# The One-Stop System and Customers with Disabilities: An Analysis of Workforce Investment Act and Wagner-Peyser Act Funded Services to Customers with Disabilities, Program Years 2000 and 2001

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Abstract

An evaluation of the performance of One-Stop System employment services for persons with disabilities is presented using the initial data reported as required by the Workforce Investment and Wagner-Peyser Acts of 1998 in program years 2000 and 2001. The primary focus of the report is to contribute to the establishment of an analytical approach to evaluation, and to provide a baseline for future research. Under the Workforce Investment Act (WIA), the evaluation includes an assessment of four variables (*entered employment, employment retention, credential rate, and earnings change/replacement*) across three target groups (*General Adult, Dislocated Workers, and Older Youth*). Under the Wagner-Peyser Act, the evaluation includes an assessment of various services provided (e.g., training and referral services), employment outcomes (e.g., entered employment and placed in a permanent job), and demographic characteristics of the customer base (e.g., gender and age). The general findings indicate that WIA customers who have disabilities are typically less likely to enter employment and retain employment in some target groups, when compared to their non-disabled peers. In addition, it appears that WPA customers are more likely to be male, older, and economically disadvantaged, when compared to their non-disabled peers. Limitations of the data are noted and recommendations for future research are presented.

## TABLE OF CONTENTS

# INTRODUCTION

The U.S. Census Bureau reports that the nearly one in five Americans who have a disability experience higher rates of poverty, typically earn less on the job, and have greater difficulty finding and keeping a job when compared to non-disabled workers.[1] The federal government, through the U.S. Department of Labor, conducts ongoing efforts to evaluate and improve employment services to workers who have disabilities. As part of that evaluation effort, this report develops an initial analysis of the available data to determine how well the One-Stop system, initiated under the Workforce Investment Act of 1998, is serving customers who have disabilities. The report also identifies the limits of the existing data and makes recommendations.

The Workforce Investment Act of 1998 (PL 105-220) created a new approach to meeting the needs of employers and job seekers by requiring local workforce areas to develop a One-Stop system to provide federally funded and other employment and training services at centralized locations. The goal of the One-Stop system is to strengthen the national workforce by combining a wide array of services provided by a variety of more or less specialized employment service providers to help businesses and job seekers meet their mutual employment needs. This includes providing a centralized location for employers to recruit employees and for job seekers to enhance their employability through career counseling, training, and referral services. In Program Year (PY) 2000, One-Stop system partners who provide U.S. Department of Labor (USDOL) funded employment services began reporting performance data (as required under the Workforce Investment Act) on a variety of services and employment outcomes for their customers. Although these data include service utilization and employment outcomes for customers who have disabilities as a subset of a larger demographic group, performance comparisons in the form of direct analytical comparisons of the data reported for non-disabled customers to data reported for customers who have disabilities is lacking. This report attempts to fill that gap by presenting an initial analysis of PY 2000 and 2001 data as a first step in the process of proposing and developing a set of analytic techniques that can provide an effective measure of One-Stop system performance.

The goal of developing an accurate performance assessment of the One-Stop system's responsiveness to customers who have disabilities faces a number of challenges. For example, the employment service providers who became part of the One-Stop system brought with them their individual history and culture, including their own data collection and reporting techniques. As a result, the initial data reported by One-Stop partners are rife with idiosyncrasies and are not always amenable to cross-program comparisons. Moreover, the fact that some states did not report any data on customers who have disabilities in PY 2000 indicates that individual states varied in the efficiency with which they were able to conform to the Workforce Investment Act reporting requirements. As a result, the data reported by the One-Stop system partners during these early years of implementation are sometimes incomplete and difficult to compare across programs and populations.

There is evidence for optimism regarding the future of One-Stop system data reporting, however. For example, all states reported data for customers with disabilities in PY 2001, and USDOL is implementing a standardized system of data collection and reporting in PY 2004, with

[1] United States Census Bureau. (n.d.). Disability fact sheet. Retrieved May1, 2004, from http://factfinder.census.gov/

full implementation expected during PY 2005.[2] The limitations of these early data notwithstanding, this report hopes to contribute to the establishment of analytic techniques that can lead to accurate performance assessment, amplify the limits of the existing data, give recommendations for future assessment, and provide the best possible baseline for future performance evaluations.

## Primary Data Sources

The authors selected data on services funded through the Workforce Investment Act and the Wagner-Peyser Act because they are the primary funding mechanisms for One-Stop services, they report data on customers who have disabilities, and they provide a good picture of services to customers who have disabilities.

The goal of the **Workforce Investment Act** (WIA) is to improve the quality of the workforce, reduce welfare dependency, and enhance productivity and competitiveness by helping individual job seekers find and keep jobs, improve skills, and increase earnings. WIA targets three primary consumer populations (**Adults, Dislocated Workers**, and **Older Youths**) and provides universally accessible **core services** to all job seekers, including **job search activities, initial assessments, employment counseling**, and information on **supportive services**. If necessary, customers may also receive **intensive services** such as **pre-vocational and work experience activities**, **comprehensive assessments**, and **individualized employment planning** and **training services**, including on-the-job training, retraining, adult education, and literacy training.

This report examines the PY 2000 and 2001 WIA data reported for the three target groups mentioned earlier on four primary outcomes measures: **Entered Employment, Employment Retention, Earnings Change/Earnings Replacement**,[3] and **Credential Rate**.

### Workforce Investment Act Definitions[4]

Target Populations

- **Adults** are individuals who are at least 18 years old.
- **Dislocated workers** include individuals who have or will soon be laid off due to company shutdowns or downsizing, self-employed persons who have lost their occupation due to economic downturns or natural disasters, and displaced homemakers. This group also includes individuals who are either not eligible for or have exhausted unemployment compensation, and are not likely to return to their former industry or occupation.
- **Older youths** are individuals who are between the ages of 18 and 21, have low incomes, are deficient in basic literacy skills, have dropped out of school, are homeless, a runaway, a foster child, pregnant or a parent, an offender, and/or require additional assistance to complete an educational program or secure and hold employment.

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[2] U.S. Department of Labor. (2003). *Training and Employment Guidance Letter No. 15-03*. Retrieved March 1, 2004, from http://wdr.doleta.gov/directives/attach/TEGL15-03.pdf.

[3] "Earnings change after six months" is reported for the general adult population and for older youths, and "earnings replacement" is reported for dislocated workers.

[4] U.S. Department of Labor. (n.d). Employment Services Annual Report: Glossary of Report Terms. Retrieved January 5, 2004, from http://www.uses.doleta.gov/arp01/glossary.asp

- **"Exit"** is synonymous with case closure, and is used to determine when to count an individual in a specific reporting period/category. A **hard** exit is an individual who has a specific date of case closure from services within a quarter. A **soft** exit is an individual who does not receive service for 90 days and is not scheduled for future services other than follow-up services. Those who no longer receive services because they are incarcerated, deceased, or have a medical condition that prevents them from participating in services are not counted.

Outcome Measures

- **Entered Employment Rate**: "Of those who are not employed at registration: the number of adults who have entered employment by the end of Q1 after exit, divided by the number of adults who exit during the quarter."
- **Employment Retention at Six Months**: "Of those who are employed Q1 after exit: the number of adults who are employed in Q3 after exit, divided by the number of adults who exit during the quarter." For older youth, the inclusion criteria are "… those who are employed in Q1 after exit and who are not enrolled in post-secondary education or advanced training in Q3 after exit."
- **Earnings Change or Replacement in Six Months**:
  - **Average Earnings Change in Six Months** (adults and older youth): "Of those who are employed in Q1 after exit: the total post-program earnings (earnings in Q2+Q3 after exit) minus pre-program earnings (earnings in Q2+Q3 prior to registration) divided by the number of adults who exit during the quarter." For older youth, the inclusion criteria are "Of those who are employed in Q1 after exit and who are not enrolled in post-secondary education or advanced training in Q3 after exit."
  - **Earnings Replacement Rate in Six Months** (dislocated workers): "Of those who are employed in Q1 after exit: the total post-program earnings (earnings in Q2+Q3 after exit) divided by the pre-dislocation earnings (earnings in Q2+Q3 prior to dislocation)."
- **Credential Rate** (adults and dislocated workers): "Of those who received training services, the number of applicants who were employed in Q1 after exit and received a credential by the end of Q3 after exit, divided by the number of adults who exited services during the quarter." For older youth: "The number of older youth who are in employment, post-secondary education, or advanced training in Q1 after exit and received a credential by the end of Q3 after exit divided by the number of older youth who exit during the quarter."

The **Wagner-Peyser Act** (WPA) of 1933 (amended in 1998 to bring WPA services into the One-Stop system) provided a national employment service through the establishment of local public employment offices. Wagner-Peyser funds provide **labor exchange services** designed to meet workforce needs through **America's Job Bank**, a computerized database of job openings and job seeker resumes designed to link employers and potential employees. Labor exchange services are one of the primary functions of the One-Stop system, and many One-Stop partners encourage all their customers to register for labor exchange services. In fact, labor exchange services are so central to the One-Stop system that USDOL has described labor exchange services performance measures as a reflection of the success of the One-Stop system itself[5].

The Wagner-Peyser data used for this report include a variety of provided services (e.g., assessment, job search activities, referral services), and employment outcomes (e.g., **entered**

[5] United States Department of Labor. (2002) *Training and Employment Guidance Letter No. 9-02*, October 4, 2002

**employment** and **employment retention**). As with WIA, Wagner-Peyser data provides data on these variables for persons who have disabilities.

### Wagner-Peyser Definitions[6]

Services Provided

- **Assessment Services**: Receive an assessment interview, employment counseling, or testing.
- **Received Some Reportable Service**: Referral to jobs, testing services, and any service requiring expenditure of staff time, even if reporting of the service is not required.
- **Job Search Activities**: Services provided to help the job seeker plan and carry out a successful job search, including resume assistance, job search workshops, development of a job search plan, etc.
- **Referred to Skills Training**: Referrals to any state or federal training program.
- **Referred to Support Services**: Referral to service to eliminate barriers to employment, such as health and medical services, child care, housing services, legal services, etc.

Employment Outcomes

- **Entered Employment**: "The number of registered job seekers who, in Q1 or Q2 following the registration quarter, earned wages from a new employer, divided by the total number of registered job seekers minus the number of registered job seekers whose only wages earned in Q1 and Q2 following registration were exclusively with the same employer from which wages were earned in the quarter prior to the registration quarter."
- **Employment Retention Rate**: "The number of registered job seekers who retained employment for two quarters after entering employment with a new employer in Q1 and Q2 following the registration quarter, divided by the total number of registered job seekers who entered employment with a new employer in the first or second quarter following the registration quarter."

### Inherent Limitations of the Data

WIA and WPA each use the definition of disability contained in the Americans with Disabilities Act (ADA),[7] and they include any individual who self-discloses his or her disability in that data category. However, due to unfamiliarity with the ADA definition or the fear of stigma or discrimination often associated with having a disability, some customers with disabilities may not report that they have a disability. Of course, the data collected and reported on these cases will be included as non-disabled customer data (i.e., miss-categorized). Therefore, the data may actually under-count the services and outcomes of customers who have disabilities.

In addition, some core services provided under WIA and WPA (e.g., job search activities) do not require an individual to register as a One-Stop customer, and One-Stops are not required to report data on unregistered consumers. Although most One-Stop Career Centers encourage all

[6] United States Department of Labor. (n.d.). *The Wagner Peyser Act: as amended by the Workforce Investment Act of 1998 (Public Law 105-220)*, retrieved March 1, 2004 from, www.uses.doleta.gov/w-pact_amended98.asp

[7] The ADA defines an individual who has a disability as one who a) has a physical or mental impairment that substantially limits one or more of the major life activities, b) has a record of impairment, or c) is regarded as having an impairment.

customers to register for services, it is likely that the available data do not capture some core services used by casual One-Stop customers.

Finally, the data reported under each various programs may vary to some degree in precision and focus. For example, neither WIA nor WPA reports the type or severity of an individual's disability, and in the data obtained for this report, only WIA reports services and outcomes for men and women separately. Therefore, although the available data can provide reasonable estimates of the number of One-Stop customers that use certain services and reap particular outcomes, firm conclusions regarding the total scope of One-Stop services based on these data are speculative.

## RESULTS

### Workforce Investment Act

The data analyzed in this report was contained in state reports posted on the USDOL website[8] during the summer of 2003, and may not reflect amendments submitted by individual states subsequent to that period. In addition, WIA- and WPA-funded programs report services to customers who have disabilities as a subset of a larger inclusive target group or demographic classification (e.g., general adult population, dislocated workers, or older youth). Therefore, the data on customers who have disabilities was subtracted from the data on the larger group prior to analysis to create a distinct non-disabled consumer group and to allow for an accurate statistical analysis.

The assessment of performance was conducted by analyzing differences in the average state proportion (i.e., percentage) of customers in a given subgroup who used a given service or reaped a particular outcome. It is useful, however, to present the national totals in raw numbers to provide a sense of the national impact of the One-Stop system, and the actual sizes of the respective groups from which the proportions were calculated.

In the WIA data categories (i.e., of all customers eligible to be included in a given target/outcome category), customers with disabilities comprise between 8% and 10% of the general adult target group, about 4% of the dislocated worker target group, and between 7% and 12% of the older youth target group (see Table 1).

**Table 1: The Percentage of Customers in a Given WIA Variable Category Who Had a Disability in PY 2000 and 2001**

| | PY 2000 | PY 2001 |
|---|---|---|
| General Adult Population | | |
| Entering Employment | 10.7% | 10.1% |
| Employment Retention | 8.4% | 8.6% |
| Credential Rate | 9.0% | 8.6% |
| Dislocated Workers | | |
| Entering Employment | 4.1% | 3.8% |
| Employment Retention | 3.8% | 3.7% |
| Credential Rate | 4.8% | 3.7% |
| Older Youth | | |
| Entering Employment | 10.3% | 12.0% |
| Employment Retention | 7.8% | 10.2% |
| Credential Rate | 8.7% | 11.7% |

Of all WIA customers who achieved a desired outcome, customers who had disabilities comprised between 7% and 9% of the total general adult population, about 4% to 4.5% of

[8] United States Department of Labor (n.d.) *WIA State Annual Reports.* PY 2000 reports retrieved during the summer of 2002 and PY 2001 reports retrieved during the summer of 2003 from, www.doleta.gov/usworkforce/documents/AnnualReports

dislocated workers and between 7% and 13% of the older youth target group (see Table 2). The largest actual number of customers with disabilities who achieved a desired outcome was in the general adult population group who entered employment (i.e., 6,992 individuals); the lowest was in the number of older youth who received a credential (425 individuals). The largest proportion of customers who had disabilities was in the older youth who earned a credential category in PY 2001 (13%), and the smallest proportion occurred in the dislocated workers with disabilities target group (4%).

**Table 2: WIA National Totals of Customers Who Achieved a Desired Outcome***

| | | Non-Disabled Customers | Customers with Disabilities | Total |
|---|---|---|---|---|
| General Adult Population | | | | |
| Entered Employment | | | | |
| | PY 2000 | 59,501 (91%) | 5,976 (9%) | 64,477 |
| | PY 2001 | 70,263 (92%) | 6,992 (8%) | 77,255 |
| Employment Retention | | | | |
| | PY 2000 | 63,213 (92%) | 5,525 (8%) | 68,738 |
| | PY 2001 | 70,197 (92%) | 6,301 (8%) | 76,498 |
| Earnings Change* | | | | |
| | PY 2000 | $3,862 | $3,386 | N/A |
| | PY 2001 | $3,257 | $3,271 | N/A |
| Credential Rate | | | | |
| | PY 2000 | 28,316 (93%) | 2,217 (7%) | 30,533 |
| | PY 2001 | 29,814 (92%) | 2,559 (8%) | 32,373 |
| Dislocated Workers | | | | |
| Entered Employment | | | | |
| | PY 2000 | 107,487 (96%) | 4,214 (4%) | 111,701 |
| | PY 2001 | 75,969 (96%) | 2,950 (4%) | 78,919 |
| Employment Retention | | | | |
| | PY 2000 | 90,596 (96%) | 3,489 (4%) | 94,085 |
| | PY 2001 | 65,218 (96%) | 2,490 (4%) | 67,708 |
| Earnings Replacement* | | | | |
| | PY 2000 | 102% | 124% | N/A |
| | PY 2001 | 101% | 118% | N/A |
| Credential Rate | | | | |
| | PY 2000 | 34,778 (96%) | 1,645 (5%) | 36,423 |
| | PY 2001 | 31,719 (96%) | 1,241 (4%) | 32,960 |
| Older Youth | | | | |
| Entered Employment | | | | |
| | PY 2000 | 10,628 (92%) | 936 (8%) | 11,564 |
| | PY 2001 | 7,850 (89%) | 924 (11%) | 8,774 |
| Employment Retention | | | | |
| | PY 2000 | 11,115 (93%) | 884 (7%) | 11,999 |
| | PY 2001 | 7,516 (90%) | 822 (10%) | 8,338 |
| Earnings Change* | | | | |
| | PY 2000 | $3,279 | $2,897 | N/A |
| | PY 2001 | $2,979 | $2,511 | N/A |
| Credential Rate | | | | |
| | PY 2000 | 6,096 (93%) | 425 (7%) | 6,521 |
| | PY 2001 | 4,054 (87%) | 620 (13%) | 4,674 |

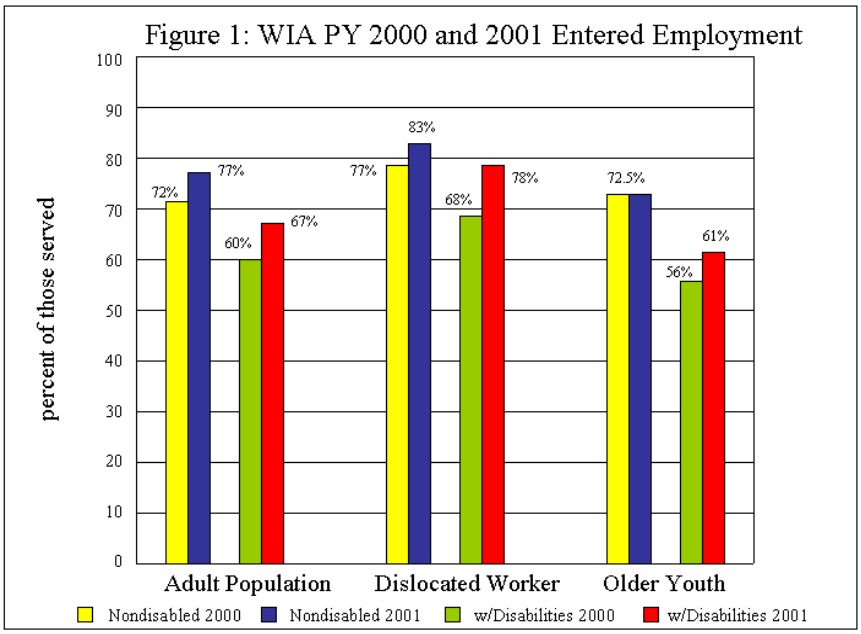
* Due to the nature of data, it was not possible to calculate a national total of earnings change dollars. Therefore, the earnings change figures presented in this table for the general adult population and older youth represent the dollar amount of earnings change after six months averaged across all reporting states. In the case of dislocated workers, the earnings replacement rate is the average percent of earnings replaced after six months.

