

Approved 2-28-90
Date

MINUTES OF THE SENATE COMMITTEE ON LABOR, INDUSTRY AND SMALL BUSINESS

The meeting was called to order by Senator Alicia Salisbury at
Chairperson

1:30 ~~am~~/p.m. on February 22, 1990 in room 527-S of the Capitol.

All members were present ~~except~~
Senators Feleciano, Martin and Strick.

Committee staff present:

Jerry Donaldson, Kansas Legislative Research Department
Phil Lowe, Committee Secretary

Conferees appearing before the committee:

Earline Wesley, Director of Human Services City of Wichita, SDA IV.
Jerry Crown, Private Industry Council Chairman, SDA III.

The meeting was called to order by the Chairman, Senator Alicia Salisbury, for the purpose of reviewing the training projects in SDA III and SDA IV.

Earline Wesley, Director of Human Services for the City of Wichita, distributed copies (Attachment I) of her testimony on the SDA IV Job Training Partnership Act. In answer to questions Ms. Wesley responded as to how they go about getting contracts with private businesses in their area, how to best use limited state resources in the area, and how they can coordinate with SRS in the KanWork program.

Jerry Crown, Private Industry Council Chairman, SDA III, appeared before the committee to review their program. Mr. Crown distributed copies of an Outline of their Programs and Percentage Cost, Training Programs Funded by the PIC, and Evaluating JTPA Success, and an Annual Report to the Governor for the Program Year 1988. (Attachment II). In answer to a question Mr. Crown said their prime market need in the Kansas City area was in motel/hotel services.

The meeting was adjourned at 2:30 p.m. by the Chairman.

The committee will meet again next Tuesday, February 27, 1990.

TO: Senate Committee on Labor, Industry
and Small Business

RE: Job Training Partnership Act

DATE: February 23, 1990

Presented by: Earline Wesley, Director of Human Services
City of Wichita
SDA IV

Senator Salisbury, Chairperson, and members of the Senate Committee on Labor, Industry and Small Business, my name is Earline Wesley, Director of Human Services for the City of Wichita. Thank you for this opportunity to share with you SDA IV's Job Training Partnership Act experience.

SDA IV has been striving over the past several years to plan, implement and administer a job training program that is responsible and responsive to an increasingly difficult to serve participant. All of us are aware of the Workforce 2000 predictions of a less-educated, non-traditional pool of potential employees, and the need for better targeting and coordination of available resources. Our task is more challenging as we operate in an environment of decreasing federal funding.

Occupational training in the SDA has been provided through on the job training, classroom training, work experience, and special projects. These training opportunities have provided training for clerical-accounting, clerical-banking, clerical-general, computer operator, aircraft mechanic, auto mechanic, mechanical design, sheet metal, health occupations, tool and die making and industrial technology.

DEMAND and INCOME POTENTIAL were the major determinants in occupational training provided. The SDA further targeted determination of job training activities by having service providers document demand for the particular skill(s) they proposed. Sufficient earning potential in the skill area was demonstrated to ensure that participants would earn a wage that would allow them to be self-sufficient.

The average wage at placement for on the job training and classroom training was \$5.95 per hour and in December of 1989 it was \$6.07 per hour. The average wage at placement for special projects was \$4.72 per hour.

JTPA in Wichita has a long history of meeting employers needs through the assessment and training of the economically disadvantaged. We have been successful because of coordination of services and resources with other programs. For the last three years, we have worked cooperatively with the Wichita Area SRS office to place public assistance recipients in better paying jobs. This close working relationship has continued in the KanWork program.

Attachment I
2-22-90

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Also essential to the success of the program has been meeting our clients' supportive services needs, primarily, child care and transportation; effective assessment through the Wichita Area Vocational Training Schools and working with contractors and staff who work hard to exceed our performance objectives.

Let me illustrate what happens when an applicant requests JTPA services and receives on the job training or classroom training.

