other
<b>Percent Receiving Various Support Services</b>						
Any of those below	46	43	43	57	31	56
Transportation	21	18	18	28	9	38
Health care	3	3	2	2	1	10
Family care	2	2	2	2	4	2
Housing or rental assistance	1	1	1	1	0	1
Personal counseling	27	26	26	30	21	30
Needs-based payments	8	5	7	14	1	2
Other	12	11	13	11	8	13
<b>Areas of Occupational Skill Training (among those who received it)</b>						
Managerial and administrative	na	na	na	na	na	na
Professional and technical	na	na	na	na	na	na
Sales and related	na	na	na	na	na	na
Clerical and admin support	na	na	na	na	na	na
Service	na	na	na	na	na	na
Agriculture and related	na	na	na	na	na	na
Production and related	na	na	na	na	na	na
<b>Concurrent Participation</b>						
JTPA II-A, 204d, II-C, III	8	8	10	6	2	7
JTPA 8%	1	1	1	0	1	1
JTPA II-B	0	0	0	0	0	0
JTPA IV	0	0	0	0	0	0
TAA	0	0	0	0	0	0
Other non-JTPA	5	3	5	5	1	3
Both JTPA and non-JTPA	3	3	4	2	1	4
None	83	85	80	87	95	84

*Note: Numbers represent counts (Total Terminees), hours (Average hours in training), or percentages (all remaining items). Average hours in training, by training type, is restricted to those who received and completed the goals of that training type. Percentages of the Areas of Occupational Skill Training are restricted to those who received occupational skills training (either classroom-based or OJT); all other percentages are based on Total Terminees. Items in italics are imputed or are based on partial data; '0' denotes a percentage less than 0.5%. See Appendix A for details.*

**Table IV-6****SERVICES RECEIVED, BY AGE AND HIGHEST GRADE COMPLETED***(Universe: Section 204d Terminees Who Received  
Services Beyond Objective Assessment)*

	Age			Highest Grade Completed		
	55-59	60-64	65 or older	LT HS	HS Grad	Post HS
<b>Total Terminees</b>	7,251	3,804	3,641	3,634	6,759	4,303
<b>Percent Who Received:</b>						
Any of those below	71	68	65	59	70	73
Basic skills training	10	10	7	15	8	6
Occ skills training (non-OJT)	50	46	44	34	50	55
On-the-job training (OJT)	8	7	5	7	7	7
Work experience/internships	6	6	6	6	6	7
Other skills training	13	13	13	13	13	14
Any two or more of those above	13	11	10	12	11	13
<b>Percent Who Received and Completed Goals of:</b>						
Any of those below	63	60	57	51	63	66
Basic skills training	8	8	6	12	7	5
Occ skills training (non-OJT)	44	42	39	30	45	49
On-the-job training (OJT)	7	6	4	5	6	6
Work experience/internships	5	5	5	5	5	6
Other skills training	12	11	11	11	11	12
Any two or more of those above	11	9	8	10	9	11
<b>Average Hours of Those Who Completed Goals of:</b>						
Basic skills training	98	89	88	105	88	84
Occ skills training (non-OJT)	237	202	192	219	217	220
<i>On-the-job training (OJT)</i>	293	276	236	263	285	278
Work experience/internships	400	342	351	318	385	398
Other skills training	68	62	72	70	71	61
<b>Percent of Terminees, by Total Duration of Training</b>						
None	29	32	35	41	30	27
1 to 40 hours	14	16	17	13	16	16
41 to 100 hours	14	13	14	12	15	14
101 to 250 hours	18	17	16	17	17	18
251 to 500 hours	14	13	10	10	13	15
501 to 1,000 hours	8	7	6	5	7	8
Over 1,000 hours	3	2	1	2	2	2
Average duration of training (ihrs)	176	145	127	128	160	172
<b>Percent Receiving Job Search Assistance</b>						
With training services	na	na	na	na	na	na
Job search assistance only	na	na	na	na	na	na

**Table IV-6(continued)**

	Age			Highest Grade Completed		
	55-59	60-64	65 or older	LT HS	HS Grad	Post HS
<b>Percent Receiving Various Support Services</b>						
Any of those below	46	44	44	43	46	46
Transportation	20	20	20	19	21	20
Health care	3	3	2	3	2	3
Family care	3	2	2	2	2	3
Housing or rental assistance	1	1	0	1	1	1
Personal counseling	26	26	27	26	26	28
Needs-based payments	7	7	7	8	8	5
Other	13	11	10	9	11	14
<b>Areas of Occupational Skill Training (among those who received it)</b>						
Managerial and administrative	na	na	na	na	na	na
Professional and technical	na	na	na	na	na	na
Sales and related	na	na	na	na	na	na
Clerical and admin support	na	na	na	na	na	na
Service	na	na	na	na	na	na
Agriculture and related	na	na	na	na	na	na
Production and related	na	na	na	na	na	na
<b>Concurrent Participation</b>						
JTPA II-A, 204d, II-C, III	9	7	5	6	8	9
JTPA 8%	1	0	1	1	1	1
JTPA II-B	0	0	0	0	0	0
JTPA IV	0	0	0	0	0	0
TAA	0	0	0	0	0	0
Other non-JTPA	5	4	5	4	5	4
Both JTPA and non-JTPA	3	3	3	2	3	4
None	82	84	86	88	83	82

*Note: Numbers represent counts (Total Terminees), hours (Average hours in training), or percentages (all remaining items). Average hours in training, by training type, is restricted to those who received and completed the goals of that training type. Percentages of the Areas of Occupational Skill Training are restricted to those who received occupational skills training (either classroom-based or OJT); all other percentages are based on Total Terminees. Items in italics are imputed or are based on partial data; '0' denotes a percentage less than 0.5%. See Appendix A for details.*

**Table IV-6a****SERVICES RECEIVED, BY SELECTED CHARACTERISTICS***(Universe: Section 204d Terminees Who Received  
Services Beyond Objective Assessment)*

	<b>Individual With a Disability</b>		<b>Veteran</b>		<b>UI Claimant</b>	
	<b>Yes</b>	<b>No</b>	<b>Yes</b>	<b>No</b>	<b>Yes</b>	<b>No</b>
<b>Total Terminees</b>	1,122	13,574	2,025	12,671	1,550	13,146
<b>Percent Who Received:</b>						
Any of those below	77	68	66	69	76	68
Basic skills training	11	9	8	9	10	9
Occ skills training (non-OJT)	51	47	42	48	57	46
On-the-job training (OJT)	7	7	9	7	7	7
Work experience/internships	10	6	6	6	5	6
Other skills training	19	13	13	13	14	13
Any two or more of those above	16	12	10	12	15	12
<b>Percent Who Received and Completed Goals of:</b>						
Any of those below	66	60	57	61	68	60
Basic skills training	8	7	6	8	9	7
Occ skills training (non-OJT)	44	42	37	43	51	41
On-the-job training (OJT)	5	6	8	6	6	6
Work experience/internships	8	5	5	5	5	5
Other skills training	17	11	11	11	13	11
Any two or more of those above	12	10	8	10	14	9
<b>Average Hours of Those Who Completed Goals of:</b>						
Basic skills training	92	94	73	97	117	90
Occ skills training (non-OJT)	199	220	235	216	267	211
<i>On-the-job training (OJT)</i>	327	275	297	274	313	274
Work experience/internships	546	348	433	364	302	379
Other skills training	65	68	53	70	53	69
<b>Percent of Terminees, by Total Duration of Training</b>						
None	23	32	34	31	24	32
1 to 40 hours	22	15	15	15	15	15
41 to 100 hours	14	14	12	14	14	14
101 to 250 hours	15	18	17	17	17	17
251 to 500 hours	14	13	12	13	17	13
501 to 1,000 hours	8	7	7	7	10	7
Over 1,000 hours	4	2	2	2	3	2
Average duration of training (ihrs)	186	153	156	155	206	150
<b>Percent Receiving Job Search Assistance</b>						
With training services	na	na	na	na	na	na
Job search assistance only	na	na	na	na	na	na

Table IV-6a(continued)

	Individual With a Disability		Veteran		UI Claimant	
	Yes	No	Yes	No	Yes	No
<b>Percent Receiving Various Support Services</b>						
Any of those below	35	46	40	46	45	45
Transportation	17	20	17	21	20	20
Health care	2	3	2	3	3	3
Family care	2	2	2	2	2	2
Housing or rental assistance	2	1	1	1	1	1
Personal counseling	16	27	24	27	25	26
Needs-based payments	5	7	6	7	5	7
Other	10	12	11	12	13	12
<b>Areas of Occupational Skill Training (among those who received it)</b>						
Managerial and administrative	na	na	na	na	na	na
Professional and technical	na	na	na	na	na	na
Sales and related	na	na	na	na	na	na
Clerical and admin support	na	na	na	na	na	na
Service	na	na	na	na	na	na
Agriculture and related	na	na	na	na	na	na
Production and related	na	na	na	na	na	na
<b>Concurrent Participation</b>						
JTPA II-A, 204d, II-C, III	11	8	10	8	16	7
JTPA 8%	1	1	1	1	0	1
JTPA II-B	0	0	0	0	0	0
JTPA IV	0	0	0	0	0	0
TAA	0	0	0	0	0	0
Other non-JTPA	6	4	4	5	3	5
Both JTPA and non-JTPA	5	3	3	3	3	3
None	76	84	82	84	77	85

*Note: Numbers represent counts (Total Terminees), hours (Average hours in training), or percentages (all remaining items). Average hours in training, by training type, is restricted to those who received and completed the goals of that training type. Percentages of the Areas of Occupational Skill Training are restricted to those who received occupational skills training (either classroom-based or OJT); all other percentages are based on Total Terminees. Items in italics are imputed or are based on partial data; '0' denotes a percentage less than 0.5%. See Appendix A for details.*

**Table IV-7****OUTCOMES OBTAINED, TRENDS OVER TIME***(Universe: Section 204d Terminees Who Received Services Beyond Objective Assessment)*

	<b>PY 92</b>	<b>PY 93</b>	<b>PY 94</b>	<b>PY 95</b>
<b>Total Terminees</b>		15,150	14,214	14,696
<b>Summary of Termination Type (%)</b>				
Entered employment only		51	51	53
Obtained an enhancement only		4	4	4
Both entered employment and obtained an enhancement		9	11	10
Other termination		37	35	33
<b>Employment at Termination (%)</b>				
Entered employment, total		60	62	63
Employed 20 or more hrs/wk		56	60	61
Employed with fringe benefits		22	24	25
Employed with UI coverage		40	42	44
Entered an apprenticeship		0	0	0
<b>Obtained Employability Enhancements (%)</b>				
Total, any type	Data on	13	14	15
Attained basic education	Outcomes	2	3	3
Attained occupational skills	Are Not	11	12	12
Completed a major level of education	Available	1	1	2
Entered non-Title II training	Prior to PY 93	1	1	1
<b>Other Terminations (%)</b>				
Institutionalized		0	0	0
Health/medical		6	4	8
Family care		1	1	1
Lacks transportation		0	0	0
Cannot locate		2	2	2
Voluntary, other		12	13	12
Involuntary, other		15	15	10
<b>Number Contacted at Follow-up</b>		5,708	7,439	7,330
<b>Employment at Follow-up (%)</b>				
Employed, total		58	62	60
Employed with same employer as at termination		34	43	43
<b>Weeks Worked in Follow-up Period (%)</b>				
None		29	27	29
1 to 12		25	22	23
13		48	50	48
<b>Average Weeks Worked (in weeks)</b>		na	na	8.2

**Table IV-7 (continued)**

	<u>PY 92</u>	<u>PY 93</u>	<u>PY 94</u>	<u>PY 95</u>
<b>Characteristics of Jobs at Termination, AMONG THOSE EMPLOYED</b>				
Hours worked per week (%)				
1 to 19 hours		7	3	3
20 to 34 hours		44	48	52
35 hours or more		49	49	45
Average hours worked (ihrs)		32	31	31
Hourly wage (%)				
Less than \$5.00		28	22	20
\$5.00 to \$5.99		29	29	29
\$6.00 to \$7.49		25	28	29
\$7.50 to \$9.99		11	13	13
\$10.00 or more		8	8	8
Average hourly wage (in dollars)		6.28	6.52	6.49
Occupation of jobs held (%)				
Managerial and administrative	Data on	2	2	2
Professional and technical	Outcomes	8	9	9
Sales and related	Are Not	<i>10</i>	<i>10</i>	10
Clerical and admin support	Available	25	25	25
Service	for Years	37	37	36
Agriculture and related	Prior to	2	1	1
Production and related	PY 93	<i>17</i>	<i>16</i>	16
<b>Characteristics of Jobs at Follow-up, AMONG THOSE EMPLOYED</b>				
Hours worked per week (%)				
1 to 19 hours		13	13	10
20 to 34 hours		42	43	47
35 hours or more		45	44	43
Average hours worked (ihrs.)		30	30	30
Hourly wage (%)				
Less than \$5.00		33	31	28
\$5.00 to \$5.99		24	23	25
\$6.00 to \$7.49		23	23	23
\$7.50 to \$9.99		11	13	13
\$10.00 or more		9	9	11
Average hourly wage (in dollars)		6.21	6.38	6.63

*Note: Numbers represent counts (Total Terminees; Number contacted), averages (Average hours worked; Average hourly wages), or percentages (all remaining items). Items under the heading "Characteristics of Jobs," at either Termination or Follow-up, are calculated based on those employed at termination or follow-up, respectively; all other percentages are based on Total Terminees. Items in italics are imputed or are based on partial data; '0' denotes a percentage less than 0.5%.*

Table IV-8

## OUTCOMES OBTAINED, BY GENDER AND RACE/ETHNICITY

(Universe: Section 204d Terminees Who Received Services Beyond Objective Assessment)

	Gender		Race/Ethnicity			
	Female	Male	White	Black	Hisp	Other
<b>Total Terminees</b>	10,082	4,614	8,854	3,088	1,910	844
<b>Summary of Termination Type (%)</b>						
Entered employment only	51	57	55	49	48	46
Obtained an enhancement only	5	4	5	5	2	8
Both entered employment and obtained an enhancement	11	8	10	12	4	15
Other termination	33	32	30	34	47	32
<b>Employment at Termination (%)</b>						
Entered employment, total	62	65	66	61	51	61
Employed 20 or more hrs/wk	60	63	64	60	50	59
Employed with fringe benefits	22	30	27	22	19	29
Employed with UI coverage	41	49	48	39	30	45
Entered an apprenticeship	0	1	0	1	0	1
Entered non-traditional employment for women	3	na	na	na	na	na
<b>Obtained Employability Enhancements (%)</b>						
Total, any type	16	12	15	17	5	23
Attained basic education	3	2	2	4	2	2
Attained occupational skills	13	10	12	15	5	19
Completed a major level of education	2	2	2	2	1	5
Entered non-Title II training	1	0	1	0	0	1
<b>Other Terminations (%)</b>						
Institutionalized	0	0	0	0	1	0
Health/medical	8	6	5	4	27	4
Family care	1	1	1	1	1	1
Lacks transportation	0	0	0	0	0	0
Cannot locate	1	3	2	2	2	3
Voluntary, other	12	12	12	13	9	14
Involuntary, other	11	10	10	14	7	9
<b>Number Contacted at Follow-up</b>	5,061	2,269	4,930	1,567	534	299
<b>Employment at Follow-up (%)</b>						
Employed, total	60	60	62	59	47	64
Employed with same employer as at termination	43	41	45	42	32	40
<b>Weeks Worked in Follow-up Period (%)</b>						
None	28	30	27	30	36	26
1 to 12	24	21	22	24	28	27
13	48	49	51	47	36	46
<b>Average Weeks Worked (in weeks)</b>	8.2	8.1	8.4	7.7	8.1	7.9

**Table IV-8(continued)**

	Gender		Race/Ethnicity			
	Female	Male	White	Black	Hisp	Other
<b>Characteristics of Jobs at Termination, AMONG THOSE EMPLOYED</b>						
Hours worked per week (%)						
1 to 19 hours	3	2	3	3	1	4
20 to 34 hours	58	40	51	60	44	53
35 hours or more	39	58	46	38	54	43
Average hours worked (ihrs)	30	33	31	29	33	30
Hourly wage (%)						
Less than \$5.00	23	16	19	22	30	14
\$5.00 to \$5.99	29	28	27	33	32	24
\$6.00 to \$7.49	29	29	29	28	23	43
\$7.50 to \$9.99	13	14	15	10	11	11
\$10.00 or more	6	13	10	5	3	8
Average hourly wage (in dollars)	6.23	7.04	6.72	6.12	5.75	6.61
Occupation of jobs held (%)						
Managerial and administrative	2	2	2	1	2	1
Professional and technical	9	10	10	9	6	10
Sales and related	10	11	13	6	7	7
Clerical and admin support	32	13	30	20	16	17
Service	39	30	30	54	37	42
Agriculture and related	0	3	1	0	2	3
Production and related	9	31	15	11	31	21
<b>Characteristics of Jobs at Follow-up, AMONG THOSE EMPLOYED</b>						
Hours worked per week (%)						
1 to 19 hours	12	7	10	12	11	7
20 to 34 hours	50	40	46	53	40	53
35 hours or more	38	53	45	36	49	40
Average hours worked (ihrs)	29	33	31	28	32	34
Hourly Wages (%)						
Less than \$5.00	31	22	27	33	31	27
\$5.00 to \$5.99	26	22	22	30	30	23
\$6.00 to \$7.49	25	21	26	19	15	25
\$7.50 to \$9.99	12	14	13	11	13	12
\$10.00 or more	6	20	12	5	12	14
Average hourly wage (in dollars)	6.09	7.73	6.82	5.93	6.26	7.28

*Note: Numbers represent counts (Total Terminees; Number contacted), averages (Average hours worked; Average hourly wages), or percentages (all remaining items). Items under the heading "Characteristics of Jobs," at either Termination or Follow-up, are calculated based on those employed at termination or follow-up, respectively; all other percentages are based on Total Terminees. Items in italics are imputed or are based on partial data; '0' denotes a percentage less than 0.5%. See Appendix A for details.*

Table IV-9

**OUTCOMES OBTAINED, BY AGE AND HIGHEST GRADE COMPLETED***(Universe: Section 204d Adult Terminees Who Received Services Beyond Objective Assessment)*

	Age			Highest Grade Completed		
	55-59	60-64	65 or older	LT HS	HS Grad	Post HS
<b>Total Terminees</b>	7,251	3,804	3,641	3,634	6,759	4,303
<b>Summary of Termination Type (%)</b>						
Entered employment only	56	52	45	49	54	54
Obtained an enhancement only	4	4	5	4	4	5
Both entered employment and obtained an enhancement	11	10	8	8	10	11
Other termination	28	34	41	39	31	30
<b>Employment at Termination (%)</b>						
Entered employment, total	67	62	53	57	64	65
Employed 20 or more hrs/wk	66	61	51	56	63	63
Employed with fringe benefits	30	23	15	20	25	28
Employed with UI coverage	50	42	33	36	46	48
Entered an apprenticeship	0	1	0	1	0	0
<b>Obtained Employment Enhancements (%)</b>						
Total, any type	15	14	14	12	15	16
Attained basic education	2	3	3	3	3	2
Attained occupational skills	13	12	11	10	12	14
Completed major level of educ	2	2	2	2	2	2
Entered non-Title II training	1	1	1	0	1	1
<b>Other Terminations (%)</b>						
Institutionalized	0	0	0	0	0	0
Health/medical	6	7	12	14	6	5
Family care	1	1	1	1	1	1
Lacks transportation	0	0	0	0	0	0
Cannot locate	2	2	2	2	2	2
Voluntary, other	11	12	14	12	12	12
Involuntary, other	9	11	13	10	10	11
<b>Number Contacted at Follow-up</b>	3,771	1,866	1,693	1,657	3,498	2,153
<b>Employment at Follow-up (%)</b>						
Employed, total	66	56	52	53	62	63
Employed with same employer as at termination	47	39	38	38	46	42
<b>Weeks Worked in Follow-up Period (%)</b>						
None	24	30	36	34	27	26
1 to 12	22	26	22	24	21	25
13	54	44	41	42	51	49
<b>Average Weeks Worked (in weeks)</b>	8.8	7.9	7.2	7.7	8.5	8.1

Table IV-9(continued)

	Age			Highest Grade Completed		
	55-59	60-64	65 or older	LT HS	HS Grad	Post HS
<b>Characteristics of Jobs at Termination, AMONG THOSE EMPLOYED</b>						
Hours worked per week (%)						
1 to 19 hours	2	3	4	3	3	3
20 to 34 hours	43	57	69	57	53	48
35 hours or more	55	41	26	41	45	50
Average hours worked (in hrs)	33	30	27	30	31	31
Hourly wage (%)						
Less than \$5.00	16	22	29	30	21	13
\$5.00 to \$5.99	28	28	31	34	30	23
\$6.00 to \$7.49	31	30	26	25	30	31
\$7.50 to \$9.99	15	13	9	7	13	18
\$10.00 or more	10	7	5	3	7	15
Average hourly wage (in dollars)	6.76	6.39	5.93	5.65	6.30	7.42
Occupation of jobs held (%)						
Managerial and administrative	2	2	1	1	1	3
Professional and technical	10	9	8	4	7	16
Sales and related	10	10	10	7	11	12
Clerical and admin support	24	27	27	11	29	31
Service	35	37	39	54	35	25
Agriculture and related	1	1	1	2	1	1
Production and related	18	14	13	23	16	11
<b>Characteristics of Jobs at Follow-up, AMONG THOSE EMPLOYED</b>						
Hours worked per week (%)						
1 to 19 hours	8	12	15	11	10	9
20 to 34 hours	39	50	65	50	48	43
35 hours or more	53	39	20	39	42	48
Average hours worked (in hrs)	33	29	25	30	30	32
Hourly wage (%)						
Less than \$5.00	22	31	44	37	29	21
\$5.00 to \$5.99	24	26	25	31	26	18
\$6.00 to \$7.49	27	22	16	22	24	24
\$7.50 to \$9.99	15	10	10	6	13	18
\$10.00 or more	13	11	4	5	8	18
Average hourly wage (in dollars)	7.06	6.50	5.57	5.63	6.27	7.85

Note: Numbers represent counts (Total Terminees; Number contacted), averages (Average hours worked; Average hourly wages), or percentages (all remaining items). Items under the heading "Characteristics of Jobs," at either Termination or Follow-up, are calculated based on those employed at termination or follow-up, respectively; all other percentages are based on Total Terminees. Items in italics are imputed or are based on partial data; '0' denotes a percentage less than 0.5%. Column headings are **not** mutually exclusive. See Appendix A for details.

**Table IV-9a****OUTCOMES OBTAINED, BY SELECTED CHARACTERISTICS***(Universe: Section 204d Terminees Who Received Services Beyond Objective Assessment)*

	<b>Individuals with a disability</b>		<b>Veterans</b>		<b>UI Claimant</b>	
	<b>Yes</b>	<b>No</b>	<b>Yes</b>	<b>No</b>	<b>Yes</b>	<b>No</b>
<b>Total Terminees</b>	1,122	13,574	2,025	12,671	1,550	13,146
<b>Summary of Termination Type (%)</b>						
Entered employment only	47	53	58	52	62	51
Obtained an enhancement only	7	4	4	5	4	5
Both entered employment and obtained an enhancement	9	10	8	10	11	10
Other termination	38	32	30	33	23	34
<b>Employment at Termination (%)</b>						
Entered employment, total	55	63	66	62	73	61
Employed 20 or more hrs/wk	53	62	65	60	71	60
Employed with fringe benefits	22	25	30	24	36	23
Employed with UI coverage	38	44	52	42	59	42
Entered an apprenticeship	0	0	0	0	0	0
<b>Obtained Employment Enhancements (%)</b>						
Total, any type	15	15	12	15	15	14
Attained basic education	2	3	2	3	2	3
Attained occupational skills	11	12	10	13	13	12
Completed major level of educ	3	2	2	2	3	2
Entered non-Title II training	2	0	0	1	0	1
<b>Other Terminations (%)</b>						
Institutionalized	0	0	0	0	0	0
Health/medical	10	7	5	8	3	8
Family care	1	1	0	1	1	1
Lacks transportation	0	0	0	0	0	0
Cannot locate	2	2	3	2	1	2
Voluntary, other	13	12	13	12	8	12
Involuntary, other	12	10	9	11	9	11
<b>Number Contacted at Follow-up</b>	700	6,629	1,060	6,262	809	6,513
<b>Employment at Follow-up (%)</b>						
Employed, total	50	61	60	60	71	59
Employed with same employer as at termination	36	43	45	42	52	42
<b>Weeks Worked in Follow-up Period (%)</b>						
None	40	27	28	29	19	30
1 to 12	19	23	21	23	24	23
13	41	49	50	48	57	47
<b>Average Weeks Worked (in weeks)</b>	7.2	8.3	8.2	8.2	9.0	8.1

Table IV-9a(continued)

	Individuals with a Disability		Veterans		UI Claimant	
	Yes	No	Yes	No	Yes	No
<b>Characteristics of Jobs at Termination, AMONG THOSE EMPLOYED</b>						
Hours worked per week (%)						
1 to 19 hours	4	3	2	3	2	3
20 to 34 hours	59	52	41	54	36	54
35 hours or more	38	46	57	43	62	43
Average hours worked (ihrs)	29	31	33	30	34	30
Hourly wage (%)						
Less than \$5.00	25	20	16	21	10	22
\$5.00 to \$5.99	27	29	26	29	21	30
\$6.00 to \$7.49	28	29	29	29	30	29
\$7.50 to \$9.99	12	13	14	13	22	12
\$10.00 or more	8	8	16	7	17	7
Average hourly wage (in dollars)	6.27	6.51	7.25	6.36	7.60	6.33
Occupation of jobs held (%)						
Managerial and administrative	2	2	3	2	2	2
Professional and technical	9	9	10	9	13	9
Sales and related	11	10	11	10	11	10
Clerical and admin support	30	25	14	27	30	25
Service	29	37	28	38	26	38
Agriculture and related	2	1	2	1	1	1
Production and related	17	16	31	13	17	16
<b>Characteristics of Jobs at Follow-up, AMONG THOSE EMPLOYED</b>						
Hours worked per week (%)						
1 to 19 hours	11	10	9	10	8	10
20 to 34 hours	53	46	35	49	34	49
35 hours or more	36	44	55	41	58	41
Average hours worked (ihrs)	29	31	34	30	33	30
Hourly wage (%)						
Less than \$5.00	30	28	21	29	15	30
\$5.00 to \$5.99	19	25	20	25	22	25
\$6.00 to \$7.49	31	23	23	24	25	23
\$7.50 to \$9.99	10	13	16	12	18	12
\$10.00 or more	10	11	20	9	20	9
Average hourly wage (in dollars)	6.45	6.65	7.77	6.46	7.78	6.45

Note: Numbers represent counts (Total Terminees; Number contacted), averages (Average hours worked; Average hourly wages), or percentages (all remaining items). Items under the heading "Characteristics of Jobs," at either Termination or Follow-up, are calculated based on those employed at termination or follow-up, respectively; all other percentages are based on Total Terminees. Items in italics are imputed or are based on partial data; '0' denotes a percentage less than 0.5%. Column headings are **not** mutually exclusive. See Appendix A for details.