Performance assessment consisted of between-group comparisons within each program year, and within-group comparisons between program years using a series of matched-pair *t* tests (two-tailed, $\alpha > .05$). All differences discussed in this report are statistically significant unless

noted otherwise. (See Appendix A for individual state data and rankings, Appendix B for national frequency distributions on the main variables, and Appendix C for statistical tables.) In most cases, the numbers used in analysis are proportions (i.e., percentages) of customers served in a given category or variable, averaged across the states. Therefore, the analysis essentially compares the odds that a customer with a disability will use a particular service or reap a particular outcome compared to the odds of a non-disabled consumer on that variable. The authors believe that, given the current data, proportions provide the most accurate basis of comparison, despite the fact that the actual raw numbers reported in any given category might be too low in some cases to be of practical value in the real world. A more thorough discussion of this issue is presented later in the General Discussion section of this report under recommendations for future research.

**Entered Employment**

In the general adult population, non-disabled customers entered employment at rates of about 72% in PY 2000 and about 77% in PY 2001. In contrast, general adult population customers who had a disability entered employment at rates of about 60% in PY 2000 and 67% in PY 2001. The rate of increase between PY 2000 and 2001 was about 6% for both groups, although adults with disabilities were about 11% less likely to enter employment in both program years than were non-disabled customers (see Figure 1).




In the dislocated worker target group, non-disabled customers entered employment at rates of about 77% in PY 2000 and 83% in PY 2001, and customers who had disabilities entered employment at rates of about 68% and 78%, respectively. Therefore, the rate at which dislocated workers with disabilities entered employment was about 9% lower than non-disabled dislocated workers in PY 2000, but only about 5% lower in PY 2001.

Among older youth, non-disabled customers entered employment at the rate of about 72.5% in PY 2000 and PY 2001. Older youth with disabilities entered employment at about 56% in PY 2000 and about 61% in PY 2001; however, this apparent increase between program years

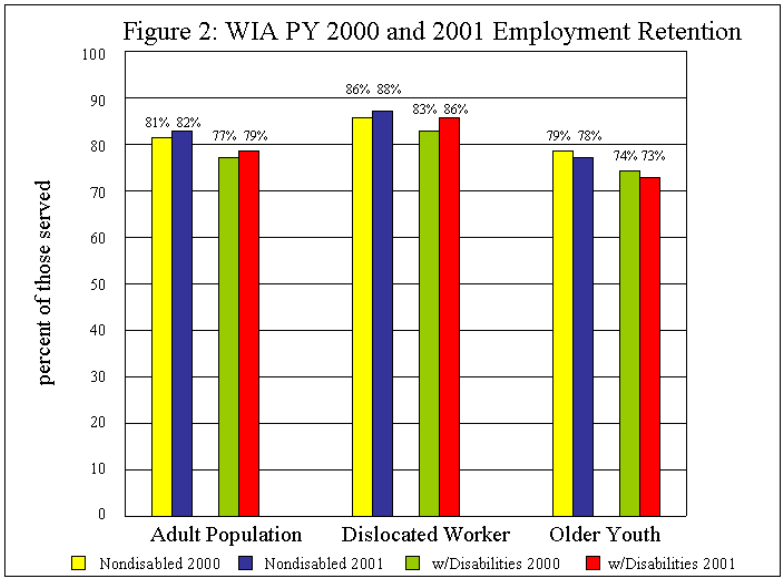
for older youth with disabilities was not statistically significant (see Appendix C, Table C3). Although the discrepancies in the rates at which these two groups entered employment are statistically significant, the standard deviations in the older youth with disabilities group are more than twice as large as the standard deviations in the non-disabled older youth group, indicating a violation of the homogeneity of variance assumption of the statistical test used to assess the difference. In other words, the average rate at which older youth with disabilities entered employment from state to state varied much more widely than the rate for non-disabled older youth. This could be due to a number of anomalies in the data, including a very small number of states who did either very poorly or very well in this area (i.e., one or more outliers). Therefore, one should not assume that this difference represents a widespread effect.

In summary, although customers who have disabilities were less likely to enter employment in general, the proportion of customers in the adult and the dislocated worker subgroups who entered employment increased for all One-Stop customers between PY 2000 and 2001 whether or not they had a disability. In addition, the discrepancies between the rates at which customers with disabilities and non-disabled customers entered employment decreased between PY 2000 and 2001 in the dislocated worker target group.

**Employment Retention**

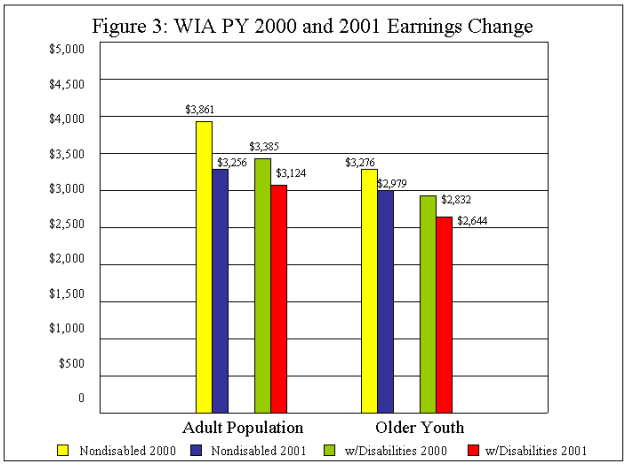
The rates of employment retention after six months were at least 72% for all target groups and across all funding streams in PY 2000 and 2001 (see Figure 2). However, none of the differences in employment retention between PY 2000 and 2001 achieved statistical significance. The only statistically significant differences in employment retention between non-disabled customers and customers with disabilities occurred in the general adult population in PY 2000 (81% and 77%, respectively) and PY 2001 (82% and 79%); and in dislocated workers in PY 2000 (86% and 83%). Although the difference in employment retention between non-disabled older youth and older youth with disabilities was statistically significant in PY 2001 (78% for non-disabled consumers and 73% for older youth with disabilities), the standard deviation in the subgroup with disabilities was twice as high as the standard deviation in the non-disabled subgroup. One should therefore disregard this difference and not assume that it indicates a widespread effect.

In summary, although employment retention rates remained relatively stable from PY 2000 and 2001, customers who had disabilities were less likely to retain employment in the general adult population in both program years, and in the dislocated worker target group in PY 2000 than were non-disabled customers.

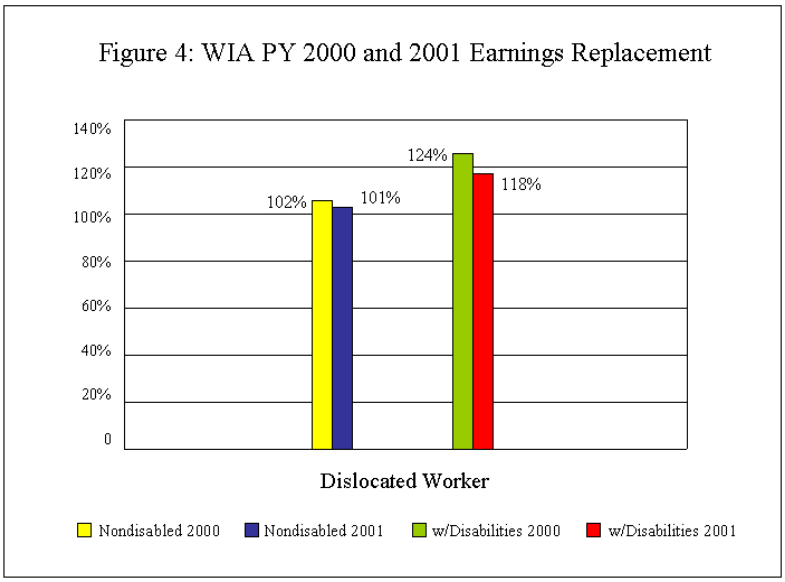



## Earnings Change

The average earnings change for non-disabled customers in the general adult target group decreased by from $3,861 in PY 2000 to $3,256 in PY 2001 (a decrease of $605), and from $3,385 in PY 2000 to $3,124 in PY 2001 for customer with disabilities (a decrease of $261). However, only the decrease for non-disabled customers achieved statistical significance (see Figure 3 and Table C3 in Appendix C). Adults with disabilities earned $486 less than their non-disabled peers in PY 2000 and $163 less in PY 2001, although the difference in PY 2001 was not statistically significant (see Table C4 in Appendix C). In the older youth target group, the average earnings change for non-disabled customers dropped from $3,276 in PY 2000 to $2,979 in PY 2001 (a decrease of $297), and from $2,832 in PY 2000 to $2,644 in PY 2001 for older youth with disabilities (a decrease of $188), although neither decrease achieved statistical significance (see Table C3 in Appendix C). Older youth with disabilities also earned $407 less than their non-disabled peers in PY 2000 and $420 less in PY 2001, but neither of these differences was statistically significant (see Table C4 in Appendix C).



The rate of earnings replacement decreased for non-disabled Dislocated Workers from 102% in PY 2000 to 101% in PY 2001, and increased for Dislocated Workers with disabilities from 123% in PY 2000, to 118% in PY 2001 (see Figure 4). However, neither apparent decrease was statistically significant.

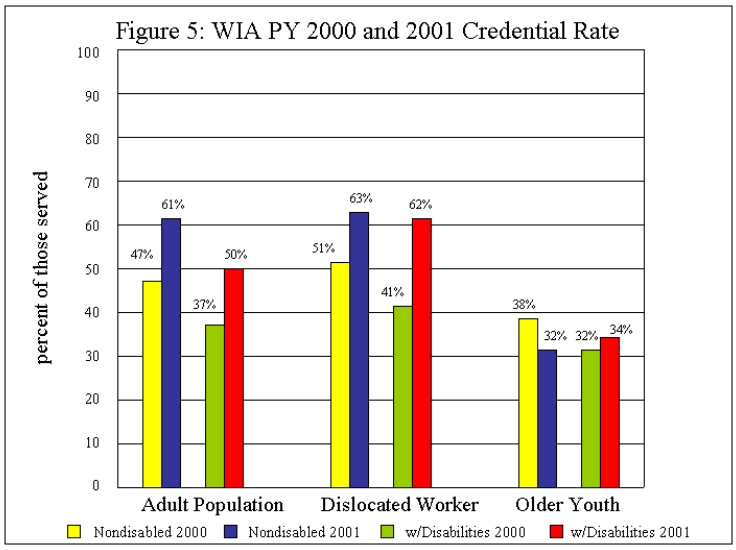



Somewhat surprisingly, dislocated workers with disabilities had higher average proportions of earnings replacement in PY 2000 and 2001 (124% and 116%, respectively) when compared to dislocated workers who did not have disabilities (102% and 101% respectively).

In summary, general adult and older youth customers with disabilities typically had less earnings change in PY 2000 and 2001 when compared to their non-disabled peers. In contrast, dislocated workers with disabilities had higher rates of earnings replacement in PY 2000 and 2001 than non-disabled dislocated workers. Although the data lack the detail necessary to conclusively explain this phenomenon, one explanation that is consistent with the trends in the general adult and older youth target groups is that, when compared to their non-disabled peers, dislocated workers with disabilities simply had lower incomes prior to dislocation and therefore showed a higher percentage gain when they reentered the workforce.

**Credential Rate**

In the general adult population, the average credential rate among non-disabled customers increased from about 47% in PY 2000 to 61% in PY 2001, and from about 37% in PY 2000 to 50% in PY 2001 for customers with disabilities, representing an increase of about 13% for both groups across program years. However, customers with disabilities were about 10% less likely to receive a credential in both program years, when compared with their non-disabled peers (see Figure 5).




The average credential rate among non-disabled dislocated workers was about 51% in PY 2000 and 63% in PY 2001, and about 41% in PY 2000 and 62% in PY 2001 for Dislocated Workers with disabilities. Between program years, the average increased by about 12% for non-disabled customers and by about 21% for customers with a disability, which effectively eliminated the gap in credential rate between the two groups in PY 2001.

Although the increase in the average credential rate between program years was statistically significant for non-disabled members of the general adult and dislocated workers target groups, it is notable that the standard deviations in PY 2001 were less than half of the standard deviations in PY 2000 (see Appendix C, Table C3). Although this violates the assumption of the statistical test used to assess these differences, the reduction of standard deviations from 2000 and 2001 may be an indication of improved data reporting among the states over time. In other words, given roughly equal economic conditions, one might expect relatively small standard deviations if all states understood the variables and successfully captured and reported the data in the same way. Moreover, one might also expect that states' ability to adopt efficient and accurate data reporting techniques would vary initially but improve over time. If so, one would expect to see exactly this type of reduction in standard deviations across program years. Although speculative, this may be a positive sign regarding improved efficiency in state compliance and consensus on data reporting.

Among older youth, the average credential rate ranged in the 30s for all customers regardless of ability, and across both program years. The only statistically significant difference in average credential rates was the 6% discrepancy between non-disabled older youth (38%) and older youth with disabilities (32%) in PY 2000.

In summary, there was an increase in credential rate across program years for all customers in the general adult population, despite the fact that customers with disabilities were less likely to earn a credential in general. There was an also an increase in credential rates across program years for all dislocated workers. However, the rate of increase for dislocated workers with disabilities was nearly twice as large as the increase for non-disabled dislocated workers, and there was no difference between the credential rates of the two groups in PY 2001. The gap in the credential rates of older youth in PY 2000 also disappeared in PY 2001.

## Service Comparisons Between States

To examine how states compared to each other in service provision over time, states were ranked from 1 to 50 based on the reported ratings in each outcome category (see Appendix A for tables of state service proportions and rankings). For example, the state that reported the highest proportion of customers entering employment received a ranking of 1 and the state that reported the lowest proportion of customers entering employment received a rank of 50. If two states reported identical proportions in a given category, they received the same ranking. The variability of state rankings between program years, target groups, and outcome variables was assessed with Spearman rank order correlations to determine how consistently states performed relative to each other (see Tables C1 and C2 in Appendix C for the Spearman rank order correlations).

The results indicate that there was considerable variation in state rankings of outcomes reaped by non-disabled customers compared to the rankings on the same outcomes reaped by customers with disabilities. For example, although state rankings on the proportions of non-disabled customers and customers with disabilities who entered employment in PY 2000 were relatively stable ($r_s = .82$, $p < .001$), there was much more variation in the PY 2001 rankings ($r_s = .48$, $p < .001$). For most of the variables tested, there was a surprising lack of stability between program years and between consumer groups.

Although this instability could be due to variations in economic trends over time and across areas, or changes in the quality or quantity of service delivery, there are probably other, more plausible explanations. For example, fluctuations in rankings between PY 2000 and 2001 could be due to improvements in data collection and reporting over time. The fact that some states failed to report any data on customers with disabilities in some outcome categories during PY 2000 (but did in PY 2001) indicates that data reporting probably improved over time, and this could account for variability in rankings. Moreover, the raw numbers of customers with disabilities reported by some states were quite small, and small changes in raw numbers can lead to relatively large proportional differences between years. Although it may be premature to analyze state rankings in this way during these early years of implementation, this technique should be included in future analysis as data collection and reporting become more consistent among the states.

## Discussion of WIA Results

Although conclusions based on these data are speculative given the aforementioned caveats, the findings may indicate that states performed better in helping customers enter employment during PY 2001. Furthermore, it appears that the reported discrepancies between the proportions of desired outcomes reaped by non-disabled customers and customers who had disabilities were smaller in 2001 in a number of categories. Despite the fact that it is not possible to know if these trends are attributable to actual performance improvements or to better reporting by the states in 2001, they are encouraging.