On the Job Training

The applicant is assessed at the Area Vocational School for skills, interest and ability. The results of the assessment are reviewed by a JTPA staff member and an appointment made to discuss the results with the participant. An employer is identified, an appointment is made with the employers personnel staff and an interview scheduled for the participant. The employer decides if the participant is to be hired. If hired the participant is a regular, full time employee with all the wages and benefits that accrue to all other regular employees. The incentive for the employer is the 50% wage reimbursement from JTPA. The OJT contract lasts from six to nine months.

We have had a very successful venture with Beech Aircraft in their sheet metal assembly position. The wage at placement has been \$7.00 per hour.

Classroom Training

An applicants is again assessed. Placement is made in appropriate classes at the Area Vocational School. The time in training ranges from six weeks to one year. We have had success with medical secretary training and the wage at placement has been \$5.20 per hour.

All of us in JTPA programs across this country understand that our employment and training program must be preparing clients for much more than "entry-level jobs". They can not provide for their families with wages earned from entry level fast food jobs, cashiers and retail sales jobs. To break the cycle of poverty and welfare dependence, we must raise participant expectations and ensure that the training provided will pay a livable wage.

Thank you.

FEBRUARY 22, 1990

SDA III

PIC CHAIR - JERRY CROWN

I OUTLINE PIC SDA III Programs and Percentage Cost

(Adult & Youth IIA only)

OJT - 50%

Occupational Classroom - 10%

Youth Work Experience/remedial - 40%

II Is the Money being spent on Jobs that are appropriate for the Kansas Economy?

III Process of our Local PIC (vs DHR)

Attachment II
2-22-90

TRAINING PROGRAMS FUNDED BY
THE KANSAS PRIVATE INDUSTRY COUNCIL - SDA III

July 1, 1989 through June 30, 1990

ON-THE-JOB TRAINING

The Kansas Private Industry Council (PIC) has budgeted \$450,000.00 for on-the-job training. \$325,000.00 of this amount is for adult OJT and \$125,000.00 for youth, ages 16-21. The PIC is providing in-house OJT for adults and youths for the budgeted amount of \$450,000.00. The following policies govern all PIC OJT contracts: (1) Training will be no less than six weeks nor more than six months. (2) Wages for OJTs shall be no less than \$4.50 per hour during training, with no maximum hourly. Wages at completion of training shall be no less than \$4.95 per hour. (3) Participants will be placed in OJTs where there are at least two permanent employees for each OJT trainee. (4) Participants will be trained in areas of demand where they will be able to use the skills in the workforce.

OCCUPATIONAL CLASSROOM TRAINING

Bethany Medical Center:

Bethany Medical Center (BMC) will provide 10 participants a 12 month course of study which will include classroom instruction, clinical instruction plus individual skill training. Successful completion of the program will permit the graduate to pursue Respiratory Care employment opportunities. Job placement assistance will be provided during and following the program by BMC.

Kansas Private Industry Council:

The PIC will be providing occupational classroom training to participants on a individual referral basis. Any educational institution providing one-year training programs may participate upon written approval of the PIC.

GENERIC/EXEMPLARY YOUTH

Associated Youth Services:

Associated Youth Services (AYS) will provide JTPA intake and eligibility services for all participants served in this contract. AYS will provide pre-employment skills training, basic education, placement in unsubsidized employment and work maturity skills training for participants ages 16-21. Participants in the pre-employment skills training will be assessed for pre-competency deficiencies and will be required to attain a score of 100 % on the indicators included in each required competency, according to the standards in the Youth Competency Model.

AYS will also provide classroom instruction in basic education skills to at least 15 participants. Students will be provided with the instruction necessary to complete GED testing or to complete 3 credits towards high school graduation.

REMEDIAL (EDUCATIONAL) CLASSROOM TRAINING

Sylvan Learning Center:

Sylvan will provide remedial education and pre-employment training to youth in Wyandotte County ages 14 and 15. Sylvan will do intake and eligibility for the program. Reading and Math remediation will be offered to participants who test below grade level. A pre and post test will be administered to qualify growth in reading or math. Kansas Competency Model will be used for pre-employment training.