**Table IV-10****OUTCOMES OBTAINED, BY SERVICES RECEIVED***(Universe: Section 204d Terminees Who Received Services Beyond Objective Assessment)*

	<b>Basic Skills</b>	<b>Occ CRT</b>	<b>OJT</b>	<b>Work Exp</b>	<b>Other Skills</b>
<b>Total Terminees</b>	1,329	6,961	1,046	897	1,931
<b>Summary of Termination Type (%)</b>					
Entered employment only	47	47	72	46	52
Obtained an enhancement only	6	8	1	5	7
Both entered employment and obtained an enhancement	14	16	13	10	13
Other termination	34	30	15	39	28
<b>Employment at Termination (%)</b>					
Entered employment, total	60	62	84	56	65
Employed 20 or more hrs/wk	59	60	83	54	63
Employed with fringe benefits	26	25	42	21	25
Employed with UI coverage	43	44	74	37	43
Entered an apprenticeship	0	1	1	0	0
<b>Obtained Employability Enhancements (%)</b>					
Total, any type	20	24	13	15	20
Attained basic education	7	3	1	2	4
Attained occupational skills	14	21	13	12	17
Completed major level educ	4	4	1	3	2
Entered non-Title II training	1	1	0	1	0
<b>Other Terminations (%)</b>					
Institutionalized	0	0	0	0	0
Health/medical	6	4	2	8	6
Family care	1	1	0	1	1
Lacks transportation	0	0	0	1	0
Cannot locate	2	2	1	3	2
Voluntary, other	15	13	5	16	10
Involuntary, other	10	11	6	10	9
<b>Number Contacted at Follow-up</b>	698	3,710	435	493	1,098
<b>Employment at Follow-up (%)</b>					
Employed, total	58	62	70	61	61
Employed with same employer as at termination	39	42	59	44	47
<b>Weeks Worked in Follow-up Period (%)</b>					
None	32	27	16	28	30
1 to 12	22	23	28	23	21
13	46	50	57	49	49
<b>Average Weeks Worked (in weeks)</b>	7.6	8.2	9.5	8.4	8.1

Table IV-10(continued)

	Basic Skills	Occ CRT	OJT	Work Exp	Other Skills
<b>Characteristics of Jobs at Termination, AMONG THOSE EMPLOYED</b>					
Hours worked per week (%)					
1 to 19 hours	2	3	1	4	3
20 to 34 hours	52	53	38	61	55
35 hours or more	46	44	61	35	41
Average hours worked (ihrs)	31	30	34	29	30
Hourly wage (%)					
Less than \$5.00	16	17	15	25	21
\$5.00 to \$5.99	30	24	34	27	25
\$6.00 to \$7.49	35	32	32	26	31
\$7.50 to \$9.99	13	17	13	16	15
\$10.00 or more	7	11	5	5	8
Average hourly wage (in dollars)	6.48	6.90	6.21	6.24	6.44
Occupation of jobs held (%)					
Managerial and administrative	3	2	2	2	2
Professional and technical	7	11	7	8	9
Sales and related	12	8	11	8	11
Clerical and admin support	20	31	27	35	26
Service	40	38	28	35	37
Agriculture and related	2	0	2	2	2
Production and related	16	10	23	10	14
<b>Characteristics of Jobs at Follow-up, AMONG THOSE EMPLOYED</b>					
Hours worked per week (%)					
1 to 19 hours	9	10	6	17	11
20 to 34 hours	46	49	37	56	49
35 hours or more	46	40	57	27	40
Average hours worked (ihrs)	31	30	33	26	30
Hourly Wages (%)					
Less than \$5.00	20	28	24	40	29
\$5.00 to \$5.99	34	21	34	23	22
\$6.00 to \$7.49	31	24	29	23	21
\$7.50 to \$9.99	9	14	7	9	18
\$10.00 or more	7	13	5	4	11
Average hourly wage (in dollars)	6.20	6.94	6.12	5.78	6.89

Note: Numbers represent counts (Total Terminees; Number contacted), averages (Average hours worked; Average hourly wages), or percentages (all remaining items). Items under the heading "Characteristics of Jobs," at either Termination or Follow-up, are calculated based on those employed at termination or follow-up, respectively; all other percentages are based on Total Terminees. Items in italics are imputed or are based on partial data; '0' denotes a percentage less than 0.5%. Column headings are **not** mutually exclusive. See Appendix A for details.

**PART V:**  
**TITLE III TERMINEES**

**Table V-1**  
**COUNTS OF TERMINEES, BY STATE AND SOURCE OF FUNDS**  
*(Universe: PY 95 Title III Terminees)*

	Title III Total	Title III Program:		
		Substate Grantee	Governor's Reserve	National Reserve
<b>U.S. Total</b>	266,401	156,863	81,937	27,601
<b>Region I</b>	16,762	8,690	3,293	4,779
Connecticut	2,798	1,107	103	1,588
Maine	1,346	879	364	103
Massachusetts	9,758	5,111	1,998	2,649
New Hampshire	569	442	41	86
Rhode Island	1,758	633	772	353
Vermont	533	518	15	0
<b>Region II</b>	37,243	17,618	18,020	1,605
New Jersey	21,281	5,205	15,684	392
New York	12,732	9,529	1,990	1,213
Puerto Rico	3,230	2,884	346	0
<b>Region III</b>	26,940	17,561	7,395	1,984
Delaware	432	432	0	0
District of Columbia	238	238	0	0
Maryland	7,681	6,901	713	67
Pennsylvania	11,544	5,803	4,475	1,266
Virginia	4,431	2,671	1,351	409
West Virginia	2,614	1,516	856	242
<b>Region IV</b>	47,175	24,076	20,911	2,188
Alabama	3,060	2,446	614	0
Florida	9,532	7,538	305	1,689
Georgia	13,171	2,575	10,260	336
Kentucky	2,543	1,907	535	101
Mississippi	3,930	2,870	1,060	0
North Carolina	3,451	2,324	1,065	62
South Carolina	7,600	2,482	5,118	0
Tennessee	3,888	1,934	1,954	0
<b>Region V</b>	46,530	31,114	12,925	2,491
Illinois	17,577	14,611	2,286	680
Indiana	6,555	2,481	3,873	201
Michigan	6,336	5,094	889	353
Minnesota	3,057	1,575	862	620
Ohio	10,028	5,333	4,192	503
Wisconsin	2,977	2,020	823	134

**Table V-1 (continued)***(Universe: PY 95 Title III Terminees)*

	Title III Total	Title III Program:		
		Substate Grantee	Governor's Reserve	National Reserve
<b>Region VI</b>	25,167	18,934	4,022	2,211
Arkansas	3,159	730	2,214	215
Louisiana	3,345	1,774	1,303	268
New Mexico	1,062	1,061	0	1
Oklahoma	2,404	1,348	505	551
Texas	15,197	14,021	0	1,176
<b>Region VII</b>	10,033	5,753	1,848	2,432
Iowa	1,576	700	0	876
Kansas	2,169	795	653	721
Missouri	5,814	3,891	1,195	728
Nebraska	474	367	0	107
<b>Region VIII</b>	8,483	4,601	2,364	1,518
Colorado	5,282	2,684	2,084	514
Montana	952	332	252	368
North Dakota	482	458	0	24
South Dakota	453	388	28	37
Utah	1,103	537	0	566
Wyoming	211	202	0	9
<b>Region IX</b>	35,569	21,811	10,471	3,287
Arizona	3,923	2,587	894	442
California	29,353	17,472	9,202	2,679
Hawaii	1,077	823	117	137
Nevada	1,216	929	258	29
<b>Region X</b>	12,499	6,705	688	5,106
Alaska	500	355	0	145
Idaho	779	677	0	102
Oregon	4,912	2,538	33	2,341
Washington	6,308	3,135	655	2,518

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*Note: Numbers represent numbers of terminees. See Appendix A for details.*

**Table V-2****CHARACTERISTICS OF TERMINEES, TRENDS OVER TIME***(Universe: Title III Terminees)*

	<b>PY 92</b>	<b>PY 93</b>	<b>PY 94</b>	<b>PY 95</b>
<b>Total Terminees</b>	182,726	164,826	187,938	266,401
<b>Gender</b>				
Female	45	45	46	51
Male	55	55	54	49
<b>Age</b>				
29 and under	22	19	18	18
30 - 44	49	50	49	48
45 -54	21	23	24	24
55 and over	8	8	9	10
<b>Race/Ethnicity</b>				
White (non Hispanic)	73	73	72	69
Black (non Hispanic)	16	15	16	18
Hispanic	8	8	8	10
Amer. Indian or Alaskan Native	1	1	1	1
Asian or Pacific Islander	2	3	3	3
<b>Family Status</b>				
Parent in one-parent family	13	12	13	14
Parent in two-parent family	na	35	37	34
Other family member	na	21	22	23
Not a family member	na	31	29	29
<b>Number of Dependents under Age 18</b>				
None	na	63	58	59
1 or 2	na	29	33	33
3 or more	na	8	8	8
<b>Highest Grade Completed</b>				
Less than high school graduate	11	11	10	11
High school graduate	47	51	50	50
Post high school attendee	29	25	25	25
College graduate and above	13	13	15	15
<b>Reading Skills Grade Level</b>				
Less than 7th grade	9	9	9	9
7th or 8th grade	na	15	12	10
9th grade and above	na	77	79	81
<b>Math Skills Grade Level</b>				
Less than 7th grade	na	12	15	16
7th or 8th grade	na	16	20	20
9th grade and above	na	72	65	65
<b>Veteran</b>				
Total veterans	17	17	17	14
Vietnam era	8	8	8	7
Disabled veteran	na	1	1	1

**Table V-2(continued)**

	<u>PY 92</u>	<u>PY 93</u>	<u>PY 94</u>	<u>PY 95</u>
<b>Cash Welfare Recipient</b>	na	<i>4</i>	3	3
AFDC	na	<i>2</i>	2	2
GA, RCA, SSI	na	<i>2</i>	1	1
<b>Food Stamps</b>	na	<i>13</i>	7	6
<b>JOBS Program Participant</b>	na	<i>1</i>	1	1
<b>Labor Force Status</b>				
Employed	na	17	17	14
Unemployed	na	80	80	83
Not in labor force	na	3	3	2
<b>Weeks Unemployed in Prior 26Wks</b>				
None - NILF at intake	na	<i>2</i>	2	2
None - employed at intake	na	<i>14</i>	15	12
1 to 4	na	<i>22</i>	22	21
5 to 14	na	<i>22</i>	21	25
15 to 25	na	<i>19</i>	18	19
26	na	<i>22</i>	22	21
<b>Unemployment Compensation Status</b>				
Claimant	63	62	59	64
Exhaustee	na	8	10	8
None	na	30	31	28
<b>Hourly Wage of the Job of Dislocation</b>				
None	na	10	5	4
\$4.99 or less	na	5	5	5
\$5.00 to \$7.49	na	17	18	19
\$7.50 to \$9.99	na	19	19	20
\$10.00 to \$14.99	na	29	29	29
\$15.00 or more	na	19	24	23
<b>Additional Barriers to Employment</b>				
School dropout	na	10	9	10
Cash welfare recipients	na	<i>4</i>	3	3
Offender (inc. misdemeanors)	na	8	5	5
Disability(substantial barrier)	3	8	3	2
Homeless	na	<i>1</i>	1	1
Limited English proficiency	3	3	3	3
Displaced homemaker	na	<i>1</i>	1	1
Lacks significant work history	na	<i>4</i>	4	4
Long-term AFDC recipient	na	<i>1</i>	1	1
Substance abuse	na	<i>1</i>	1	1

Note: Numbers (except Total Terminees) represent percentages. Items (PY 92-PY 94 only) in italics are imputed or are based on partial data for PY 93; '0' denotes a percentage less than 0.5%.

**Table V-3**

**CHARACTERISTICS OF TERMINEES, BY SOURCE OF FUNDS**

(Universe: PY 95 Title III Terminees)

	<b>Title III Program:</b>			
	<b>Title III Total</b>	<b>Substate Grantee</b>	<b>Governor's Reserve</b>	<b>National Reserve</b>
<b>Total Terminees</b>	266,401	156,863	81,937	27,601
<b>Gender</b>				
Female	51	52	53	37
Male	49	48	47	63
<b>Age</b>				
29 and under	18	18	20	15
30 - 44	48	48	46	50
45 - 54	24	25	24	26
55 and over	10	9	11	10
<b>Race/Ethnicity</b>				
White (non Hispanic)	69	68	69	78
Black (non Hispanic)	18	18	19	10
Hispanic	10	11	8	7
Amer. Indian or Alaskan Native	1	1	1	1
Asian or Pacific Islander	3	3	3	3
<b>Family Status</b>				
Parent in one-parent family	14	14	16	11
Parent in two-parent family	34	33	35	40
Other family member	23	23	23	22
Not a family member	29	30	27	27
<b>Number of Dependents under Age 18</b>				
None	59	59	61	58
1 or 2	33	33	32	33
3 or more	8	8	7	9
<b>Highest Grade Completed</b>				
Less than high school graduate	11	9	14	10
High school graduate	50	50	50	47
Post high school attendee	25	26	22	27
College graduate and above	15	15	14	16
<b>Reading Skills Grade Level</b>				
Less than 7th grade	9	9	10	7
7th or 8th grade	10	10	11	8
9th grade and above	81	81	79	85
<b>Math Skills Grade Level</b>				
Less than 7th grade	16	16	16	13
7th or 8th grade	20	20	19	17
9th grade and above	65	64	65	70
<b>Veteran</b>				
Total veterans	14	14	13	20
Vietnam era	7	6	6	11
Disabled veteran	1	1	1	1

**Table V-3(continued)**

	Title III Total	Title III Program:		
		Substate Grantee	Governor's Reserve	National Reserve
<b>Cash Welfare Recipient</b>	3	3	2	2
AFDC	2	2	2	1
GA, RCA, or SSI	1	1	1	0
<b>Food Stamps</b>	6	8	5	4
<b>JOBS Program Participant</b>	1	1	1	1
<b>Labor Force Status</b>				
Employed	14	11	15	30
Unemployed	83	86	84	67
Not in labor force	2	2	2	3
<b>Wks Unemployed in Prior 26Wks</b>				
<i>None - NILF at intake</i>	2	1	1	3
None - employed at intake	12	10	13	27
1 to 4	21	21	22	20
5 to 14	25	28	22	19
15 to 25	19	20	18	13
26	21	20	23	19
<b>Unemployment Compensation Status</b>				
Claimant	64	63	71	48
Exhaustee	8	9	5	8
None	28	28	24	43
<b>Hourly Wage of the Job of Dislocation</b>				
None	4	6	1	3
\$4.99 or less	5	4	5	4
\$5.00 to \$7.49	19	19	22	11
\$7.50 to \$9.99	20	21	21	13
\$10.00 to \$14.99	29	29	28	29
\$15.00 or more	23	21	22	40
<b>Additional Barriers to Employment</b>				
School dropout	10	9	14	10
Cash welfare recipients	3	3	2	2
Offender (inc. misdemeanors)	5	6	3	9
Disability(substantial barrier)	2	2	2	2
Homeless	1	0	0	5
Limited English proficiency	3	3	4	3
Displaced homemaker	1	1	1	0
Lacks significant work history	4	5	2	2
Long-term AFDC recipient	1	1	1	0
Substance abuse	1	1	1	1

*Note: Numbers (except Total Terminees) represent percentages. Items in italics are imputed or are based on partial data; '0' denotes a percentage less than 0.5%. See Appendix A for details.*

**Table V-3a**

**CHARACTERISTICS OF TERMINEES, BY AGE AND HIGHEST GRADE COMPLETED**

*(Universe: All PY 95 Title III Adult Terminée Who Received Services Beyond Objective Assessment)*

	Age			Highest Grade Completed		
	29 and Under	30-44	45 or Older	LT HS	HS Grad	Post HS
<b>Total Terminées</b>	48,739	126,812	90,850	28,402	132,243	105,756
<b>Gender</b>						
Female	51	51	50	50	54	46
Male	49	49	50	50	46	54
<b>Age</b>						
29 and under	100	0	0	21	21	14
30 - 44	0	100	0	43	48	49
45 - 54	0	0	72	24	22	27
55 and over	0	0	28	13	9	10
<b>Race/Ethnicity</b>						
White (not Hispanic)	60	67	77	54	70	73
Black (not Hispanic)	23	19	12	20	18	16
Hispanic	14	10	7	22	9	6
Amer. Indian or Alaskan Native	1	1	1	1	1	1
Asian or Pacific Islander	2	3	4	3	2	4
<b>Family Status</b>						
Parent in one-parent family	17	18	8	17	16	12
Parent in two-parent family	24	42	29	33	34	35
Other family member	24	15	33	23	23	22
Not a family member	35	26	30	26	28	31
<b>Number of Dependents under Age 18</b>						
None	62	46	76	59	59	61
1 or 2	33	41	21	31	33	32
3 or more	6	12	3	11	8	7
<b>Highest Grade Completed</b>						
Less than high school graduate	12	10	11	100	0	0
High school graduate	58	50	45	0	100	0
Post high school attendee	23	26	24	0	0	63
College graduate and above	7	14	20	0	0	37
<b>Reading Skills Grade Level</b>						
Less than 7th grade	9	9	9	31	9	3
7th or 8th grade	12	10	10	20	12	6
9th grade and above	79	81	82	48	79	91
<b>Math Skills Grade Level</b>						
Less than 7th grade	14	16	16	46	18	7
7th or 8th grade	22	20	19	29	25	12
9th grade and above	64	64	65	26	58	82
<b>Veteran</b>						
Total veterans	8	11	23	6	14	18
Vietnam era	0	4	14	3	6	9
Disabled veteran	0	1	1	0	1	1

**Table V-3a(continued)**

	Age			Highest Grade Completed		
	22-29	30-54	55 or older	LT HS	HS Grad	Post HS
<b>Economically Disadvantaged</b>	5	3	1	5	3	2
<b>Cash Welfare Recipient</b>	4	2	1	4	2	1
AFDC	1	1	1	1	1	0
GA, RCA, SSI	11	7	3	11	7	4
<b>Food Stamps</b>	1	1	0	1	1	0
<b>JOBS Program Participant</b>	13	15	14	11	14	15
<b>Labor Force Status</b>						
Employed	85	83	84	87	84	82
Unemployed	2	2	2	2	2	3
Not in labor force	1	2	2	1	1	2
<b>Weeks Unemployed in Prior 26Wks</b>						
<i>None - NILF at intake</i>	<i>11</i>	<i>13</i>	<i>12</i>	<i>10</i>	<i>12</i>	<i>13</i>
None - employed at intake	23	22	20	21	22	21
1 to 14	24	25	26	24	25	26
15 to 25	20	18	18	20	19	18
26	20	20	22	24	21	20
<b>Unemployment Compensation Status</b>						
Claimant	60	64	65	64	64	64
Exhaustee	6	8	9	6	7	9
None	34	28	25	29	29	27
<b>Hourly Wage of the Job of Dislocation</b>						
None	7	4	3	6	5	4
\$4.99 or less	9	4	3	9	5	3
\$5.00 to \$7.49	32	18	14	32	22	12
\$7.50 to \$9.99	25	21	17	24	23	16
\$10.00 to \$14.99	21	31	29	22	30	29
\$15.00 or more	6	23	34	7	16	37
<b>Additional Barriers to Employment</b>						
School Dropout	12	9	11	98	0	0
Cash welfare recipients	5	3	1	5	3	2
Offender (inc. misdemeanors)	7	6	3	8	6	4
Disability(substantial barrier)	1	2	3	2	2	2
Homeless	0	1	1	1	1	1
Limited English proficiency	4	3	3	14	3	1
Displaced homemaker	1	1	1	1	1	1
Lacks significant work history	6	4	3	6	4	3
Long-term AFDC recipient	1	1	0	2	1	0
Substance abuse	1	1	1	1	1	1

Note: Numbers (except Total Terminées) represent percentages. Items in italics are imputed or are based on partial data; '0' denotes a percentage less than 0.5%. See Appendix A for details.

**Table V-4**  
**SERVICES RECEIVED, TREND OVER TIME**  
*(Universe: Title III Terminees)*

	<u>1992</u>	<u>1993</u>	<u>1994</u>	<u>1995</u>
<b>Total Terminees</b>	182,726	164,826	187,938	266,401
<b>Percent Who Received:</b>				
Any of those below	64	52	54	54
Basic skills training	na	7	10	10
Occ skills training (non-OJT)	na	43	44	44
On-the-job training (OJT)	na	6	6	5
Any two or more of those above	na	4	6	6
<b>Percent Who Received and Completed Goals of:</b>				
Any of those below	na	41	46	46
Basic skills training	8	5	9	9
Occ skills training (non-OJT)	36	34	37	38
On-the-job training (OJT)	8	4	5	4
Any two or more of those above	na	2	5	5
<b>Average Hours of Those Who Completed Goals of:</b>				
<i>Basic skills training</i>	na	na	246	195
Occ skills training (non-OJT)	na	551	496	448
<i>On-the-job training (OJT)</i>	na	426	394	421
<b>Percent of Terminees, by Total Duration of Training</b>				
None	na	48	46	46
1 to 40 hours	na	6	7	7
41 to 100 hours	na	6	7	7
101 to 250 hours	na	11	12	12
251 to 500 hours	na	12	12	11
501 to 1,000 hours	na	10	10	11
Over 1,000 hours	na	7	7	6
Average duration of training (ihrs)	na	na	na	223
<b>Percent Receiving Basic Readjustment Services</b>				
With training services	na	na	na	na
Basic readjustment services only	36	36	na	na

Table V-4(continued)

	1992	1993	1994	1995
<b>Percent Receiving Various Support Services</b>				
Any of those below	na	37	36	31
Transportation	na	11	12	11
Health care	na	1	1	1
Family care	na	2	2	2
Housing or rental assistance	na	1	2	1
Personal counseling	na	23	21	18
Needs-related payments	na	5	4	4
Other	na	10	13	9
<b>Areas of Occupational Skill Training (among those who received it)</b>				
<i>Managerial and administrative</i>	na	na	na	4
<i>Professional and technical</i>	na	na	na	26
<i>Sales and related</i>	na	na	na	3
<i>Clerical and admin support</i>	na	na	na	27
<i>Service</i>	na	na	na	9
<i>Agriculture and related</i>	na	na	na	1
<i>Production and related</i>	na	na	na	30
<b>Concurrent Participation</b>				
JTPA II-A, 204d, II-C, III	na	8	10	14
JTPA 8%	na	1	2	2
JTPA II-B	na	1	0	0
JTPA IV	na	0	0	0
TAA	na	2	0	0
Other non-JTPA	na	2	1	1
Both JTPA and non-JTPA	na	2	2	2
None	90	83	84	81

Note: Numbers represent counts (Total Terminees), hours (Average hours in training), or percentages (all remaining items). Average hours in training, by training type, is restricted to those who received and completed the goals of that training type. Percentages of the Areas of Occupational Skill Training are restricted to those who received occupational skills training (either classroom-based or OJT); all other percentages are based on Total Terminees. Items in italics are imputed or are based on partial data for PY 93; '0' denotes a percentage less than 0.5%. See Appendix A for details.

**Table V-5****SERVICES RECEIVED, BY SOURCE OF FUNDS***(Universe: PY 95 Title III Terminees)*

	Title III Total	Title III Program:		
		Substate Grantee	Governor's Reserve	National Reserve
<b>Total Terminees</b>	266,401	156,863	81,937	27,601
<b>Percent Who Received:</b>				
Any of those below	54	64	32	61
Basic skills training	10	11	8	14
Occ skills training (non-OJT)	44	53	28	45
On-the-job training (OJT)	5	7	2	4
Any two or more of those above	6	7	6	7
<b>Percent Who Received and Completed Goals of:</b>				
Any of those below	46	55	28	48
Basic skills training	9	9	7	13
Occ skills training (non-OJT)	38	46	24	38
On-the-job training (OJT)	4	5	2	3
Any two or more of those above	5	5	5	6
<b>Average Hours of Those Who Completed Goals of:</b>				
<i>Basic skills training</i>	<i>195</i>	<i>180</i>	<i>230</i>	<i>206</i>
Occ skills training (non-OJT)	448	429	444	590
<i>On-the-job training (OJT)</i>	<i>421</i>	<i>432</i>	<i>348</i>	<i>438</i>
<b>Percent of Terminees, by Total Duration of Training</b>				
None	46	36	68	39
1 to 40 hours	7	8	4	6
41 to 100 hours	7	8	5	8
101 to 250 hours	12	15	7	11
251 to 500 hours	11	14	7	12
501 to 1,000 hours	11	12	6	14
Over 1,000 hours	6	7	4	11
Average duration of training (ihrs)	223	259	136	284
<b>Percent Receiving Basic Readjustment Services</b>				
With training services	na	na	na	na
Basic readjustment services only	na	na	na	na

Table V-5(continued)

	Title III Total	Title III Program:		
		Substate Grantee	Governor's Reserve	National Reserve
<b>Percent Receiving Various Support Services</b>				
Any of those below	31	36	21	28
Transportation	11	14	6	11
Health care	1	1	1	1
Family care	2	2	1	1
Housing or rental assistance	1	1	0	1
Personal counseling	18	22	13	14
Needs-related payments	4	4	2	3
Other	9	10	7	11
<b>Areas of Occupational Skill Training (among those who received it)</b>				
<i>Managerial and administrative</i>	4	4	5	5
<i>Professional and technical</i>	26	25	28	36
<i>Sales and related</i>	3	2	3	3
<i>Clerical and admin support</i>	27	29	24	17
<i>Service</i>	9	9	9	7
<i>Agriculture and related</i>	1	1	1	2
<i>Production and related</i>	30	30	31	30
<b>Concurrent Participation</b>				
JTPA II-A, 204d, II-C, III	14	13	12	22
JTPA 8%	2	0	5	1
JTPA II-B	0	0	0	0
JTPA IV	0	0	0	0
TAA	0	0	0	1
Other non-JTPA	1	1	0	3
Both JTPA and non-JTPA	2	2	1	2
None	81	82	81	71

*Note: Numbers represent counts (Total Terminees), hours (Average hours in training), or percentages (all remaining items). Average hours in training, by training type, is restricted to those who received and completed the goals of that training type. Percentages of the Areas of Occupational Skill Training are restricted to those who received occupational skills training (either classroom-based or OJT); all other percentages are based on Total Terminees. Items in italics are imputed or are based on partial data; '0' denotes a percentage less than 0.5%. See Appendix A for details.*

**Table V-6**  
**SERVICES RECEIVED, BY GENDER AND RACE/ETHNICITY**  
*(Universe: PY 95 Title III Terminees)*

	Gender		Race/Ethnicity			
	Female	Male	White	Black	Hisp	Other
<b>Total Terminees</b>	134,782	131,619	184,658	46,642	25,312	9,789
<b>Percent Who Received:</b>						
Any of those below	54	54	56	48	49	57
Basic skills training	11	9	10	10	11	11
Occ skills training (non-OJT)	46	43	47	39	34	46
On-the-job training (OJT)	4	6	5	5	7	5
Any two or more of those above	7	6	7	6	6	6
<b>Percent Who Received and Completed Goals of:</b>						
Any of those below	46	46	48	39	40	50
Basic skills training	10	9	9	8	9	10
Occ skills training (non-OJT)	39	38	41	32	30	41
On-the-job training (OJT)	3	5	4	4	6	4
Any two or more of those above	5	5	6	4	4	5
<b>Average Hours of Those Who Completed Goals of:</b>						
<i>Basic skills training</i>	208	179	194	168	227	240
Occ skills training (non-OJT)	459	436	459	410	420	437
<i>On-the-job training (OJT)</i>	400	435	444	364	398	372
<b>Percent of Terminees, by Total Duration of Training</b>						
None	46	46	44	52	51	43
1 to 40 hours	7	6	7	6	4	5
41 to 100 hours	8	6	7	6	6	8
101 to 250 hours	11	13	12	12	10	12
251 to 500 hours	11	12	12	11	12	12
501 to 1,000 hours	11	10	10	9	13	14
Over 1,000 hours	6	6	7	4	6	5
Average duration of training (ihrs)	232	214	240	180	182	233
<b>Percent Receiving Basic Readjustment Services</b>						
With training services	na	na	na	na	na	na
Basic readjustment services only	na	na	na	na	na	na