## Wagner-Peyser Act Results

USDOL provides a national summary of state-by-state WPA service data for most service delivery and employment outcome categories. Where the USDOL national summary information was used for this report, the use of statistical tests of significance to assess differences was not possible due to the lack of a sampling distribution. The discrepancies between the numbers reported by Wagner-Peyser programs between PY 2000 and PY 2001 were typically very small. Therefore, the data included in this section represent the average of the two program years unless otherwise noted.

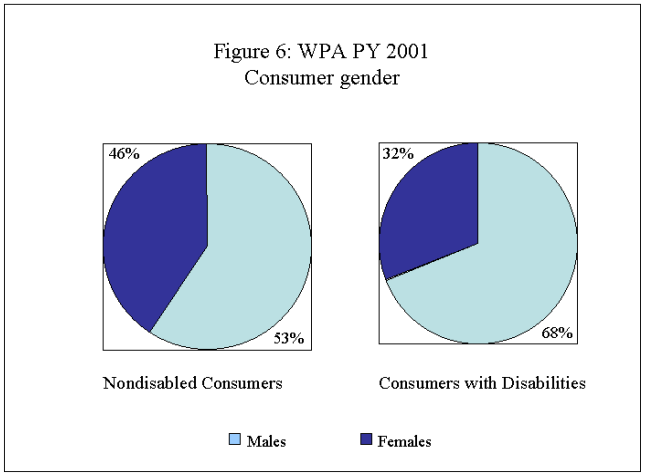
### Demographics

Based on data reported by individual states, WPA-funded programs reportedly serviced 19,840,848 people in PY 2000 and 16,414,659 people in PY 2001. Nationally, customers who had disabilities comprised about 1.9% of the total consumer base served by WPA in PY 2000 (2,341,532 people) and about 2.01% in PY 2001 (386,677 people: see Table A13 in Appendix A).

### Gender

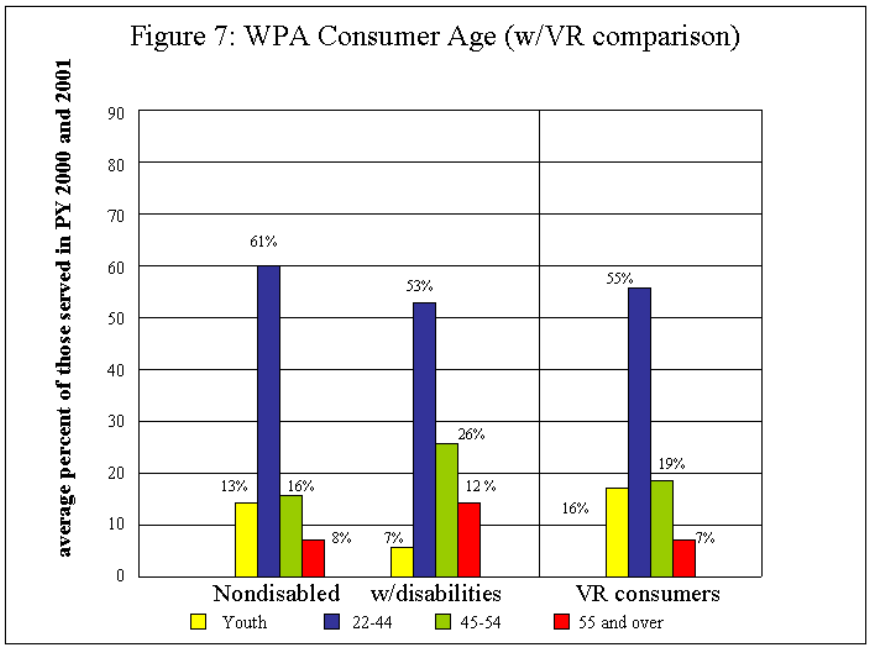
The national data indicate a remarkable discrepancy between the proportion of males and females receiving WPA services, and an even greater discrepancy between the proportion of males and females who have disabilities. For example, averaging over PY 2000 and 2001, about 53% of WPA customers in the non-disabled general population were male and 46% were female (see Figure 6). In contrast, 68% of customers who had disabilities were male and only 30% were female. Although the U.S. Census Bureau reported in 2000 that women were less likely to be employed, regardless of ability,[9] an examination of the Vocational Rehabilitation RSA 911 data from this period indicates that the gender distribution of VR customers was similar to the non-disabled WPA general population (i.e., males = 54.6% and females = 45.4%). Therefore, it appears that the greater disparity between men and women who have disabilities in the WPA data cannot be explained simply as the smaller representation of women with disabilities in the workforce, and may indicate the presence of barriers in the Wagner-Peyser system.

[9] The U.S. Census reported that in year 2000, 79.9% of men and 67.3% of women who did not have a disability were employed, while only 60.1% of men and 51.4% of women who had a disability were employed. United States Census Bureau (2000). Disability Status: 2000. Retrieved on March 1, 2004, from, www.census.gov/prod/2003pubs/c2kbr-17.pdf




## Age Cohorts

The vast majority of individuals supported through Wagner-Peyser services in PY 2000 and 2001 were in the 22- to 44-year-old age range (see Figure 7). Although this trend occurred across program years and consumer groups regardless of ability, the proportion of persons served in this age range was somewhat smaller for customers who had disabilities. It is also notable that the proportion of customers served who had disabilities and were under the age of 22 was about half the size of the proportion of non-disabled youth under the age of 22 (i.e., approximately 6.6% to 13.5 % on average). These discrepancies appear to be balanced by the larger proportions of customers who had disabilities served in the 45- to 55-year-old age category (26% to about 15.6% respectively), and in the 55 and older category (about 11.9% to about 7.8%, respectively).

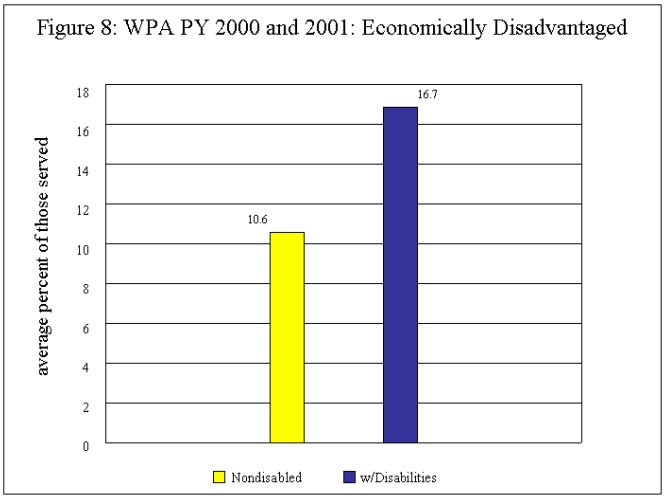


In summary, the data indicate that customers of Wagner-Peyser services who had disabilities tended to be older than did non-disabled customers. An examination of the Vocational Rehabilitation RSA 911 data from the same period indicates that the distribution of the ages among Vocational Rehabilitation customers who had disabilities was similar to the distribution of ages in the Wagner-Peyser non-disabled customer groups, particularly in the youth and 55 and over categories. This may indicate that there is either some type of barrier for very young or very old workers who have disabilities in accessing Wagner-Peyser services, or a demographic difference between VR and WPA consumer groups (e.g., WPA customers may have disabilities more likely to have a midlife onset).

**Economically Disadvantaged Customers**

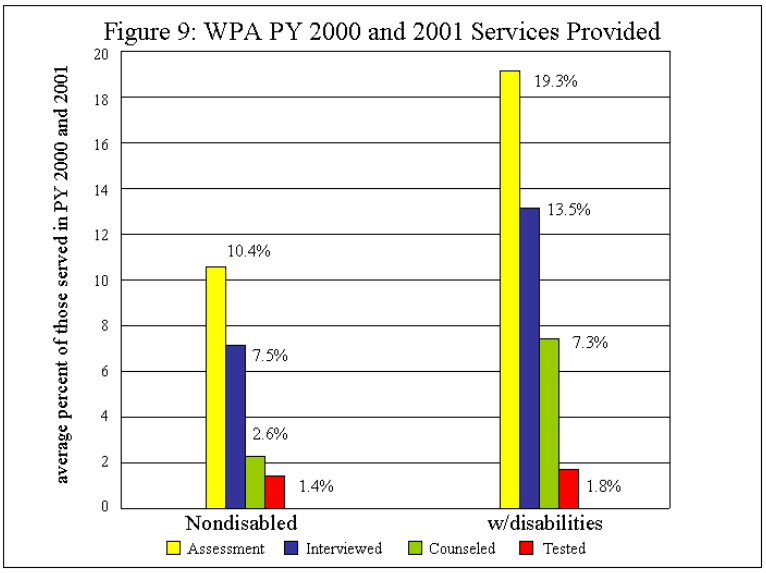
An average of about 16.7% of Wagner-Peyser customers who had disabilities were classified as economically disadvantaged in PY 2000 and 2001, compared to an average of 10.6% for non-disabled customers. Therefore, Wagner-Peyser customers who had disabilities were about 6% more likely to be economically disadvantaged when compared to their non-disabled peers (see Figure 8).

Figure 8: WPA PY 2000 and 2001: Economically Disadvantaged




**Services Received**

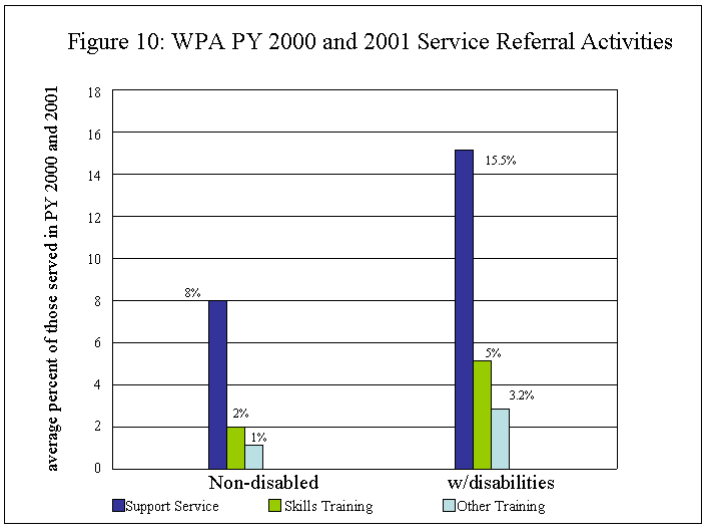
On average, customers who had disabilities were more likely than were non-disabled customers to receive some type of assessment service such as an interview, counseling, and/or testing service in PY 2000 and 2001 (see Figure 9).




In fact, the proportion of customers who had disabilities receiving these services was higher than the proportion of non-disabled customers in every service category, although the difference was sometimes small (less than 1%). Although the difference between the proportions of customers who received testing services was small, it appears that customers who had disabilities were approximate twice as likely to receive assessment and interview services, and nearly three times as likely to receive counseling services, when compared to their non-disabled peers.

**Referral Services**

Customers who had disabilities were also more likely to receive a referral to **support services, skills training,** and **other training** (the nature of which is unspecified in the data reports) when compared to non-disabled customers (see Figure 10). The proportion differences in customers from the respective consumer groups who received other referral services were small.



## Employment Outcomes

The findings indicate that larger proportions of customers who had disabilities were reportedly engaged in job search activities, referred to support services, skills training, and other training (see Figure 11). Customers with disabilities were also more likely to enter employment under Wagner-Peyser services when compared to their peers who did not have disabilities (see Figure 12). A higher proportion of customers with disabilities reaped positive employment outcomes when compared to non-disabled customers in every outcome category, although the differences were sometimes small (less than 1%).

Figure 11: WPA PY 2000 and 2001
Job Referral and Placement Activities

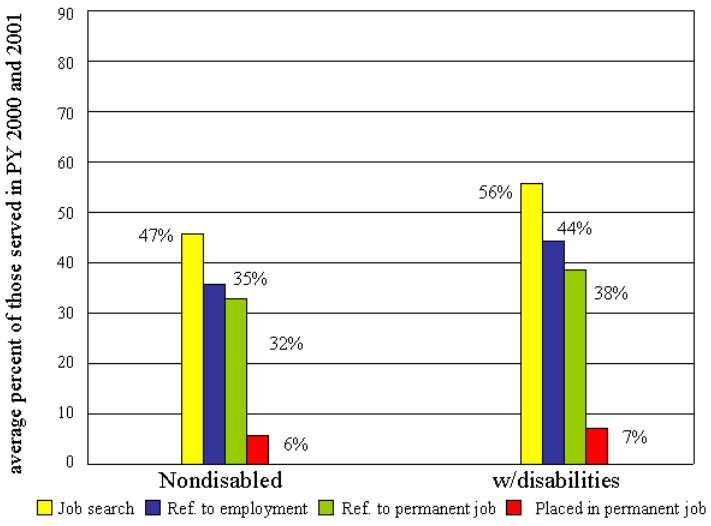
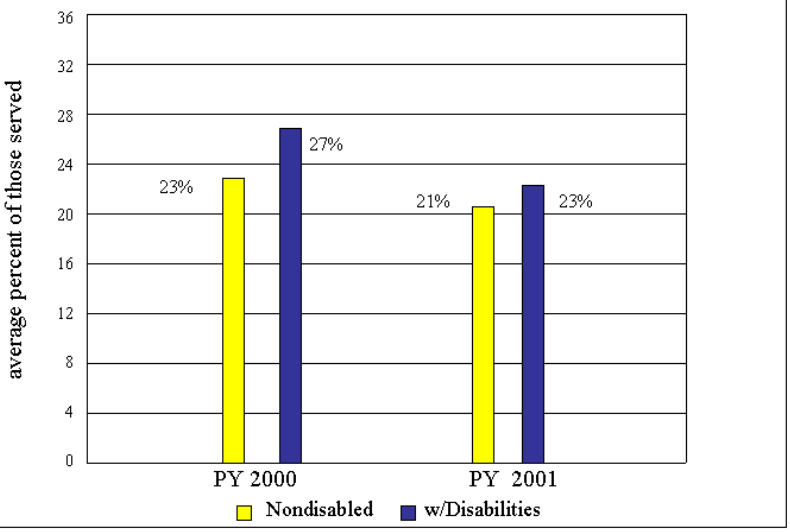



Figure 12: WPA PY 2000 and 2001
Entered Employment



**Discussion of Wagner-Peyser Results**

It appears that customers of Wagner-Peyser services who have disabilities tend to be disproportionately male, are somewhat older, and are more likely to be economically disadvantaged, when compared to their non-disabled peers. It also appears that customers with disabilities are more likely to receive intensive services and referral for additional services, and that they generally have more successful employment outcomes.

There are at least two obvious potential policy issues raised by the general findings in the Wagner-Peyser data. First, the under-representation of women served under Wagner-Peyser funds questions regarding potential barriers for women who have disabilities in the One-Stop system. Second, the disproportionately large number of referral services provided to persons who have disabilities could be a function of greater need, but it could also be an indication that persons who have disabilities are diverted from Wagner-Peyser services for some reason. Each of these questions should be the focus of future research.

## GENERAL DISCUSSION

### General Findings

Under WIA-funded services, customers with disabilities are less likely to enter and retain employment or receive a credential than their non-disabled peers (with the exception of credential rates in the older youth target group). In contrast, dislocated workers with disabilities appear to be more successful at replacing earnings when they re-enter the job force than are non-disabled workers. Although this finding may be an artifact of the lower actual numbers of dislocated workers who have disabilities in the sample, it may also be attributable to differences in the type of jobs from which workers with disabilities are displaced and/or lower earnings when displaced. Unfortunately, the data lack the detail necessary to offer other clear explanations of this phenomenon.

Additionally, it appears that Wagner-Peyser customers who have disabilities are disproportionately male, older, and are more likely to be economically disadvantaged than their non-disabled peers. They are also more likely to receive assessment, referral, and placement services, and to enter employment than are their non-disabled peers.

### Limitations of the Data

One should consider these findings cautiously, given the limitations of the data. In addition to the aforementioned potential of unregistered customers to render the data incomplete, and the lack of self-disclosure of disabilities to misclassify customers, it is impossible to know whether the results of statistical analyses are the artifacts of an evolution and improvement of a complex and widespread data collection system or whether they reflect actual improvements in service delivery. The truth inevitably lies somewhere in between. Furthermore, despite the definitions provided by WIA and WPA, it is possible that different states interpret definitions differently. For example, although the formulas provided to calculate earnings replacement leave little room for interpretation, some categories (e.g., credential rate, under WIA) are more ambiguous and open to interpretation. It is possible, for example, that state “A” may include some documents as certificates that state “B” does not include.

It is notable that the percentage of customers who have disabilities who participate in services under WIA (see Tables 1 and 2) are lower than the U.S. Census Bureau estimates of the number of citizens of the United States who have disabilities. Although there are government-funded agencies and programs that provide employment services to persons with disabilities, which were not included in this report, this fact raises questions. For example, an under-representation of certain types of disabilities in the WIA and WPA customer base may be occurring. Although the One-Stop system was conceptualized to serve all job seekers (i.e., including persons who have severe disabilities), it is doubtful that many One-Stop’s serve persons who have cognitive disabilities, or extremely complex needs. It is more likely that the people who have disabilities who are WIA and WPA customers are the ones that have the least complex needs.