OTHER TRAINING PROGRAMS

Able Employment, Inc.:

Able Employment, Inc. will provide services for the Economic Dislocation and Worker Adjustment Assistance Program (EDWAA). Able will serve 50 dislocated workers through various options; Adjustment Training, On-The-Job Training, Vocational Skill Training and Classroom Training. Adjustment Training will facilitate education for employment and provide the motivational thrust necessary to lift the participant's self-imposed creative job search activity. On-The-Job Training will place participants with private/public employers who are willing or require "hands on training." Vocational/Skill Training will provide skilled training in occupational areas with high employment potential. Classroom Training will provide academic classes to be completed within one year in high employment areas.

Incarcerated Youth Program:

(Kansas Department of Social and Rehabilitation Services):

This statewide program will provide limited work experience for youth center students. The program will serve approximately 30 incarcerated youth. This program will be available to participants who have completed vocational assessment, have displayed a good behavioral adjustments and are capable of working on or off grounds, and are within three (3) to four (4) months of anticipated release.

Limited Work Experience:

The Limited Work Experience program in SDA III is being operated in-house by the Kansas Private Industry Council. The PIC will serve approximately 33 youth through this activity.

The LWE program will provide subsidized employment for youth people with public agencies and non-profit organizations. The Participants will acquire basic job skills while under the supervision of trained professionals. Participants will be paid minimum wage and work no more than 240 hours.

Evaluating JTPA Success

Return On Investment Analysis of Your Programs

JTPA Administrators look for new ways to evaluate their programs and communicate that information to their PIC members, Congressional Representatives, General Public as well as to their Staff. The following evaluation is one way to demonstrate to all of those concerned how successful your programs and investment in JTPA participants has been in your area.

The Kansas Private Industry Council SDA III invested \$1,147,422.00 in their JTPA Title IIA participants. The investment represents all payments made to schools, employers, staff, support payments, operating expenses, transportation and administrative overhead, ect. -- in short the total cost for everything.

2

The investment cost was:

- \$2,754.86 per adult placement
- \$4,783.23 per youth placement

The overall average investment was \$3,552.39

The individuals into whose lives we invested 323 or 93.3% of those entering employment had a household income at or below the poverty level when they enrolled in JTPA.

144 or 22.1% of those individuals had been receiving Food Stamps averaging \$165.00 per month.

Average Savings per year\$285,120.00

113 Welfare recipients averaging \$330.00 per month (not including medical payments, rent assistance or other non cash payments) entered unsubsidized employment.

Average Savings per year (Cash Only)\$447,480.00

TOTAL SAVINGS PER YEAR FOOD STAMPS & WELFARE \$732,600.00

Adjusted Cost Per Individual Placed\$1,284.00

39 of those individuals who went to work were drawing Unemployment Insurance. An individual can draw \$216.00 a week. Based on the information available to the SDA the savings on UI alone for the 39 individuals was \$219,024.00.

If we annualized the hourly wages based on a 40 hour work week 323 workers would generate \$3,567,471.00 in wages.

It would be reasonable to expect that much income would generate (12%) \$428,096.00 in Federal, State and Local taxes.

\$732,600.00 fewer tax dollars spent on Welfare & Food Stamps

\$428,096.00 additional tax dollars generated

a net swing of \$1,378,720.00

THE BOTTOM LINE: \$1.00 INVESTMENT = \$1.20 Return

For just a moment consider the investment from JTPA into the lives of these individuals. \$3,552.00 average investment in the youth and adults who are now employed.

FACT....Average wage \$5.31 x 40 hrs. x 52 weeks=\$11,044.80

FACT....Estimated taxes paid 12% x \$11,044.80 =\$ 1,325.38

FACT....Savings in Welfare & Food Stamps.....=\$732,600.00

FACT....Savings in Unemployment Compensation...=\$219,024.00

②
Kansas Private Industry Council
Service Delivery Area III
717 Gateway Centre II, 4th & State
Kansas City, KS. 66101

ANNUAL REPORT
TO THE
GOVERNOR
Program Year 1988

Prepared by: Dan Borowick
Deputy Director

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Types of Training Provided

During Program Year 1988, SDA III administered Title IIA Classroom Training programs in occupational, educational and generic training. Other training programs included the On-the-Job Training and Limited Work Experience. The following is a brief description of each.