Table V-6(continued)

	Gender		Race/Ethnicity			
	Female	Male	White	Black	Hisp	Other
<b>Percent Receiving Various Support Services</b>						
Any of those below	31	30	29	37	30	31
Transportation	11	11	11	15	10	11
Health care	1	1	1	1	1	1
Family care	2	1	1	2	2	1
Housing or rental assistance	1	1	1	1	1	1
Personal counseling	19	18	17	24	18	20
Needs-related payments	4	3	3	5	3	1
Other	9	9	8	10	10	14
<b>Areas of Occupational Skill Training (among those who received it)</b>						
<i>Managerial and administrative</i>	4	4	5	3	2	4
<i>Professional and technical</i>	26	26	28	21	21	31
<i>Sales and related</i>	3	2	3	2	2	2
<i>Clerical and admin support</i>	43	11	27	26	29	27
<i>Service</i>	12	5	7	13	11	9
<i>Agriculture and related</i>	0	1	1	0	1	3
<i>Production and related</i>	11	49	29	35	34	25
<b>Concurrent Participation</b>						
JTPA II-A, 204d, II-C, III	13	14	14	15	8	14
JTPA 8%	2	1	1	4	0	1
JTPA II-B	0	0	0	0	0	0
JTPA IV	0	0	0	0	0	0
TAA	0	0	0	0	0	0
Other non-JTPA	1	1	1	0	1	1
Both JTPA and non-JTPA	2	2	2	2	1	2
None	81	80	80	78	90	82

*Note: Numbers represent counts (Total Terminees), hours (Average hours in training), or percentages (all remaining items). Average hours in training, by training type, is restricted to those who received and completed the goals of that training type. Percentages of the Areas of Occupational Skill Training are restricted to those who received occupational skills training (either classroom-based or OJT); all other percentages are based on Total Terminees. Items in italics are imputed or are based on partial data; '0' denotes a percentage less than 0.5%. See Appendix A for details.*

**Table V-7**  
**SERVICES RECEIVED, BY AGE AND HIGHEST GRADE COMPLETED**  
*(Universe: PY 95 Title III Terminees)*

	Age			Highest Grade Completed		
	29 and Under	30-44	45 and Older	LT HS	HS Grad	Post HS
<b>Total Terminees</b>	48,739	126,812	90,850	28,402	132,243	105,756
<b>Percent Who Received:</b>						
Any of those below	54	55	52	47	56	53
Basic skills training	9	10	10	21	11	7
Occ skills training (non-OJT)	43	46	43	27	47	47
On-the-job training (OJT)	6	5	4	5	6	4
Any two or more of those above	6	7	6	8	8	5
<b>Percent Who Received and Completed Goals of:</b>						
Any of those below	44	47	45	37	48	47
Basic skills training	8	9	9	17	10	6
Occ skills training (non-OJT)	36	40	38	22	40	41
On-the-job training (OJT)	5	4	3	4	4	3
Any two or more of those above	5	6	5	6	6	4
<b>Average Hours of Those Who Completed Goals of:</b>						
<i>Basic skills training</i>	195	203	184	259	184	166
Occ skills training (non-OJT)	519	477	372	401	470	428
<i>On-the-job training (OJT)</i>	432	425	406	402	425	422
<b>Percent of Terminees, by Total Duration of Training</b>						
None	46	45	48	53	44	47
1 to 40 hours	5	6	8	6	6	7
41 to 100 hours	6	7	8	6	7	8
101 to 250 hours	12	12	11	12	12	11
251 to 500 hours	12	12	11	10	12	11
501 to 1,000 hours	11	11	9	9	11	10
Over 1,000 hours	8	7	4	4	7	6
Average duration of training (ihrs)	248	244	182	166	243	214
<b>Percent Receiving Basic Readjustment Services</b>						
With training services	na	na	na	na	na	na
Basic readjustment services only	na	na	na	na	na	na

**Table V-7 (continued)**

	Age			Highest Grade Completed		
	29 and Under	30-44	45 and Older	LT HS	HS Grad	Post HS
<b>Percent Receiving Various Support Services</b>						
Any of those below	33	32	28	30	32	29
Transportation	12	12	10	11	12	10
Health care	1	1	1	1	1	1
Family care	3	2	1	2	2	1
Housing or rental assistance	1	1	1	1	1	1
Personal counseling	19	18	18	18	19	18
Needs-related payments	5	4	3	4	4	3
Other	10	9	8	9	9	10
<b>Areas of Occupational Skill Training (among those who received it)</b>						
<i>Managerial and administrative</i>	3	4	5	1	3	6
<i>Professional and technical</i>	25	28	25	8	19	39
<i>Sales and related</i>	2	2	3	2	2	3
<i>Clerical and admin support</i>	20	25	34	19	29	26
<i>Service</i>	13	8	7	14	11	5
<i>Agriculture and related</i>	1	1	1	2	1	1
<i>Production and related</i>	36	32	25	54	36	20
<b>Concurrent Participation</b>						
JTPA II-A, 204d, II-C, III	13	14	14	13	14	14
JTPA 8%	2	2	2	4	2	1
JTPA II-B	0	0	0	0	0	0
JTPA IV	0	0	0	0	0	0
TAA	0	0	0	1	0	0
Other non-JTPA	1	1	1	1	1	1
Both JTPA and non-JTPA	2	2	2	2	2	2
None	82	80	81	80	81	81

*Note: Numbers represent counts (Total Terminees), hours (Average hours in training), or percentages (all remaining items). Average hours in training, by training type, is restricted to those who received and completed the goals of that training type. Percentages of the Areas of Occupational Skill Training are restricted to those who received occupational skills training (either classroom-based or OJT); all other percentages are based on Total Terminees. Items in italics are imputed or are based on partial data; '0' denotes a percentage less than 0.5%. See Appendix A for details.*

**Table V-7a**  
**SERVICES RECEIVED, BY SELECTED CHARACTERISTICS**  
*(Universe: PY 95 Title III Terminees)*

	Individuals with a Disability		Veterans		UI Claimant	
	Yes	No	Yes	No	Yes	No
<b>Total Terminees</b>	5,837	260,564	38,154	228,247	170,028	96,373
<b>Percent Who Received:</b>						
Any of those below	59	54	56	53	50	60
Basic skills training	11	10	9	10	10	11
Occ skills training (non-OJT)	50	44	47	44	43	48
On-the-job training (OJT)	5	5	5	5	4	7
Any two or more of those above	7	6	6	7	6	7
<b>Percent Who Received and Completed Goals of:</b>						
Any of those below	48	46	48	46	44	50
Basic skills training	9	9	8	9	9	10
Occ skills training (non-OJT)	41	38	41	38	37	40
On-the-job training (OJT)	4	4	4	4	3	5
Any two or more of those above	6	5	5	5	5	5
<b>Average Hours of Those Who Completed Goals of:</b>						
<i>Basic skills training</i>	188	195	159	200	201	186
Occ skills training (non-OJT)	487	447	422	453	449	447
On-the-job training (OJT)	455	420	421	421	413	430
<b>Percent of Terminees, by Total Duration of Training</b>						
None	41	46	44	47	50	40
1 to 40 hours	7	7	6	7	6	7
41 to 100 hours	8	7	7	7	7	8
101 to 250 hours	12	12	14	11	11	13
251 to 500 hours	12	11	12	11	10	13
501 to 1,000 hours	12	11	10	11	10	12
Over 1,000 hours	8	6	6	6	6	7
Average duration of training (ihrs)	262	223	217	224	213	242
<b>Percent Receiving Basic Readjustment Services</b>						
With training services	na	na	na	na	na	na
Basic readjustment services only	na	na	na	na	na	na

**Table V-7a(continued)**

	Individuals with a Disability		Veterans		UI Claimant	
	Yes	No	Yes	No	Yes	No
<b>Percent Receiving Various Support Services</b>						
Any of those below	34	31	31	31	29	34
Transportation	14	11	11	11	10	13
Health care	2	1	1	1	1	1
Family care	2	2	1	2	1	2
Housing or rental assistance	2	1	1	1	1	1
Personal counseling	18	18	19	18	17	21
Needs-related payments	4	4	3	4	3	5
Other	13	9	10	9	8	11
<b>Areas of Occupational Skill Training (among those who received it)</b>						
<i>Managerial and administrative</i>	4	4	4	4	4	4
<i>Professional and technical</i>	30	26	27	26	26	26
<i>Sales and related</i>	3	2	2	3	3	3
<i>Clerical and admin support</i>	28	27	12	30	29	24
<i>Service</i>	7	9	6	9	8	10
<i>Agriculture and related</i>	1	1	1	1	1	1
<i>Production and related</i>	28	30	47	27	29	32
<b>Concurrent Participation</b>						
JTPA II-A, 204d, II-C, III	16	14	15	14	13	15
JTPA 8%	1	2	1	2	2	1
JTPA II-B	0	0	0	0	0	0
JTPA IV	0	0	0	0	0	0
TAA	0	0	0	0	0	0
Other non-JTPA	3	1	1	1	1	1
Both JTPA and non-JTPA	3	2	2	2	2	2
None	77	81	80	81	81	80

*Note: Numbers represent counts (Total Terminees), hours (Average hours in training), or percentages (all remaining items). Average hours in training, by training type, is restricted to those who received and completed the goals of that training type. Percentages of the Areas of Occupational Skill Training are restricted to those who received occupational skills training (either classroom-based or OJT); all other percentages are based on Total Terminees. Items in italics are imputed or are based on partial data; '0' denotes a percentage less than 0.5%. See Appendix A for details.*

**Table V-8****OUTCOMES OBTAINED, TRENDS OVER TIME***(Universe: Title III Terminees)*

	<b>PY 92</b>	<b>PY 93</b>	<b>PY 94</b>	<b>PY95</b>
<b>Total Terminees</b>	182,726	164,826	187,938	266,401
<b>Summary of Termination Type (%)</b>				
Entered employment	65	66	68	68
Transferred to other training	4	3	3	3
Called back/remained with employer	3	3	3	3
Other termination	27	27	26	25
<b>Employment at Termination (%)</b>				
Entered employment, total	68	66	68	68
Employed 20 or more hrs/wk	na	65	67	66
Employed with fringe benefits	na	42	46	44
Employed with UI coverage	na	54	60	60
Employed & relocated	1	1	1	1
Entered an apprenticeship	na	0	0	0
<b>Other Terminations (%)</b>				
Institutionalized	na	0	0	0
Health/medical	na	1	1	1
Family care	na	0	0	0
Lacks transportation	na	0	0	0
Cannot locate	na	3	2	3
Voluntary, other	na	11	11	10
Involuntary, other	na	12	11	10
<b>Number Contacted at Follow-up</b>	102,226	76,705	95,123	122,541
<b>Employment at Follow-up (%)</b>				
Employed, total	69	72	74	74
Also employed at termination with same employer	na	45	53	55
<b>Weeks Worked in Follow-up Period (%)</b>				
None	na	17	18	17
1 to 12	na	23	21	20
13	na	62	62	62
<b>Average Weeks Worked (in weeks)</b>	na	na	na	10.2
<b>Characteristics of Jobs at Termination, AMONG THOSE EMPLOYED</b>				
<b>Hours worked per week (%)</b>				
1 to 19 hours	na	1	1	4
20 to 34 hours	na	12	11	12
35 hours or more	na	87	87	84
<b>Average hours worked (in hrs)</b>	na	38	38	37

Table V-8(continued)

	PY 92	PY 93	PY 94	PY95
<b>Characteristics of Jobs at Termination, AMONG THOSE EMPLOYED (continued)</b>				
Hourly wage (%)				
Less than \$5.00	na	7	5	4
\$5.00 to \$7.49	na	35	31	31
\$7.50 to \$9.99	na	26	26	25
\$10.00 to \$14.99	na	22	24	25
\$15.00 or more	na	10	14	14
Average hourly wage (in dollars)	8.91	9.36	10.00	10.18
Wage replacement rate (%)				
Less than .75	na	37	36	34
.75 to .89	na	20	19	19
.90 to .99	na	11	11	11
1.00 to 1.25	na	21	21	22
Greater than 1.25	na	12	12	13
Average wage replacement rate	na	na	na	0.93
Occupation of jobs held (%)				
Managerial and administration	na	4	5	6
Professional and technical	na	17	20	19
Sales and related	na	7	7	8
Clerical and admin support	na	20	19	21
Service	na	10	10	10
Agriculture and related	na	1	1	1
Production and related	na	40	38	35
<b>Characteristics of Jobs at Follow-up, AMONG THOSE EMPLOYED</b>				
Hours worked per week (%)				
1 to 19 hours	na	4	4	4
20 to 34 hours	na	14	13	14
35 hours or more	na	82	83	82
Average hours worked (in hrs)	na	39	39	38
Hourly wage (%)				
Less than \$5.00	na	7	5	4
\$5.00 to \$7.49	na	32	29	26
\$7.50 to \$9.99	na	26	25	25
\$10.00 to \$14.99	na	24	26	27
\$15.00 or more	na	11	15	17
Average hourly wage (in dollars)	9.28	9.52	10.22	10.81

Note: Numbers represent counts (Total Terminees), hours (Average hours worked; Average hourly wages), or percentages (all remaining items). Items under the heading "Characteristics of Jobs," at either Termination or Follow-up, are calculated based on those employed at termination or follow-up, respectively; all other percentages are based on Total Terminees. Items in italics are imputed or are based on partial data; '0' denotes a percentage less than 1%. See Appendix A for details.

**Table V-9****OUTCOMES OBTAINED, BY SOURCE OF FUNDS***(Universe: PY 95 Title III Terminees)*

	Title III Total	Title III Program:		
		Substate Grantee	Governor's Reserve	National Reserve
<b>Total Terminees</b>	266,401	156,863	81,937	27,601
<b>Summary of Termination Type (%)</b>				
Entered employment	68	73	66	53
Transferred to other training	3	1	4	10
Called back/remained with employer	3	2	4	9
Other termination	25	24	27	29
<b>Employment at Termination (%)</b>				
Entered employment, total	68	73	66	53
Employed 20 or more hrs/wk	66	72	59	52
Employed with fringe benefits	44	50	33	37
Employed with UI coverage	60	63	60	46
Employed & relocated	1	1	1	2
Entered an apprenticeship	0	0	0	0
<b>Other Terminations (%)</b>				
Institutionalized	0	0	0	0
Health/medical	1	2	1	1
Family care	0	0	0	0
Lacks transportation	0	0	0	0
Cannot locate	3	3	2	2
Voluntary, other	10	10	10	9
Involuntary, other	10	8	12	13
<b>Number Contacted at Follow-up</b>	122,541	86,086	26,253	10,202
<b>Employment at Follow-up (%)</b>				
Employed, total	74	76	72	71
Also employed at termination with same employer	55	58	50	50
<b>Weeks Worked in Follow-up Period (%)</b>				
None	17	16	19	22
1 to 12	20	20	22	21
13	62	65	60	58
<b>Average Weeks Worked (in weeks)</b>	10.2	10.3	9.8	9.7
<b>Characteristics of Jobs at Termination, AMONG THOSE EMPLOYED</b>				
<b>Hours worked per week (%)</b>				
1 to 19 hours	4	1	10	1
20 to 34 hours	12	13	10	11
35 hours or more	84	86	79	89
<b>Average hours worked (in hrs)</b>	37	38	35	39

Table V-9(continued)

	Title III Total	Title III Program:		
		Substate Grantee	Governor's Reserve	National Reserve
<b>Characteristics of Jobs at Termination, AMONG THOSE EMPLOYED(continued)</b>				
Hourly wage (%)				
Less than \$5.00	4	4	6	2
\$5.00 to 7.49	31	30	36	20
\$7.50 to \$9.99	25	27	22	24
\$10.00 to \$14.99	25	26	22	31
\$15.00 or more	14	13	14	23
Average hourly wage (in dollars)	10.18	10.09	9.87	12.08
Wage Replacement Rate (%)				
Less than .75	34	32	36	43
.75 to .89	19	19	19	18
.90 to .99	11	11	12	10
1.00 to 1.25	22	23	22	21
Greater than 1.25	13	14	12	9
Average wage replacement rate	0.93	0.95	0.91	0.85
Occupation of jobs held (%)				
Managerial and administration	6	6	6	6
Professional and technical	19	20	16	24
Sales and related	8	8	8	6
Clerical and admin support	21	23	19	15
Service	10	10	9	8
Agriculture and related	1	1	1	2
Production and related	35	32	41	40
<b>Characteristics of Jobs at Follow-up, AMONG THOSE EMPLOYED</b>				
Hours worked per week (%)				
1 to 19 hours	4	4	5	4
20 to 34 hours	14	14	15	12
35 hours or more	82	82	81	84
Average hours worked (in hrs)	38	39	38	39
Hourly Wages (%)				
Less than \$5.00	4	4	4	3
\$5.00 to 7.49	26	27	26	20
\$7.50 to \$9.99	25	26	23	21
\$10.00 to \$14.99	27	27	27	28
\$15.00 or more	17	15	19	28
Average hourly wage (in dollars)	10.81	10.38	11.11	12.65

Note: Numbers represent counts (Total Terminees), hours (Average hours worked; Average hourly wages), or percentages (all remaining items). Items under the heading "Characteristics of Jobs," at either Termination or Follow-up, are calculated based on those employed at termination or follow-up, respectively; all other percentages are based on Total Terminees. Items in italics are imputed or are based on partial data; '0' denotes a percentage less than 0.5%. See Appendix A for details.

**Table V-10**  
**OUTCOMES OBTAINED, BY GENDER AND RACE/ETHNICITY**  
*(Universe: PY 95 Title III Terminees)*

	Gender		Race/Ethnicity			
	Female	Male	White	Black	Hisp	Other
<b>Total Terminees</b>	134,782	131,619	184,658	46,642	25,312	9,789
<b>Summary of Termination Type (%)</b>						
Entered employment	67	70	70	63	66	67
Transferred to other training	3	3	3	2	2	4
Called back/remained with employer	3	4	3	3	4	4
Other termination	27	24	23	32	28	25
<b>Employment at Termination (%)</b>						
Entered employment, total	67	70	70	63	66	67
Employed 20 or more hrs/wk	64	67	68	61	62	65
Employed with fringe benefits	41	46	46	38	34	42
Employed with UI coverage	59	62	63	55	54	60
Employed & relocated	1	2	1	1	1	1
Entered an apprenticeship	0	0	0	0	0	0
Entered non-traditional employment for women	8	na	na	na	na	na
<b>Other Terminations (%)</b>						
Institutionalized	0	0	0	0	1	0
Health/medical	2	1	1	1	4	1
Family care	1	0	0	0	0	0
Lacks transportation	0	0	0	0	0	0
Cannot locate	3	3	3	4	3	3
Voluntary, other	11	9	10	11	9	10
Involuntary, other	10	9	8	15	10	9
<b>Number Contacted at Follow-up</b>	62,050	60,491	93,832	16,745	7,828	4,136
<b>Employment at Follow-up (%)</b>						
Employed, total	73	76	76	69	69	74
Also employed at termination with same employer	54	56	57	49	48	53
<b>Weeks Worked in Follow-up Period (%)</b>						
None	19	15	16	21	21	19
1 to 12	20	21	20	23	23	22
13	61	64	65	57	56	59
<b>Average Weeks Worked (in weeks)</b>	10	10.3	10.3	9.6	9.7	9.6
<b>Characteristics of Jobs at Termination, AMONG THOSE EMPLOYED</b>						
<b>Hours worked per week (%)</b>						
1 to 19 hours	4	3	3	4	6	2
20 to 34 hours	17	8	12	13	13	11
35 hours or more	79	89	85	83	81	87
<b>Average hours worked (in hrs)</b>	36	38	37	37	36	38

**Table V-10(continued)**

	<b>Gender</b>		<b>Race/Ethnicity</b>			
	<b>Female</b>	<b>Male</b>	<b>White</b>	<b>Black</b>	<b>Hisp</b>	<b>Other</b>
<b>Characteristics of Jobs at Termination, AMONG THOSE EMPLOYED (continued)</b>						
Hourly wage (%)						
Less than \$5.00	6	3	3	6	12	2
\$5.00 to \$7.49	38	24	28	41	38	26
\$7.50 to \$9.99	27	24	25	27	24	24
\$10.00 to \$14.99	21	29	27	19	20	26
\$15.00 or more	8	20	16	7	8	22
Average hourly wage (in dollars)	8.93	11.42	10.70	8.52	8.57	11.63
Wage replacement rate (%)						
Less than .75	32	37	35	32	31	30
.75 to .89	20	18	19	19	20	19
.90 to .99	12	10	11	11	11	12
1.00 to 1.25	24	21	22	24	24	25
Greater than 1.25	13	13	13	14	14	14
Average wage replacement rate	0.94	0.92	0.92	0.94	0.95	0.96
Occupation of jobs held (%)						
Managerial and administration	5	6	7	3	3	5
Professional and technical	19	19	21	13	13	26
Sales and related	9	7	8	7	7	6
Clerical and admin support	35	8	21	24	21	21
Service	13	7	8	15	11	9
Agriculture and related	0	1	1	1	1	2
Production and related	19	52	34	38	44	31
<b>Characteristics of Jobs at Follow-up, AMONG THOSE EMPLOYED</b>						
Hours worked per week (%)						
1 to 19 hours	5	3	4	5	3	3
20 to 34 hours	18	10	14	17	14	13
35 hours or more	76	87	82	78	83	85
Average hours worked (in hrs)	37	40	39	37	39	39
Hourly wage (%)						
Less than \$5.00	6	3	3	6	11	2
\$5.00 to \$7.49	33	20	24	38	30	21
\$7.50 to \$9.99	27	22	24	27	25	23
\$10.00 to \$14.99	24	31	29	22	25	29
\$15.00 or more	10	25	20	8	9	25
Average hourly wage (in dollars)	9.33	12.28	11.30	8.86	9.15	12.18

*Note: Numbers represent counts (Total Terminees), hours (Average hours worked; Average hourly wages), or percentages (all remaining items). Items under the heading "Characteristics of Jobs," at either Termination or Follow-up, are calculated based on those employed at termination or follow-up, respectively; all other percentages are based on Total Terminees. Items in italics are imputed or are based on partial data; '0' denotes a percentage less than 0.5%. See Appendix A for details.*

Table V-11

## OUTCOMES OBTAINED, BY AGE AND HIGHEST GRADE COMPLETED

(Universe: PY 95 Title III Terminees)

	Age			Highest Grade Completed		
	29 and Under	30-44	45 and Older	LT HS	HS Grad	Post HS
<b>Total Terminees</b>	48,739	126,812	90,850	28,402	132,243	105,756
<b>Summary of Termination Type (%)</b>						
Entered employment	68	69	67	58	68	71
Transferred to other training	3	3	3	4	3	3
Called back/remained with employer	2	3	3	4	3	3
Other termination	27	24	27	34	25	23
<b>Employment at Termination (%)</b>						
Entered employment, total	68	69	67	58	68	71
Employed 20 or more hrs/wk	65	67	65	55	66	69
Employed with fringe benefits	41	46	42	31	43	47
Employed with UI coverage	60	62	59	51	61	63
Employed & relocated	2	1	1	1	1	2
Entered an apprenticeship	0	0	0	0	0	0
<b>Other Terminations (%)</b>						
Institutionalized	0	0	0	0	0	0
Health/medical	2	1	2	2	2	1
Family care	0	0	0	0	0	0
Lacks transportation	0	0	0	0	0	0
Cannot locate	4	3	2	4	3	3
Voluntary, other	10	9	11	13	10	9
Involuntary, other	10	9	10	13	10	9
<b>Number Contacted at Follow-up</b>	20,573	58,985	42,978	10,508	62,263	49,770
<b>Employment at Follow-up (%)</b>						
Employed, total	76	77	71	65	74	77
Also employed at termination with same employer	55	57	53	44	54	58
<b>Weeks Worked in Follow-up Period (%)</b>						
None	16	15	20	25	17	15
1 to 12	22	20	20	23	21	19
13	62	65	60	52	62	66
<b>Average Weeks Worked (in weeks)</b>	10.2	10.4	9.8	8.9	10.1	10.5
<b>Characteristics of Jobs at Termination, AMONG THOSE EMPLOYED</b>						
<b>Hours worked per week (%)</b>						
1 to 19 hours	4	3	4	6	4	3
20 to 34 hours	13	11	13	12	13	12
35 hours or more	83	86	83	82	84	86
<b>Average hours worked (in hrs)</b>	37	37	37	36	37	37

Table V-11(continued)

	Age			Highest Grade Completed		
	29 and Under	30-44	45 and Older	LT HS	HS Grad	Post HS
<b>Characteristics of Jobs at Termination, AMONG THOSE EMPLOYED (continued)</b>						
Hourly wage (%)						
Less than \$5.00	8	4	4	9	5	2
\$5.00 to \$7.49	40	29	28	49	36	20
\$7.50 to \$9.99	27	26	24	23	28	22
\$10.00 to \$14.99	20	27	25	15	23	30
\$15.00 or more	5	14	19	4	7	26
Average hourly wage (in dollars)	8.30	10.18	11.20	7.60	8.80	12.41
Wage replacement rate (%)						
Less than .75	22	33	42	32	35	34
.75 to .89	18	20	19	20	20	18
.90 to .99	12	12	10	12	11	11
1.00 to 1.25	28	23	19	23	22	23
Greater than 1.25	21	13	9	12	12	14
Average wage replacement rate	1.05	0.93	0.87	0.93	0.92	0.94
Occupation of jobs held (%)						
Managerial and administration	3	5	8	2	3	10
Professional and technical	14	20	20	4	11	32
Sales and related	8	7	9	6	7	9
Clerical and admin support	21	21	23	10	24	21
Service	13	9	9	16	12	6
Agriculture and related	1	1	1	2	1	1
Production and related	41	37	30	60	42	22
<b>Characteristics of Jobs at Follow-up, AMONG THOSE EMPLOYED</b>						
Hours worked per week (%)						
1 to 19 hours	4	4	4	4	4	4
20 to 34 hours	14	13	15	15	15	12
35 hours or more	82	83	81	81	81	84
Average hours worked (ihrs)	38	39	38	38	38	39
Hourly wage (%)						
Less than \$5.00	7	4	4	8	5	2
\$5.00 to \$7.49	34	25	25	42	31	18
\$7.50 to \$9.99	28	25	23	28	28	21
\$10.00 to \$14.99	25	29	26	18	26	31
\$15.00 or more	7	17	22	4	10	29
Average hourly wage (in dollars)	8.94	10.71	11.82	8.14	9.41	13.00

Note: Numbers represent counts (Total Terminees), hours (Average hours worked; Average hourly wages), or percentages (all remaining items). Items under the heading "Characteristics of Jobs," at either Termination or Follow-up, are calculated based on those employed at termination or follow-up, respectively; all other percentages are based on Total Terminees. '0' denotes a percentage less than 0.5%. See Appendix A for details.