These limitations notwithstanding, it is notable that few of the findings in this report are highly counterintuitive. For example, the finding that Wagner-Peyser customers are more likely to be economically disadvantaged is consistent with U.S. Census data indicating that people with disabilities experience higher rates of poverty and typically earn less than their non-disabled peers.

## Policy Issues

The fundamental issue driving this report is the extent to which the efforts of USDOL meet the employment needs of persons who have disabilities through the One-Stop system. In 2001, USDOL established the Office of Disability Employment Policy (ODEP) to provide leadership by working with disability advocates, employers, educational institutions, and government agencies to expand employment opportunities for persons who have disabilities. As part of this effort, ODEP has provided more than $61 million dollars in grants for a variety of initiatives to expand employment for persons who have disabilities.[10]

For example, in July of 2001, ODEP announced the availability of $3.5 million in grant funding to improve One-Stop services for persons who have disabilities by providing selected Local Workforce Investment Boards with the resources to develop the capacity to provide **customized employment** services to persons who have disabilities through the One-Stop system. The funding commitment for grants that began operating in FY 2002 was approximately $59 million for 20 projects over five years. In addition, USDOL has provided approximately $53 million for 87 Work Incentives Grants through the Employment and Training Administration to enhance the capacity of the One-Stop system to serve customers who have disabilities[11].

Given the capacity development priorities evident in USDOL grant activities, assessing the performance of the One-Stop system in serving customers who have disabilities will become increasingly important and benefit from refinements in state data collection and reporting practices. For example, the disability community is extremely heterogeneous and the data collection requirements that were in place in PY 2000 and 2001 do not lend themselves well to providing an accurate picture of customer demographics. As a result, it is impossible to know, based on current data reporting standards, the type or severity of the disabilities that One-Stop customers have (e.g., persons with physical disabilities versus persons who have cognitive disabilities).

In addition, alternative forms of assessment would be useful. For example, some Workforce Investment Boards and a handful of states (e.g., Michigan and Washington) have instituted **mystery shopper programs** that employ surveyors who evaluate the quality of service at a given One-Stop by representing themselves as either an employer or a job seeker and conducting phone surveys and on-site visits. Mystery shopper evaluations typically include ratings of staff professionalism, courtesy, knowledge, and responsiveness. To assess services to customers who have disabilities, mystery shopper programs should also evaluate "universal design" buildings and services (e.g., building layout, physical accessibility, availability of adaptive equipment and training). The surveyors in the Michigan program sometimes represent themselves as having physical disabilities[12], and members of some Workforce Development Councils in Washington State have approached state policymakers, but a set of national recommendations and standards for mystery shopper programs would be a welcome addition to the current WIA data.

[10] www.dol.gov/odep
[11] Hoff, 2004
[12] Michigan's Workforce Investment Act Annual Report, 2001

Ultimately, whatever USDOL implements as performance measures, they must avoid becoming barriers to employment by functioning as a disincentive to One-Stops for providing services to customers who have disabilities and complex needs.

## Recommendations for Future Research

Additional research must address unresolved questions such as the adequacy of access and potential barriers for segments of the customer base (e.g., women and persons with complex needs). Although an analysis of proportional differences is an effective way to estimate the odds that a given customer will use a service or reap an outcome, it does not address the adequacy of access to WIA and WPA services for customers who have disabilities. It is obvious that persons with disabilities are using the One-Stop system, but we do not exactly know who is using the services in terms of the type and severity of disability, or if that number is reasonable. In addition to more detailed data collection and reporting, a targeted evaluation program such as a mystery shopper program that employed women and persons with more complex needs as evaluators would be an effective way to assess systemic barriers.

# APPENDIX A: DATA TABLES AND GRAPHS BY STATE

**Table A1: WIA State Data: General Adult Population; Entered Employment**

| | FY 2000 Entered Employment | | | | FY 2001 Entered Employment | | | |
|---|---|---|---|---|---|---|---|---|
| State | General Adult (non-disabled) | Rank | Adult with Disabilities | Rank | General Adult (non-disabled) | Rank | Adult with Disabilities | Rank |
| AL | 66.1% | 43 | | | 70.1% | 46 | 60.9% | 37 |
| AK | 59.9% | 48 | 45.5% | 43 | 74.2% | 36 | 61.5% | 34 |
| AZ | 73.4% | 26 | 66.7% | 14 | 76.1% | 30 | 61.0% | 36 |
| AR | 76.9% | 12 | 64.6% | 18 | 83.8% | 9 | 85.7% | 4 |
| CA | 73.2% | 27 | 60.5% | 30 | 77.1% | 25 | 74.3% | 16 |
| CO | 71.5% | 32 | 60.0% | 31 | 76.4% | 29 | 62.9% | 32 |
| CT | 71.7% | 31 | 52.8% | 37 | 77.0% | 26 | 47.0% | 48 |
| DE | 66.3% | 42 | 55.0% | 34 | 65.1% | 48 | 48.0% | 47 |
| DC | 53.9% | 51 | 27.8% | 50 | 58.9% | 51 | 41.7% | 50 |
| FL | 66.6% | 41 | 59.0% | 32 | 73.5% | 39 | 69.8% | 24 |
| GA | 73.5% | 25 | 63.9% | 23 | 80.5% | 16 | 57.1% | 43 |
| HI | 63.6% | 45 | 32.0% | 49 | 76.5% | 28 | 54.5% | 44 |
| ID | 86.7% | 1 | 61.1% | 28 | 92.3% | 2 | 87.3% | 2 |
| IL | 71.8% | 30 | 54.3% | 35 | 77.5% | 24 | 70.6% | 21 |
| IN | 85.6% | 2 | 77.3% | 5 | 80.8% | 15 | 76.9% | 13 |
| IA | 79.7% | 4 | 64.2% | 20 | 83.5% | 11 | 83.3% | 6 |
| KS | 74.0% | 21 | 74.5% | 8 | 74.2% | 35 | 63.0% | 31 |
| KY | 63.0% | 46 | 36.2% | 48 | 76.0% | 32 | 60.0% | 39 |
| LA | 59.8% | 49 | 47.7% | 41 | 73.0% | 40 | 46.6% | 49 |
| ME | 77.8% | 7 | 70.9% | 11 | 89.6% | 3 | 82.9% | 7 |
| MD | 75.4% | 17 | 76.8% | 6 | 96.7% | 1 | 90.7% | 1 |
| MA | 74.7% | 19 | 65.7% | 16 | 75.8% | 33 | 57.3% | 42 |
| MI | 79.6% | 5 | 66.7% | 14 | 83.9% | 8 | 79.6% | 9 |
| MN | 72.7% | 28 | 61.1% | 28 | 76.1% | 31 | 68.2% | 27 |
| MS | 66.7% | 40 | 45.4% | 46 | 87.4% | 4 | 85.3% | 5 |
| MO | 71.9% | 29 | 61.4% | 27 | 80.1% | 17 | 68.7% | 26 |
| MT | 69.5% | 35 | 64.5% | 19 | 81.5% | 14 | 71.4% | 20 |
| NE | 76.5% | 13 | 84.6% | 2 | 78.0% | 23 | 69.7% | 25 |
| NV | 73.7% | 23 | 68.9% | 12 | 70.7% | 45 | 54.1% | 45 |
| NH | 78.6% | 6 | 73.7% | 9 | 71.7% | 44 | 63.2% | 30 |
| NJ | 77.8% | 9 | 87.0% | 1 | 86.5% | 5 | 70.0% | 22 |
| NM | 62.5% | 47 | 45.5% | 43 | 60.9% | 50 | 40.0% | 51 |
| NY | 73.9% | 22 | 62.5% | 26 | 79.9% | 18 | 61.9% | 33 |
| NC | 70.2% | 33 | 53.0% | 36 | 78.5% | 20 | 67.2% | 28 |
| ND | 75.5% | 16 | 65.5% | 17 | 72.4% | 42 | 65.0% | 29 |
| OH | 65.3% | 44 | 51.2% | 39 | 72.7% | 41 | 60.5% | 38 |
| OK | 75.2% | 18 | 77.8% | 3 | 86.3% | 6 | 86.5% | 3 |
| OR | 77.8% | 8 | 77.7% | 4 | 74.0% | 37 | 73.4% | 17 |
| PA | 73.6% | 24 | 67.6% | 13 | 79.5% | 19 | 69.8% | 23 |
| RI | 67.9% | 38 | 47.1% | 42 | 83.0% | 12 | 76.9% | 11 |
| SC | 75.6% | 15 | 71.3% | 10 | 83.7% | 10 | 73.3% | 18 |
| SD | 77.4% | 10 | 64.0% | 22 | 81.8% | 13 | 76.9% | 11 |
| TN | 69.2% | 36 | 50.6% | 40 | 76.8% | 27 | 76.2% | 15 |
| TX | 76.3% | 14 | 62.6% | 25 | 78.3% | 22 | 77.4% | 10 |
| UT | 69.8% | 34 | 45.5% | 43 | 78.4% | 21 | 76.7% | 14 |
| VT | 76.9% | 11 | 63.0% | 24 | 61.7% | 49 | 61.5% | 34 |
| VA | 67.5% | 39 | 57.1% | 33 | 73.6% | 38 | 59.1% | 41 |
| WA | 74.2% | 20 | 64.2% | 20 | 75.5% | 34 | 71.6% | 19 |
| WV | 57.0% | 50 | 52.8% | 38 | 71.8% | 43 | 48.3% | 46 |
| WI | 81.4% | 3 | 75.2% | 7 | 65.9% | 47 | 59.1% | 40 |
| WY | 68.1% | 37 | 42.1% | 47 | 85.3% | 7 | 80.8% | 8 |
| State Average | 72% | | 61% | | 77% | | 67% | |

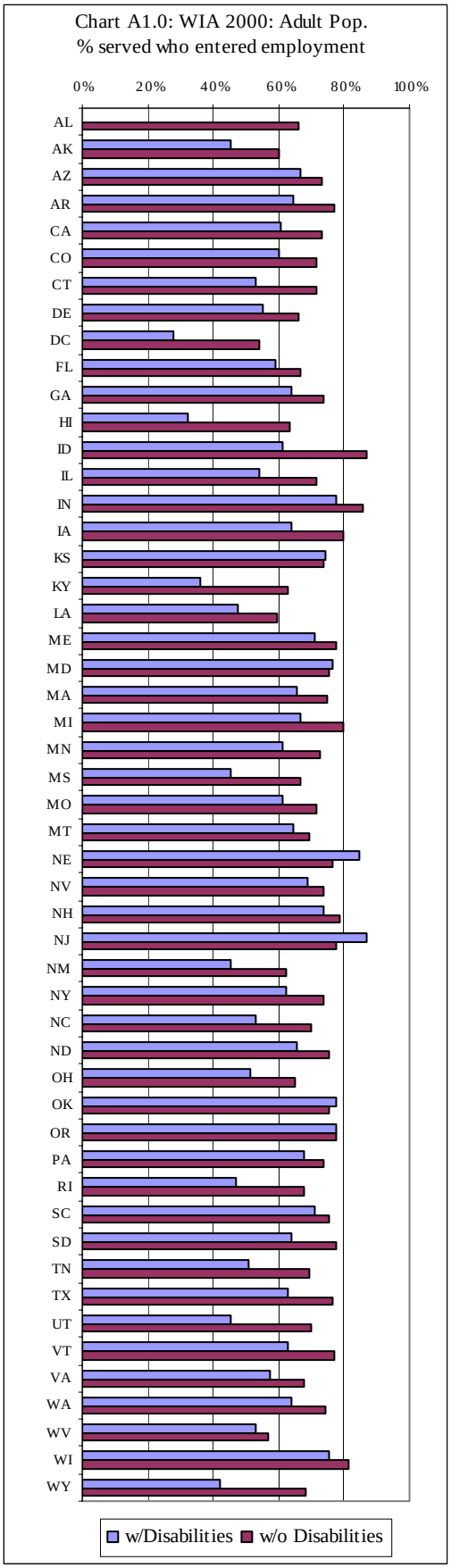


Chart A1.0: WIA 2000: Adult Pop.
% served who entered employment
0%
20%
40%
60%
80%
100%
AL
AK
AZ
AR
CA
CO
CT
DE
DC
FL
GA
HI
ID
IL
IN
IA
KS
KY
LA
ME
MD
MA
MI
MN
MS
MO
MT
NE
NV
NH
NJ
NM
NY
NC
ND
OH
OK
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SD
TN
TX
UT
VT
VA
WA
WV
WI
WY
w/Disabilities
w/o Disabilities

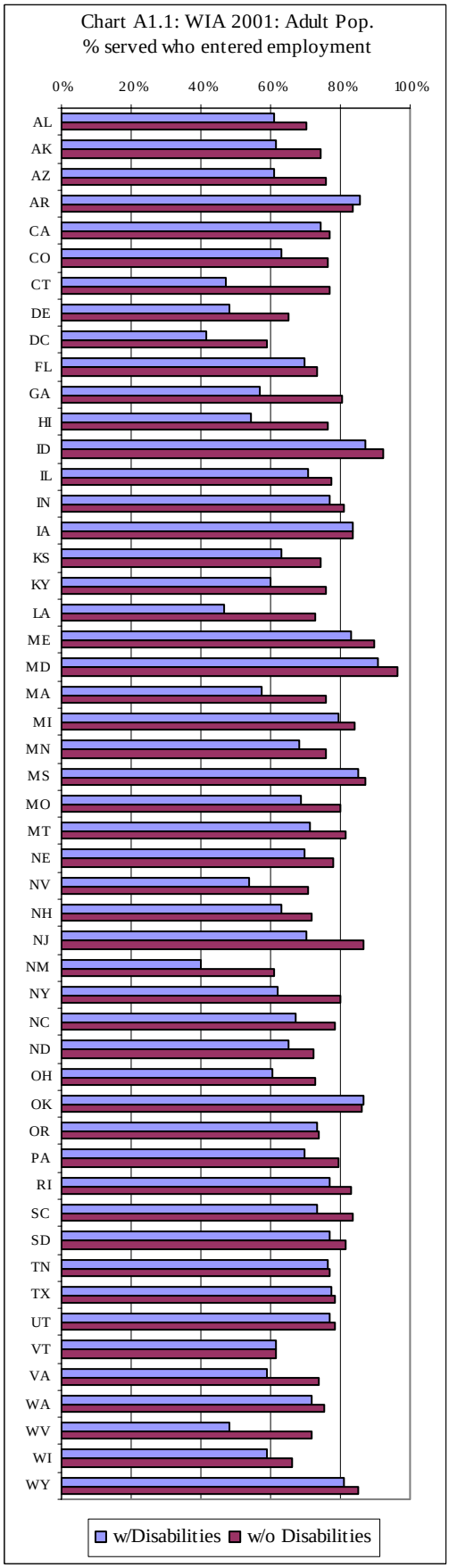
Chart A1.1: WIA 2001: Adult Pop.
% served who entered employment
0%
20%
40%
60%
80%
100%
AL
AK
AZ
AR
CA
CO
CT
DE
DC
FL
GA
HI
ID
IL
IN
IA
KS
KY
LA
ME
MD
MA
MI
MN
MS
MO
MT
NE
NV
NH
NJ
NM
NY
NC
ND
OH
OK
OR
PA
RI
SC
SD
TN
TX
UT
VT
VA
WA
WV
WI
WY
w/Disabilities
w/o Disabilities