CLASSROOM TRAINING-PY-'88

OCCUPATIONAL-PY-'88

Kansas City Kansas Area Vocational Technical School: (Wyandotte County Training Site)

The Kansas City Kansas Area Vocational Technical School conducted a vocational training program to serve seventy-seven (77) JTPA clients. Before actual enrollment into an occupational training program, prospective JTPA students participated in a testing/assessment/counseling program. This program is designed to help the JTPA participants select the area of training most suitable for him/her according to individual interest and skills. Length of training can be twenty-four (24) weeks to eleven (11) months, depending on the course. Upon completion of occupational training, AVTS assists JTPA participants in job placement in the area for which they were trained or a training related area.

Contract Amount: \$64,200.00 Total Expended: \$50,719.23
Number Enrolled: 73 Number Completed: 71

Bethany Medical Center: (Wyandotte County Training Site)

Bethany Medical Center (BMC) provided four (4) participants a 12 month course of study which included classroom instruction, clinical instruction plus individual skill training. Successful completion of the program permits the graduate to pursue Respiratory care employment opportunities.

Contract Amount: \$8,060.00 Total Expended: \$6,200.00
Number Enrolled: 4 Number Completed: 0

Note: The training provided by BMC began in January of 1989, thus no completions have been achieved at this time.

EDUCATIONAL-PY'88

Sylvan Learning Center: (Wyandotte and Johnson Training Sites)

Sylvan Learning Center provided remedial education and pre-employment skill training for 108, 14-15 year old in-school youth. These 108, 14-15 year olds were paid \$3.35 per hour for classroom attendance. Pre- and post-testing was utilized to determine actual achievement with a goal of one year advancement.

Contract Amount: \$86,400.00 Total Expended: \$86,400.00
Number Enrolled: 108 Number Completed: 106

Kansas City Kansas Area Vocational Technical School: (Wyandotte County Training Site)

The Kansas City Kansas Vocational Technical School conducted the Principles of Adult Literacy (PALS) program. The PALS program is a computerized literacy program that improved the basic reading, writing, speaking and listening skills of the participants. The program included assessment and pre-test, competency based instruction, post-test and competency evaluation.

Contract Amount: \$31,996.00 Total Expended: \$10,946.00
Number Enrolled: 26 Number Completed: 0

Note: The PALS program began in February of 1989, thus no completions have been achieved at this time.

GENERIC-PY'88

Associated Youth Service: (Wyandotte County Training Site)

Pre-Employment/Work Maturity Skills-

This program served 50 youth who can best be described as hard to serve. Most participants are troubled youth and youth offenders. Upon completion of the pre-employment competency participants are placed in jobs paying at least minimum wage where the work maturity competency was accomplished. Follow-up services and extensive counseling was provided by Associated Youth Services.

Contract Amount: \$89,772.00 Total Expended: \$87,032.00
Number Enrolled: 77 Number Completed: 54

Metropolitan Lutheran Ministry (MLM): (Wyandotte County Training Site)

Generic Classroom Training/Job Development-

MLM proposed to reach out to low-income adults who were difficult to place and who needed extra help. Their goal was to provide thirty-two (32) adults 16-20 hours of intensive generic job readiness training, either individually or in a small group class. This assured individual attention to each client. MLM proposed to place twenty-six (26) adults in full-time employment at a wage of \$4.95 or higher.

Supportive services were provided by MLM (food and clothing) when first employed. MLM also provided follow-up after placement.

Contract Amount: \$25,740.00 Total Expended: \$10,890.00
Number Enrolled: 14 Number Completed: 10

CLASSROOM TRAINING EXPENDITURES

Program year 1988

<u>Occupational</u>	\$56,919.23
<u>Educational</u>	\$97,346.00
<u>Generic</u>	<u>\$87,032.00</u>
	\$241,297.23