**Table V-11a**  
**OUTCOMES OBTAINED, BY SELECTED CHARACTERISTICS**  
*(Universe: PY 95 Title III Terminees)*

	Individual With a Disability		Veteran		UI Claimant	
	Yes	No	Yes	No	Yes	No
<b>Total Terminees</b>	5,837	260,564	38,154	228,247	170,028	96,373
<b>Summary of Termination Type (%)</b>						
Entered employment	61	68	70	68	70	66
Transferred to other training	4	3	3	3	3	4
Called back/remained with employer	2	3	4	3	3	3
Other termination	32	25	24	26	24	27
<b>Employment at Termination (%)</b>						
Entered employment, total	61	68	70	68	70	66
Employed 20 or more hrs/wk	59	66	68	65	66	65
Employed with fringe benefits	37	44	49	43	43	45
Employed with UI coverage	54	61	62	60	63	56
Employed & relocated	1	1	3	1	1	2
Entered an apprenticeship	0	0	0	0	0	0
<b>Other Terminations (%)</b>						
Institutionalized	0	0	0	0	0	0
Health/medical	5	1	1	1	1	2
Family care	0	0	0	0	0	0
Lacks transportation	0	0	0	0	0	0
Cannot locate	3	3	3	3	3	3
Voluntary, other	12	10	10	10	10	11
Involuntary, other	11	10	9	10	10	10
<b>Number Contacted at Follow-up</b>	2,907	119,634	19,412	103,129	76,220	46,042
<b>Employment at Follow-up (%)</b>						
Employed, total	63	75	75	74	76	72
Also employed at termination with same employer	46	55	56	55	56	53
<b>Weeks Worked in Follow-up Period (%)</b>						
None	27	17	17	17	16	19
1 to 12	20	20	21	20	20	21
13	53	63	63	62	64	60
<b>Average Weeks Worked (in weeks)</b>	9.1	10.2	10.2	10.1	10.4	9.8
<b>Characteristics of Jobs at Termination, AMONG THOSE EMPLOYED</b>						
<b>Hours worked per week (%)</b>						
1 to 19 hours	3	4	2	4	5	1
20 to 34 hours	16	12	8	13	11	13
35 hours or more	81	84	90	83	84	86
<b>Average hours worked (in hrs)</b>	37	37	39	37	37	38

Table V-11a(continued)

	Individual With a Disability		Veteran		UI Claimant	
	Yes	No	Yes	No	Yes	No
<b>Characteristics of Jobs at Termination, AMONG THOSE EMPLOYED (continued)</b>						
Hourly wage (%)						
Less than \$5.00	5	4	2	5	4	6
\$5.00 to 7.49	37	31	22	32	30	32
\$7.50 to \$9.99	27	25	24	26	26	25
\$10.00 to \$14.99	22	25	30	24	26	24
\$15.00 or more	10	14	22	13	14	14
Average hourly wage (in dollars)	9.42	10.20	11.71	9.92	10.23	10.09
Wage Replacement Rate (%)						
Less than .75	35	34	40	33	35	32
.75 to .89	18	19	17	19	20	18
.90 to .99	10	11	10	11	12	10
1.00 to 1.25	22	22	20	23	22	23
Greater than 1.25	15	13	13	13	11	16
Average wage replacement rate	0.98	0.93	0.90	0.93	0.90	0.98
Occupation of jobs held (%)						
Managerial and administration	4	6	7	6	6	5
Professional and technical	18	19	20	19	19	20
Sales and related	8	8	7	8	8	8
Clerical and admin support	19	21	9	24	22	20
Service	12	10	8	10	9	11
Agriculture and related	1	1	1	1	1	1
Production and related	36	35	49	33	36	35
<b>Characteristics of Jobs at Follow-up, AMONG THOSE EMPLOYED</b>						
Hours worked per week (%)						
1 to 19 hours	8	4	3	4	4	4
20 to 34 hours	15	14	10	15	14	14
35 hours or more	77	82	87	81	82	82
Average hours worked (in hrs)	37	38	40	38	38	38
Hourly Wages (%)						
Less than \$5.00	5	4	3	5	3	6
\$5.00 to 7.49	35	26	19	28	25	29
\$7.50 to \$9.99	29	25	21	25	26	23
\$10.00 to \$14.99	22	28	29	27	29	25
\$15.00 or more	9	17	28	15	17	18
Average hourly wage (in dollars)	9.35	10.84	12.81	10.46	10.89	10.67

*Note: Numbers represent counts (Total Terminees), hours (Average hours worked; Average hourly wages), or percentages (all remaining items). Items under the heading "Characteristics of Jobs," at either Termination or Follow-up, are calculated based on those employed at termination or follow-up, respectively; all other percentages are based on Total Terminees. Items in italics are imputed or are based on partial data; '0' denotes a percentage less than 0.5%. See Appendix A for details.*

**Table V-12****OUTCOMES OBTAINED, BY SERVICES RECEIVED***(Universe: PY 95 Title III Terminees)*

	<u>Basic Skills</u>	<u>Occ. CRT</u>	<u>OJT</u>	<u>No Retraining</u>
<b>Total Terminees</b>	27,069	118,347	13,110	125,272
<b>Summary of Termination Type (%)</b>				
Entered employment	71	74	85	62
Transferred to other training	4	3	0	3
Called back/remained with employer	3	2	1	4
Other termination	21	20	14	31
<b>Employment at Termination (%)</b>				
Entered employment, total	71	74	85	62
Employed 20 or more hrs/wk	70	74	84	57
Employed with fringe benefits	48	52	70	33
Employed with UI coverage	61	65	80	55
Employed & relocated	2	2	0	1
Entered an apprenticeship	0	0	0	0
<b>Other Terminations (%)</b>				
Institutionalized	0	0	0	0
Health/medical	2	1	1	2
Family care	0	0	0	0
Lacks transportation	0	0	0	0
Cannot locate	3	3	1	3
Voluntary, other	10	8	5	13
Involuntary, other	6	8	7	12
<b>Number Contacted at Follow-up</b>	14,331	65,712	7,223	44,993
<b>Employment at Follow-up (%)</b>				
Employed, total	74	77	82	71
Also employed at termination with same employer	56	58	70	51
<b>Weeks Worked in Follow-up Period (%)</b>				
None	17	15	11	19
1 to 12	20	20	15	21
13	63	65	74	60
<b>Average Weeks Worked (in weeks)</b>	10.0	10.4	11.1	9.8
<b>Characteristics of Jobs at Termination, AMONG THOSE EMPLOYED</b>				
<b>Hours worked per week (%)</b>				
1 to 19 hours	1	1	0	7
20 to 34 hours	14	14	5	11
35 hours or more	85	85	95	82
<b>Average hours worked (in hrs)</b>	38	38	39	36

Table V-12(continued)

	<u>Basic Skills</u>	<u>Occ. CRT</u>	<u>OJT</u>	<u>No Retraining</u>
<b>Characteristics of Jobs at Termination, AMONG THOSE EMPLOYED (continued)</b>				
Hourly wage (%)				
Less than \$5.00	4	3	4	6
\$5.00 to 7.49	37	27	39	33
\$7.50 to \$9.99	28	28	31	22
\$10.00 to \$14.99	21	28	20	23
\$15.00 or more	9	14	7	16
Average hourly wage (in dollars)	9.12	10.36	8.86	10.23
Wage Replacement Rate (%)				
Less than .75	35	34	31	35
.75 to .89	21	18	20	20
.90 to .99	11	10	12	12
1.00 to 1.25	22	22	25	23
Greater than 1.25	12	15	12	11
Average wage replacement rate	0.91	0.96	0.93	0.90
Occupation of jobs held (%)				
Managerial and administration	4	5	3	7
Professional and technical	14	22	12	17
Sales and related	7	6	5	9
Clerical and admin support	24	24	17	20
Service	12	10	7	9
Agriculture and related	1	1	1	1
Production and related	38	31	54	37
<b>Characteristics of Jobs at Follow-up, AMONG THOSE EMPLOYED</b>				
Hours worked per week (%)				
1 to 19 hours	5	4	2	4
20 to 34 hours	18	15	8	14
35 hours or more	78	82	90	82
Average hours worked (in hrs)	38	39	40	38
Hourly Wages (%)				
Less than \$5.00	5	3	3	5
\$5.00 to 7.49	36	25	34	26
\$7.50 to \$9.99	28	26	32	22
\$10.00 to \$14.99	23	29	24	27
\$15.00 or more	8	16	7	21
Average hourly wage (in dollars)	9.06	10.65	9.08	11.34

Note: Numbers represent counts (Total Terminees), hours (Average hours worked; Average hourly wages), or percentages (all remaining items). Items under the heading "Characteristics of Jobs," at either Termination or Follow-up, are calculated based on those employed at termination or follow-up, respectively; all other percentages are based on Total Terminees. Items in italics are imputed or are based on partial data; '0' denotes a percentage less than 0.5%. See Appendix A for details.

**Table V-12****OUTCOMES OBTAINED, BY SERVICES RECEIVED***(Universe: PY 95 Title III Terminees)*

	<u>Basic Skills</u>	<u>Occ. CRT</u>	<u>OJT</u>	<u>No Retraining</u>
<b>Total Terminees</b>	27,069	118,347	13,110	125,272
<b>Summary of Termination Type (%)</b>				
Entered employment	71	74	85	62
Transferred to other training	4	3	0	3
Called back/remained with employer	3	2	1	4
Other termination	21	20	14	31
<b>Employment at Termination (%)</b>				
Entered employment, total	71	74	85	62
Employed 20 or more hrs/wk	70	74	84	57
Employed with fringe benefits	48	52	70	33
Employed with UI coverage	61	65	80	55
Employed & relocated	2	2	0	1
Entered an apprenticeship	0	0	0	0
<b>Other Terminations (%)</b>				
Institutionalized	0	0	0	0
Health/medical	2	1	1	2
Family care	0	0	0	0
Lacks transportation	0	0	0	0
Cannot locate	3	3	1	3
Voluntary, other	10	8	5	13
Involuntary, other	6	8	7	12
<b>Number Contacted at Follow-up</b>	14,331	65,712	7,223	44,993
<b>Employment at Follow-up (%)</b>				
Employed, total	74	77	82	71
Also employed at termination with same employer	56	58	70	51
<b>Weeks Worked in Follow-up Period (%)</b>				
None	17	15	11	19
1 to 12	20	20	15	21
13	63	65	74	60
<b>Average Weeks Worked (in weeks)</b>	10.0	10.4	11.1	9.8
<b>Characteristics of Jobs at Termination, AMONG THOSE EMPLOYED</b>				
<b>Hours worked per week (%)</b>				
1 to 19 hours	1	1	0	7
20 to 34 hours	14	14	5	11
35 hours or more	85	85	95	82
<b>Average hours worked (in hrs)</b>	38	38	39	36

Table V-12(continued)

	<u>Basic Skills</u>	<u>Occ. CRT</u>	<u>OJT</u>	<u>No Retraining</u>
<b>Characteristics of Jobs at Termination, AMONG THOSE EMPLOYED (continued)</b>				
Hourly wage (%)				
Less than \$5.00	4	3	4	6
\$5.00 to 7.49	37	27	39	33
\$7.50 to \$9.99	28	28	31	22
\$10.00 to \$14.99	21	28	20	23
\$15.00 or more	9	14	7	16
Average hourly wage (in dollars)	9.12	10.36	8.86	10.23
Wage Replacement Rate (%)				
Less than .75	35	34	31	35
.75 to .89	21	18	20	20
.90 to .99	11	10	12	12
1.00 to 1.25	22	22	25	23
Greater than 1.25	12	15	12	11
Average wage replacement rate	0.91	0.96	0.93	0.90
Occupation of jobs held (%)				
Managerial and administration	4	5	3	7
Professional and technical	14	22	12	17
Sales and related	7	6	5	9
Clerical and admin support	24	24	17	20
Service	12	10	7	9
Agriculture and related	1	1	1	1
Production and related	38	31	54	37
<b>Characteristics of Jobs at Follow-up, AMONG THOSE EMPLOYED</b>				
Hours worked per week (%)				
1 to 19 hours	5	4	2	4
20 to 34 hours	18	15	8	14
35 hours or more	78	82	90	82
Average hours worked (in hrs)	38	39	40	38
Hourly Wages (%)				
Less than \$5.00	5	3	3	5
\$5.00 to 7.49	36	25	34	26
\$7.50 to \$9.99	28	26	32	22
\$10.00 to \$14.99	23	29	24	27
\$15.00 or more	8	16	7	21
Average hourly wage (in dollars)	9.06	10.65	9.08	11.34

Note: Numbers represent counts (Total Terminees), hours (Average hours worked; Average hourly wages), or percentages (all remaining items). Items under the heading "Characteristics of Jobs," at either Termination or Follow-up, are calculated based on those employed at termination or follow-up, respectively; all other percentages are based on Total Terminees. Items in italics are imputed or are based on partial data; '0' denotes a percentage less than 0.5%. See Appendix A for details.

**PART VI:**  
**SUPPLEMENTARY DATA**

**Table VI-1****NATIONAL PERFORMANCE STANDARDS ON CORE OUTCOMES,  
FOR TITLES II-A, II-C, AND III PROGRAMS****Title II-A**

Adult Follow-Up Employment Rate	63%
Adult Weekly Earnings at Follow-Up	\$286
Welfare Follow-Up Employment Rate	55%
Welfare Weekly Earnings at Follow-Up	\$273

**Title II-C**

Youth Entered Employment Rate	44%
Youth Employability Enhancement Rate	56%

**Title III**

Entered Employment Rate	68%
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**Section 204d**

Entered Employment Rate	61%
Average Wage at Placement	\$6.49

Note: These figures represent national numerical performance standards for program years 1995-1996; standards for individual SDAs/SSAs will generally be different from these values to reflect local circumstances. Definitions of the outcomes listed above are:

Adult Follow-Up Employment Rate - Represents the total number of adult respondents who were employed (for 20 or more hours per week) during the 13th full calendar week after termination, divided by the total number of adult respondents (i.e., trainees who completed follow-up interviews), after adjusting for nonresponse bias.

Adult Weekly Earnings at Follow-up - Represents the total weekly earnings for all adult respondents employed (for 20 or more hours per week) during the 13th full calendar week after termination, divided by the total number of adult respondents employed at the time of follow-up, after adjusting for nonresponse bias.

Welfare Follow-Up Employment Rate and Welfare Weekly Earnings at Follow-up - Same as adult measures except based on individuals who received AFDC, General Assistance or Refugee Cash Assistance.

Youth Entered Employment Rate - Represents the total number of youth who entered employment (for 20 or more hours per week) at termination divided by the total number of youth who terminated, excluding those potential dropouts who are reported as remained in school and dropouts who are reported as returned to school.

Youth Employability Enhancement Rate - Represents the total number of youth who attained one of the employability enhancements at termination, whether or not they also obtained a job, divided by the total number of youth who terminated.

Title III Entered Employment Rate - Represents the total number of individuals who entered employment (for 20 or more hours per week) at termination, excluding those who were recalled or retained by the original employer after receipt of a layoff notice, divided by total terminations excluding those who were recalled or retained by the original employer after receipt of a layoff notice.

Section 204d Entered Employment Rate. - Represents the total number of individuals who entered employment (for 20 or more hours per week) at termination divided by total terminations.

Section 204d Average Wage at Placement - Represents the average wage at placement for trainees who entered employment (for 20 or more hours per week) at termination

All Title II measures exclude trainees who received objective assessment only.

**Table VI-2**  
**JTPA ALLOTMENTS FOR PY 95, BY STATE AND PROGRAM**

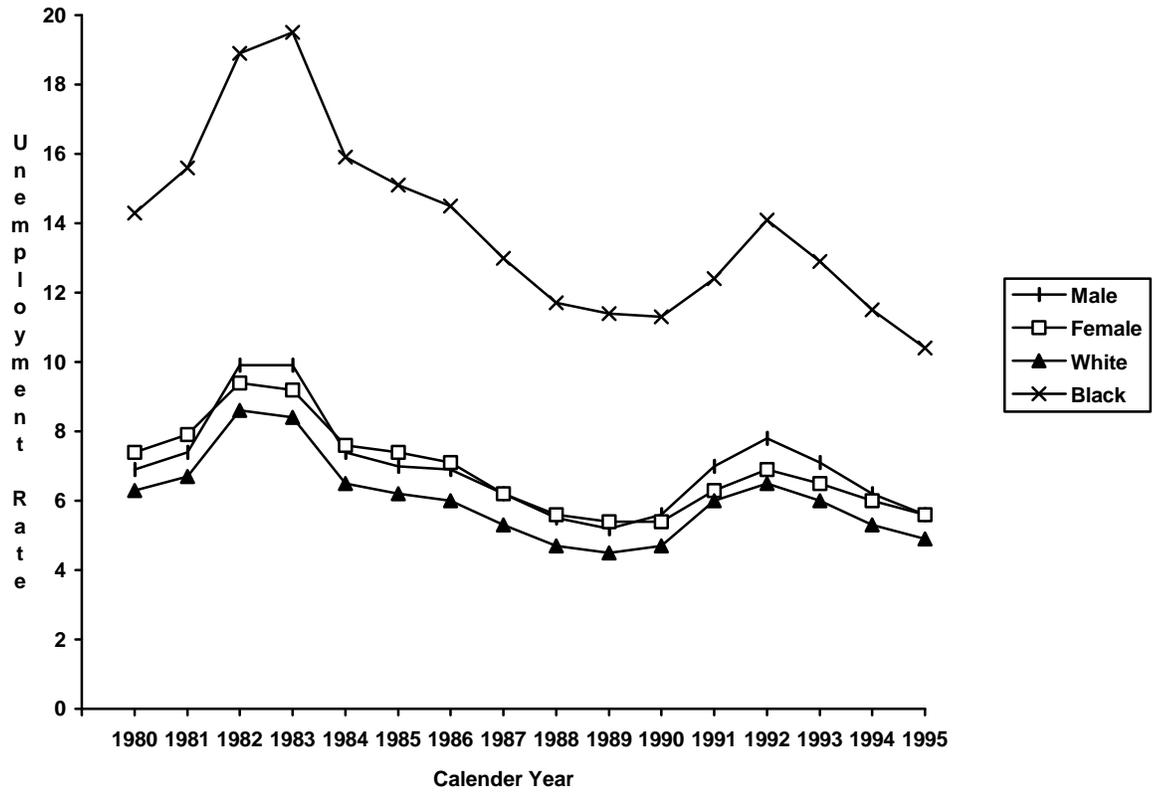
	Title II-A	Title II-C	Title III
<b>National Total</b>	1,054,813,000	598,682,000	1,296,000,000
<b>Region I</b>			
Connecticut	10,156,627	5,728,605	12,064,733
Maine	5,345,984	2,981,560	6,526,340
Massachusetts	23,469,898	13,320,850	25,736,954
New Hampshire	3,850,939	2,157,799	3,680,092
Rhode Island	4,177,738	2,299,196	5,605,994
Vermont	2,630,042	1,492,737	1,441,075
<b>Region II</b>			
New Jersey	29,934,546	16,682,628	39,375,796
New York	81,867,897	44,419,827	90,822,425
Puerto Rico	43,537,073	24,530,823	28,646,133
<b>Region III</b>			
Delaware	2,630,042	1,492,737	1,914,294
District of Columbia	3,654,842	2,049,797	3,993,677
Maryland	15,292,528	8,508,010	17,811,023
Pennsylvania	43,523,589	23,922,944	47,436,948
Virginia	16,259,008	9,189,895	13,396,865
West Virginia	11,682,542	6,561,210	12,480,721
<b>Region IV</b>			
Alabama	18,422,732	10,468,227	15,772,976
Florida	53,192,656	29,277,384	55,165,165
Georgia	22,142,035	12,765,370	22,588,965
Kentucky	14,745,934	8,097,118	9,462,170
Mississippi	12,961,173	7,356,394	9,277,057
North Carolina	17,084,620	9,555,897	10,996,499
South Carolina	15,607,751	12,642,875	15,673,409
Tennessee	16,340,812	9,076,497	10,684,291
<b>Region V</b>			
Illinois	42,901,850	24,838,157	44,861,025
Indiana	15,399,204	8,807,095	13,108,199
Michigan	39,070,058	22,175,059	36,000,525
Minnesota	11,057,240	6,285,591	8,728,512
Ohio	38,727,805	21,907,320	39,386,139
Wisconsin	12,191,704	6,898,320	8,533,975

Table VI-2(continued)

	Title II-A	Title II-C	Title III
<b>Region VI</b>			
Arkansas	9,664,236	5,485,147	6,455,146
Louisiana	24,378,762	13,836,695	19,530,166
New Mexico	7,024,514	4,055,632	5,200,368
Oklahoma	12,070,920	6,727,421	10,829,815
Texas	78,781,890	46,729,927	73,464,543
<b>Region VII</b>			
Iowa	5,396,367	3,062,825	4,113,077
Kansas	6,345,185	3,535,570	6,565,365
Missouri	17,412,714	9,750,098	14,653,229
Nebraska	2,630,042	1,492,737	1,418,367
<b>Region VIII</b>			
Colorado	9,930,813	5,599,580	8,595,294
Montana	3,158,989	1,694,114	2,091,916
North Dakota	2,630,042	1,492,737	883,621
South Dakota	2,630,042	1,492,737	670,057
Utah	3,004,148	1,794,147	2,161,379
Wyoming	2,630,042	1,492,737	1,421,777
<b>Region IX</b>			
Arizona	13,935,061	8,147,782	11,763,895
California	176,173,325	103,021,012	209,035,357
Hawaii	2,977,386	1,554,532	2,393,933
Nevada	5,012,949	2,835,626	5,380,652
<b>Region X</b>			
Alaska	2,837,523	1,619,747	3,302,151
Idaho	3,194,169	1,859,197	2,743,202
Oregon	12,167,986	6,825,615	11,295,052
Washington	20,170,821	11,566,274	21,659,661

*Note: Figures are in dollars and reflect PY 95 JTPA initial allotments to states (e.g., before recaptures and reallocations of unexpended funds in Title III). The National Totals include additional amounts allotted to Pacific Islands and the Virgin Islands and, for Title III, a set-aside of \$256,444,240 for the National Reserve. Source: Employment and Training Reporter (April 19, 1995).*

**FIGURE VI-1**  
**TRENDS IN THE UNEMPLOYMENT RATE, BY GENDER AND RACE:**  
**1980 TO 1995**



Note: The figure charts the trends in the unemployment rate for the civilian noninstitutional population 16 years old and over, for males and females and whites and blacks. Source: Statistical Abstract of the United States (various issues; U.S. Bureau of the Census).

**Table VI-3**  
**NATIONAL LABOR FORCE STATISTICS FOR 1995,**  
**BY GENDER AND RACE**

	<u>Total</u>	<u>Female</u>	<u>Male</u>	<u>White</u>	<u>Black</u>
<b>Counts (in thousands):</b>					
Civilian noninstitutional population	198,584	103,406	95,178	166,914	23,246
Civilian labor force	132,304	60,944	71,360	111,950	14,817
Employed	124,900	57,523	67,377	106,490	13,279
Unemployed	7,404	3,421	3,983	5,459	1,538
Not in Labor Force	66,280	42,462	23,818	54,965	8,429
<b>Percents:</b>					
Labor force participation rate <sup>1</sup>	66.6	58.9	75.0	67.1	63.7
Employment-to-population ratio <sup>2</sup>	62.9	55.6	70.8	63.8	57.1
Unemployment rate <sup>3</sup>	5.6	5.6	5.6	4.9	10.4

*Note: Data are for the civilian noninstitutional population 16 years old and over and are annual averages of monthly figures, not all race groups are shown separately. Source: Statistical Abstract of the United States, 1996: Table 616 (U.S. Bureau of the Census).*

<sup>1</sup>Defined as the civilian labor force divided by the civilian noninstitutional population.

<sup>2</sup>Defined as those employed divided by the civilian noninstitutional population.

<sup>3</sup>Defined as those who are unemployed divided by the civilian labor force

**Table VI-4**  
**UNEMPLOYMENT RATES FOR 1995, BY GENDER AND STATE**

	<u>Total</u>	<u>Female</u>	<u>Male</u>
<b>U.S. Total</b>	5.6	5.6	5.6
<b>Region I</b>			
Connecticut	5.5	5.5	5.6
Maine	5.7	5.0	6.4
Massachusetts	5.4	4.8	5.8
New Hampshire	4.0	4.3	3.7
Rhode Island	7.0	6.7	7.2
Vermont	4.2	4.1	4.4
<b>Region II</b>			
New Jersey	6.4	6.2	6.6
New York	6.3	5.9	6.7
Puerto Rico	na	na	na
<b>Region III</b>			
Delaware	4.3	4.1	4.6
District of Columbia	8.9	8.8	9.0
Maryland	5.1	5.5	4.7
Pennsylvania	5.7	6.0	5.9
Virginia	4.5	5.0	4.0
West Virginia	7.9	7.0	8.6
<b>Region IV</b>			
Alabama	6.3	6.1	6.4
Florida	5.5	5.6	5.4
Georgia	4.9	5.5	4.3
Kentucky	5.4	5.1	5.6
Mississippi	6.1	6.2	6.1
North Carolina	4.3	5.2	3.6
South Carolina	5.1	6.3	3.9
Tennessee	5.2	5.1	5.3
<b>Region V</b>			
Illinois	5.2	5.0	5.3
Indiana	4.7	5.1	4.3
Michigan	5.3	5.3	5.4
Minnesota	3.7	3.0	4.3
Ohio	4.8	4.7	4.8
Wisconsin	3.7	3.6	3.8

**Table VI-4(continued)**

	Total	Female	Male
<b>Region VI</b>			
Arkansas	4.9	5.9	4.0
Louisiana	6.9	6.8	7.0
New Mexico	6.3	6.2	6.3
Oklahoma	4.7	4.5	4.8
Texas	6.0	6.6	5.6
<b>Region VII</b>			
Iowa	3.5	3.3	3.6
Kansas	4.4	5.0	4.0
Missouri	4.8	4.9	4.6
Nebraska	2.6	2.8	2.5
<b>Region VIII</b>			
Colorado	4.2	4.2	4.2
Montana	5.9	5.1	6.6
North Dakota	3.3	3.1	3.5
South Dakota	2.9	2.9	3.0
Utah	3.6	3.6	3.6
Wyoming	4.8	4.7	4.8
<b>Region IX</b>			
Arizona	7.3	6.2	8.3
California	7.8	7.9	7.8
Hawaii	5.9	4.9	6.8
Nevada	5.4	5.6	5.2
<b>Region X</b>			
Alaska	6.3	6.1	6.4
Idaho	5.4	4.3	6.3
Oregon	4.8	4.4	5.2
Washington	6.4	6.4	6.4

*Note: Numbers represent the unemployment rate, in percent, for the civilian noninstitutional population ages 16 years and older. Source: Statistical Abstract of the United States, 1996: Table 621 (U.S. Bureau of the Census).*

**APPENDIX A:**  
**TECHNICAL NOTES TO TABLES**

## NOTES TO PARTS I TO V

### NOTES ON NOTATIONS

The following notational conventions are adopted throughout this Data Book:

- Regular type: Signifies that fewer than 6% of the terminees included in the table have missing data on the item in question.
- *Italics*: Signifies that between 6% and 35% of the terminees included in the table have missing data on the item in question.
- na (not available): Signifies that more than 35% of the terminees included in the table have missing data on the item and therefore the computation is suppressed, or the item is missing altogether.
- '0': Used to signify that a percentage rounds to less than 0.5%.