**Table A2: WIA State Data: General Adult Population; Employment Retention**

| | FY 2000 Employment Retention | | | | FY 2001 Employment Retention | | | |
|---|---|---|---|---|---|---|---|---|
| State | General Adult (non-disabled) | Rank | Adult with Disabilities | Rank | General Adult | Rank | Adult with Disabilities | Rank |
| AL | 78.91% | 39 | | | 51.7% | 51 | 41.0% | 51 |
| AK | 79.8% | 33 | 68.1% | 46 | 81.7% | 28 | 82.6% | 18 |
| AZ | 66.4% | 51 | 80.0% | 21 | 81.3% | 30 | 68.6% | 44 |
| AR | 79.4% | 36 | 76.7% | 30 | 90.4% | 3 | 80.0% | 21 |
| CA | 81.2% | 25 | 77.3% | 28 | 82.0% | 25 | 81.5% | 19 |
| CO | 78.0% | 43 | 74.2% | 36 | 79.4% | 37 | 75.5% | 37 |
| CT | 83.7% | 13 | 82.5% | 10 | 84.0% | 22 | 87.8% | 8 |
| DE | 72.9% | 47 | 77.8% | 27 | 75.2% | 44 | 58.8% | 49 |
| DC | 80.0% | 32 | 13.0% | 50 | 75.3% | 43 | 80.0% | 21 |
| FL | 81.8% | 22 | 78.9% | 25 | 82.0% | 27 | 82.6% | 17 |
| GA | 80.4% | 30 | 80.1% | 20 | 78.7% | 37 | 65.4% | 48 |
| HI | 84.6% | 12 | 69.0% | 45 | 84.5% | 21 | 91.7% | 4 |
| ID | 91.2% | 4 | 75.0% | 34 | 89.7% | 5 | 84.5% | 12 |
| IL | 83.6% | 14 | 76.6% | 31 | 86.6% | 12 | 83.9% | 14 |
| IN | 86.4% | 7 | 90.1% | 2 | 84.4% | 19 | 87.9% | 7 |
| IA | 88.3% | 5 | 79.1% | 24 | 87.6% | 8 | 79.5% | 25 |
| KS | 67.6% | 50 | 69.4% | 44 | 86.3% | 13 | 74.0% | 40 |
| KY | 69.8% | 49 | 86.7% | 5 | 84.8% | 15 | 72.5% | 42 |
| LA | 77.6% | 44 | 77.1% | 29 | 79.3% | 30 | 76.3% | 35 |
| ME | 87.1% | 6 | 81.4% | 14 | 87.7% | 7 | 86.3% | 11 |
| MD | 83.5% | 15 | 84.1% | 6 | 96.8% | 2 | 95.7% | 2 |
| MA | 78.4% | 40 | 69.5% | 43 | 80.1% | 24 | 78.9% | 27 |
| MI | 76.1% | 46 | 70.6% | 42 | 80.0% | 24 | 80.0% | 21 |
| MN | 82.0% | 20 | 80.7% | 16 | 79.8% | 25 | 78.9% | 26 |
| MS | 79.1% | 37 | 71.4% | 41 | 82.9% | 16 | 89.2% | 6 |
| MO | 81.8% | 23 | 76.3% | 32 | 81.1% | 21 | 74.7% | 39 |
| MT | 71.3% | 48 | 66.7% | 48 | 86.5% | 9 | 95.7% | 3 |
| NE | 91.5% | 3 | 81.8% | 13 | 86.5% | 9 | 76.5% | 34 |
| NV | 83.5% | 16 | 80.5% | 19 | 74.6% | 26 | 68.3% | 45 |
| NH | 93.0% | 1 | 80.6% | 17 | 84.6% | 11 | 80.0% | 21 |
| NJ | 78.1% | 42 | 59.5% | 49 | 76.0% | 22 | 75.5% | 37 |
| NM | 80.3% | 31 | 80.0% | 21 | 76.2% | 21 | 87.5% | 9 |
| NY | 78.2% | 41 | 78.4% | 26 | 73.6% | 23 | 66.0% | 47 |
| NC | 84.9% | 10 | 75.6% | 33 | 85.7% | 9 | 78.8% | 29 |
| ND | 77.3% | 45 | 71.9% | 38 | 84.8% | 9 | 78.8% | 28 |
| OH | 78.9% | 38 | 71.5% | 39 | 81.7% | 13 | 80.6% | 20 |
| OK | 85.3% | 8 | 83.3% | 8 | 91.2% | 3 | 89.7% | 5 |
| OR | 82.3% | 19 | 81.9% | 12 | 86.7% | 6 | 84.4% | 13 |
| PA | 81.1% | 27 | 71.4% | 40 | 83.1% | 8 | 76.6% | 33 |
| RI | 81.9% | 21 | 88.9% | 4 | 88.4% | 4 | 100.0% | 1 |
| SC | 84.7% | 11 | 81.3% | 15 | 87.2% | 4 | 69.0% | 43 |
| SD | 80.7% | 29 | 74.1% | 37 | 80.8% | 10 | 83.8% | 15 |
| TN | 80.9% | 28 | 67.8% | 47 | 86.6% | 4 | 87.5% | 9 |
| TX | 82.3% | 18 | 79.9% | 23 | 83.4% | 4 | 77.4% | 30 |
| UT | 81.2% | 26 | 90.0% | 3 | 75.2% | 11 | 66.9% | 46 |
| VT | 85.2% | 9 | 83.8% | 7 | 81.1% | 7 | 76.9% | 31 |
| VA | 79.5% | 35 | 74.5% | 35 | 78.1% | 8 | 72.9% | 41 |
| WA | 81.5% | 24 | 82.4% | 11 | 80.0% | 7 | 76.3% | 36 |
| WV | 92.1% | 2 | 92.9% | 1 | 71.0% | 8 | 56.1% | 50 |
| WI | 83.1% | 17 | 80.6% | 17 | 75.3% | 7 | 83.5% | 16 |
| WY | 79.7% | 34 | 83.3% | 8 | 88.6% | 3 | 76.9% | 31 |
| State Average | 81% | | 77% | | 82% | | 79% | |

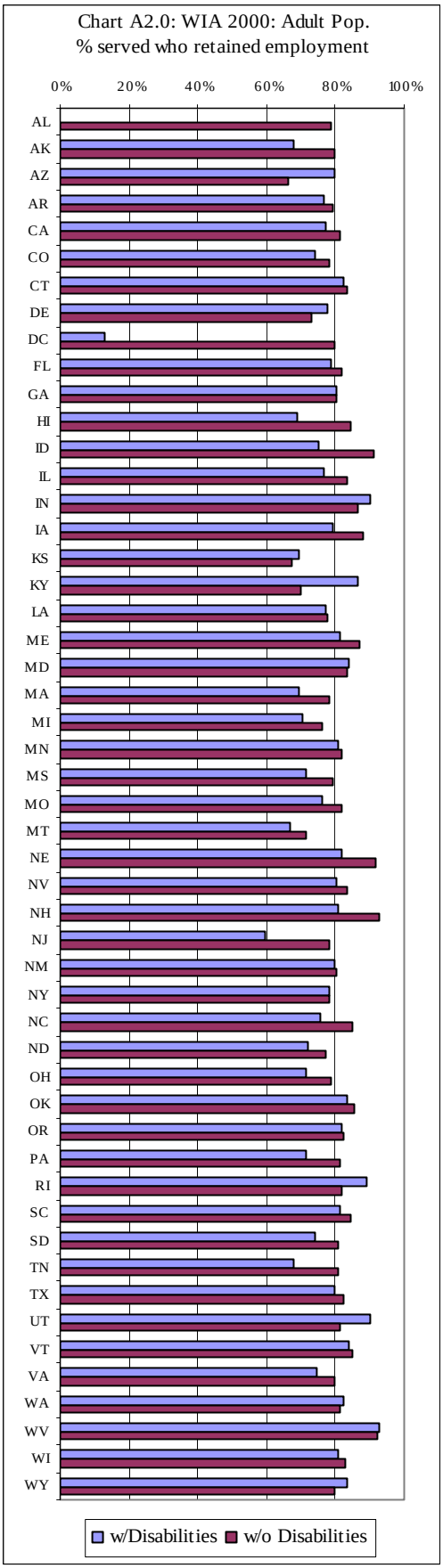
Chart A2.0: WIA 2000: Adult Pop.
% served who retained employment
0%
20%
40%
60%
80%
100%
AL
AK
AZ
AR
CA
CO
CT
DE
DC
FL
GA
HI
ID
IL
IN
IA
KS
KY
LA
ME
MD
MA
MI
MN
MS
MO
MT
NE
NV
NH
NJ
NM
NY
NC
ND
OH
OK
OR
PA
RI
SC
SD
TN
TX
UT
VT
VA
WA
WV
WI
WY
w/Disabilities
w/o Disabilities

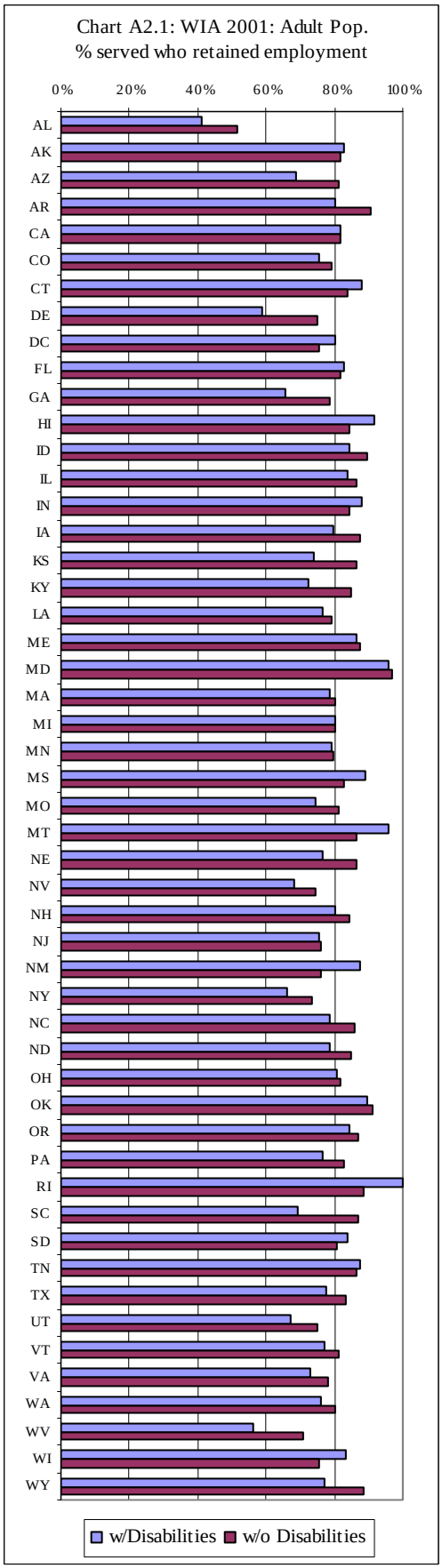
Chart A2.1: WIA 2001: Adult Pop.
% served who retained employment
0%
20%
40%
60%
80%
100%
AL
AK
AZ
AR
CA
CO
CT
DE
DC
FL
GA
HI
ID
IL
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KY
LA
ME
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NE
NV
NH
NJ
NM
NY
NC
ND
OH
OK
OR
PA
RI
SC
SD
TN
TX
UT
VT
VA
WA
WV
WI
WY
w/Disabilities
w/o Disabilities

**Table A3: WIA State Data: General Adult Population; Earnings Change**

| | FY 2000 Earnings Change | | | | FY 2001 Earnings Change | | | |
|---|---|---|---|---|---|---|---|---|
| State | General Adult (non-disabled) | Rank | Adult with Disabilities | Rank | General Adult | Rank | Adult with Disabilities | Rank |
| AL | $3,391 | 34 | | | $1,057 | 51 | $1,550 | 43 |
| AK | $4,213 | 12 | $2,434 | 42 | $5,972 | 2 | $8,744 | 1 |
| AZ | $3,028 | 42 | $2,393 | 45 | $1,854 | 47 | $1,265 | 45 |
| AR | $4,125 | 19 | $2,434 | 42 | $4,313 | 6 | $4,621 | 10 |
| CA | $4,162 | 15 | $4,457 | 9 | $3,419 | 25 | $3,457 | 21 |
| CO | $3,948 | 21 | $4,051 | 13 | $2,419 | 37 | $360 | 49 |
| CT | $3,806 | 22 | $3,632 | 17 | $3,195 | 30 | $1,508 | 44 |
| DE | $1,989 | 51 | $2,586 | 37 | $1,943 | 45 | -$2,684 | 52 |
| DC | $3,597 | 27 | $2,434 | 44 | $3,367 | 26 | $4,099 | 13 |
| FL | $4,473 | 9 | $3,550 | 21 | $4,246 | 7 | $3,406 | 23 |
| GA | $3,324 | 36 | $4,201 | 11 | $3,862 | 17 | $2,746 | 29 |
| HI | $4,176 | 13 | $3,123 | 28 | $3,837 | 19 | $4,431 | 11 |
| ID | $4,057 | 20 | $3,989 | 14 | $3,746 | 21 | $3,937 | 14 |
| IL | $4,149 | 17 | $21 | 50 | $4,090 | 13 | $3,628 | 16 |
| IN | $3,378 | 35 | $3,650 | 16 | $1,860 | 46 | $2,384 | 36 |
| IA | $5,382 | 5 | $6,762 | 2 | $4,570 | 5 | $5,895 | 4 |
| KS | $2,641 | 50 | $4,598 | 8 | $2,358 | 38 | $2,663 | 31 |
| KY | $4,735 | 8 | $5,092 | 5 | $4,232 | 9 | $2,808 | 26 |
| LA | $3,496 | 32 | $3,288 | 25 | $4,136 | 10 | $4,623 | 9 |
| ME | $3,752 | 24 | $3,627 | 18 | $2,879 | 33 | $2,267 | 37 |
| MD | $3,110 | 40 | $3,126 | 27 | $3,970 | 15 | $5,843 | 5 |
| MA | $4,986 | 6 | $5,148 | 4 | $3,852 | 18 | $3,391 | 24 |
| MI | $2,918 | 47 | $3,464 | 23 | $1,569 | 49 | $2,118 | 40 |
| MN | $4,169 | 14 | $3,594 | 19 | $3,488 | 24 | $3,763 | 15 |
| MS | $3,078 | 41 | $2,884 | 33 | $3,305 | 28 | $2,503 | 32 |
| MO | $2,980 | 44 | $3,022 | 31 | $2,327 | 39 | $1,719 | 42 |
| MT | $3,697 | 25 | $3,588 | 20 | $5,029 | 4 | $8,382 | 2 |
| NE | $3,667 | 26 | $3,091 | 29 | $3,215 | 29 | -$204 | 51 |
| NV | $4,953 | 7 | $4,186 | 12 | $3,008 | 31 | $2,237 | 39 |
| NH | $5,999 | 3 | $3,546 | 22 | -$523 | 52 | -$90 | 50 |
| NJ | $5,533 | 4 | $5,609 | 3 | $4,236 | 8 | $4,698 | 8 |
| NM | $2,932 | 45 | $2,478 | 39 | $2,278 | 40 | $2,765 | 27 |
| NY | $4,251 | 11 | $4,802 | 6 | $2,980 | 32 | $3,424 | 22 |
| NC | $3,496 | 31 | $2,571 | 38 | $3,704 | 22 | $3,535 | 17 |
| ND | $3,290 | 38 | $3,347 | 24 | $2,846 | 34 | $948 | 48 |
| OH | $3,523 | 29 | $3,144 | 26 | $5,991 | 1 | $6,952 | 3 |
| OK | $6,209 | 2 | $441 | 49 | $4,088 | 14 | $4,829 | 7 |
| OR | $3,781 | 23 | $3,817 | 15 | $2,073 | 44 | $2,258 | 38 |
| PA | $987 | 52 | $2,378 | 46 | $1,453 | 50 | $3,515 | 20 |
| RI | $3,562 | 28 | $2,853 | 34 | $5,053 | 3 | $5,223 | 6 |
| SC | $2,928 | 46 | $2,963 | 32 | $3,352 | 27 | $1,949 | 41 |
| SD | $2,679 | 49 | $2,443 | 41 | $2,077 | 43 | $2,750 | 28 |
| TN | $3,418 | 33 | $2,478 | 39 | $4,124 | 11 | $1,116 | 46 |
| TX | $4,322 | 10 | $4,729 | 7 | $4,105 | 12 | $4,139 | 12 |
| UT | $3,508 | 30 | $2,735 | 35 | $2,103 | 42 | $1,109 | 47 |
| VT | $3,224 | 39 | $2,612 | 36 | $3,685 | 23 | $2,869 | 25 |
| VA | $3,324 | 36 | $2,106 | 47 | $2,785 | 36 | $2,440 | 33 |
| WA | $4,156 | 16 | $4,378 | 10 | $3,752 | 20 | $3,518 | 19 |
| WV | $9,298 | 1 | $7,593 | 1 | $2,839 | 35 | $2,392 | 35 |
| WI | $3,011 | 43 | $3,030 | 30 | $2,105 | 41 | $2,433 | 34 |
| WY | $4,148 | 18 | $800 | 48 | $3,878 | 16 | $3,527 | 18 |
| State Average | $3,862 | | $3,386 | | $3,257 | | $3,093 | |