ON-THE-JOB TRAINING

During PY '88 the Kansas Private Industry Council budgeted \$322,867.40 for on-the-job training (OJT); \$222,067.40 of this amount was for adult OJT and \$100,800.00 for youth ages 16-21. Of the OJT budget \$272,000.00 was contracted to GNCA Inc., d/b/a Gonzales and Nisenfeld. The balance of the OJT budget was retained by the PIC for the development of additional OJT contracts. The following policies governed all PIC OJT contracts: 1) Training will be no more than six (6) months. 2) Wages for OJTs shall be no less than \$4.50 per hour during training, with no maximum hourly wage. Wages at completion of training shall be no less than \$4.95 per hour. Average of all OJTs shall be at least \$4.95 per hour at placement. Average cost per OJT should be \$3,000.00. 3) Participants will be placed in OJTs where there are at least two (2) permanent employees for each OJT trainee. Exceptions will be made at the discretion of the PIC Executive Director. 4) Participants will be trained in areas of demand where they will be able to use the skills for more than the company who is training them.

1. PIC OJT Contracts: Adult - 120
Youth - 20

Total Expended: \$258,944.70

Average Wage at Completion: \$5.31
Average Length of Training: 10 weeks

2. GNCA OJT Contracts: Adult - 72
Youth - 24

Contract Amount - \$133,350.00
Total Expended: - \$ 99,465.00

Average Wage at Completion: \$5.55
Average Length of Training: 10 weeks

LIMITED WORK EXPERIENCE

Program Year 1988

Gonzales and Nisenfeld: (Wyandotte County Training Site)

During program year 1988 SDA III provided Limited Work Experience to 82 youth ages 16-21. Occupations for which this work experience was provided included maintenance, day care assistants, general clerical, food service and laborers. Half of the cost of the limited work experience program is paid from training and half from supportive services.

PY '88 Limited Work Experience Expenditures - Training,
Wages and Benefits - (includes work comp./liability)

Contract Amount: \$48,590.20	Total Expended: \$48,247.20
Number Enrolled: 82	Number Completed: 81

IIB SUMMER YOUTH EMPLOYMENT TRAINING PROGRAMS

The Kansas Private Industry Council, SDA III in conducting the Summer Youth Program provided eligible in-school and out of school and youth, ages 14-21, who are economically disadvantaged, with useful work experience opportunities. The Summer Youth Employment Training Program is designed to meet diverse individual needs of each participant. Among the objectives to be achieved are the following:

- a. to provide youth with structured and well supervised work;
- b. to provide youth with opportunities to explore vocational interests;
- c. to provide youth vocational counseling and occupational information;
- d. to provide support services to participant who, without assistance, would be unable to attend school;
- e. to need special employability needs;
- f. to provide services to induce and aid dropouts to return to school; and
- g. to improve school retention and completion;
- h. to improve academic performance, including mathematics and reading comprehension;
- i. to demonstrate coordination with other community

agencies, law enforcement agencies, and drug and alcohol prevention and treatment programs; and

- j. to place youth who are not expected to return to school in short term subsidized employment leading to full-time unsubsidized employment.

The overall objective is to provide economically disadvantaged youth, aged 14-21 with valuable work experience, assist them in developing successful work habits, enhance their employability, and aid them in setting occupational goals.

Participants are paid minimum wage and no supportive services are provided. Public agencies and private non-profit organizations are utilized as worksites for participants.

One Hundred ten (110) 14-15 year olds were provided with reading and math remediation during the summer of 1989. This remedial IIB component was funded with IIA funds. Participants were paid \$3.35 per hour for classroom attendance from IIB funds.

Participants Served

Actual

Leavenworth County -	144
Johnson County -	78
Wyandotte -	573
Totaling -	795

Expenditures

(Through August 31, 1989- Final totals not available)

Work Experience Wages & Benefits - \$494,594.00

Types of Supportive Services

SDA III has established a policy for supportive services. These services may be provided to persons whose income needs are sub-standard, i.e. not sufficient to meet their basic subsistence needs. The minimum income needs of the family will be assessed and the income documented to determine if support services should be supplied. The following applicant characteristics will be considered in establishing priorities for service:

AFDC recipient, Food Stamp recipient, head of household, single parent and person dwelling in a single-family residence.