### UNIVERSE RESTRICTIONS

Data reported in the Data Book strictly speaking reflect counts and characteristics of **terminations** rather than **terminees**. Thus, a participant who was co-enrolled (e.g., in a Title II-A program and a Title III program) and terminated from both programs during the same program year would be counted twice—once for each program. Similarly, a participant who terminated, was re-enrolled, and terminated again from the same program (e.g., Title II-A) during the program year also would be counted twice.

All tabulations of PY 94 data in the Data Book exclude persons served in the Pacific Islands, including Guam and American Samoa, and the Virgin Islands, because these programs were not required to submit SPIR data. They also exclude follow-up data for Connecticut, which was unable to submit SPIR data in time for inclusion in the Data Book.

A major selection filter for the tables relates to the participant's program of participation. This is defined based on SPIR item #12 (Program of participation; see Appendix B for a copy of the SPIR reporting format). Part I of the Data Book includes terminees in all programs of participation; Part II includes those served with either II-A formula funds or II-A 5% incentive funds (codes '1' and '7' on SPIR item #12); Part III includes those served with either II-C formula funds or II-C 5% incentive funds (codes '3' and '8'); Part IV includes those served with Section 204d funds (code '2'); and Part V includes those served with Title III Governor's reserve funds (code '4'), substate funds (code '5'), or national reserve funds (code '6').

Another major selection filter for the tables relates to the distinction between those who received more than objective assessment as opposed to those who received objective assessment only. The first table in Parts I, II, III, and IV of the Data Book includes both groups of terminees, with the two groups constituting the table's column

headings; the remaining tables in these Parts exclude those who receive objective assessment only. (Because the notion of receiving only objective assessment is not applicable to Title III, all tables in Part V of the Data Book include all Title III terminees.) Persons who receive objective assessment only are those coded '8' or '9' on SPIR item #39 (Other terminations); all other terminees by implication received more than objective assessment.

#### **DATA SOURCES: THE SPIR AND JASRs/WAPRs**

Data for program years (PYs) prior to PY 93 are drawn from JTPA Annual Status Reports (JASRs), for Titles II-A and II-C, and Worker Adjustment Program Annual Status Reports (WAPRs), for Title III; all terminees recorded on these forms are assumed to have received services beyond objective assessment. The data reported in the Data Book for these years are taken from the Department of Labor's JASR/WAPR "roll-ups" (i.e., created by aggregating the JASRs/WAPRs submitted by the individual states). In interpreting tables showing trends, the reader should bear in mind that the definitions of some items have changed slightly over time.

Data for PY 95, PY94 and PY 93 are drawn from the client-level data submitted by states, including the SPIR items as well as so-called transition items. Transitions items were used by states when they were unable to supply the SPIR item for a given individual, but could supply related information for that person using the cruder categorizations that had been used on the JASRs/WAPRs. For example, states unable to supply a participant's years of education completed (SPIR item #17) were asked to supply the participant's educational status in one of several categories used on the JASRs/WAPRs. To maximize the use of available data, wherever possible we combined SPIR items, available for most participants, with the related transition items, available for the remaining participants. (For some terminees, data were available for *both* the SPIR item and the analogous transition item, and the two sources of information contradicted each other. In such cases, we let the SPIR item take precedence).

Data reported by the states were subject to some data quality checks, to identify outliers or other patterns of implausible data. If a data item for a terminee (or group of terminees) failed to pass our data quality check, we typically replaced the terminee's data on that item with a missing value code. Thus, for example, preprogram hourly wages greater than \$100/hour were assumed to be erroneous and were set to missing values. Some items were set to missing for an entire state or SDA if that state's or SDA's data were unreasonable compared to other states and SDAs. To avoid imparting any particular bias to the data, we used what we think are very conservative decision rules and, thus, endeavored to blank out data provided for a terminee only when the value was impossible or very highly implausible. Thus, some "bad" data doubtless remain (i.e., implausible values that fell short of our threshold for setting the value to missing).

Moreover, it should also be recognized that some SPIR items are intrinsically subject to under-reporting. For example, unless the intake worker has clear evidence

that a terminnee has a problem with substance abuse, the terminnee is likely to be coded 'no' on the relevant SPIR item (SPIR item #26h). Other items for which under-reporting seems probable include: whether the terminnee is a Food Stamp recipient (item #14e), an offender (item #26b), lacks a significant work history (item #26e), or has an SDA-identified barrier (item #26i). Estimates for these items reported in the Data Book should therefore be viewed as conservative.

### **MISSING DATA AND PROPORTIONAL ADJUSTMENTS**

For many rows used in the Data Book, the combination of the SPIR item and the related transition item sufficed to determine the appropriate categorization for virtually every terminnee (except those with missing data on both items). For example, because we report educational attainment in the Data Book in categories that map to those used for the transition item, we could combine information from years of education completed for some terminnees with the transition-item categories for other terminnees and, thus, include virtually all terminnees in the Data Book's educational categorization.

In some instances, however, we used finer categories in the Data Book than were provided by the transition items. In combining SPIR items with transition items in these cases, we needed to make proportional adjustments to allocate information from the transition item sensibly. For example, in the Data Book the following categories are used to record reading and math skill levels:

- Less than 7th grade
- 7th or 8th grade
- 9th grade and above

Terminnees whose basic skills levels were recorded as the actual grade-level equivalent could be allocated to these categories straightforwardly. However, the available transition item only denoted whether the terminnee tested at less than or at or above the 7th grade level. Those who were recorded as testing at or above the 7th grade level were allocated to the categories "7th or 8th grade" and "9th grade and above" according to the proportions across these two categories of those whose actual grade level was recorded on the SPIR item.

Items for which proportionate adjustments were applied are:

- Family Status
- School Status
- Reading Skills Grade Level
- Math Skills Grade Level
- Basic Skills Deficient (applicable for Titles II-A and II-C only)
- Percent of Terminnees, by Total Duration of Training
- Weeks Worked in Follow-up Period

Details on the adjustment are described below, in reference to each item.

Finally, for some SPIR items, no appropriate transition item was available. Thus, states unable to provide information on the SPIR item for a terminnee submitted a null value, or blank field, instead. Table I-4 can be used to ascertain the extent of missing data across many of the SPIR items relating to characteristics of terminnees.

#### **NOTES TO TERMINEE CHARACTERISTICS**

Gender. This is based on SPIR item #6.

Age. Computed based on time elapsed from Date of Birth (SPIR Item #5) to Date of Participation (SPIR item #11). Because Date of Birth was available for everyone, the relevant transition item, which records a participant's age in categories, was not used.

Race/Ethnicity. This is based on SPIR item #7.

Family Status. The first category of family status and the remaining three categories are estimated based on somewhat different sample sizes. Specifically, the category "Parent in one-parent family" is based on code 1 of SPIR item #15 and, for those with missing data on this item, from the transition item denoting whether the participant is a single-head of household. By combining these two items, whether the participant is a "Parent in one-parent family" is known for virtually everyone. The remaining three categories of family status can be known only for those with information on the SPIR item (about 90% of all terminnees); thus, those with no SPIR information who were denoted as not a single parent on the transition item were proportionately allocated across the three remaining categories.

Number of dependents. This is based on SPIR item #16.

Highest grade completed. This item was based on SPIR item #17 and, for those with missing data on this item, from the transition items that report the terminnee's educational status in one of several categories. From whichever source, Highest grade completed is coded **without regard to whether the terminnee was currently attending school**. Thus, on the SPIR item, persons are coded as:

"Less than high school graduate," if their highest grade completed was from 0 to 11 and, on the transition item, if they were coded as "student" (defined, in the transition instructions, as those persons currently attending school full-time and who had not yet attained a high school degree or equivalent) or "high school dropout."

"High school graduate," if their highest grade completed on the SPIR item was equal to 12 (again, without regard to whether they were currently attending school) or "high school graduate" on the transition item.

“Post high school,” if their highest grade completed was 13 or more (for Titles II-A, II-C, and Section 204d) or 13 -15 (for Title III), or “post high school attendee” on the transition item.

“College graduate,” (for Title III only) if their highest grade completed was 16 or more or “college graduate” (only available for Title III terminees) was coded on the transition item.

Note that the distinction between high school graduate and post high school differs somewhat in the Data Book from the manner in which these categories have been defined on the JASR/WAPR, in that persons who completed grade 12 but who are currently attending school are intended to be coded as “high school graduate” in the Data Book, but would have been coded as “post high school” on the JASR/WAPR. The reason for this departure is that there is no way using the SPIR data that it is possible to know if those with highest grade completed equal to 12 and who are not currently attending school might have been post high school attendees (without completing the 13th grade) sometime in the past. Thus, we felt it prudent to define Highest Grade Completed in the Data Book quite literally as highest grade *completed* rather than highest grade *attended*. Because the transition item presumably codes a terminee who attended but did not complete grade 13 as a “post high school attendee,” some imprecision in using the transition item results. Relatively few terminees were coded from the transition item, so the imprecision should be slight.

High School Status (Title II-C only). In keeping with the regulations for JTPA (20 CFR Part §628.803), persons considered to be “in-school” are those who have **not attained a high school degree or equivalent and are currently attending school full-time**. Thus, part-time high school students and those attending postsecondary institutions are **not** considered to be in-school. Specifically, persons are coded as:

“In a schoolwide project,” based on SPIR item #17a, and regardless of whether they are attending full- or part-time.

“Other in high school full time,” if their highest grade completed (SPIR item #17) is 0-11 and they are currently attending school (SPIR item #17a) full-time (SPIR item #17b), or, for those missing on the SPIR items, if they are coded on the transition item as “student” (defined, in the transition instructions, as those persons currently attending school full-time and who had not yet attained a high school degree or equivalent).

“Full time in alternative school” are those meeting the definition of “other in high school full time” who are coded in SPIR item #17b as in alternative school.

“Other full time student” are those meeting the definition of “other in high school full time” who are not in an alternative school (SPIR item #17b).

“Not in high school full time,” if their highest grade completed (SPIR item #17) is 12 or greater, or if it is 0-11 but they not currently attending school (SPIR item #17a), not in a schoolwide project (SPIR item #17a), or attending school but not full-time (SPIR item #17b), or, for those missing on the SPIR items, if they are coded as other than “student” on the transition item.

The distinction between students who are “full-time in alternative school” and “other full time in high school” cannot make use of the transition item. Thus, these two items were proportionally adjusted based on those with data on the relevant SPIR items, so that the sum would equal the percentage who were “other in high school.” Also, some terminees were identified as having a highest grade completed (SPIR item #17) of 0-11 and as currently in school (SPIR item #17a), but were missing on whether or not they were attending full time (SPIR item #17b); these were proportionally allocated between “Other in high school full time” and “Not in high school full time.”

**Reading Skills Grade Level.** This was operationalized based on actual grade-level equivalents recorded in SPIR item # 23, a separate code for persons who were not tested because they are college graduates (in JTPA, testing for basic skills is not required for those who are college graduates), and separate codes used for persons whose actual grade-level equivalent is not provided but are denoted as having tested at “below” or “at or above” the 7th grade level. Because very few terminees (fewer than 5%) were coded on SPIR item # 23 using *raw* test scores only, no attempt was made to use raw test scores (i.e., by converting raw test scores to grade-level equivalents) for purposes of the Data Book. Persons were coded as “7th grade or below” if their actual grade-level equivalent was greater than or equal to 0 but less than 7.0, or if they were coded on the summary measure as having tested “below the 7th grade level.” Person were coded as “7th to 8th grade” if their grade-level equivalent was greater than or equal to 7.0 but less than 9.0. Persons coded as “9th grade or above” were those whose grade-level equivalent was 9.0 or greater or who were recorded as having not been tested because they are college graduates. Persons listed in the SPIR item simply as having been tested “at or above the 7th grade” (without an actual grade-level equivalent) were allocated across categories “7th or 8th grade” and “9th grade and above” proportionally, based on those whose grade-level equivalent was provided. Grade-level equivalents given as scores greater than 25 (e.g., scores in the thirties, forties, etc.) were deemed to be out-of-range, and were defined as missing. Grade levels were set to missing in SDAs that reported identical values for all terminees in a given Title.

**Math Skills Grade Level.** Identical procedures were used as for Reading Skills Grade Level, described above.

**Veteran.** “Total veterans,” “Vietnam era” veterans,” and “Disabled veterans” are operationalized based on SPIR items #18, #18a, and #18b, respectively. Note that the three categories of veterans reported in the Data Book are not

mutually exclusive (indeed, everyone coded as “Vietnam era” or “Disabled” veteran also must be in the row “Total veterans). All three percentages use Total Terminees as the base.

Economically Disadvantaged (not available for Title III). This is based on SPIR item #13.

Cash Welfare Recipient. In keeping with the 1992 JTPA Amendments, cash welfare recipients include those receiving either AFDC, GA, RCA, or SSI (see the Glossary for a definition of these acronyms). The tabulation in the Data Book is based on those with no missing data on any of these components, including AFDC (SPIR item #14a), GA and RCA (SPIR item #14b and #14c, or a transition item), and SSI (SPIR item #14d).

Food Stamps. This is based on SPIR item #14e.

JOBS Program Participant. This is based on SPIR item #25.

Labor Force Status. This is based on SPIR item #19.

Weeks Unemployed in Prior 26 Weeks. In keeping with definitions provided with the SPIR (see Appendix B) and the Bureau of Labor Statistics, the unemployed are defined to be persons who are not working but are actively seeking work. Thus, persons not in the labor force (i.e., not working and not seeking work) are not considered to be unemployed, and persons not in the labor force the entire 26 weeks before intake would be unemployed “None” of the prior 26 weeks. However, SPIR reporting instructions allow SPIR item #20 to be left blank (a null value) for those not in the labor force all 26 weeks. This makes it difficult to distinguish between nulls designating not in the labor force all 26 weeks from nulls that simply represent missing data. However, all terminees without a value for weeks unemployed except those not in the labor force all 26 weeks should have a value for the transition item denoting whether or not they were long-term unemployed. Persons with neither a value on the SPIR item nor the transition item who were not in the labor force during the week of intake (SPIR item #19) were assumed to be not in the labor force all 26 weeks. Specifically:

“None -NILF at intake” represents those coded ‘0’ on SPIR item #20 or with missing data on both SPIR item #20 and the transition item, who were not in the labor force at intake (SPIR item #19).

“None - employed at intake” represents those coded 0 on SPIR item #20 who were employed at intake (SPIR item #19).

The remaining categories represent actual weeks unemployed, coded from SPIR item #20, regardless of the terminee’s labor force status; a few dozen terminees who were coded ‘0’ on weeks unemployed but coded as unemployed on SPIR item #19 were assumed to be unemployed 1 week.

Unemployment Compensation Status. This is based on SPIR item #21.

Preprogram Hourly Wage. This is based on SPIR item #22. In keeping with the SPIR reporting instructions, those coded 0 on this item were assumed to be “not employed in the past 26 weeks.” The small number of terminees with values of the hourly wage greater than 0 but less than \$1 or with values greater than \$50 were assumed to be coding errors and were set to missing. Other values of the hourly wage were coded in the categories shown.

Dislocation Hourly Wage (applicable for Title III only). This is based on SPIR item #22a. The small number of terminees with values of the hourly wage greater than 0 but less than \$1 or with values greater than \$50 were assumed to be coding errors and were set to missing. If the dislocation wage was missing, it was set equal to the preprogram wage, if available. Other values of the hourly wage were coded in the categories shown.

Legislatively Defined Hard to Serve (applicable for Title II-A and Title II-C). The categories of hard to serve as defined by the JTPA Amendments of 1992 are as shown in the table. Operationally, these were defined as follows:

Basic skills deficient. Those with reading or math skills below a value of 9.0 (i.e., at or below the 8th grade level). Those whose reading or math scores were coded using the category “above the 7th grade level” on one or the other item were proportionally adjusted to arrive at an estimated percentage who were basic skills deficient, using an elaboration of the procedure used for coding Reading Skills Grade Level and Math Skills Grade Level (see the discussion above) to take into account the intersection of reading and math test scores.

School dropout. In keeping with definitions provided in the JTPA Amendments, this was operationalized as those whose highest grade completed (SPIR item #17) was 0-11 and who were not currently attending school (SPIR item #17a), *regardless* of whether part- or full-time (SPIR item #17b). For those missing on the SPIR items, dropouts were coded from the transition item as “high school dropouts.” Note that some imprecision results from the use of the transition item, because part-time high school students (for Title II) are recorded on the transition item as “high school dropouts” rather than as “student” (defined, in the transition instructions, as those currently attending school full-time and who had not yet attained a high school degree or equivalent), and, hence, would be erroneously coded in the Data Book as “School dropout.” Thus, the estimates of school dropouts given in the Data Book are very slightly overstated. The imprecision is indeed slight, because terminees overwhelmingly were coded on the basis of the SPIR items rather than the transition item, because there are almost no high school students among Title II-A terminees, and because almost all (about 85%) high school students in Title II-C are full-time.

Cash welfare recipient (applicable to Title II-A only). Defined as described above.

Behind grade level (applicable to Title II-C only). Those defined as behind grade level are in-school youth whose age (as of the summer of the year they entered the program) minus their current grade in school exceeds 6.

Pregnant or parenting youth (applicable to Title II-C only). This is based on SPIR item #26g.

Offender (inc. misdemeanors). This is based on SPIR item #26b. Some states apparently mistook code 2 (misdemeanor only) for code 3 (No). This was surmised because very high proportions of terminees in some states were coded as 2 and no one or very small percentages were coded as 3. To address this apparent coding error, values of 2 were converted to 3 in those states.

Disability (substantial barrier). This is based on SPIR item #8, or, for those with missing data on the SPIR item, from a transition item.

Homeless and Homeless or runaway youth. This is based on SPIR item #26d. For Title II-A terminees, those defined as “homeless” in the Data Book are those coded ‘2’ (homeless, but not a runaway youth) on the SPIR item; for Title II-C terminees, those defined as “homeless or runaway youth” in the Data Book are those coded ‘1’ (homeless, and a runaway youth), ‘2’ (homeless, but not a runaway youth), or ‘3’ (not homeless, but a runaway youth) on the SPIR item. For youth terminees not recorded on the SPIR item, a transition item was used, that denoted whether or not the terminee was homeless.

Other SDA-identified barrier. This is based on SPIR item #26i.

The number of barriers was defined by summing across the component items applicable to each title. To minimize the incidence of missing data on the number of barriers, those with missing data on low incidence items were assumed *not* to have the barrier (those with missing data on higher incidence items were deleted from this tabulation). Thus, our count of the number of barriers should be viewed as a slight underestimate. Items for which a ‘no’ was imputed for missing data for purposes of computing the number of barriers varied for each of the Titles and were generally those for which the incidence of the item was less than 20%. Specifically:

- Title II-A: ‘No’ was imputed for missing data on offender, disability, homeless, and other SDA-identified barrier.
- Title II-C (in-school): ‘No’ was imputed for missing data on youth parent, homeless, offender, and other SDA-identified barrier.
- Title II-C (not in school): ‘No’ was imputed for missing data on disability, homeless, offender, and other SDA-identified barrier.

(Additional) barriers to employment. For Titles III and Section 204d, the definitions of some barriers can be found above (under legislatively defined hard-to-serve). Other barriers are defined from the SPIR as follows:

Limited English proficiency. This is based on SPIR item #26a.

Displaced homemaker. This is based on SPIR item #26c.

Lacks significant work history. This is based on SPIR item #26e.

Long-term AFDC recipient. This is based on SPIR item #26f.

Substance abuse. This is based on SPIR item #26h.

#### **NOTES TO SERVICES**

**Percent Who Received.** For each of the training types, this was defined to represent those for whom actual hours in the training was greater than 0 (SPIR item #27a-e) or, for the transition items, those who were designated as having participated in the training of that type. Some states, reported very low incidences of training of any type, which we assumed reflected a difficulty in tracking training hours. Thus, hours in training were set to missing (and, by implication, whether the trainee received training was set to missing) in several states.

“Any of those below” represents those who received training of at least 1 of the types listed; “any two or more of those above” represents those who received training in two or more of the various training types. All percents are calculated as of all trainees.

**Percent Who Received and Completed Goals of.** For each of the training types, this was defined to represent those for whom actual hours in the training was greater than 0 (SPIR item #27a-e) and who completed the goals of the training (SPIR items #28a-e). “Any of those below” represents those who received and completed the goals of training of at least 1 of the types listed; “any two or more of those above” represents those who received training and completed the goals of two or more of the various training types. All percents are calculated as of all trainees. In addition to the edits described above, participants in those states reporting a completion rate among those who received training of either 0% (1 state) or 100% (1 state) were set to missing on this item.

**Average Hours of Those Who Completed the Goals of.** For each type, averages are calculated from SPIR items #27a-e, just for those who received and completed the goals of that training type (i.e., after excluding those who did not receive the training at all and those who received it but did not complete the goals). In some states, large proportions of trainees were coded as having received 1 hour of training in one or more training types; this was taken to mean that the trainee received training, but the actual hours was unknown. Based on this, hours were set to missing for all trainees

identified as having just 1 hour of a training type. Edits described for the above two items also apply.

Percent of Terminees, by Total Duration of Training. The category “None” was defined to be those whose hours of training (SPIR item #27a-e) was equal to 0 across all training types, and, for the transition items, those who were designated as participated in none of the training types. Hours in training for those who received training can not make use of the transition item; i.e., can be computed only from the SPIR items (SPIR items #27a-e). Proportional adjustments was used to apportion hours for those who received training according to the transition item, but for whom hours was unknown. In addition to the edits described in the above 3 items, hours were set to missing for all terminees whose total hours in training divided by the number of weeks they participated in the program exceeded 60 hours/week.

Percent Receiving Job Search Assistance (Title II-A and Title II-C and Section 204d only). This is based on SPIR item #30a. Many states submitted data that indicated, implausibly, that relatively few of their terminees received job search assistance (with or without a training service), even in Title II-A. Apparently, these states believed that job search assistance should be entered only for those who received no other training service. To address this apparent coding error, this item was set to missing in all states causing it to fall within our threshold for suppressing data.

Percent Receiving Basic Readjustment Services (Title III only). This is based on SPIR item #30b. This item was set to missing in all states and was suppressed.

Percent Receiving Various Support Services. These items are based on SPIR item #32a-g. Coding errors were also in evidence for this item. In states reporting no support services, these items were set to missing.

Areas of Occupational Skill Training. This was based on SPIR item #31. Unfortunately, large numbers of terminees who received occupational training had missing data on this item, causing it to fall within our threshold for data suppression.

Concurrent Participation. This is based on SPIR item #12a.

## **NOTES TO OUTCOMES**

Summary of Termination Type. The figures reported in the Data Book under this category are mutually exclusive; i.e., all terminees covered by each table (except those with missing data) fall into one and only category. Terminees are allocated to these categories based on responses to SPIR items #34, #36 (Titles II-A & C and Section 204d only), and #39, and (for Title III only) items #37 and #38. Some terminees were recorded as having multiple outcomes in categories that were designed to be mutually exclusive. We resolved these problems by establishing an order of precedence. Specifically:

- (Except in Title III) entered employments (SPIR item #34) and employability enhancements (SPIR item #36) take precedence over other terminations (SPIR item #39).
- (In Title III only) called back (SPIR item #38) takes precedence over entered employment (SPIR item #34), both of these take precedence over transferred to other training (SPIR item #37), and all three take precedence over other terminations (SPIR item #39).

All outcomes were set to missing in 1 state that showed large numbers of coding errors and other implausible patterns of outcomes.

**Employment at Termination.** These figures are based on SPIR items #34, #34a, #34b, #34c, #35a, #35c, and #35f. All percentages are calculated as of all terminees. In states where all participants who were employed received fringe benefits or none received them, fringe benefits was set to missing. In states where receipt of Unemployment Insurance was unusually low among those who entered employment, receipt of Unemployment Insurance was set to missing.

**Obtained Employability Enhancements (Titles II-A & C and Section 204d only).** These figures are based on SPIR items #36a-g. All percentages are calculated as of all terminees. Those identified as attaining a YEC (for Title II-C only) must have obtained at least 2 of pre-employment/work maturity skills, basic education skills, or occupation skills.

**Obtained YECs (Title II-C only).** This is based on SPIR items #36a, #36d, and #36e. Percentages are calculated as of all terminees. Terminees are calculated as having received an enhancement of the specified type even if they did not meet the requirement of obtaining at least 2 of the 3, for purposes of claiming an employability enhancement.

**Other Terminations.** This is based on SPIR item #39. Percentages are calculated as of all terminees.

**Number Contacted at Follow-up (not applicable for Title II-C).** This is based on SPIR item #40 and represents those in the adult sample or the supplemental welfare sample who were contacted.

**Employed at Follow-up.** These figures are based on SPIR item #41 and #41c. Percentages are calculated as of all terminees, using the weighting procedure developed by DOL to adjust for non-response bias.

**Weeks Worked in Follow-up Period.** This is based on SPIR item #42. Percentages are calculated as of all terminees, using the weighting procedure developed by DOL to adjust for non-response bias. In addition, some states did not report weeks worked for terminees who were not employed at follow-up. A proportional adjustment was used to prevent this missing data from generating a bias in the estimated distribution of weeks worked.

Characteristics of Jobs at Termination, AMONG THOSE EMPLOYED. All figures are restricted to those who *employed at termination*.

Hours worked per week. This is based on SPIR item #35a. Hours worked per week equal to 0 were set to missing.

Hourly wage. This is based on SPIR item #35b. Values of the hourly wage less than \$1 or greater than \$50 were assumed to be coding errors and were set to missing.

Wage replacement rate (Title III only). This was calculated as the hourly wage of the job at termination divided by the hourly wage of the job of dislocation (SPIR item #22a).

Occupation of jobs held. This is based on SPIR item #35d. Occupation of jobs held is reported using OES codes; terminees whose occupation was reported using DOT codes had their occupation converted to OES codes using a crosswalk developed by National Occupational Information Coordinating Committee.

Characteristics of Jobs at Follow-up, AMONG THOSE EMPLOYED (not applicable to Title II-C). All figures are restricted to those who *employed at follow-up*.

Hours worked per week. This is based on SPIR item #41b. Hours worked per week equal to 0 were set to missing.

Hourly wage. This is based on SPIR item #41a. Values of the hourly wage less than \$1 or greater than \$50 were assumed to be coding errors and were set to missing.