**Table A4: WIA State Data: General Adult Population; Credential Rate**

| | FY 2000 Credential Rate | | | | FY 2001 Credential Rate | | | |
|---|---|---|---|---|---|---|---|---|
| State | General Adult (non-disabled) | Rank | Adult with Disabilities | Rank | General Adult (non-disabled) | Rank | Adult with Disabilities | Rank |
| AL | 72. 3% | 5 | | | 65.7% | 13 | 43.14% | 34 |
| AK | 71.4% | 6 | 44.0% | 21 | 64.5% | 15 | 44.83% | 33 |
| AZ | 41.1% | 35 | 16.7% | 41 | 56.5% | 36 | 64.44% | 6 |
| AR | 47.9% | 29 | 27.8% | 33 | 57.8% | 31 | 73.68% | 3 |
| CA | 13.4% | 46 | 7.9% | 43 | 54.1% | 43 | 52.18% | 26 |
| CO | 59.7% | 15 | 45.2% | 20 | 60.2% | 24 | 54.55% | 19 |
| CT | 77.0% | 3 | 59.6% | 8 | 54.3% | 41 | 21.57% | 51 |
| DE | 55.5% | 19 | 38.1% | 26 | 66.7% | 12 | 48.48% | 29 |
| DC | 57.5% | 17 | 22.2% | 36 | 54.3% | 40 | 23.53% | 49 |
| FL | 42.4% | 32 | 43.6% | 22 | 53.9% | 44 | 56.56% | 15 |
| GA | 14.9% | 45 | 16.7% | 41 | 56.6% | 35 | 40.00% | 38 |
| HI | 37.3% | 38 | 23.5% | 34 | 49.2% | 48 | 56.25% | 17 |
| ID | 61.7% | 12 | 64.3% | 6 | 66.8% | 11 | 58.33% | 12 |
| IL | 44.7% | 30 | 33.8% | 30 | 58.8% | 28 | 52.99% | 23 |
| IN | 43.1% | 31 | 41.9% | 23 | 54.1% | 42 | 42.50% | 35 |
| IA | 50.1% | 24 | 46.1% | 18 | 56.8% | 34 | 58.54% | 11 |
| KS | 60.1% | 13 | 59.1% | 9 | 63.9% | 16 | 56.14% | 18 |
| KY | 48.2% | 28 | 50.0% | 15 | 62.5% | 18 | 69.70% | 4 |
| LA | 48.4% | 27 | 36.2% | 27 | 61.9% | 20 | 52.46% | 25 |
| ME | 70.0% | 7 | 63.8% | 7 | 55.5% | 38 | 38.24% | 41 |
| MD | 77.1% | 2 | 74.3% | 3 | 86.9% | 2 | 87.01% | 1 |
| MA | 67.5% | 9 | 56.2% | 12 | 56.3% | 37 | 51.43% | 27 |
| MI | 53.8% | 21 | 47.7% | 16 | 74.4% | 4 | 69.70% | 4 |
| MN | 33.7% | 40 | 28.7% | 32 | 59.4% | 25 | 46.02% | 31 |
| MS | 0.3% | 51 | 0.0% | 48 | 66.9% | 10 | 24.74% | 48 |
| MO | 38.3% | 37 | 32.0% | 31 | 60.6% | 22 | 52.50% | 24 |
| MT | 12.2% | 47 | 6.9% | 44 | 60.3% | 23 | 61.22% | 10 |
| NE | 66.9% | 10 | 0.0% | 48 | 57.4% | 32 | 35.29% | 44 |
| NV | 41.4% | 33 | 41.2% | 25 | 46.8% | 49 | 32.14% | 46 |
| NH | 59.9% | 14 | 41.4% | 24 | 62.0% | 19 | 50.00% | 28 |
| NJ | 31.4% | 41 | 64.4% | 5 | 42.1% | 51 | 36.54% | 42 |
| NM | 54.4% | 20 | 52.2% | 14 | 59.1% | 26 | 33.33% | 45 |
| NY | 39.7% | 36 | 20.5% | 37 | 50.9% | 47 | 57.14% | 13 |
| NC | 28.4% | 42 | 17.7% | 40 | 45.3% | 50 | 22.22% | 50 |
| ND | 41.4% | 34 | 34.0% | 29 | 52.1% | 46 | 31.43% | 47 |
| OH | 10.9% | 49 | 6.0% | 45 | 52.8% | 45 | 45.93% | 32 |
| OK | 48.9% | 26 | 75.0% | 2 | 75.5% | 3 | 63.89% | 7 |
| OR | 76.7% | 4 | 77.3% | 1 | 88.9% | 1 | 78.64% | 2 |
| PA | 18.5% | 44 | 18.5% | 38 | 65.4% | 14 | 54.10% | 20 |
| RI | 66.2% | 11 | 57.1% | 11 | 62.9% | 17 | 40.00% | 38 |
| SC | 25.8% | 43 | 17.7% | 39 | 57.1% | 33 | 42.31% | 36 |
| SD | 11.2% | 48 | 5.5% | 46 | 54.7% | 39 | 63.33% | 8 |
| TN | 53.1% | 22 | 35.7% | 28 | 73.1% | 5 | 36.36% | 43 |
| TX | 78.2% | 1 | 67.9% | 4 | 58.8% | 27 | 53.59% | 21 |
| UT | 58.1% | 16 | 54.5% | 13 | 58.5% | 30 | 53.03% | 22 |
| VT | 57.1% | 18 | 22.6% | 35 | 61.3% | 21 | 40.00% | 38 |
| VA | 1.2% | 50 | 0.8% | 47 | 71.7% | 7 | 57.14% | 13 |
| WA | 68.1% | 8 | 58.6% | 10 | 69.1% | 8 | 63.12% | 9 |
| WV | 36.4% | 39 | 46.7% | 17 | 72.8% | 6 | 56.34% | 16 |
| WI | 52.9% | 23 | 45.3% | 19 | 68.7% | 9 | 40.74% | 37 |
| WY | 50.0% | 25 | 0.0% | 48 | 58.6% | 29 | 47.83% | 30 |
| State Average | 47% | | 37% | | 61% | | 50% | |

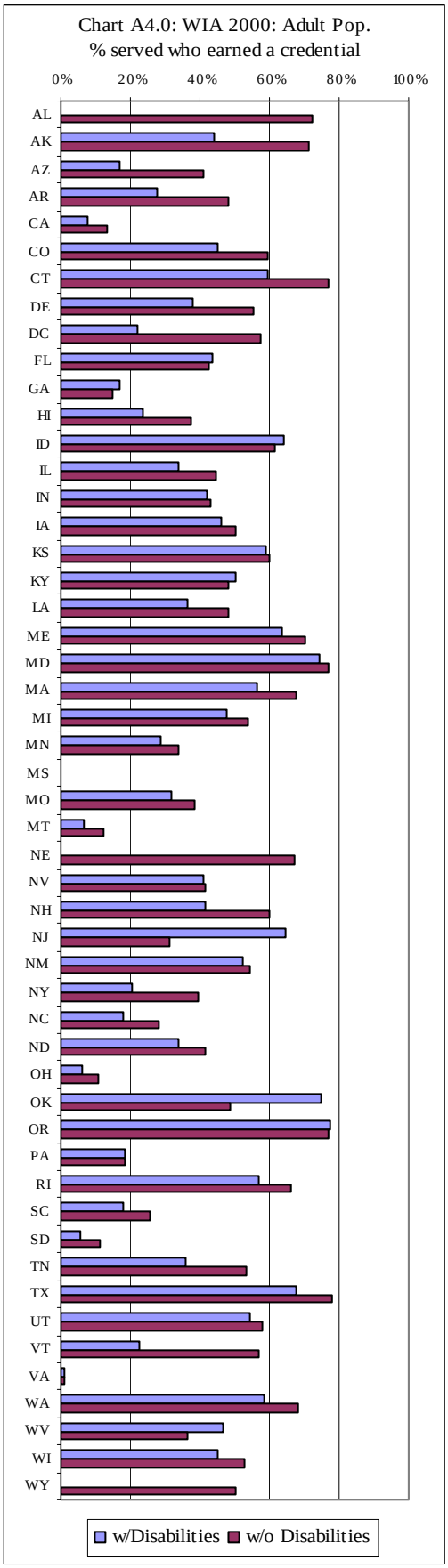
Chart A4.0: WIA 2000: Adult Pop.
% served who earned a credential
0%
20%
40%
60%
80%
100%
AL
AK
AZ
AR
CA
CO
CT
DE
DC
FL
GA
HI
ID
IL
IN
IA
KS
KY
LA
ME
MD
MA
MI
MN
MS
MO
MT
NE
NV
NH
NJ
NM
NY
NC
ND
OH
OK
OR
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VT
VA
WA
WV
WI
WY
w/Disabilities
w/o Disabilities

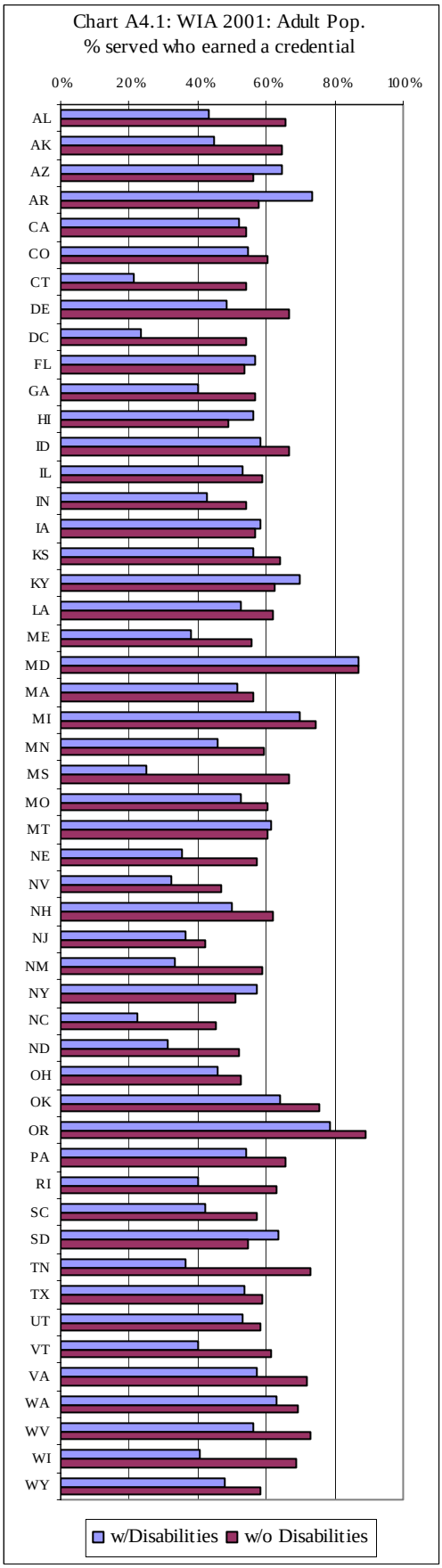
Chart A4.1: WIA 2001: Adult Pop.
% served who earned a credential
0%
20%
40%
60%
80%
100%
AL
AK
AZ
AR
CA
CO
CT
DE
DC
FL
GA
HI
ID
IL
IN
IA
KS
KY
LA
ME
MD
MA
MI
MN
MS
MO
MT
NE
NV
NH
NJ
NM
NY
NC
ND
OH
OK
OR
PA
RI
SC
SD
TN
TX
UT
VT
VA
WA
WV
WI
WY
w/Disabilities
w/o Disabilities

**Table A5: WIA State Data: Dislocated Workers; Entered Employment**

| State | FY 2000 Entered Employment | | | | FY 2001 Entered Employment | | | |
|---|---|---|---|---|---|---|---|---|
| | Non-disabled Dislocated Workers | Rank | Dislocated Workers w/ Disabilities | Rank | Non-disabled Dislocated Workers | Rank | Dislocated Workers w/ Disabilities | Rank |
| AL | 71.8% | 37 | | | 78.2% | 41 | 35.3% | 51 |
| AK | 66.0% | 49 | 59.1% | 40 | 73.7% | 48 | 78.9% | 28 |
| AZ | 78.2% | 24 | 76.9% | 12 | 86.8% | 17 | 85.4% | 14 |
| AR | 88.6% | 3 | 66.7% | 33 | 89.5% | 9 | 100.0% | 1 |
| CA | 77.4% | 30 | 70.5% | 26 | 82.8% | 27 | 77.9% | 31 |
| CO | 79.2% | 20 | 72.8% | 22 | 83.0% | 26 | 68.8% | 42 |
| CT | 69.6% | 43 | 57.3% | 42 | 78.8% | 39 | 69.4% | 40 |
| DE | 61.8% | 51 | 25.0% | 49 | 74.1% | 47 | 70.6% | 39 |
| DC | 73.6% | 35 | 66.7% | 33 | 68.0% | 50 | 64.3% | 45 |
| FL | 75.9% | 32 | 73.0% | 21 | 82.0% | 29 | 84.5% | 16 |
| GA | 76.4% | 31 | 70.0% | 27 | 85.0% | 23 | 74.1% | 35 |
| HI | 69.1% | 46 | 52.9% | 45 | 71.5% | 49 | 53.8% | 49 |
| ID | 93.0% | 1 | 71.3% | 24 | 93.9% | 3 | 94.8% | 4 |
| IL | 81.5% | 16 | 74.1% | 19 | 85.2% | 22 | 83.2% | 20 |
| IN | 87.5% | 5 | 81.5% | 7 | 89.0% | 11 | 91.9% | 6 |
| IA | 87.8% | 4 | 77.8% | 10 | 90.1% | 8 | 93.3% | 5 |
| KS | 70.9% | 38 | 82.1% | 6 | 78.3% | 40 | 81.8% | 24 |
| KY | 75.3% | 34 | 69.0% | 30 | 84.1% | 25 | 55.6% | 48 |
| LA | 70.6% | 40 | 69.6% | 29 | 81.7% | 32 | 69.2% | 41 |
| ME | 81.1% | 17 | 75.5% | 16 | 90.7% | 7 | 82.8% | 22 |
| MD | 83.5% | 10 | 83.0% | 5 | 95.5% | 1 | 90.4% | 7 |
| MA | 78.2% | 25 | 74.3% | 18 | 78.9% | 38 | 75.3% | 33 |
| MI | 83.7% | 9 | 76.0% | 15 | 87.2% | 14 | 86.0% | 12 |
| MN | 79.7% | 18 | 81.3% | 8 | 81.8% | 30 | 80.4% | 26 |
| MS | 70.7% | 39 | 56.3% | 43 | 95.3% | 2 | 96.9% | 3 |
| MO | 77.9% | 27 | 66.2% | 35 | 86.9% | 15 | 87.2% | 11 |
| MT | 69.2% | 45 | 67.7% | 32 | 84.3% | 24 | 74.1% | 34 |
| NE | 82.3% | 13 | 76.9% | 12 | 86.8% | 18 | 78.6% | 29 |
| NV | 77.8% | 28 | 76.1% | 14 | 79.5% | 36 | 79.2% | 27 |
| NH | 86.0% | 6 | 83.8% | 4 | 74.6% | 46 | 83.3% | 17 |
| NJ | 85.1% | 7 | 88.0% | 1 | 91.5% | 4 | 83.3% | 17 |
| NM | 69.4% | 44 | 33.3% | 48 | 58.9% | 51 | 62.5% | 46 |
| NY | 81.5% | 15 | 74.8% | 17 | 79.1% | 37 | 81.6% | 25 |
| NC | 81.7% | 14 | 77.1% | 11 | 88.0% | 13 | 85.7% | 13 |
| ND | 78.1% | 26 | 63.3% | 37 | 77.8% | 42 | 73.9% | 36 |
| OH | 65.3% | 50 | 63.8% | 36 | 80.0% | 34 | 71.2% | 38 |
| OK | 79.4% | 19 | 70.0% | 27 | 89.1% | 10 | 83.3% | 17 |
| OR | 78.9% | 22 | 80.5% | 9 | 88.1% | 12 | 82.3% | 23 |
| PA | 82.3% | 12 | 58.8% | 41 | 86.2% | 20 | 89.3% | 9 |
| RI | 67.3% | 48 | 53.8% | 44 | 86.4% | 19 | 100.0% | 1 |
| SC | 72.2% | 36 | 43.0% | 46 | 85.6% | 21 | 66.7% | 44 |
| SD | 84.9% | 8 | 88.0% | 1 | 76.8% | 44 | 72.0% | 37 |
| TN | 77.5% | 29 | 60.0% | 39 | 80.5% | 33 | 50.0% | 50 |
| TX | 83.2% | 11 | 68.6% | 31 | 82.6% | 28 | 85.1% | 15 |
| UT | 75.8% | 33 | 73.9% | 20 | 91.3% | 5 | 89.9% | 8 |
| VT | 78.9% | 21 | 71.4% | 23 | 77.2% | 43 | 87.5% | 10 |
| VA | 69.8% | 42 | 62.6% | 38 | 75.9% | 45 | 68.6% | 43 |
| WA | 78.6% | 23 | 70.6% | 25 | 81.7% | 31 | 82.9% | 21 |
| WV | 67.9% | 47 | 40.0% | 47 | 79.9% | 35 | 60.6% | 47 |
| WI | 88.6% | 2 | 85.0% | 3 | 86.9% | 16 | 77.3% | 32 |
| WY | 70.1% | 41 | 18.2% | 50 | 91.1% | 6 | 78.6% | 29 |
| State Average | 77% | | 68% | | 82.8% | | 78% | |

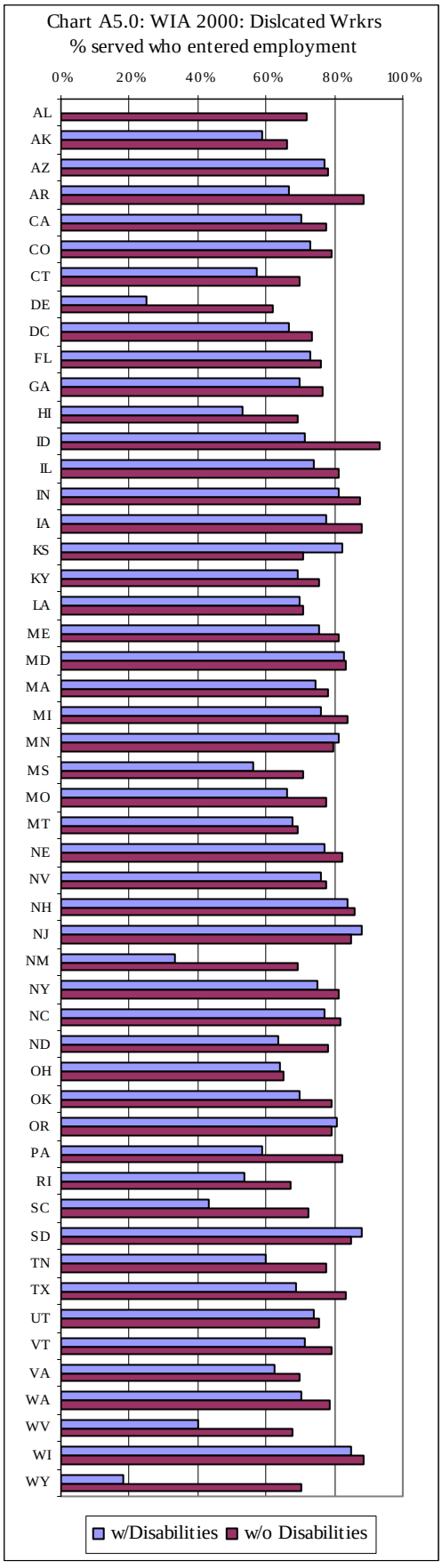
Chart A5.0: WIA 2000: Dislcated Wrkrs
% served who entered employment
0%
20%
40%
60%
80%
100%
AL
AK
AZ
AR
CA
CO
CT
DE
DC
FL
GA
HI
ID
IL
IN
IA
KS
KY
LA
ME
MD
MA
MI
MN
MS
MO
MT
NE
NV
NH
NJ
NM
NY
NC
ND
OH
OK
OR
PA
RI
SC
SD
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TX
UT
VT
VA
WA
WV
WI
WY
w/Disabilities
w/o Disabilities