Transportation

Transportation may be provided to clients who could benefit from

Outreach Activities

The PIC has developed a brochure which briefly describes JTPA, the PIC and the services provided, along with the address and phone number of intake office. Copies of the brochure have been provided to service providers, the Department of Social and Rehabilitation offices, area chambers of commerce, offices involved in economic development, community service agencies and other interested parties.

Members of the administrative staff and PIC members appear at various public functions on behalf of the PIC and JTPA, in an attempt to reach employers, potential service providers and participants. Service providers are encouraged to perform their own outreach activities to contact as many potential participants and employers as possible.

Press releases are issued periodically, particularly at the beginning of each new program year, and sent to various newspapers throughout the SDA, to inform the public of our services.

During PY 88, the PIC developed an employment generating services slide show which will be used by PIC members in presentations to employee groups in the development of OJT's and hiring JTPA training participants. A new OJT brochure has also been developed, which describes the many facets of JTPA and the PIC.

Special Projects

During program year 1988, SDA III initiated a special project to develop a direct transportation link between Wyandotte and Johnson Counties. The tremendous availability of employment in the Johnson County area combined with the high unemployment rate of Wyandotte County offers the perfect match for the community. The difficulty has been providing a direct route to and from the areas, in the most expedient manner. The staff and Board Members have worked diligently to establish this transportation and it is projected that a public transportation route will be operational by October of 1989.

Youth-Competencies Attained

At their January, 1989 board meeting, the members of the Private Industry Council voted to approve the adoption of the revised JTPA Youth Employment Competency System prepared by the Kansas Task Force on Youth Competency. The achievement of those competencies is included in performance based contracts and is currently in use.

All youth enrolling in a JTPA training program work on achieving at least one (1) youth competency. Service providers who are

approved to conduct training programs and serve youth in SDA III are required to participate in an in-service training session in order to implement youth competencies. These training sessions were handled by PIC intake staff.

Once a program applicant is determined eligible, a pre-assessment is carried out to determine the level of competency, in the three (3) competency categories, (pre-employment/work maturity skills, basic educational skills, job specific skills) that he/she is expected to obtain and to identify skill deficiencies. This is accomplished through personal interviews, review of school records, contact with previous employers, and/or the administration of standardized tests. The pre-assessment is documented in the client file. Attainment of a specific competency category(ies) is included in the Employability Development Plan (EDP). At the time of enrollment, competency measures are explained to the participant.

The training agency continually conducts assessment of competency attainment. Once the participant has demonstrated the attainment of skills to the specified level in one (1) or more competency category, she or he is certified.

Once the participant has successfully met their goals as set forth in the EDP, the youth is terminated. The goal may have been to enter employment, go back to school, attain certain competencies, enter the military, or enter non-JTPA training. All of these are considered positive terminations when it is time to judge program performance against established performance standards.

Competencies Achieved

Pre-Employment Skills	- 199
Work Maturity	- 171
Basic Education Skills	- 36
Job Specific Skills	- 131

Kansas Private Industry Council Improvements

The PIC instituted numerous changes over the past program year to provide the most effective use of JTPA funds. This comes as a result of the PIC accepting the challenge of operating numerous programs in-house and upgrading the services provided. The PIC has increased the staff size to eighteen (18) improving the efficiency of program delivery. The increase in staff has precipitated the need for expanded facilities, thus July 1, 1989 the PIC staff moved to its new offices located in the Gateway Centre Tower II Building, Suite 717 in Kansas City, Kansas.

Adding to the assessment tools available, the PIC has implemented the Apticom A5 System, which provides valuable vocational information. It is envisioned that all participants will be assessed through the Apticom System.