**APPENDIX B:**  
**SPIR REPORTING INSTRUCTIONS**

STANDARDIZED PROGRAM INFORMATION  
REPORT (SPIR) FORMAT

**SECTION I. IDENTIFICATION/CHARACTERISTICS OF APPLICANT**

1. State/SDA/SSA name:
2. ETA-assigned SDA/SSA/Statewide code: (00000)
3. Social Security number: (000000000)
4. Date of application: (MMDDYY)
5. Date of birth: (MMDDYY)
6. Gender:
  - 1 Male
  - 2 Female
7. Race/ethnicity:
  - 1 White (Not Hispanic)
  - 2 Black (Not Hispanic)
  - 3 Hispanic
  - 4 American Indian or Alaskan Native (Not Hispanic)
  - 5 Asian or Pacific Islander (Not Hispanic)
8. Individual with a disability:
  - 1 Yes, and a substantial barrier to employment
  - 2 Yes, but not a substantial barrier to employment
  - 3 No
9. Date of eligibility determination: (MMDDYY)
10. Determined eligible for:
  - 1 Title II-A (adults)
  - 2 Section 204(d) (older workers)
  - 3 Title II-C (youth)
  - 4 Title III (Governor's reserve, substate recipient, or national reserve)
  - 5 None
  - 6 Title II-B (summer youth)
  - 7 Title I, Section 123 (8%) (education coordination)

**SECTION II. CHARACTERISTICS OF PARTICIPANT**

11. Date of participation: (MMDDYY)
12. Program of participation:
  - 1 Title II-A (adults)
  - 2 Section 204(d) (older workers)
  - 3 Title II-C (youth)
  - 4 Title III Governor's reserve
  - 5 Title III substate grantee
  - 6 Title III national reserve
  - 7 Title II-A 5% exempt from performance standards
  - 8 Title II-C 5% exempt from performance standards

- 12a. Concurrent participation: 1 JTPA II-A, 204(d), II-C, III  
 2 JTPA 8%  
 3 JTPA II-B  
 4 Non-JTPA  
 5 Both JTPA and non-JTPA  
 6 None  
 7 JTPA IV  
 8 Trade Adjustment Act (TAA)
13. Economically disadvantaged (Title II only): 1 Yes 2 No
14. Public assistance recipient:
- 14a. Aid to Families with Dependent Children (AFDC): 1 Yes 2 No
- 14b. General Assistance (GA) (State/local government): 1 Yes 2 No
- 14c. Refugee Cash Assistance (RCA): 1 Yes 2 No
- 14d. Supplemental Security Income (SSI) (SSA Title XVI): 1 Yes 2 No
- 14e. Food Stamps (Food Stamp Act of 1977): 1 Yes 2 No
15. Family Status:
- 1 Parent in one-parent family
- 2 Parent in two-parent family
- 3 Other family member
- 4 Not a family member
16. Number of participant's dependents under age 18: (00)
17. Highest school grade completed: (00)
- 17a. Currently enrolled in and attending school:
- 1 Yes, but not expected to be in a schoolwide project
- 2 Yes, and expected to be in a schoolwide project
- 3 No
- 17b. Currently enrolled in and attending school full-time:
- 1 Yes, but not in an alternative school
- 2 Yes, and in an alternative school
- 3 No
18. Veteran status: 1 Yes 2 No
- 18a. Vietnam era veteran: 1 Yes 2 No
- 18b. Disabled veteran: 1 Yes 2 No
19. Labor force status:
- 1 Employed
- 2 Unemployed
- 3 Not in labor force
20. Number of weeks unemployed during the prior 26 weeks: (00)
21. Unemployment compensation status:
- 1 Claimant
- 2 Exhaustee
- 3 None
22. Preprogram wage (Titles II and III): (000.00)
- 22a. Wage of the job of dislocation (Title III only): (000.00)

23. Reading skills grade level or the reading skills raw test score: (000.0)  
 23a. Reading skills raw score test name and version:
24. Math skills grade level or the math skills raw test score: (000.0)  
 24a. Math skills raw score test name and version:
25. JOBS program participant: 1 Yes 2 No
26. Additional barriers to employment:
- 26a. Limited English language proficiency 1 Yes 2 No
- 26b. Offender 1 Yes, excluding misdemeanors only  
 2 Yes, including misdemeanors only  
 3 No
- 26c. Displaced homemaker 1 Yes 2 No
- 26d. Homeless 1 Yes, and a runaway youth  
 2 Yes, but not a runaway youth  
 3 No, but a runaway youth  
 4 No, and not a runaway youth
- 26e. Lacks significant work history 1 Yes 2 No
- 26f. Long-term AFDC recipient 1 Yes 2 No
- 26g. Pregnant or parenting youth 1 Yes 2 No
- 26h. Substance Abuse 1 Yes 2 No
- 26i. 8SDA-identified barrier (Title II only) 1 Yes 2 No

### SECTION III. ACTIVITY AND SERVICES RECORD

- 27./28. Training activities for which actual hours and goal completion must be recorded:
- |                                                                 | <u>Total Actual Hours</u> | <u>Goals Completed</u> |
|-----------------------------------------------------------------|---------------------------|------------------------|
| Basic skills training                                           | 27a. (0000)               | 28a. 1 Yes 2 No        |
| Occupational skills training (non-OJT)                          | 27b. (0000)               | 28b. 1 Yes 2 No        |
| On-the-job training (OJT)                                       | 27c. (0000)               | 28c. 1 Yes 2 No        |
| Work experience/entry employment experience/private internships | 27d. (0000)               | 28d. 1 Yes 2 No        |
| Other employment skills training (Title II only)                | 27e. (0000)               | 28e. 1 Yes 2 No        |
29. Duration of training:
- 29a. Date first received training: (MMDDYY)
- 29b. Date last received training: (MMDDYY)
30. Other services received: Received
- 30a. Job search assistance (Title II only): 1 Yes 2 No
- 30b. Basic readjustment services (Title III only): 1 Yes 2 No
31. Occupational skills training code: (000000000)  
 and type: 1 9-digit DOT code  
 2 5-digit OES code  
 3 6-digit CIP code (CT only)
32. Support service received:
- 32a. Transportation 1 Yes 2 No
- 32b. Health care 1 Yes 2 No
- 32c. Family care 1 Yes 2 No
- 32d. Housing or rental assistance 1 Yes 2 No

32e. Counseling: personal, financial or legal	1 Yes	2 No
32f. Needs-based/related payments	1 Yes	2 No
32g. Other	1 Yes	2 No

#### SECTION IV. PROGRAM TERMINATIONS AND OTHER OUTCOMES

33. Date of termination: (MMDDYY)		
34. Entered unsubsidized employment:	1 Yes	2 No
34a. Entered a registered apprenticeship program:	1 Yes	2 No
34b. Relocated out of area (Title III only):	1 Yes	2 No
34c. Entered non-traditional employment for women:	1 Yes	2 No
35. Employment information:		
35a. Hours worked per week:	(00)	
35b. Hourly wage at termination:	(000.00)	
35c. Receives fringe benefits:	1 Yes	2 No
35d. Occupational code:	(000000000)	
and type:	1 9-digit DOT	
	2 5-digit OES	
35e. State where job is located:	(00)	
35f. Job covered by Unemployment Insurance:	1 Yes	2 No
36. Adult/Youth employability enhancement terminations (Title II only):	1 Yes	2 No
36a. Attained pre-employment/work maturity skills youth employment competency (YEC) (youth only)	1 Yes	2 No
36b. Returned to full-time school (youth only)	1 Yes	2 No
36c. Remained in school (youth only)	1 Yes	2 No
36d. Attained basic education skills/YEC	1 Yes	2 No
36e. Attained occupational/job specific skills YEC	1 Yes	2 No
36f. Completed major level of education	1 Yes	2 No
36g. Entered non-Title II training	1 Yes	2 No
37. Transferred to other training programs (Title III only):	1 Yes	2 No
38. Called back/remained with layoff employer (Title III only):	1 Yes	2 No
39. Other terminations:		
1 Institutionalized		
2 Health/Medical		
3 Family care		
4 Lacks transportation		
5 Cannot locate		
6 Voluntary, other		
7 Involuntary, other		
8 Objective assessment only (exempt from performance standards)		
9 Objective assessment and entered unsubsidized employment only (exempt from performance standards)		





STANDARDIZED PROGRAM INFORMATION REPORT (SPIR)  
FORMAT INSTRUCTIONS AND DEFINITIONS

General Instructions . The Governor will collect and maintain a core set of socio-economic, program participation and outcome information on each applicant/participant in programs funded under Title II-A (77% and 5% incentives), Section 204(d), Title II-C (77% and 5% incentives) and Title III of the Job Training Partnership Act (JTPA). Also, the Governor will transmit to the national office of the Department of Labor this information for participants who have terminated from these programs during any given program year.

The following instructions provide the format and the definitions that will be used to transmit the terminnee information each year.

Participant data for all participants who have terminated during the program year must be transmitted by one of two dates:

1. By August 15, records that are complete in all respects, except for follow-up information.
2. By November 15, complete records, including appropriate follow-up information.

The data items in this system and their associated definitions are designed to provide information about program application and participation. Though efforts have been made to make definitions consistent with those used for other purposes, these definitions are not required to be used for program eligibility determination nor do they, in any way, reduce the Governor's authority to establish certain definitions that affect program eligibility.

Beginning on the effective date of this reporting system, July 1, 1993, Items 1 through 10 are to be collected and retained for all applicants (eligible and ineligible) under Titles II-A, Section 204(d) (Older Workers), II-C and III of the JTPA program. These records must be retained for a period of time that is consistent with requirements issued by the Directorate of Civil Rights. For applicants who do not become participants these data may be maintained as hard copy (paper) records.

Items 1 through 42, as appropriate, are to be collected and reported for all eligible applicants who become participants under these titles.

**Data reported on socio-economic characteristics of terminees (SPIR Items 5-8, 13-22, 25 and 26) should be based on information collected and/or confirmed at time of eligibility determination unless otherwise indicated.** For example, reading and/or math scores determined during objective assessment comply with this requirement.

NOTE: A separate SPIR record transmission is required for EACH JTPA title/subprogram of participation, as indicated below:

- Title II-A (adults)
- Section 204(d) (older workers)
- Title II-C (youth)
- Title III Governor's Reserve
- Title III Substate recipient
- Title III National Reserve
- Title II-A 5% exempt from performance standards
- Title II-C 5% exempt from performance standards

NOTE: Participants 55 years of age or over may be served in activities funded under Title II-A or Section 204(d) or both. It should be understood that the performance standards for these programs differ.

Participants in the following programs are to be excluded from the SPIR:

- Title I Section 123 (education coordination)
- Title II-B (summer youth)
- Defense Conversion Adjustment Program (DCAP)
- Defense Diversification Program (DDP)
- Clean Air Employment Transition Assistance (CAETA) Program

SDAs should NOT terminate from Title II-C individuals who participate in the Title II-B Summer Program or who are between school semesters, unless they are NOT expected to return to Title II-C for further employment, training and/or services funded (or provided for) under that title.

Instructions for Standardized Program Information Report

SECTION I. IDENTIFICATION/CHARACTERISTICS OF APPLICANT

1. State/SDA/SSA name . Record the name of the entity reporting this record as indicated below:
  - Title II-A - SDA name
  - Title II-C - SDA name
  - \*Sec. 204(d) - State name
  - Title III: \*Governor's Reserve - State name
  - Substate Area - SSA name
  - \*Secretary's Natl Reserve - State name
  
2. ETA-assigned SDA/SSA/Statewide code . Record the ETA-assigned identification code (00000) for the appropriate program area using the State FIPS code plus SDA, SSA or national program code as indicated in the example below:
  - Title II-A - 36005
  - Title II-C - 36005
  - \*Sec. 204(d) - 36777
  - Title III: \*Governor's Reserve - 36888
  - Substate Area - 36005
  - \*Secretary's Natl Reserve - 36999

\*SPECIAL NOTE: The designations 777, 888 and 999 are to be used with the appropriate FIPS State code for the State programs indicated above. While subrecipients receiving funds from a State-administered program may be an SDA, SSA, other State/local agency, or a private organization, these are considered State programs for recording the information required in SPIR Items 1 and 2.
  
3. Social Security number . Record the individual's Social Security number (000000000). A pseudo-SSN may be assigned during intake if the applicant has no SSN or refuses to provide it, **but** a valid SSN for such individual must be obtained and recorded prior to termination and record transmittal.
  
4. Date of application . Record the date (MMDDYY) on which the individual applied for this entry into the JTPA program.
  
5. Date of birth . Record the date (MMDDYY) of birth of the individual.
  
6. Gender . Record 1 for male or 2 for female.

7. Race/ethnicity. Record the code (1,2,3,4 or 5) indicating the individual's race/ethnic group from among the following categories:
- 1 White (Not Hispanic). A person having origins in any of the original peoples of Europe, North Africa, or the Middle East.
  - 2 Black (Not Hispanic). A person having origins in any of the black racial groups of Africa.
  - 3 Hispanic. A person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin (including Spain), regardless of race. NOTE: Among persons from Central and South American countries, only those who are of Spanish origin, descent, or culture should be included in the Hispanic category. Persons from Brazil, Guiana, and Trinidad, for example, would be classified according to their race, and would not necessarily be included in the Hispanic category. Also, the Portuguese should be excluded from the Hispanic category and should be classified according to their race.
  - 4 American Indian or Alaskan Native (Not Hispanic). A person having origins in any of the original peoples of North America, and who maintains cultural identification through tribal affiliation or community recognition.
  - 5 Asian or Pacific Islander (Not Hispanic). A person having origins in any of the original people of the Far East, Southeast Asia, the Indian Subcontinent (e.g., India, Pakistan, Bangladesh, Sri Lanka, Nepal, Sikkim, and Bhutan), or the Pacific Islands. This area includes, for example, China, Japan, Korea, the Philippine Islands, and Samoa. Hawaiian natives are to be recorded as Asian or Pacific Islanders.
8. Individual with a disability. Any individual who has a physical (motion, vision, hearing) or mental (learning or developmental) impairment which substantially limits one or more of such person's major life activities and has a record of such an impairment, or is regarded as having such an impairment. Record the code (1, 2 or 3) as follows:
- 1 Yes, individual has such an impairment that does result in a substantial barrier to employment;
  - 2 Yes, individual has such an impairment that does not result in a substantial barrier to employment;

3 No, individual has no disability.

**NOTE:** Option 1 was the JASR definition and is the definition in Section 4(10)(A) of the Act. Options 1 plus 2 satisfy the requirements of the Americans With Disabilities Act.

9. Date of eligibility determination. Record the date (MMDDYY) on which the individual was determined eligible or ineligible for the JTPA program.
10. Determined eligible for. Record **all** the appropriate code(s) (0000) that apply.
- 1 Title II-A (adults)
  - 2 Section 204(d) (older workers)
  - 3 Title II-C (youth)
  - 4 Title III (Governor's reserve, substate recipient, or national reserve)
  - 5 None
  - 6 Title II-B (summer youth)
  - 7 Title I, Section 123 (education coordination)

Note: Codes 6 and 7 have been added so that eligibility for Title II-B and Title I, Section 123 can be reported; however, any individual eligible for these codes ONLY is not to be included in a SPIR transmission.

## SECTION II. CHARACTERISTICS OF PARTICIPANT

11. Date of participation. Record the date (MMDDYY) on which the individual began to receive JTPA-funded program services AFTER initial screening for eligibility and suitability and **eligibility determination**. **For Title II only**, objective assessment to determine service strategy or employment goals is considered the initial program service; therefore, the date of participation must be the same date as objective assessment begins. Objective assessment is an independent evaluation of the capabilities, needs, and vocational potential of a participant. **For Title III only**, an eligible applicant becomes a participant upon receipt of any Basic Readjustment Service (other than outreach, intake and initial assessment/screening) and/or Retraining.
12. Program of participation. Record the appropriate code.
- 1 Title II-A (adults)
  - 2 Section 204(d) (older workers)
  - 3 Title II-C (youth)

- 4 Title III Governor's reserve
- 5 Title III substate grantee
- 6 Title III national reserve
- 7 Title II-A 5% exempt from performance standards
- 8 Title II-C 5% exempt from performance standards

An individual must be age eligible at the time of INITIAL PARTICIPATION IN THESE JTPA PROGRAMS:

- Title II-A Age 22 or older (Sec. 628.605)
- Title II-B Age 14 - 21 (Sec. 628.702)
- Title II-C Age 14 - 21 (Sec. 628.803)
- Sec. 204(d) Age 55 or older (Sec. 204(d)(5)(A) & (7))

Individuals in the above programs become participants on the day objective assessment begins or on the day of initial receipt of other post-intake activity, whichever is earlier. In Titles II-A/C and in Section 204(d), the date of participation must be within 45 days of the date of eligibility determination and the individual must then be age eligible.

Youth determined eligible for the Title II-B program enter an "eligible applicant pool" and are NOT subject to the 45-day limit. An eligible Title II-B applicant must be age 14-21 on the day objective assessment begins or on the day of initial receipt of other post-intake activity, whichever is earlier.

12a. Concurrent participation. Record the appropriate code indicating if the individual's service strategy (ISS)/employability development plan (EDP) results in concurrent participation in more than one program/title within JTPA or, in non-JTPA programs, or both. Do not include multiple activities in a single program or title.

- 1 JTPA II-A, 204(d), II-C, III
- 2 JTPA I, Section 123 (8%)
- 3 JTPA II-B
- 4 Non-JTPA
- 5 Both JTPA and non-JTPA
- 6 None
- 7 JTPA IV
- 8 Trade Adjustment Act (TAA)

13. Economically disadvantaged (Title II only). Record 1 for Yes or 2 for No indicating whether or not the participant:

(1) receives, or is a member of a family which receives, cash welfare payments under a federal, State or local welfare program;

(2) has, or is a member of a family which has, received a total family income for the six-month period prior to application, in relation to family size and location, that when ANNUALIZED did not exceed either:

(a) the official poverty guideline as defined by the Department of Health and Human Services (HHS) and revised annually in accordance with Section 673(2) of the Omnibus Budget Reconciliation Act of 1981 (42 U.S.C. 9902(2)); or

(b) 70 percent of the lower living standard income level, whichever is greater;

(3) is receiving, or has been determined eligible to receive in the 6-months prior to application, Food Stamps pursuant to the Food Stamp Act of 1977;

(4) qualifies as a homeless individual under (a) and (c) of section 103 of the Stewart B. McKinney Homeless Assistance Act;

(5) is a foster child on behalf of whom state or local government payments are made;

(6) is an individual with a disability who meets the requirements of (1) or (2) above, but who is a member of a family which does not meet such requirements.

SPECIAL NOTE: An SDA may establish written financial or nonfinancial agreements with sponsors of programs funded under Title V of the Older Americans Act (OAA) to carry out joint programs. Any individual eligible under the OAA, Title V, is also eligible for the JTPA Section 204(d) program. The referring sponsor must certify whether or not such an individual referred to a JTPA Section 204(d) activity is economically disadvantaged, based on 100% (not 125%) of the official poverty guideline, in relation to family size and location, as published annually by the Department of Health and Human Services (HHS).

For reporting purposes, record a 1 for Yes in this item if a youth becomes a participant based on any of the following conditions:

An in-school youth also shall be eligible to participate in programs funded under Title II-C if such individual is: (a) participating in a compensatory education program under Chapter I of Title I of the Elementary and Secondary Education Act of 1965; or (b) has been determined to meet the eligibility requirement for free meals under the

National School Lunch Act during the most recent school year. (Most recent school year means the current school year unless the eligibility determination is made during an interim period between school terms, in which case the term means the preceding school year); or (c) the individual is enrolled in a school-wide project for low-income schools.

14. Public assistance recipient. Record 1 for Yes or 2 for No indicating whether or not the participant is listed on the grant and is receiving assistance under each of the following programs at time of application. When not used for eligibility determination, self-reported information will be accepted. **Do not include foster child payments.**
- 14a. Aid to Families with Dependent Children (AFDC)
  - 14b. General Assistance (GA) (State/local government)
  - 14c. Refugee Cash Assistance (RCA)
  - 14d. Supplemental Security Income (SSI) (SSA Title XVI)
  - 14e. Food stamps (Food Stamp Act of 1977)
15. Family status. Record the code (1, 2, 3 or 4) describing the participant's family status from among the following categories. There may be specific cases that do not technically fit into a single category. For these cases record the designation that seems most appropriate. (The following categories of family status are meant to be descriptive and do not necessarily have a direct bearing on eligibility determination.)
- 1 Parent in one-parent family. An individual who has sole custodial support for one or more dependent children.
  - 2 Parent in two-parent family. An individual who, with another family member, shares custodial support for one or more dependent children.
  - 3 Other family member. An individual who is living with his/her family of two or more persons and not indicated in 1 or 2 above.
  - 4 Not a family member. An individual who is not living with his/her family.
16. Number of participant's dependents under age 18. Record the number (00) of the participant's dependents under age 18.
17. Highest school grade completed. Enter the highest school grade completed (00) by the individual, using the following codes:

- 00 no school grade completed
- 01-11 number of elementary/secondary grades completed\*
- 12 high school graduate or equivalent
- 13-15 if a high school graduate or equivalent, the number of school years completed including college, or full-time technical or vocational school
- 16 Bachelor's degree or equivalent
- 17 fifth year of college, Master's degree (1-year program) or equivalent
- 18 sixth year or more of college, Master's degree (2-year program), Ph.D or equivalent

**\*Note:** Participants who completed 12th grade but did not receive a diploma or equivalent are to be coded "11".

17a. Currently enrolled in and attending school. Record the appropriate code (1, 2 or 3) for the participant from the following:

- 1 Yes, is currently enrolled in and attending school or is between school terms and intends to return to school, but is not expected to participate in a schoolwide project, as specified in Sec. 263(g);
- 2 Yes, is currently enrolled in and attending school and is expected to participate in a schoolwide project as specified in Sec. 263(g);
- 3 No, is not currently enrolled in and attending school.

17b. Currently enrolled in and attending school full-time. If Item 17a. is 1 or 2 for Yes, record the appropriate code (1, 2 or 3) for the participant from the following:

- 1 Yes, is currently enrolled in and attending school full-time as defined by State educational agency guidelines, but is not in an alternative school;
- 2 Yes, is currently enrolled in and attending school full-time in an alternative school;
- 3 No, is not currently enrolled in and attending school full-time.

NOTE: Alternative school -- a specialized, structured curriculum offered inside or outside of the public school system which may provide work/study and/or GED preparation.

- 18. Veteran status. Record 1 for Yes or 2 for No indicating whether or not the participant is a person who (A) served on active duty in the military service (of the U.S.) for a

period of more than 180 days and who was discharged or released with other than a dishonorable discharge or (B) was discharged or released from active duty because of a service-connected disability or (C) was discharged as a member of a reserve component under an order to active duty pursuant to Section 672(a), (d), or (g), 673, or 673b of Title 10, who served on active duty during a period of war or in a campaign or expedition for which a campaign badge is authorized and was discharged from such duty with other than a dishonorable discharge. (38 U.S.C. 2011(4))

18a. Vietnam era veteran. Record 1 for Yes or 2 for No indicating whether or not the participant is a veteran, any part of whose active military, naval or air service occurred between August 5, 1964 and May 7, 1975.

18b. Disabled veteran. Record 1 for Yes or 2 for No indicating whether or not the participant is a veteran who is entitled to compensation for a disability under laws administered by the Department of Veterans' Affairs, or who was discharged or released from active duty because of a service-connected disability.

19. Labor force status. Record the code (1, 2 or 3) indicating which of the following classifications best describes the individual's labor force status at the time of application.

1 Employed. An employed individual is one who, during the 7 consecutive days prior to application, did any work at all as a paid employee, in his or her own business, profession or farm, worked 15 hours or more as an unpaid worker in an enterprise operated by a member of the family, or is one who was not working, but has a job or business from which he or she was temporarily absent because of illness, bad weather, vacation, labor-management dispute, or personal reasons, whether or not paid by the employer for time-off, and whether or not seeking another job.

2 Unemployed. An unemployed individual is one who did not work during the 7 consecutive days prior to application, who made specific efforts to find a job within the past 4 weeks prior to application, and who was available for work during the 7 consecutive days prior to application. Also included as unemployed are those who did not work, and (a) were waiting to be called back to a job from which they had been laid off, or (b) were waiting to report to a new wage or salary job scheduled to start within 30 days.

- 3 Not in labor force . An individual not in the labor force is a civilian 14 years of age or over who did not work during the 7 consecutive days prior to application for a JTPA program and is not classified as employed or unemployed.
20. Number of weeks unemployed during the prior 26 weeks . Record the number (00) of weeks an individual was unemployed during the 26 weeks immediately prior to application (refer to definition in Item 19.). Record this information whether or not the individual is unemployed at the time of application. If the individual was "not in the labor force" for this 26-week period, leave this field blank--do not record spaces or zeroes.
21. Unemployment compensation status . Record the code (1, 2 or 3) indicating which of the following classifications best describes the individual's U.C. Status at the time of application.
- 1 Claimant . An individual who has filed a claim and has been determined monetarily eligible for benefit payments under one or more State or Federal unemployment compensation programs, and who has not exhausted benefit rights or whose benefit period has not ended.
- 2 Exhaustee . An the individual who has exhausted all U.C. benefit rights for which the applicant has been determined monetarily eligible, including extended supplemental benefit rights.
- 3 None .
22. Preprogram wage (Titles II and III) . Record the most recent hourly wage (000.00) paid to the participant during the 26 weeks prior to application. This includes ANY employment and/or subsidized training where a wage was paid. Hourly wage includes any bonuses, tips, gratuities, commissions and overtime pay earned. Record "000.00" if there was no employment during that period.
- 22a. Wage of the job of dislocation (Title III only) . Record the hourly wage (000.00) paid to the participant in the job from which the person was dislocated regardless of when it occurred. Hourly wage includes any bonuses, tips, gratuities, commissions and overtime pay earned. Record "000.00" for a displaced homemaker who had no wages.
23. Reading skills grade level or the reading skills raw test score . Record (000.0) either

- a) the grade level equivalent in English reading (except in Puerto Rico) at which the individual is functioning at program entry as determined by a generally accepted standardized or criterion-referenced test (administered within the last 12 months) or a school record of reading level (determined within the last 12 months); **or**
- b) the raw score in reading on a generally accepted standardized or criterion-referenced test.

Use these additional codes as appropriate:

- 13 for individuals assessed as Grade 13 and above  
 88 for individuals who refused testing or who otherwise could not be tested  
 99 for individuals with a four-year college degree or above (BA, MA, PhD, etc.) No testing required.

23a. Reading skills raw score test name and version \_\_\_\_\_.

If a raw score is reported in Item 23., record the code for the test administered and, if applicable, the version, form or battery used:

- 1 Adult Basic Learning Examination (ABLE)
- 2 DOL Workplace Literacy Test (DOL-WLT)
- 3 Adult Literacy Test (ALT) Simon & Schuster
- 4 Armed Forces Qualifying Test (AFQT)
- 5 Basic Occupational Literacy Test (BOLT)
- 6 California Achievement Test (CAT)
- 7 Career Ability Placement Survey (CAPS)
- 8 CASAS Appraisal
- 9 CASAS Survey Achievement Tests
- 10 General Aptitude Test Battery (GATB)
- 11 Iowa Test of Basic Skills (ITBS)
- 12 Metropolitan Achievement Test (MAT)
- 13 Reading Job Corps Screening Test (RJCST)
- 14 Tests of Adult Basic Education (TABE)
- 15 Wide Range Achievement Test (WRAT)
- 16 Other

**EXAMPLE:** If version "3" of the Adult Basic Learning Examination was used, record "1v3".

24. Math skills grade level or the math skills raw test score \_\_\_\_\_.  
 Record (000.0) either

- a) the grade level equivalent in math (also called quantitative or computational) skills at which the individual is functioning at program entry as determined by a generally accepted standardized test or a comparable score on a criterion-referenced test (administered within the last 12

months) or a school record of math skills level (determined within the last 12 months), or

b) the raw score in math skills on a generally accepted standardized or criterion-referenced test.

Use these additional codes as appropriate:

13 for individuals assessed as Grade 13 and above

88 for individuals who refused testing or who otherwise could not be tested

99 for individuals with a four-year college degree or above (BA, MA, PhD, etc.) No testing required.

24a. Math skills raw score test name and version. If a raw score is reported in Item 24., record the code for the test administered and, if applicable, the version, form or battery used. (Use codes and "EXAMPLE" listed in Item 23a.)