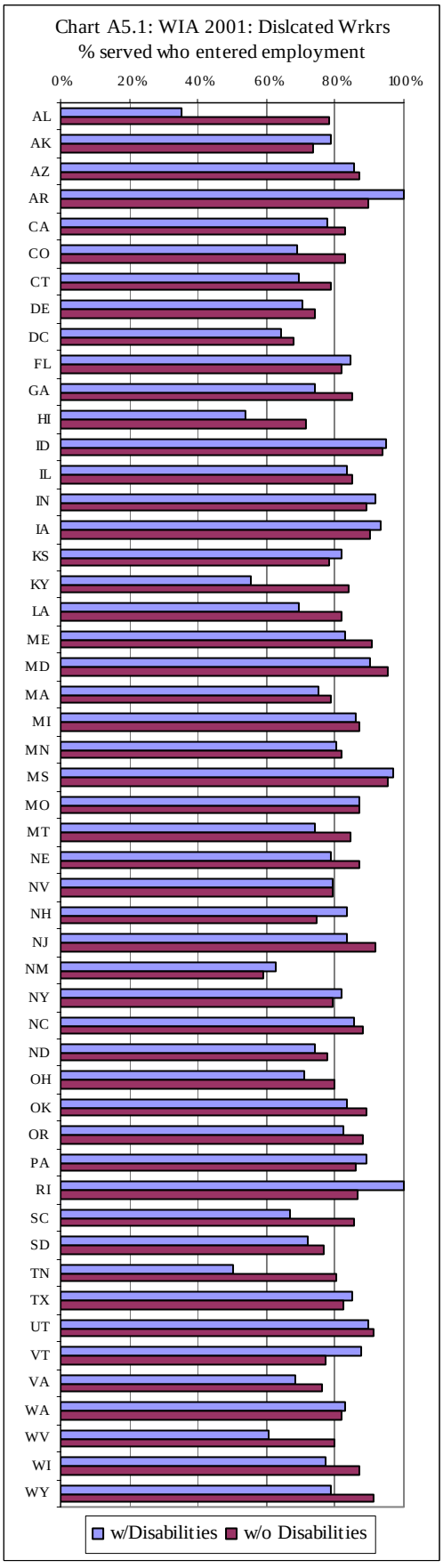
Chart A5.1: WIA 2001: Dislcated Wrkrs
% served who entered employment
0%
20%
40%
60%
80%
100%
AL
AK
AZ
AR
CA
CO
CT
DE
DC
FL
GA
HI
ID
IL
IN
IA
KS
KY
LA
ME
MD
MA
MI
MN
MS
MO
MT
NE
NV
NH
NJ
NM
NY
NC
ND
OH
OK
OR
PA
RI
SC
SD
TN
TX
UT
VT
VA
WA
WV
WI
WY
w/Disabilities
w/o Disabilities

**Table A6: WIA State Data: Dislocated Workers; Employment Retention**

| | FY 2000 Employment Retention | | | | FY 2001 Employment Retention | | | |
|---|---|---|---|---|---|---|---|---|
| State | Non-disabled Dislocated Workers | Rank | Dislocated Workers with Disabilities | Rank | Non-disabled Dislocated Workers | Rank | Dislocated Workers with Disabilities | Rank |
| AL | 87.8% | 28 | | | 52.4% | 51 | 50.0% | 50 |
| AK | 82.3% | 43 | 66.2% | 46 | 87.6% | 32 | 93.3% | 13 |
| AZ | 88.2% | 26 | 80.0% | 34 | 85.2% | 41 | 80.0% | 41 |
| AR | 86.1% | 32 | 78.6% | 38 | 96.0% | 2 | 100.0% | 1 |
| CA | 87.3% | 30 | 85.0% | 26 | 88.2% | 29 | 87.6% | 22 |
| CO | 89.3% | 21 | 91.5% | 9 | 88.9% | 24 | 90.9% | 17 |
| CT | 90.2% | 14 | 86.5% | 21 | 88.7% | 27 | 82.0% | 37 |
| DE | 76.5% | 48 | 50.0% | 50 | 65.1% | 50 | 66.7% | 48 |
| DC | 83.9% | 40 | 75.0% | 44 | 84.5% | 43 | 85.2% | 29 |
| FL | 88.5% | 24 | 93.3% | 7 | 87.5% | 34 | 88.7% | 20 |
| GA | 89.5% | 19 | 92.9% | 8 | 87.0% | 36 | 95.0% | 10 |
| HI | 87.5% | 29 | 77.8% | 39 | 88.5% | 28 | 71.4% | 45 |
| ID | 92.7% | 3 | 85.7% | 23 | 92.2% | 10 | 85.5% | 27 |
| IL | 91.2% | 8 | 90.5% | 12 | 90.7% | 19 | 83.1% | 33 |
| IN | 93.1% | 2 | 95.5% | 4 | 93.0% | 5 | 91.2% | 16 |
| IA | 89.9% | 16 | 93.9% | 6 | 92.6% | 6 | 95.2% | 9 |
| KS | 72.9% | 49 | 84.4% | 29 | 91.9% | 12 | 66.7% | 48 |
| KY | 87.9% | 27 | 83.7% | 31 | 88.8% | 26 | 100.0% | 1 |
| LA | 83.4% | 42 | 62.5% | 47 | 83.4% | 45 | 83.3% | 31 |
| ME | 92.0% | 5 | 97.5% | 3 | 93.1% | 4 | 85.4% | 28 |
| MD | 89.7% | 17 | 87.8% | 19 | 98.0% | 1 | 98.9% | 6 |
| MA | 84.8% | 38 | 79.8% | 37 | 86.1% | 39 | 73.8% | 43 |
| MI | 84.9% | 37 | 75.8% | 43 | 88.8% | 25 | 81.5% | 40 |
| MN | 91.9% | 6 | 91.4% | 10 | 89.7% | 21 | 93.0% | 14 |
| MS | 57.4% | 50 | 58.3% | 48 | 89.6% | 22 | 87.1% | 24 |
| MO | 90.5% | 12 | 88.2% | 18 | 89.0% | 23 | 87.8% | 21 |
| MT | 77.3% | 46 | 90.5% | 13 | 93.8% | 3 | 97.7% | 7 |
| NE | 89.3% | 20 | 77.8% | 39 | 92.4% | 8 | 81.8% | 38 |
| NV | 89.6% | 18 | 89.7% | 16 | 80.5% | 47 | 88.9% | 19 |
| NH | 85.7% | 34 | 87.1% | 20 | 84.1% | 44 | 86.7% | 25 |
| NJ | 83.7% | 41 | 77.3% | 42 | 83.0% | 46 | 72.0% | 44 |
| NM | 86.0% | 33 | 80.0% | 34 | 84.7% | 42 | 100.0% | 1 |
| NY | 84.3% | 39 | 83.9% | 30 | 86.2% | 38 | 81.7% | 39 |
| NC | 88.7% | 23 | 77.8% | 39 | 91.2% | 17 | 83.3% | 31 |
| ND | 85.6% | 35 | 68.8% | 45 | 85.5% | 40 | 84.6% | 30 |
| OH | 45.8% | 51 | 50.5% | 49 | 87.5% | 33 | 96.2% | 8 |
| OK | 80.2% | 45 | 85.7% | 23 | 91.2% | 16 | 100.0% | 1 |
| OR | 90.8% | 9 | 88.4% | 17 | 92.4% | 7 | 87.1% | 23 |
| PA | 90.7% | 10 | 90.0% | 15 | 90.5% | 20 | 86.0% | 26 |
| RI | 98.2% | 1 | 85.7% | 23 | 87.4% | 35 | 91.7% | 15 |
| SC | 85.3% | 36 | 86.5% | 22 | 91.7% | 13 | 100.0% | 1 |
| SD | 92.2% | 4 | 100.0% | 1 | 91.5% | 15 | 94.4% | 11 |
| TN | 86.7% | 31 | 85.0% | 27 | 92.2% | 9 | | |
| TX | 90.3% | 13 | 84.9% | 28 | 88.1% | 30 | 83.0% | 34 |
| UT | 90.5% | 11 | 94.1% | 5 | 79.1% | 48 | 76.1% | 42 |
| VT | 81.7% | 44 | 80.0% | 34 | 86.9% | 37 | 71.4% | 45 |
| VA | 88.4% | 25 | 81.6% | 33 | 87.6% | 31 | 82.9% | 36 |
| WA | 90.1% | 15 | 90.3% | 14 | 91.0% | 18 | 82.9% | 35 |
| WV | 89.0% | 22 | 83.3% | 32 | 77.2% | 49 | 70.0% | 47 |
| WI | 91.5% | 7 | 90.7% | 11 | 91.6% | 14 | 94.1% | 12 |
| WY | 76.8% | 47 | 100.0% | 1 | 92.0% | 11 | 90.9% | 17 |
| State Average | 86% | | 83% | | 88% | | 86% | |

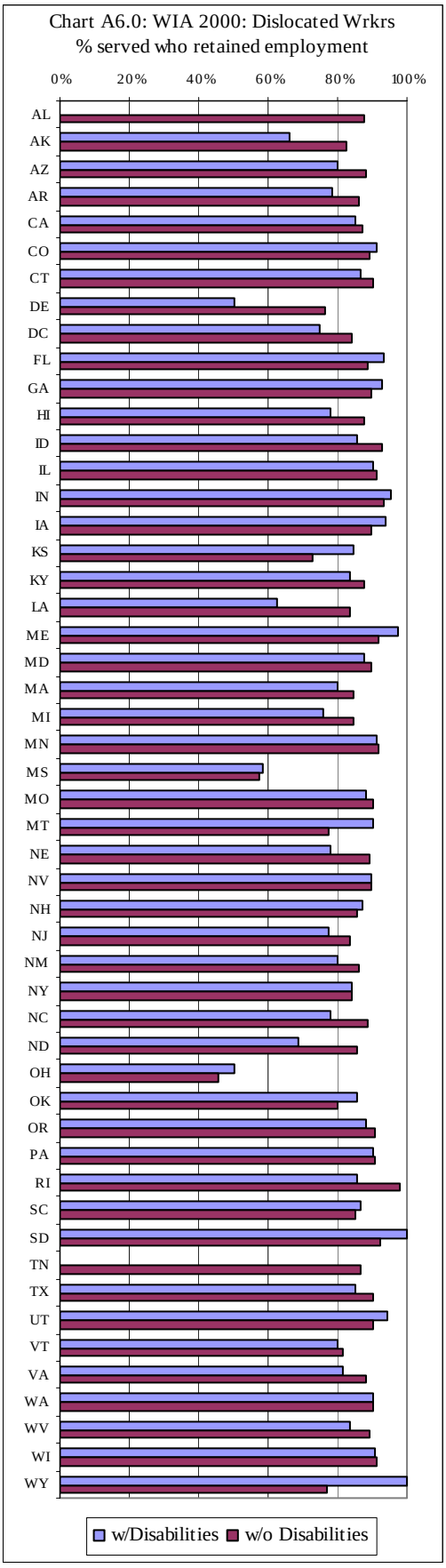
Chart A6.0: WIA 2000: Dislocated Wrkrs
% served who retained employment
0%
20%
40%
60%
80%
100%
AL
AK
AZ
AR
CA
CO
CT
DE
DC
FL
GA
HI
ID
IL
IN
IA
KS
KY
LA
ME
MD
MA
MI
MN
MS
MO
MT
NE
NV
NH
NJ
NM
NY
NC
ND
OH
OK
OR
PA
RI
SC
SD
TN
TX
UT
VT
VA
WA
WV
WI
WY
w/Disabilities
w/o Disabilities

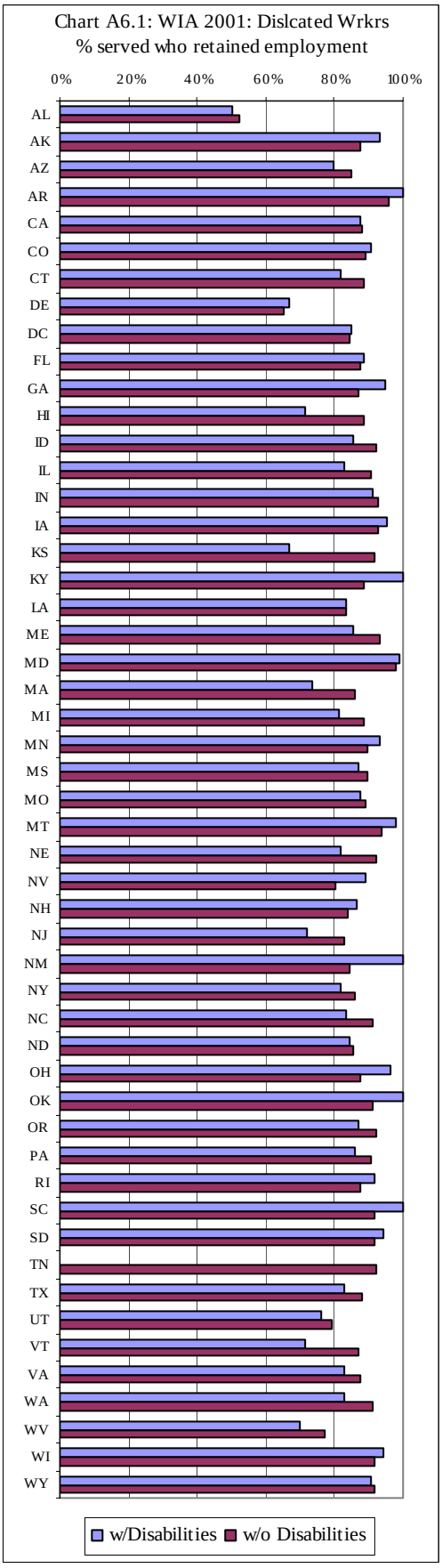
Chart A6.1: WIA 2001: Dislcated Wrkrs
% served who retained employment
0%
20%
40%
60%
80%
100%
AL
AK
AZ
AR
CA
CO
CT
DE
DC
FL
GA
HI
ID
IL
IN
IA
KS
KY
LA
ME
MD
MA
MI
MN
MS
MO
MT
NE
NV
NH
NJ
NM
NY
NC
ND
OH
OK
OR
PA
RI
SC
SD
TN
TX
UT
VT
VA
WA
WV
WI
WY
w/Disabilities
w/o Disabilities