CHARACTERISTICS OF IIA PARTICIPANTS

SDA III

Program Year 1986

<u>DEMOGRAPHIC GROUPS</u>	<u>INCIDENCE IN POPULATION 9%) (Below Poverty)</u>	<u>PLANNED</u>	<u>ACTUAL</u>
Male	6.9	320	385
Female	8.5	425	392
Age 14-15	9.3	152	113
16-21	17.8	278	316
22-54	5.6	308	341
55 and over	1.0	7	7
White (NH)	5.4	406	350
Black (NH)	25.0	278	382
Hispanic	11.0	30	32
Native American	13.6	1	5
Asian or Pacific Islander-	22.7	30	8

SDA III

IIA

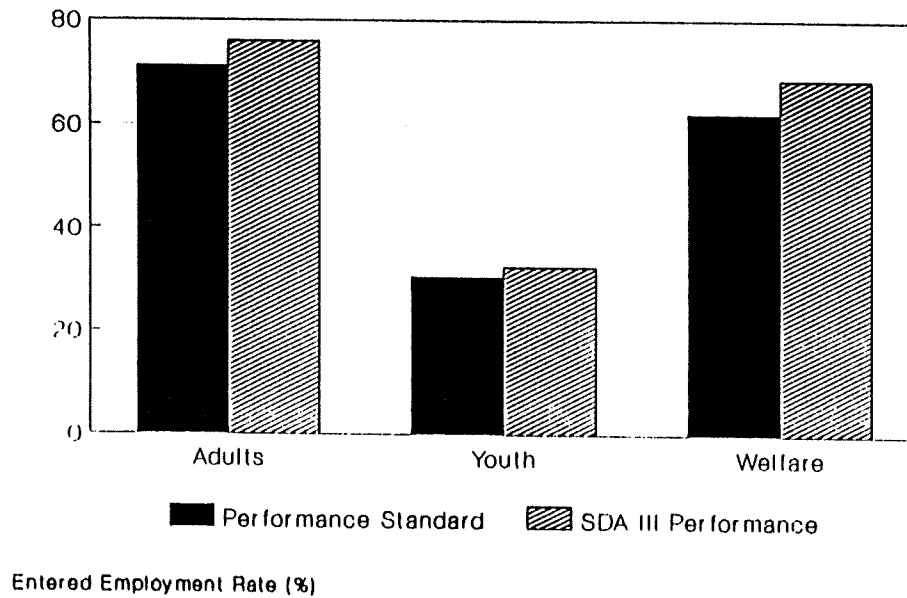
PERFORMANCE STANDARDS

Program Year 1988

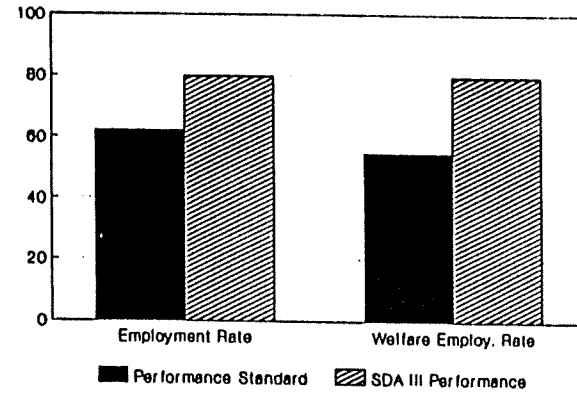
<u>Performance Measure</u>	<u>SDA Adjusted Standard</u>	<u>Actual Performance</u>	<u>+/-</u>
1. Entered Employment Rate (A)	71.1%	76.0%	+4.90%
2. Average Wage at Placement (A)	\$5.43	\$6.10	+ .67
3. Welfare Entered Employment Rate (A)	62.15%	68.63%	+6.48%
4. Entered Employment Rate (Y)	30.52%	32.40%	+1.88
5. Employability Enhancement Rate (4)	41.96%	64.29%	+22.33%
6. Follow Up Employment Rate (A)	62.30%	79.72%	+17.42
7. Follow Up Welfare Employment Rate (A)	54.87%	79.41%	+24.54
8. Follow Up Weekly Earnings (A)	\$205	\$213	+ 8.00
9. Entered New/Expanding Industry (A&Y)	5.00%	27.24%	+22.24
10. Percent AFDC Recipients (A&Y)	34.40%	17.30%	-17.10%
11. Percent Female Participant (A&Y)	57.00%	26.71%	-10.29%
12. Percent Minority Participants (A&Y)	45.50%	54.52%	+ 9.02%

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KS PIC - SDA III - PY 88 PERFORMANCE STANDARDS



Follow Up For Adults



Other Standards