25. JOBS program participant. Record 1 for Yes or 2 for No indicating whether or not the individual is an individual (AFDC client) who is a participant (or has been a participant within the prior six months) in assessment or employability planning, or is assigned to one of the JOBS program components defined in the approved State JOBS program plan, including self-initiating activities, at the time of eligibility determination.
26. Additional barriers to employment. Record 1 for Yes or 2 for No (except in 26b. and 26d.) indicating whether or not the individual is a member of **each** of the following groups.

26a. Limited English language proficiency. The inability of an individual, whose native language is not English, to communicate in English, resulting in a barrier to employment.

26b. Offender. An individual who requires assistance in overcoming barriers to employment resulting from a record of arrest or conviction. Record the code (1, 2 or 3) indicating which of the following categories apply to the participant:

- 1 Yes, excluding misdemeanors only
- 2 Yes, including misdemeanors only
- 3 No

**NOTE:** Option 1 was the JASR definition; Options 1 plus 2 satisfy the Act's definition.

26c. Displaced homemaker. An individual who has been providing unpaid services to family members in the home and is unemployed or underemployed and is experiencing difficulty in obtaining or upgrading employment and who has been dependent either: i) on public assistance and whose youngest child is within 2 years of losing eligibility under Part A of Title IV of the Social Security Act (42 U.S.C. 601 et seq.); or ii) on the income of another family member but is no longer supported by that income.

26d. Homeless. An individual who lacks a fixed, regular, adequate nighttime residence; and any adult or youth who has a primary nighttime residence that is a public or private operated shelter for temporary accommodation; an institution providing temporary residence for individuals intended to be institutionalized; or a public or private place not designated for or ordinarily used as a regular sleeping accommodation for human beings. The term does not include a person imprisoned or detained pursuant to an Act of Congress or State law. Record the code (1,2,3 or 4) indicating which of the following categories applies:

- 1 Yes, a youth who is homeless, and has been determined to be a runaway youth as specified in Sec 263(b)(5);
- 2 Yes, an adult or youth who is homeless but is not a runaway youth;
- 3 No, a youth who is not homeless but has been determined to be a runaway youth;
- 4 No, an adult or youth who is not homeless and is not a runaway youth.

26e. Lacks significant work history. An adult or youth who has not worked for the same employer for longer than three consecutive months in the two years prior to application.

26f. Long-term AFDC recipient. An adult or youth listed on the AFDC grant who has received cash payments under AFDC (SSA Title IV) for any 36 or more of the 60 months prior to application. The individual may or may not be receiving AFDC payments at the time of application.

26g. Pregnant or parenting youth. An individual who is under 22 years of age and who is pregnant, or a youth (male or female) who is providing custodial care for one or more dependents under age 18.

26h. Substance abuse. An individual who abuses alcohol or other drugs, as defined by the Governor.

26i. SDA-identified barrier. An individual who meets the criteria of an additional category of individuals who face serious barriers to employment, as defined by the service delivery area. This SDA-identified barrier must be approved for inclusion by the Governor, not be identified in Items 26a. through 26h. above, and not be solely related to unemployment status or work history.

### SECTION III. ACTIVITY AND SERVICE RECORD

This section provides a record of the type and amount of training a participant receives while enrolled in the program. Activity categories are divided into two groups that are recorded differently. For those activity types that are usually planned and scheduled (training), actual hours of participation and an indication of completion are required. For other activities that are usually provided on an irregular, unscheduled basis (other services), it is only necessary to record whether or not they were received.

27./28. Training activities for which actual hours and goal completion must be recorded.

**Include those activities partially or completely funded by non-JTPA sources that were included in the participant's JTPA service strategy.** For each of the following training activity categories, record the total actual hours of participation in all activities in that category. Also record whether or not any of them were completed.

27. Total actual hours. The total number of hours that the participant is engaged in **all** training activities within each category. Use the actual hours recorded by the vendor or program administrator. If activities from different categories are integrated into a single program, distribute actual hours among the categories in a way that reflects the relative composition of the integrated program. Record the actual hours in whole hour increments (no fractions of hours) (0000).

28. Goals completed. Record 1 for Yes or 2 for No indicating whether or not **any** activity in each category was completed. An activity is completed if the individual achieves the activity's goal.

27/28a. Basic skills training. Instruction normally conducted in an institutional classroom or one-on-one

tutorial setting and designed to upgrade basic skills and prepare the individual for further training, post-secondary education transition, future employment, or retention in present employment, and may be provided within the framework of basic education skills competencies. Includes, but is not limited to, reading, writing, mathematics, literacy training, speaking, listening, problem-solving, reasoning, study skills, English for non-English speakers, bilingual training, and GED preparation (including computer assisted instruction).

27/28b. Occupational skills training (non-OJT). Instruction conducted in an institutional or worksite setting designed to provide or upgrade individuals in the primary/technical and secondary/ancillary skills to perform a specific job or group of jobs such as auto mechanics, health services, or clerical training. Includes job-specific competency training, job-specific school-to-work/apprenticeship programs, on-site industry specific training, customized training, entrepreneurial training, internships and pre-apprenticeship training. It may be provided within the framework of occupational/job specific skills competencies, and when structured like a job, may also be used to provide training in work maturity competencies.

27/28c. On-the-job-training (OJT): Training in the public or private sector which is given to an individual while s/he is engaged in productive work, designed to provide or upgrade individuals in the primary/technical and secondary/ancillary skills required to perform and essential to the full and adequate performance of the job. It may be provided within the framework of occupational/job specific skills competencies, and may also be used to provide training in work maturity competencies.

27/28d. Work experience/entry employment experience/private internships.

Work experience is a short-term or part-time work activity in the public or not-for-profit sector which provides an individual with the opportunity to acquire the skills and knowledge necessary to perform a job, including appropriate work habits and behaviors. It may be provided in the framework of occupational/job specific skills and/or work maturity competencies.

Entry employment experience or private internships is a formal opportunity to examine or investigate employment typically at private, for-profit worksites. When of sufficient duration and scope to teach competencies, it

may be provided in the framework of occupational/job specific skills and/or work maturity competencies. **For youth only.**

- 27/28e. Other employment skills training (Title II only). Includes activities such as pre-employment training, work maturity training that does not occur in one of the above-identified work or work-like activities (e.g., unsubsidized employment), and non-job-specific school-to-work/post-secondary programs (does not include job search assistance, basic readjustment services).
29. Duration of training. If the participant did not receive any training, leave blanks, do not record spaces or zeroes.
- 29a. Date first received training. Record the date (MM/DD/YY) on which the participant first received or participated in any training activity listed in 27/28a. through 27/28e.
- 29b. Date last received training. Record the date (MMDDYY) on which the participant last received or participated in any training activity listed above.
30. Other services received. Record 1 for Yes or 2 for No indicating whether or not services in each of the following categories were received:
- 30a. Job search assistance (Title II only). A service that helps a participant seek, locate, apply for and obtain a job. It may include job-finding skills, orientation to the labor market, resume preparation assistance, job development, referrals to job openings, job clubs, vocational exploration and relocation assistance.
- 30b. Basic readjustment services (Title III only). Includes services designed to provide basic readjustment assistance such as orientation, skills determination, pre-layoff assistance, job development/referral assistance, and job search to eligible dislocated workers.
31. Occupational skills training code and type. If the participant received any non-classroom training for a specific occupation, record the 9-digit DOT code or 5-digit OES code that best describes that occupation. If the participant received **classroom** occupational skills training, either of these (DOT or OES) or the 6-digit CIP code that best describes the training should be recorded. If training was provided for more than one occupation, record the code for the last significant occupational training. If no

specific occupational skills training was received, record 000000000. Record the appropriate code for the type of system used.

- 1 9-digit DOT code
- 2 5-digit OES code
- 3 6-digit CIP code (classroom training only)
- 6 None

No code is entered for non-occupational training, e. g., basic education, ESL, etc.

32. Support service received. Record 1 for Yes or 2 for No indicating whether or not **each** of the supportive services was received. The term "supportive services" means services arranged for, but not necessarily funded, by JTPA which enable an individual eligible for training under JTPA, who cannot afford to pay for such services, to participate in a training program funded under the Act. **An incentive payment for excellent attendance in program activities is NOT a supportive service and therefore is not reportable on the SPIR.** Only record supportive services received while an individual is a participant. An exception is noted in Item 32g.

32a. Transportation. A supportive service for participants to ensure mobility between home and the location of employment, training and/or other supportive services.

32b. Health care. Includes, but is not limited to, preventive and clinical medical treatment, voluntary family planning services, and necessary psychiatric, psychological and prosthetic services.

32c. Family care. A service or support which helps participants meet their family care needs during participation. Family care ranges from day care inside or outside the home or to after-school programs (inside or outside the home). It usually includes supervision and shelter, and may include subsistence and transportation.

32d. Housing or rental assistance. A supportive service which assists participants in maintaining or obtaining adequate shelter for themselves and their families while they are receiving employment, training or other supportive services.

32e. Counseling: personal, financial, or legal. The process of assisting participants with the solution of a variety of personal, financial or legal problems occurring during participation.

32f. Needs-based/related payments . In Title II-A (Section 204(d) and Title II-C (Section 264)) , needs-based payments are amounts derived from a locally-developed formula or procedure which are paid to participants who cannot afford to otherwise participate in a training program.

In Title III , needs-related payments are payments to an eligible dislocated worker, who does not qualify or has ceased to qualify for unemployment compensation, in order to enable such worker to complete training or education programs funded under Title III. (Section 314(c) of JTPA, TEGL 7-93 for North American Free Trade Agreement-Trade Adjustment Assistance (NAFTA-TAA) and NAFTA-Title III.)

32g. Other . Any supportive service(s), not included above provided to eligible individuals to enable them to participate in planned activities, e.g. includes the provision of tools, equipment and special work clothing. NOTE: Include here individuals who had received a Pell or TRA grant within 12 months prior to initial participation in the JTPA program and for whom the grant coverage continues after participation in JTPA begins.

#### SECTION IV. PROGRAM TERMINATIONS AND OTHER OUTCOMES

**For Title II, termination types** include SPIR Items 34. Entered unsubsidized employment, 36. Adult/Youth employability enhancement terminations, **or** 39. Other terminations. A 1 for Yes may be recorded only once in any of these items.

**For Title III, termination types** are SPIR Items 34. Entered unsubsidized employment, 37. Transferred to other training programs, 38. Called back/remained with layoff employer, **or** 39. Other terminations. A 1 for Yes may be recorded only once in any of these items.

33. Date of termination . Record the date (MMDDYY) at which an individual is no longer receiving employment, training or services (except post-termination services) funded under this title/program. NOTE: Title II-A/C and Section 204(d) participants may remain in inactive status for a period of up to 90 days after last receipt of planned employment or training funded (or provided for) under those programs. If the participant received only "services" funded (or provided for) under Title II, this period of inactive status cannot exceed 30 days. Basic Readjustment Services may be provided to Title III participants prior to, during and/or after provision of Retraining. Title III participants may remain in inactive status for up to 90 days after last receipt of planned employment, training or services. During this

period of inactive status individuals may or may not receive services. See Appendix C for additional guidance on the single 90/30-day period of inactive status.

34. Entered unsubsidized employment . Record 1 for Yes or 2 for No indicating whether or not the terminatee entered full- or part-time unsubsidized employment, i.e., not financed by funds provided under the Act, including entry into the Armed Forces, entry into employment in a registered apprenticeship program, and self-employment. **Also include entry into the Peace Corps, VISTA and other National Service programs funded by the Federal Corporation for National and Community Service under the National and Community Service Trust Act of 1993. (Examples are activities in the Americorps and the National Civilian Community Corps programs.)**

**NOTE:** For Title II only, if the terminatee who entered employment received only objective assessment from the program, record a 2 for No here and record this termination in Item 39 as a code 9, "Objective assessment **and** entered unsubsidized employment only (exempt from performance standards)". Data for participants who are terminated as Item 39, code 9 are to be excluded from Items 34a. through 34c. and from Items 35a. through 35f.

34a. Entered a registered apprenticeship program. If Item 34. is 1 for Yes, record 1 for Yes or 2 for No indicating whether or not the individual entered a registered apprenticeship program, i.e., a program approved and recorded by the ETA/Bureau of Apprenticeship and Training or by a recognized State Apprenticeship Agency. Approval is by certified registration or other appropriate written credential.

34b. Relocated out of area (Title III only) . If Item 34. is 1 for Yes, record 1 for Yes or 2 for No indicating whether or not the individual has met the following: (a) terminated from Retraining and (b) received financial assistance to relocate in order to accept employment, as provided for under State policy.

34c. Entered non-traditional employment for women. If Item 34. is 1 for Yes, record 1 for Yes or 2 for No indicating whether or not the job is in an occupation in non-traditional employment for women in accordance with the Nontraditional Employment for Women (NEW) Act. If Item 6. "Gender" is 2 for Male, this item must be null.

35. Employment information . If Item 34. Entered unsubsidized employment or Item 38. Called back/remained with layoff employer is 1 for Yes, record the following information:

35a. Hours worked per week . Record the usual number of hours (00) of work scheduled per week. in whole hour increments (no fractions of hours). This should include overtime. If the hours scheduled per week exceed 99, record "99".

Note: For PY 93, if data for Items 35a. through 35f. are available for a Title III participant who is recorded as code 1 in Item 38. Called back/remained with layoff employer, enter the data in these fields even though it is not required until PY 94.

35b. Hourly wage at termination . Record the hourly wage at termination (000.00). Hourly wage includes any bonuses, tips, gratuities, commissions and overtime pay earned.

35c. Receives fringe benefits . Record 1 for Yes or 2 for No indicating whether or not the employment provides the individual with fringe benefits consisting of, at a minimum, health insurance benefits **and** coverage under Social security or an equivalent pension plan. For individuals holding multiple jobs, this item should be recorded as Yes if any job provides fringe benefits.

NOTE: In cases where a period of probation is required by the employer for a newly-hired individual, during which time fringe benefits are NOT provided, if such employment normally provides fringe benefits after the period of probation, record a 1 for Yes in this item. Also record 1 for Yes if benefits were offered, but were refused by the individual.

35d. Occupational code and type . Record the occupational code (000000000), 9-digit DOT or 5-digit OES, most appropriate for the job. For individuals holding multiple jobs, record the code for the primary job. Primary job is the one associated with the largest number of hours worked.

Record the code 1 or 2 indicating the type of system used.

- 1 9-digit DOT code
- 2 5-digit OES code

35e. State where job is located . Record the two-digit FIPS State code (00) where the job is located. If location is outside of U.S. record "99".

35f. Job covered by Unemployment Insurance . Record 1 for Yes or 2 for No indicating whether or not the job is covered by the Unemployment Insurance system.

36. Adult/Youth employability enhancement terminations (Title II only). Record a 1 for Yes or a 2 for No indicating whether or not the adult or youth **terminated** from a Title II or Section 204(d) program having attained one or more employability enhancements. Record a 2 for No here if Item 34. Entered unsubsidized employment is 1 for Yes.

**Regardless of whether SPIR Item 36 is recorded as Yes or No, record a 1 for Yes or a 2 for No indicating whether or not the participant obtained any of the following outcomes which are recognized as enhancing long-term employability and contributing to the potential for a long-term increase in earnings and employment.**

NOTE: For a youth, two (2) or more youth employment competencies (YECs) (Items 36a., 36d., and 36e.) must be recorded as 1 for Yes in order for Item 36 to be recorded as 1 for Yes. Otherwise, a single employability enhancement achieved by an adult or youth allows a 1 for Yes to be recorded in Item 36. See Appendix B for complete guidelines for attainment of these adult and youth employability enhancements.

36a. Attained pre-employment/work maturity skills youth employment competency (YEC) (youth only) . A youth who, prior to termination, had attained a pre-employment/work maturity skills youth employment competency.

Pre-employment skills : world-of-work awareness, labor market knowledge, occupational information, values clarification and personal understanding, career planning and decision-making, and job search techniques (resumes, interviews, applications, and follow-up letters). They also encompass survival/daily living skills such as using the phone, telling time, shopping, renting an apartment, opening a bank account, and using public transportation; and  
Work maturity skills : positive work habits, attitudes, and behavior such as punctuality, regular attendance, presenting a neat appearance, getting along and working well with others, exhibiting good conduct, following instructions and completing tasks, accepting constructive criticism from supervisors and co-workers, showing initiative and reliability, and assuming the responsibilities involved in maintaining a job. This category also entails developing motivation and adaptability, obtaining effective coping and

problem-solving skills, and acquiring an improved self-image.

36b. Returned to full-time school (youth only) . A youth who, (1) had returned to full-time secondary school (e.g., junior high school, middle school and high school), including alternative school, if, at the time of intake the participant was not attending school, exclusive of summer, and had not obtained a high school diploma or equivalent and (2) prior to termination had been retained in school for one semester or at least 120 calendar days after becoming a participant in the JTPA program.

36c. Remained in school (youth only) . A youth who, prior to termination, had been retained in a full-time secondary school, including alternative school, for one semester or at least 120 calendar days after becoming a participant in the JTPA program. The youth must be attending school at the time of intake, have not obtained a high school diploma or equivalent, and be considered "at risk of dropping out of school" as defined by the Governor in consultation with the State Education Agency.

NOTE for Items 36b. and 36c.: To obtain credit for Returned to Full-Time School OR Remained in School , SDAs must be prepared to demonstrate that retention results from continuing, active participation in JTPA activities and the youth must (1) be making satisfactory progress in school, and (2) for youth aged 16-21: attain a PIC-approved Youth Employment Competency in Basic Skills or Job Specific Skills and (3) for individuals aged 14-15: attain a PIC-approved Youth Employment Competency in Pre-employment/Work Maturity or Basic Education Skills.

**Satisfactory progress in school** -- An SDA, in cooperation with the local school system, must develop a written policy which defines an individual standard of progress that each participant is required to meet. Such a standard should, at a minimum, include both a qualitative element of a participant's progress, (e.g., performance on a criterion-referenced test or a grade point average) and a quantitative element (e.g., a time limit for completion of the program or course of study). This policy may provide for exceptional situations in which students who do not meet the standard of progress, because of mitigating circumstances, are nonetheless making satisfactory progress during a probationary period.

36d. Attained basic education skills/youth employment competency (YEC) . An adult or youth who, prior to

termination, had obtained basic educational skills. These skills include, but are not limited to, reading, writing, mathematics, literacy training, speaking, listening, problem-solving, reasoning, study skills, English for non-English speakers, bilingual training, and the capacity to use these skills in the workplace.

36e. Attained occupational/job specific skills youth employment competency (YEC). An adult or youth who, prior to termination, had attained job specific occupational skills. These skills are: primary job-specific occupational skills which encompass the proficiency to perform actual tasks and technical functions required by certain occupational fields at entry, intermediate or advanced levels. Secondary job-specific occupational skills entail familiarity with and use of set-up procedures, safety measures, work-related terminology, recordkeeping and paperwork formats, tools, equipment and materials, and breakdown and clean-up routines.

36f. Completed major level of education. An adult or youth who, prior to termination, had completed, during enrollment, a level of educational achievement which had not been reached at entry. Levels of educational achievement are secondary and postsecondary. Completion standards shall be governed by State standards and shall include a high school diploma, GED Certificate or equivalent at the secondary level, and shall require a diploma or other written certification of completion at the postsecondary level.

**NOTE: Completion of a major level of education must result primarily from active JTPA program participation of at least 90 calendar days or 200 hours, usually prior to such completion.**

36g. Entered non-Title II training. An adult or youth who, prior to termination, had entered an occupational skills employment/training program, not funded under Title II of the JTPA, which builds upon and does not duplicate training received under Title II. NOTE: The participant must have been retained in that program for at least 90 calendar days or 200 hours or must have received a certification of occupational skill attainment. During the period the participant is in non-Title II training, s/he may or may not have received JTPA Title II services. Include here intertitle transfer terminees, such as to Title I, Section 123, 8% programs. Also include entry into activities funded under the Older Americans Act, Title V (Pub. L. 102-375).

37. Transferred to other training programs (Title III only). Record a 1 for Yes or 2 for No indicating whether or not the participant, at termination, had entered another occupational skills program as a result of being transferred to a program operated by another SSA under JTPA Title III, a program funded under another JTPA Title/Subtitle, or a program not funded by JTPA.
38. Called back/remained with layoff employer (Title III only). Record a 1 for Yes or 2 for No indicating whether or not the participant was called back or remained with the layoff employer. If this item is 1 for Yes, Items 35a. through 35f. should also be recorded with appropriate data.

Note: For PY 93, if data for Items 35a. through 35f. are available for a Title III participant who is recorded as code 1 in Item 38. Called back/remained with layoff employer, enter the data in these fields even though it is not required until PY 94.

The following situations would be credited to the above outcome:

- a. Title III terminees who remained in a job with an employer (or the subsequent owner of the business firm) after receipt of a layoff notice from that employer.
- b. Title III terminees who, after being laid off by an employer were recalled by that employer to a job at the same or another location.
- c. Title III terminees who were recalled to the same jobsite for a job in the same or similar industry or occupation by a new owner of the business firm from which the layoff occurred.

The assumption here is that any retraining received by such terminees was not the primary reason for the recall action, but rather the current or former association with the firm, worksite and/or employer.

39. Other terminations. If the entries for Items 34, 36, 37 and 38 above are 2 for No or null (spaces), record the code indicating which one of the following other terminations best applies. (There must be a response to this item if Items 34, 36, 37 and 38 are answered No or null.)

1 Institutionalized. The participant is residing in an institution or facility providing 24-hour support such as a prison or hospital.

2 Health/medical. The participant is receiving medical treatment which precludes entry into unsubsidized employment or continued participation in the JTPA program.

3 Family care. The participant is responsible for the care of one or more family members which precludes entry into unsubsidized employment or continued participation in the JTPA program.

4 Lacks transportation. The participant is without his/her own means of transportation, is unable to arrange for private transportation, or has no public transportation between home and the location of employment/training and/or other supportive services.

5 Cannot locate. The participant cannot be located after utilizing the address/phone number and alternative contact information provided by the participant.

6 Voluntary, other. The participant voluntarily left the JTPA program for reasons other than those above. Include participants transferred to a program operated by the same SDA under JTPA Title II. Examples are: Title II-C to Title II-A and Title II-A to Section 204(d).

7 Involuntary, other. The participant was separated from the program for administrative reasons other than those above. Include participants transferred to a program operated by another SDA under JTPA Title II.

8 Objective assessment only (exempt from performance standards).

9 Objective assessment and entered unsubsidized employment only (exempt from performance standards).

#### SECTION V. FOLLOW-UP INFORMATION

Section V displays information based on follow-up data which **must be collected through participant contact** to determine an individual's labor force status and earnings, if any, during the 13th full calendar week after termination and the number of weeks s/he was employed during the 13 week period. Follow-up data will be collected for the following terminees: Title II-A adults and adult welfare recipients, Section 204(d) older workers, and Title III EDWAA participants. No follow-up information is required for Title II-C youth.

The procedures used to collect the follow-up data are at the discretion of the Governors. However, in order to ensure consistency of data collection and to guarantee the quality of the follow-up information, follow-up procedures must satisfy certain minimum criteria. **See Appendix A for follow-up requirements.**

Participants recorded in Item 12 as code 3 or 8 and those recorded in Item 39 as code 8 or 9 are exempt from postprogram follow-up and should be recorded in Item 40 as code 3. If follow-up is conducted for some participants recorded in Item 12 as code 7, they should be recorded in Item 40 as code 6. Participants recorded in Item 12 as code 7 who are not followed up should be recorded in Item 40 as code 3.

40. Follow-up Group/Sample. Record the code (1, 2, 3, 4 or 5) indicating whether the terminnee was in the adult/ supplemental welfare sample(s), and, if so, whether s/he was successfully contacted or not. For all Title III and Section 204(d), record all terminnees in the follow-up group as code 1, 2, or 3 as appropriate. When the "universe" of all Title II-A terminnees, **subject to postprogram follow-up**, is the follow-up group, record all of these terminnees as code 1, 2 or 3 as appropriate.

- 1 In adult sample and contacted
- 2 In adult sample, but not contacted
- 3 Not in sample
- 4 In supplemental welfare sample and contacted
- 5 In supplemental welfare sample, but not contacted
- 6 Title II-A 5% exempt optional sample

**NOTE:** If this item is coded 2, 3 or 5, Items 41, 41a., 41b., 41c. and 42 will be coded as a null, no zeroes or not blank.

41. Employed at follow-up. Record 1 for Yes or 2 for No indicating whether or not the former participant was employed at follow-up (13th week after termination). If this code is 2 for No, Items 41a., 41b., 41c. will be coded as a null, no zeroes or not blank.

41a. Hourly wage at follow-up. Record the hourly wage (000.00). Hourly wage includes any bonuses, tips, gratuities, commissions and overtime pay earned.

41b. Hours worked that week. Record the hours (00) worked that week, including overtime, in whole hour increments (no fractions of hours). If the hours worked that week exceed 99, record "99".

- 41c. Employed with same employer as at termination. Record 1 for Yes or 2 for No indicating whether or not the individual is employed by the same employer as at termination.
42. Number of weeks worked in follow-up period. Record the total number of weeks (00) worked during the 13-week follow-up period.

## Appendix A

Follow-up Guidelines

To ensure consistent data collection and as accurate information as possible, procedures used to obtain follow-up information must satisfy the following criteria:

- \* Participant contact should be conducted by telephone or in person. Mail questionnaires may be used in those cases where an individual does not have a telephone or cannot be reached.
- \* Participant contact must occur as soon as possible after the 13th full calendar week after termination but no later than the 17th calendar week after termination.
- \* Data reported are to reflect the individual's labor force status and earnings during the 13th full calendar week after termination and the number of weeks s/he was employed throughout the 13-week period after termination.
- \* Interview questions developed by DOL (see following Exhibit) must be used to determine the follow-up information reported on the SPIR. Respondents must be told that responding is voluntary and that information provided by them will be kept confidential. Other questions may be included in the interview. Attitudinal questions may precede DOL questions, but questions related to employment and earnings must follow.
- \* Attempts must be made to contact all individuals unless terminnee populations are large enough to use sampling.
- \* As many attempts as are necessary, to obtain the required response rate, should be made to contact enough individuals in the follow-up group.
- \* For each SDA Title II-A, Section 204(d), SSA Title III, Governor's Reserve Title III, or Secretary's National Reserve Title III reporting group, minimum response rates of 70% are required for each of the following groups: among II-A adults, those who entered employment at termination and those who did not enter employment at termination; among II-A welfare recipients, those who entered employment at termination and those who did not enter employment at termination; among Section 204(d) older workers, those who entered employment at termination and those who did not enter employment at termination; and

among terminees of each of the Title III programs separately, those who entered employment at termination and those who did not enter employment at termination. The response rate is calculated as the number of terminees with complete follow-up information divided by the total number of terminees included in the group eligible for follow-up.

NOTE: Every precaution must be taken to prevent a "response bias" which could arise because it may be easier to contact participants who were employed at termination than those who were not employed at termination and because those who entered employment at termination are more likely to be employed at follow-up. Special procedures have been developed by which SDAs/SSAs and States can monitor response bias. **If your response rates for those who were and were not employed at termination differ by more than 5 percentage points, the follow-up measures must be calculated using the "Worksheet for Adjusting Follow-up Performance Measures: in the Follow-up Technical Assistance Guide.**

## EXHIBIT

Minimum Postprogram Data Collection Questions

- A. I want to ask you about the week starting on Sunday, \_\_\_\_\_, and ending on Saturday, \_\_\_\_\_, which was (last week/two/three/four weeks ago).
1. Did you do any work for pay during that week?  
\_\_\_\_ Yes [Go to 2]  
\_\_\_\_ No [Go to C]
  2. How many hours did you work in that week?  
\_\_\_\_ Hours
  3. How much did you get paid per hour in that week?  
\_\_\_\_ Dollars per hour
  4. How much extra, if any, did you earn in that week from tips, overtime, bonuses, commissions, or any work you did on the side, before deductions?  
\_\_\_\_ Dollars
  5. Are you employed with the same employer as you were when you left the program?  
\_\_\_\_ Yes  
\_\_\_\_ No
- B. Now I want to ask you about the entire 13 weeks from Sunday, \_\_\_\_\_, to Saturday, \_\_\_\_\_.
6. Including the week we just talked about, how many weeks did you work at all for pay during the 13-week period?  
\_\_\_\_ Weeks [Go to end]
- C. If answered "NO" to Question 1:  
Now I want to ask you about the entire 13 weeks from Sunday, \_\_\_\_\_, to Saturday, \_\_\_\_\_.
7. Did you do any work for pay during that 13-week period?  
\_\_\_\_ Yes [Go to 8]  
\_\_\_\_ No [Go to end]
  8. How many weeks did you do any work at all for pay during that 13-week period?

### Terminée Populations for Follow-up

Each program (SDA, Section 204(d), SSA, Governor's Reserve, Secretary's National Reserve) in JTPA is responsible for conducting a follow-up of all or a sample of participants who have terminated from that program. NOTE: Only those deceased, institutionalized (e.g., in hospitals, prisons, nursing homes), or severely incapacitated and unable to be interviewed for the entire follow-up period can be excluded from the sample. Beginning July 1, 1993, two additional classes of Title II terminees who are excluded from performance standards calculations may therefore be excluded from follow-up. These are (1) those who have received objective assessment only or objective assessment only and entered employment or (2) those participants in special 5%-funded projects designated by the Governor.

The "universe" of terminees for the follow-up includes all participants who terminated from a program. Those participants who may have been concurrent participants in more than one JTPA title/program will be in the universe for each.

When selecting a sample from the universe, each title/program will be treated separately, so that an individual who had been a concurrent participant might be selected in one sample but not another. This, however, does not preclude the possibility that the participant might be selected in more than one sample. In the event that a concurrent participant has been selected in more than one sample, the responses collected from a single interview may be shared among the different titles/programs to avoid the necessity of multiple interviews with the same individual.

When an individual who has terminated from one title/program and subsequently become a participant in another program (i.e., not a concurrent participant) is selected in the sample for both titles/programs, separate interviews must be conducted. Further, if an individual is selected in one sample and is a participant in another title/program at the time of the interview, regular follow-up information should be determined and recorded.

### Sampling Procedures

Where sampling is used to obtain participant contact information, it is necessary to have a system which ensures consistent random selection of sample participants from all terminees in the group requiring follow-up.

- \* No participant in the follow-up group may be arbitrarily excluded from the sample. Therefore it is critical that all terminée records be promptly entered into the database used for sampling.
- \* Procedures used to select the sample must conform to generally accepted statistical practice, e.g., a table of random numbers or other random selection techniques must be used.
- \* The sample selected for contact must meet minimum sample size or sampling percentage requirements indicated in Table 1.

The use of sampling will depend on whether the terminée populations are large enough to provide estimates which meet minimum statistical standards. If the number of terminees for whom follow-up is required is less than 138, sampling cannot be used. In such cases attempts must be made to contact all the appropriate terminees.

#### Minimum Sample Sizes or Sampling Percentages for Follow-up

**The minimum sample sizes and the sampling percentages** were both designed to meet the same statistical criterion and differ only because of the use of ranges and rounding. States or SDAs may choose to use either method. For ease of explanation, "minimum sample size" is used below. To determine the minimum number of terminees to be included in the follow-up sample, refer to Table 1 in the following instructions. Find the row in the left-hand column that contains the planned number of terminees for each of the groups requiring follow-up: adults and welfare recipients. The required minimum sample size is given in the middle column of that row. The last column gives sampling percentages that will assure that the minimum sample size is obtained.

NOTE: The welfare recipients in the adult sample may be used as part of the welfare sample. In this case, an additional number of welfare recipients must be randomly selected to provide a supplemental sample large enough to meet the same accuracy requirements as other groups requiring follow-up. To determine the minimum size of this supplemental welfare sample, find the row in the left-hand column of Table 1 that contains the planned total number of welfare recipients requiring follow-up. From the corresponding entry in the middle column, subtract the number of welfare recipients included in the adult sample. The remainder represents the minimum size of the supplemental sample of welfare recipients required for contact.

Table 1

## MINIMUM SAMPLE SIZES FOR FOLLOW-UP

<u>Number of Terminees in Follow-up Population</u>	<u>Minimum Sample Size</u>	<u>Sampling Percentage</u>
1 - 137	All	100
138 - 149	137	94
150 - 159	143	92
160 - 169	149	89
170 - 179	154	87
180 - 189	159	85
190 - 199	164	84
200 - 224	175	82
225 - 249	185	78
250 - 274	194	74
275 - 299	202	71
300 - 349	217	67
350 - 399	229	62
400 - 449	240	57
450 - 499	250	53
500 - 599	265	50
600 - 749	282	44
750 - 999	302	38
1,000 - 1,499	325	30
1,500 - 1,999	338	22
2,000 - 2,999	352	17
3,000 - 4,999	364	12

5,000 or more

383

7.3

### Correcting for Differences in Response Rates

Different response rates for those terminatees who entered employment at termination and those who did not are expected to bias the performance estimates because those who entered employment at termination are more likely to be employed at follow-up. It is assumed that those who were employed at termination are easier to locate than those who were unemployed because the interviewer has more contact sources (e.g., name of employer). The resulting response bias can artificially inflate performance results at follow-up.

To account for this problem, separate response rates must be calculated for those who were employed at termination and for those who were not. These separate response rates must be calculated for all groups: all II-A adult terminatees, adult welfare recipient terminatees, Section 204 (d) older worker terminatees and for Title III/EDWAA terminatee groups: SSAs, Governor's Reserve, and Secretary's National Reserve.

For each group, if the response rates of those employed at termination and those not employed differ by more than 5 percentage points, then the "Worksheet for Adjusting Follow-up Performance Measures" in the Follow-up Technical Assistance Guide must be used to correct the follow-up measures for that group.

\* \* \*

The following line item calculations/definitions have been included since PY 92/93 Title II-A and Title III performance standards are based on follow-up data aggregated to the SDA/SSA level.

#### **Employment Rate (At Follow-up)**

Calculate the employment rate by dividing the total number of respondents who were employed (full-time or part-time) during the 13th full calendar week after termination by the total number of respondents (i.e., terminatees who completed follow-up interviews). Then multiply the result by 100.

#### **Average Weekly Earnings of Employed (At Follow-up)**

Calculate the (before-tax) average weekly earnings by multiplying the hourly wage by the number of reported hours for each respondent employed at follow-up; and, if appropriate, add tips, overtime, bonuses, etc. Divide the sum of weekly earnings for all respondents employed during the 13th full calendar week after

termination by the number of respondents employed at the time of follow-up. Respondents not employed at follow-up are not included in this average.

**Weekly earnings include any wages, bonuses, tips, gratuities, commissions and overtime pay earned.**

#### **Average Hourly Wage at Follow-up**

To calculate this entry: Sum the hourly wage (and, if appropriate, add tips, overtime, bonuses, etc.) of each respondent employed at follow-up. Divide the sum of hourly wage for all respondents employed during the 13th full calendar week after termination by the number of respondents employed at the time of follow-up. Respondents not employed at follow-up are not included in this average.

**Include any wages, bonuses, tips, gratuities, commissions and overtime pay earned.**

#### **Average Number of Weeks Worked in Follow-up Period**

To calculate the average number of weeks worked (full-time or part-time), divide the sum of the number of weeks worked during the 13 full calendar weeks after termination for all respondents who worked, by the total number of all respondents, **whether or not** they worked any time during this 13-week follow-up period.

#### **Sample Size**

The size of the actual sample selected to be contacted for follow-up, i.e., the total number of terminees selected for contact including both respondents and nonrespondents. (For Title II-A, SDA samples must be selected for total adults and adult welfare recipients, and separate statewide sample for Section 204(d) older workers; for Title III, SSA, Governor's Reserve and Secretary's National Reserve Samples must be selected.)

#### **Response Rate** (percentage of complete surveys obtained)

To calculate the overall response rate, divide the number of terminees with complete follow-up information by the total number of terminees included in the follow-up sample and multiply by 100. NOTE: **Complete follow-up information** consists of substantive answers to the required follow-up questions and may not include "don't know", "no answer" or "don't remember".

## Appendix B

PIC-RECOGNIZED YOUTH EMPLOYMENT COMPETENCIES

Youth employment competency system requirements remain unchanged. The minimal structural and procedural elements of a sufficiently developed youth employment competency system, and the minimal requirements for ensuring consistency in the reporting of pre-employment/work maturity competency attainment are defined in this Appendix.

A. General Description of Youth Employment Competency Skill Areas

- \* Pre-employment skills include world of work awareness, labor market knowledge, occupational information, values clarification and personal understanding, career planning and decision making, and job search techniques (resumes, interviews, applications, and follow-up letters). They also encompass survival/daily living skills such as using the phone, telling time, shopping, renting an apartment, opening a bank account, and using public transportation; **and** Work maturity skills include positive work habits, attitudes, and behavior such as punctuality, regular attendance, presenting a neat appearance, getting along and working well with others, exhibiting good conduct, following instructions and completing tasks, accepting constructive criticism from supervisors and co-workers, showing initiative and reliability, and assuming the responsibilities involved in maintaining a job. This category also entails developing motivation and adaptability, obtaining effective coping and problem-solving skills, and acquiring an improved self image.
- \* Basic education skills include reading comprehension, math computation, writing, speaking, listening, problem solving, reasoning, and the capacity to use these skills in the workplace.
- \* Job-specific skills -- primary job-specific skills encompass the proficiency to perform actual tasks and technical functions required by certain occupational fields at entry, intermediate or advanced levels. Secondary job-specific skills entail familiarity with and use of set-up procedures, safety measures, work-related terminology, recordkeeping and paperwork formats, tools, equipment and materials, and breakdown and clean-up routines.



## B. Sufficiently Developed Systems for Youth Employment Competencies

A sufficiently developed youth employment competency system must include the following structural and procedural elements:

### 1. Quantifiable Learning Objectives

**\* PIC-recognized competency statements that are quantifiable, employment-related, measurable, verifiable learning objectives that specify the proficiency to be achieved as a result of program participation.**

Employment competencies/quantifiable learning objectives approved by the PIC as relevant to the SDA must include a description of the skills/knowledge/attitudes/behavior to be taught, the levels of achievement to be attained, and the means of measurement to be used to demonstrate competency accomplishment. The level of achievement selected should enhance the youth's employability and opportunities for postprogram employment.

### 2. Related Curricula, Training Modules, and Approaches

**\* Focused curricula, training modules, or behavior modification approaches which teach the employment competencies in which youth are found to be deficient.**

Such related activities, components, or courses must encompass participant orientation, work-site supervisor/instructor/community volunteer training, and staff development endeavors as appropriate. They also must include, as appropriate, relevant agreements, manuals, implementation packages, instructions, and guidelines. A minimum duration of training must be specified which allows sufficient time for a youth to achieve those skills necessary to attain his/her learning objectives.

### 3. Pre-Assessment

**\* Assessment of participant employment competency needs at the start of the program to determine if youth require assistance and are capable of benefitting from available services.**

A minimum level of need must be established before a participant is eligible to be tracked as a potential "attained PIC-recognized youth employment competency" outcome. All assessment techniques must be objective, unbiased and conform to widely accepted measurement criteria. Measurement methods used must contain clearly defined criteria, be field tested for utility,

consistency, and accuracy, and provide for the training/preparation of all raters/scorers.

4. Post-Assessment (Evaluation)

- \* **Evaluation of participant achievement at the end of the program to determine if competency-based learning gains took place during project enrollment.**

Intermediate checking to track progress is encouraged. All evaluation techniques must be objective, unbiased and conform to widely accepted evaluation criteria. Measurement methods used must contain clearly defined criteria, be field tested for utility, consistency, and accuracy, and provide for the training/preparation of all raters/scorers.

5. Employability Development Planning (Individual Service Strategy Development)

- \* **Use of assessment results in assigning a youth to appropriate learning activities/sites in the proper sequence to promote participant growth and development, remedy identified deficiencies, and build upon strengths.**

6. Documentation

- \* **Maintenance of participant records and necessary reporting of competency-based outcomes to document intra-program learning gains achieved by youth.**

7. Certification

- \* **Proof of youth employment competency attainment in the form of a certificate for participants who achieve predetermined levels of proficiency to use as evidence of this accomplishment and to assist them in entering the labor market.**

C. Guidelines for Ensuring Consistency in the Reporting of Pre-Employment/Work Maturity Skill Competencies

Individuals should demonstrate proficiency in each of the following 11 core competencies. In order for an attainment to be reported in the area of pre-employment/work maturity, at least one PIC-certified competency statement must be developed/quantified in each of the following 11 core competencies -- **provided that at least 5 of these learning objectives were achieved during program intervention:**

1. Making Career Decisions
2. Using Labor Market Information
3. Preparing Resumes
4. Filling Out Applications
5. Interviewing
6. Being Consistently Punctual
7. Maintaining Regular Attendance
8. Demonstrating Positive Attitudes/Behavior
9. Presenting Appropriate Appearance
10. Exhibiting Good Interpersonal Relations
11. Completing Tasks Effectively

ADULT AND YOUTH EMPLOYABILITY ENHANCEMENT TERMINATIONS/OUTCOMES  
INFORMATION

ADULT EMPLOYABILITY ENHANCEMENT TERMINATION

An outcome for adults, other than entered unsubsidized employment, which is recognized as enhancing long-term employability and contributing to the potential for a long-term increase in earnings and employment. Outcomes which meet this requirement shall be restricted to the following:  
**2(1) Attained Adult Employability Skills (one or more), (2) Completed Major Level of Education or (3) Entered Non-Title II Training.**

(1) Demonstrated proficiency as defined by the local area in one or more of the following two skill areas **in which the terminee was deficient at enrollment:** basic education skills and occupational skills. Employability skill gain must be achieved through program participation and must be the result of a prior employability development planning process which identifies the participant's skill deficiencies, the training needed to overcome the deficiencies and the level of proficiency needed for attainment of the employability skill.

The youth competency system may also be used for adults or local areas may adopt the alternative adult employability skill attainment system requirements.

NOTE: Adult terminees who have attained proficiency in **basic education skills and/or occupational skills** through training funded under **8% programs and/or cooperative agreements** may be counted, provided such training was for completion of a training objective initially determined while a participant in an adult employability skills system operated under 77%/5%-incentive funds.

(2) Completed, during enrollment, a level of educational achievement which had not been reached at entry. Levels of educational achievement are secondary and postsecondary. Completion standards shall be governed by State standards and shall include a high school diploma, GED Certificate or equivalent at the secondary level, and shall require a diploma or other written certification of completion at the postsecondary level. NOTE, To obtain credit, completion of a major level of education must result primarily from active JTPA program participation of at least 90 calendar days OR 200 hours.

(3) Entered an occupational-skills employment/training program, not funded under Title II of the JTPA, which builds upon and does not duplicate training received under Title II. NOTE: TO obtain credit, the participant must have been retained in that program for at least 90 calendar days OR 200 hours OR must have received a certification of occupational skill attainment. During the period the participant is in non-Title II training, s/he may or may not have received JTPA services.

#### ADULT EMPLOYABILITY SKILLS TRAINING

BASIC EDUCATION SKILLS -- Includes remedial reading, writing, mathematics and/or English for non-English speakers.

OCCUPATIONAL SKILLS TRAINING -- Includes: (1) vocational education which is designed to provide individuals with the technical skills and information required to perform a specific job or group of jobs, and (2) on-the-job training which is training in the public or private sector given to an individual, who has been hired first by the employer, while s/he is engaged in productive work which provides knowledge or skills essential to the full and adequate performance of the job.

Primary job-specific occupational skills encompass the proficiency to perform actual tasks and technical functions required by certain occupational fields at entry, intermediate or advanced levels. Secondary job-specific occupational skills entail familiarity with and use of set-up procedures, safety measures, work-related terminology, recordkeeping and paperwork formats, tools, equipment and materials, and breakdown and clean-up routines.

#### YOUTH EMPLOYABILITY ENHANCEMENT TERMINATION

An outcome for youth, other than entered unsubsidized employment, which is recognized as enhancing long-term employability and contributing to the potential for a long-term increase in earnings and employment. Outcomes which meet this requirement shall be restricted to the following: **(1) Attained PIC-Recognized Youth Employment Competencies (two or more); (2) Returned to Full-Time School; (3) Remained in School; (4) Completed Major Level of Education; or (5) Entered Non-Title II Training.**

(1) Demonstrated proficiency as defined by the PIC in **two or more** of the following three skill areas **in which the terminee**

**was deficient at enrollment:** pre-employment/work maturity; basic education; or job-specific skills. Competency gains must be achieved through program participation and be tracked through sufficiently developed systems that must include: quantifiable learning objectives, related curricula/training modules, pre- and post-assessment, employability planning, documentation, and certification.

NOTE: Youth terminees who have attained one or more competencies through training **funded under Title II-B, 8% programs and/or cooperative agreements** may be counted, provided such training was for completion of a training objective initially determined while a participant in a youth employment competency system operated under Title II-C 77%/5%-incentive funds. At least one of the youth competencies required must have been attained under Title II-C 77%/5%-incentive funded activity. Regardless of the funding source, all youth competency attainments reported on the SPIR must meet the Title II-C competency definitions.

(2) Returned to full-time secondary school (e.g., junior high school, middle school and high school), including alternative school, if, at the time of intake the participant was not attending school, exclusive of summer, and had not obtained a high school diploma or equivalent and prior to termination had been retained in school for one semester or at least 120 calendar days.

NOTE: Alternative school -- a specialized, structured curriculum offered inside or outside of the public school system which may provide work/study and/or GED preparation.

NOTE: To obtain credit for Returned to Full-Time School AND Remained in School (below), SDAs must be prepared to demonstrate that retention results from continuing, active participation in JTPA activities and the youth must (1) be making satisfactory progress in school, and (2) for youth aged 16-21: attain a PIC-approved Youth Employment Competency in Basic Skills or Job Specific Skills and (3) for individuals aged 14-15: attain a PIC-approved Youth Employment Competency in Pre-employment/Work Maturity or Basic Skills.

(3) Remained in school for a youth who, prior to termination, had been retained in full-time secondary school, including alternative school, for one semester or at least 120 calendar days. A youth may be recorded on this line only if s/he was attending school at the time of intake, had not received a high school diploma or equivalent, and was considered "at risk

of dropping out of school", as defined by the Governor in consultation with the State Education Agency.

(4) Completed, during enrollment, a level of educational achievement which had not been reached at entry. Levels of educational achievement are secondary and postsecondary. Completion standards shall be governed by State standards and shall include a high school diploma, GED Certificate or equivalent at the secondary level, and shall require a diploma or other written certification of completion at the postsecondary level. NOTE: To obtain credit, completion of a major level of education must result primarily from active JTPA program participation of at least 90 calendar days OR 200 hours.

(5) Entered an occupational-skills employment/training program, not funded under Title II of the JTPA, which builds upon and does not duplicate training received under Title II. NOTE: To obtain credit, the participant must have been retained in that program for at least 90 calendar days OR 200 hours OR must have received a certification of occupational skill attainment. During the period the participant is in non-Title II training, s/he may or may not have received JTPA services.

## Appendix C

GUIDANCE ON THE SINGLE 90/30-DAY PERIOD OF INACTIVE STATUS

The reporting instructions for the Federally required JTPA/EDWAA annual reports, issued under the provisions of Section 165 of the Act, are to be considered as extensions of JTPA legislation and regulations.

The reporting requirement that a participant be terminated after last receipt of services, employment and/or training funded under the Act was adopted in the early years of JTPA's predecessor work/training programs. This was done after determination by monitors and auditors that some participants continued to be carried in an "active" or "inactive" status for two or three years after last contact with these programs.

Input from States and prime-sponsors suggested that, after the investment of staff-time and program funds for the employment and/or training of a participant, a period of "inactive status", during which job development and job referral employability services might be offered, could enhance the number of terminees entering unsubsidized employment at termination. Commentors proposed varying periods of "inactive status", but the consensus was that a single period of up to 90 days after the last receipt of employment and/or training was sufficient. This limitation was made a part of the reporting instructions.

Until PY 1990, a participant under Title II who had received SERVICES ONLY was to be terminated in a "reasonable" period of time, which was not further defined. At the request of a number of States and SDAs, "reasonable" for this purpose has been defined as a single period of up to 30 days after last receipt of SERVICES ONLY and this has been incorporated into the reporting instructions.

If further training needs are identified and the participant's service strategy or Employability Development Plan (EDP) is amended, PRIOR TO LAST RECEIPT OF THE INITIALLY PLANNED TRAINING, the participant should be put into a "holding" status until the beginning of the next component, rather than into "inactive status", which would trigger the clock for the single period of up to 90 calendar days of inactive status permitted after last receipt of planned training under Title II.

When a decision is reached, sometime AFTER the participant has entered inactive status, to provide subsequent training; at the

time such subsequent training begins, the 90-day clock stops. Upon last receipt of the subsequent training, the 90-day clock continues FROM THE POINT WHERE IT HAD STOPPED.

After last receipt of planned Title II SERVICES ONLY, the participant enters inactive status and must be terminated within a single period of up to 30 calendar days. A decision to amend his/her service strategy to provide training to such a participant, who has entered inactive status, would stop the 30-day clock. After last receipt of such planned training, the 90-day clock would be activated from zero. **NOTE:** After a participant who has received SERVICES ONLY has entered inactive status, a decision to provide additional Services ONLY extending beyond the allowable 30-day limit, prior to termination from the program, is NOT permitted.

Basic Readjustment Services may be provided to Title III participants prior to, during and/or after provision of Retraining. In Title III, after last receipt of either planned Basic Readjustment Service and/or Retraining, provision is made for a single period of up to 90 calendar days of inactive status prior to termination from the program.

DOL/ETA does not grant waivers for the required termination of JTPA participants beyond the time periods specified above. In cases when a participant requires continued services after those provided during the single specified period of inactive status, when such services cannot be provided as post-termination services, and at termination from the program s/he meets the eligibility requirements for a given JTPA title, such individual may, after being terminated, be reenrolled as a "new" participant in the JTPA funded title.

**GLOSARY OF  
TERMS**

## **GLOSSARY OF TERMS**

Definitions of items used in the SPIR can be found in Appendix B, which lists the SPIR format and the reporting instructions. Definitions for additional terms can be found here.

**AFDC.** This acronym refers to Aid to Families with Dependent Children, which provides cash assistance to eligible low income individuals.

**Basic skills deficient.** In keeping with the JTPA Amendments of 1992, this is defined as those as those with English reading or computing(i.e., mathematics) skills at or below the 8th grade level on a generally accepted standardized test. See Appendix A for information on how this item was operationalized for purposes of the Data Book.

**Cash welfare recipient.** In keeping with the JTPA Amendments of 1992, this is defined as those as who receive either Aid to Families with Dependent Children (AFDC), General Assistance (GA), Refugee Cash Assistance (RCA), or Supplemental Security Income (SSI). See Appendix A for information on how this item was operationalized for purposes of the Data Book.

**DOL.** Refers to the U.S. Department of Labor.

**Dropout.** In keeping with the JTPA Amendments of 1992, this is defined as those as those who are “no longer attending any school and who have not received a secondary school diploma or a certificate from a program of equivalency for such a diploma.” See Appendix A for information on how this item was operationalized for purposes of the Data Book.

**5% exempt funds.** Refers to incentive funds awarded to SDAs under Titles II-A or II-C that are exempt from performance standards.

**Formula funds.** Refers to funds allocated to SDAs/SSAs under an allocation formula that takes into account the incidence and concentration of unemployment and poverty for adults (Title II-A, Section 204d) or youth (Title II-C), or the incidence and concentration of unemployment and long-term unemployment (for Title III).

**GA.** This acronym refers to General Assistance, which provides cash assistance to eligible low income individuals.

**Governor’s reserve.** Refers to services authorized under Title III using funds reserved by the states for statewide, regional, or industrywide projects.

**JASR.** An acronym for the JTPA Annual Status Report, which was the vehicle used by SDAs for aggregate reporting before the SPIR was introduced.

**National reserve.** Refers to services provided under Title III using funds reserved for the federal government as a means of responding to mass layoffs caused by natural disasters or Federal action, or for industrywise, multistate projects, or other special projects.

NILF (Not in the labor force). In keeping with definitions established by the Bureau of Labor Statistics, this refers to individuals who are neither employed nor unemployed; that is, neither working for pay or without pay in a family farm or business nor actively seeking work.

Objective assessment only. Refers to individuals in Titles II-A, II-C, and Section 204d who were provided an objective assessment (and, hence, became JTPA participants), but who did not receive subsequent JTPA services.

PY (program year). JTPA programs operate on a program year cycle; JTPA program years run from July 1 to June 30 and are designated by the calendar year in which the program year starts. Thus, PY 94 is the program year that runs from July 1, 1994 to June 30, 1995.

RCA. This acronym refers to Refugee Cash Assistance, which provides cash assistance to eligible refugees.

School dropout. See dropout (above).

SDA (service delivery area). These are the local areas in which Titles II-A & II-C services are administered. The nation is divided into approximately 640 service delivery areas.

Section 204d. Refers to programs authorized under Section 204d of the JTPA legislation, specifically designed to serve older individuals.

SPIR (Standardized Program Information Report). This refers to the client-level reporting system implemented by DOL

SSA (substate areas). These are the local areas in which Title III services are administered. The nation is divided into approximately 640 substate areas, and their boundaries are often co-terminus with SDAs.

SSI. This acronym refers to Supplemental Security Income, which provides cash assistance to eligible low-income individuals.

Substate Grantee. Refers to SSAs delivering Title III services under a formula allocation.

Terminees. Refers to JTPA participants who terminated from (i.e., left) the program.

Title II-A. Refers to programs authorized under Title II-A of the JTPA legislation, authorizing services to economically disadvantaged adults (those over age 21).

Title II-C. Refers to programs authorized under Title II-C of the JTPA legislation, authorizing services to economically disadvantaged youths (those ages 14-21), including those who are in school or out of school.

Title III. Refers to programs authorized under Title III of the JTPA legislation, specifically designed to serve dislocated workers, individuals who have lost their job as a result of a plant closure or substantial layoff or who are otherwise unlikely to return to their previous occupation or industry.

Unemployed. In keeping with definitions established by the Bureau of Labor Statistics, this refers to individuals who are not employed but actively seeking working.

Universe. In the Data Book, this term refers to the group of terminees to whom a particular table or group of tables applies.

Wage replacement rate. In the Data Book, this is defined for Title III terminees as the hourly wage of the job obtained at termination divided by the hourly wage of the job of dislocation.

WAPR. An acronym for the Worker Adjustment Program Annual Program Report, which was the vehicle used by SSAs for aggregate reporting before the SPIR was introduced.