**Table A7: WIA State Data: Dislocated Workers; Earnings Replacement**

| | FY 2000 Earnings Replacement | | | | FY 2001 Earnings Replacement* | | | |
|---|---|---|---|---|---|---|---|---|
| State | Non-disabled Dislocated Workers | Rank | Dislocated Workers w/ Disabilities | Rank | Non-disabled Dislocated Workers | Rank | Dislocated Workers w/ Disabilities | Rank |
| AL | 111.1% | 11 | | | 108.1% | 11 | 236.6% | 2 |
| AK | 139.2% | 5 | 132.7% | 11 | 138.2% | 5 | 305.3% | 1 |
| AZ | 92.5% | 38 | 103.0% | 26 | 86.5% | 42 | 69.1% | 49 |
| AR | 97.5% | 28 | 103.3% | 25 | 121.5% | 7 | 172.9% | 5 |
| CA | 102.0% | 17 | 131.7% | 12 | 103.6% | 15 | 120.0% | 19 |
| CO | 91.8% | 41 | 108.5% | 21 | 87.0% | 40 | 89.8% | 34 |
| CT | 86.6% | 48 | 86.5% | 42 | 83.8% | 47 | 84.3% | 40 |
| DE | 91.9% | 40 | 289.8% | 3 | 95.7% | 23 | 134.4% | 17 |
| DC | 141.0% | 4 | 205.3% | 4 | 161.1% | 3 | 184.3% | 4 |
| FL | 155.5% | 2 | 186.3% | 5 | 162.2% | 2 | 159.8% | 9 |
| GA | 98.9% | 27 | 87.5% | 40 | 97.0% | 21 | 69.9% | 47 |
| HI | 94.4% | 32 | 100.5% | 32 | 107.3% | 12 | 61.4% | 50 |
| ID | 93.0% | 36 | 86.0% | 43 | 89.1% | 35 | 79.4% | 43 |
| IL | 89.8% | 46 | 90.7% | 39 | 88.6% | 36 | 86.6% | 38 |
| IN | 90.3% | 44 | 113.0% | 18 | 84.0% | 46 | 86.0% | 39 |
| IA | 110.8% | 12 | 168.6% | 7 | 93.7% | 28 | 111.1% | 23 |
| KS | 76.0% | 51 | 67.0% | 50 | 83.7% | 48 | 77.1% | 45 |
| KY | 84.8% | 49 | 86.7% | 41 | 79.6% | 50 | 104.5% | 24 |
| LA | 149.1% | 3 | 426.0% | 1 | 177.5% | 1 | 160.3% | 8 |
| ME | 90.0% | 45 | 102.0% | 27 | 91.7% | 32 | 81.5% | 42 |
| MD | 113.0% | 10 | 129.0% | 13 | 126.4% | 6 | 155.8% | 10 |
| MA | 121.6% | 8 | 112.3% | 19 | 87.9% | 38 | 77.9% | 44 |
| MI | 102.7% | 16 | 83.8% | 44 | 86.8% | 41 | 86.9% | 37 |
| MN | 93.0% | 36 | 99.0% | 34 | 94.4% | 27 | 93.2% | 32 |
| MS | 102.0% | 17 | 73.0% | 48 | 94.4% | 26 | 116.7% | 21 |
| MO | 96.0% | 30 | 94.0% | 38 | 98.0% | 20 | 99.9% | 26 |
| MT | 101.1% | 21 | 122.7% | 14 | 95.7% | 22 | 149.7% | 12 |
| NE | 120.3% | 9 | 181.5% | 6 | 94.4% | 25 | 146.7% | 13 |
| NV | 101.7% | 19 | 70.4% | 49 | 85.4% | 43 | 114.5% | 22 |
| NH | 100.9% | 24 | 101.9% | 30 | 80.2% | 49 | 75.5% | 46 |
| NJ | 207.2% | 1 | 303.9% | 2 | 151.3% | 4 | 167.0% | 6 |
| NM | 94.4% | 32 | 142.0% | 8 | 88.0% | 37 | 94.4% | 30 |
| NY | 101.0% | 22 | 116.0% | 16 | 92.5% | 29 | 94.8% | 29 |
| NC | 94.0% | 35 | 79.0% | 47 | 92.2% | 31 | 95.6% | 28 |
| ND | 99.8% | 25 | 82.4% | 45 | 108.9% | 10 | 136.5% | 15 |
| OH | 102.7% | 15 | 116.0% | 17 | 118.6% | 8 | 198.5% | 3 |
| OK | 121.9% | 7 | 119.5% | 15 | 84.3% | 44 | 90.3% | 33 |
| OR | 108.1% | 13 | 101.0% | 31 | 87.5% | 39 | 87.5% | 36 |
| PA | 99.0% | 26 | 102.0% | 27 | 98.4% | 19 | 123.2% | 18 |
| RI | 101.0% | 22 | 138.1% | 9 | 101.5% | 17 | 139.2% | 14 |
| SC | 83.1% | 50 | 82.1% | 46 | 112.3% | 9 | 166.6% | 7 |
| SD | 95.6% | 31 | 108.5% | 21 | 89.2% | 34 | 134.6% | 16 |
| TN | 96.4% | 29 | 105.0% | 24 | 102.9% | 16 | | |
| TX | 105.3% | 14 | 105.1% | 23 | 92.5% | 30 | 93.8% | 31 |
| UT | 91.8% | 41 | 96.9% | 36 | 84.2% | 45 | 102.3% | 25 |
| VT | 94.0% | 34 | 111.0% | 20 | 75.6% | 51 | 83.8% | 41 |
| VA | 136.0% | 6 | 138.0% | 10 | 103.8% | 14 | 95.7% | 27 |
| WA | 91.2% | 43 | 94.4% | 37 | 89.2% | 33 | 69.7% | 48 |
| WV | 101.6% | 20 | 102.0% | 27 | 104.2% | 13 | 152.4% | 11 |
| WI | 87.9% | 47 | 99.7% | 33 | 95.2% | 24 | 87.8% | 35 |
| WY | 92.1% | 39 | 98.4% | 35 | 100.8% | 18 | 119.0% | 20 |
| State Average | 104% | | 123% | | 101% | | 118% | |

**Table A8: WIA State Data: Dislocated Workers; Credential Rate**

| | FY 2000 Credential Rate | | | | FY 2001 Credential Rate | | | |
|---|---|---|---|---|---|---|---|---|
| State | Non-disabled Dislocated Workers | Rank | Dislocated Workers with Disabilities | Rank | Non-disabled Dislocated Workers | Rank | Dislocated Workers with Disabilities | Rank |
| AL | 56.0% | 23 | | | 72.1% | 8 | 42.9% | 43 |
| AK | 49.2% | 32 | 21.4% | 38 | 63.2% | 26 | 81.3% | 5 |
| AZ | 18.9% | 45 | 23.8% | 37 | 64.2% | 23 | 63.2% | 24 |
| AR | 51.3% | 28 | 25.0% | 35 | 69.5% | 12 | 42.9% | 43 |
| CA | 17.5% | 46 | 15.5% | 43 | 58.2% | 39 | 53.5% | 36 |
| CO | 67.8% | 13 | 59.3% | 13 | 64.6% | 20 | 55.0% | 31 |
| CT | 67.5% | 14 | 63.4% | 9 | 61.9% | 28 | 51.0% | 37 |
| DE | 85.7% | 2 | 25.0% | 35 | 64.3% | 22 | 70.6% | 14 |
| DC | 70.1% | 12 | 50.0% | 21 | 57.9% | 40 | 54.2% | 33 |
| FL | 50.3% | 30 | 56.3% | 17 | 59.2% | 38 | 65.9% | 23 |
| GA | 19.9% | 44 | 15.9% | 42 | 68.8% | 14 | 62.5% | 25 |
| HI | 42.8% | 34 | 16.7% | 39 | 38.7% | 51 | 80.0% | 6 |
| ID | 65.4% | 16 | 60.0% | 12 | 59.4% | 37 | 70.0% | 16 |
| IL | 51.6% | 27 | 46.4% | 24 | 59.7% | 36 | 56.9% | 29 |
| IN | 42.0% | 35 | 41.7% | 28 | 53.3% | 44 | 46.2% | 39 |
| IA | 35.0% | 38 | 48.4% | 23 | 56.9% | 42 | 69.0% | 20 |
| KS | 58.1% | 22 | 52.4% | 20 | 63.6% | 25 | 44.4% | 40 |
| KY | 55.4% | 24 | 45.6% | 26 | 67.2% | 16 | 20.0% | 50 |
| LA | 54.0% | 25 | 43.5% | 27 | 64.5% | 21 | 39.1% | 47 |
| ME | 70.7% | 11 | 70.5% | 6 | 52.1% | 46 | 53.6% | 35 |
| MD | 74.0% | 7 | 34.9% | 31 | 90.5% | 2 | 86.4% | 4 |
| MA | 74.1% | 6 | 71.6% | 4 | 57.5% | 41 | 69.6% | 19 |
| MI | 67.3% | 15 | 62.0% | 11 | 78.4% | 3 | 71.2% | 13 |
| MN | 38.4% | 36 | 16.5% | 41 | 51.6% | 48 | 53.8% | 34 |
| MS | 0.1% | 51 | 0.0% | 48 | 62.1% | 27 | 72.7% | 10 |
| MO | 45.8% | 33 | 54.5% | 18 | 67.1% | 17 | 72.7% | 10 |
| MT | 11.5% | 47 | 8.7% | 45 | 75.7% | 4 | 70.6% | 14 |
| NE | 71.2% | 10 | 54.5% | 18 | 60.4% | 32 | 80.0% | 6 |
| NV | 64.9% | 17 | 57.1% | 15 | 44.9% | 50 | 43.5% | 42 |
| NH | 76.0% | 5 | 70.6% | 5 | 66.7% | 18 | 100.0% | 1 |
| NJ | 34.5% | 39 | 45.8% | 25 | 61.4% | 30 | 68.0% | 21 |
| NM | 64.1% | 18 | 36.0% | 30 | 61.8% | 29 | 57.1% | 28 |
| NY | 49.5% | 31 | 16.7% | 39 | 48.9% | 49 | 48.9% | 38 |
| NC | 32.6% | 40 | 26.9% | 34 | 54.6% | 43 | 42.9% | 43 |
| ND | 53.9% | 26 | 31.6% | 32 | 60.4% | 33 | 43.8% | 41 |
| OH | 9.3% | 48 | 5.0% | 47 | 51.9% | 47 | 39.0% | 48 |
| OK | 118.8% | 1 | 40.0% | 29 | 70.7% | 11 | 62.5% | 25 |
| OR | 79.0% | 4 | 79.2% | 1 | 91.3% | 1 | 93.5% | 3 |
| PA | 26.8% | 42 | 28.6% | 33 | 67.2% | 15 | 72.5% | 12 |
| RI | 72.3% | 8 | 50.0% | 21 | 69.4% | 13 | 100.0% | 1 |
| SC | 31.6% | 41 | 66.7% | 7 | 64.0% | 24 | 42.9% | 43 |
| SD | 9.1% | 49 | 8.0% | 46 | 60.7% | 31 | 70.0% | 16 |
| TN | 51.2% | 29 | 75.0% | 2 | 73.8% | 6 | | |
| TX | 80.0% | 3 | 71.9% | 3 | 60.0% | 35 | 56.4% | 30 |
| UT | 62.7% | 19 | 63.2% | 10 | 71.1% | 10 | 76.6% | 9 |
| VT | 59.3% | 20 | 57.1% | 15 | 52.3% | 45 | 25.0% | 49 |
| VA | 1.0% | 50 | 0.0% | 48 | 73.3% | 7 | 66.7% | 22 |
| WA | 71.9% | 9 | 65.2% | 8 | 72.0% | 9 | 70.0% | 16 |
| WV | 36.6% | 37 | 13.3% | 44 | 74.3% | 5 | 62.1% | 27 |
| WI | 59.3% | 21 | 58.4% | 14 | 60.1% | 34 | 77.8% | 8 |
| WY | 20.0% | 43 | | 48 | 65.9% | 19 | 54.5% | 32 |
| State Average | 51% | | 42% | | 64% | | 61% | |

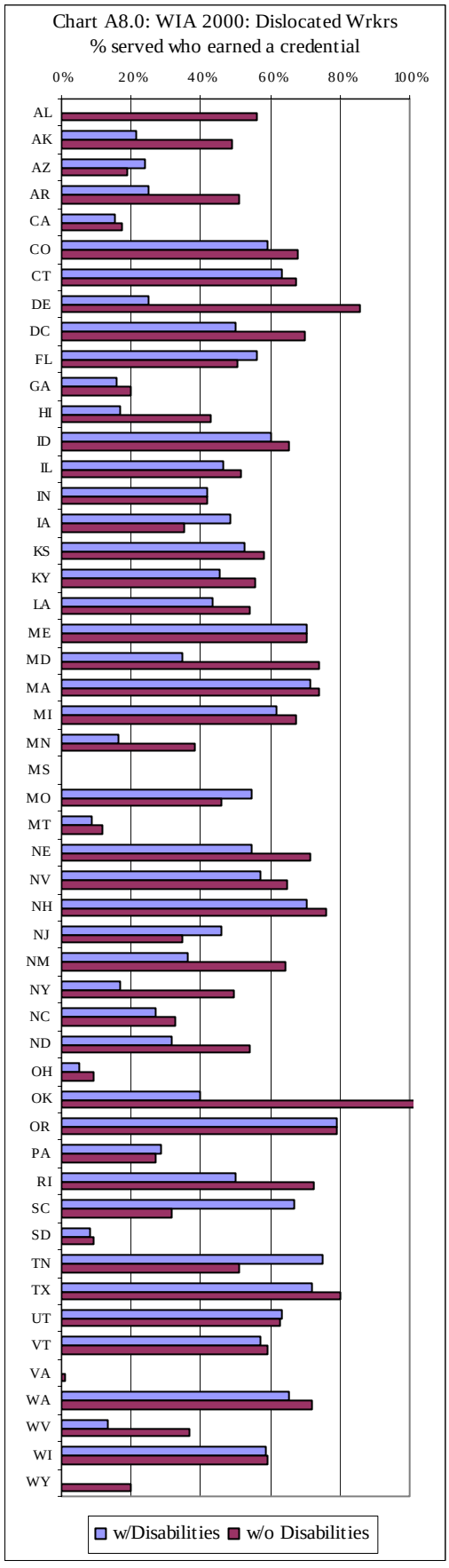
Chart A8.0: WIA 2000: Dislocated Wrkrs
% served who earned a credential
0%
20%
40%
60%
80%
100%
AL
AK
AZ
AR
CA
CO
CT
DE
DC
FL
GA
HI
ID
IL
IN
IA
KS
KY
LA
ME
MD
MA
MI
MN
MS
MO
MT
NE
NV
NH
NJ
NM
NY
NC
ND
OH
OK
OR
PA
RI
SC
SD
TN
TX
UT
VT
VA
WA
WV
WI
WY
w/Disabilities
w/o Disabilities

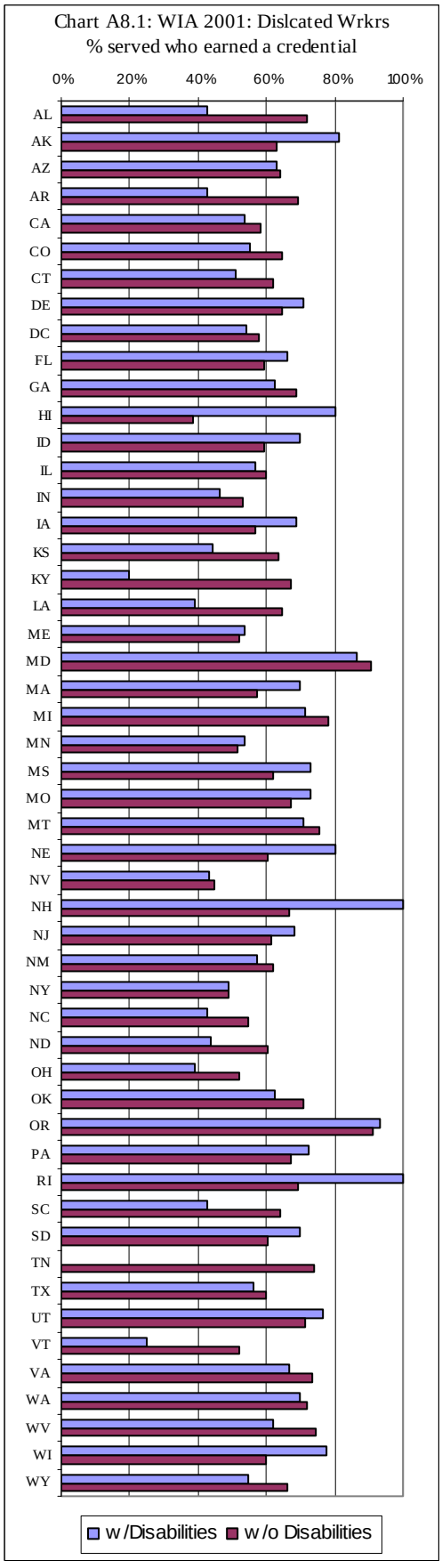
Chart A8.1: WIA 2001: Dislcated Wrkrs
% served who earned a credential
0%
20%
40%
60%
80%
100%
AL
AK
AZ
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CA
CO
CT
DE
DC
FL
GA
HI
ID
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KS
KY
LA
ME
MD
MA
MI
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MO
MT
NE
NV
NH
NJ
NM
NY
NC
ND
OH
OK
OR
PA
RI
SC
SD
TN
TX
UT
VT
VA
WA
WV
WI
WY
w/Disabilities
w/o Disabilities

**Table A9: WIA State Data: Older Youth; Entered Employment**

| | FY 2000 Entered Employment | | | | FY 2001 Entered Employment | | | |
|---|---|---|---|---|---|---|---|---|
| State | Non-disabled Older Youth | Rank | Older Youth with Disabilities | Rank | Non-disabled Older Youth | Rank | Older Youth with Disabilities | Rank |
| AL | 70.6% | 31 | | | 56.7% | 50 | 66.7% | 21 |
| AK | 64.5% | 43 | 44.4% | 35 | 65.6% | 41 | 75.0% | 9 |
| AZ | 72.8% | 23 | 25.0% | 44 | 67.3% | 36 | 46.2% | 40 |
| AR | 79.0% | 9 | 100.0% | 1 | 71.4% | 29 | 40.0% | 44 |
| CA | 69.2% | 34 | 58.0% | 22 | 71.5% | 28 | 62.8% | 27 |
| CO | 78.6% | 10 | 50.0% | 29 | 68.8% | 33 | 60.0% | 28 |
| CT | 71.9% | 27 | 46.7% | 33 | 67.3% | 37 | 68.8% | 19 |
| DE | 83.1% | 6 | | | 79.3% | 9 | 27.3% | 49 |
| DC | 45.8% | 51 | | | 86.7% | 4 | 100.0% | 1 |
| FL | 68.5% | 36 | 40.0% | 38 | 68.0% | 35 | 52.3% | 36 |
| GA | 69.5% | 32 | 40.0% | 38 | 74.9% | 20 | 44.4% | 42 |
| HI | 67.2% | 39 | 50.0% | 29 | 78.7% | 11 | 50.0% | 37 |
| ID | 84.0% | 5 | 54.5% | 25 | 90.5% | 2 | 83.3% | 3 |
| IL | 74.7% | 18 | 59.2% | 19 | 74.5% | 21 | 75.0% | 9 |
| IN | 78.5% | 11 | 50.0% | 29 | 74.4% | 23 | 58.8% | 31 |
| IA | 72.5% | 25 | 80.0% | 6 | 75.0% | 19 | 83.3% | 3 |
| KS | 77.2% | 13 | 43.8% | 36 | 75.4% | 18 | 41.7% | 43 |
| KY | 64.6% | 42 | 25.0% | 44 | 62.5% | 46 | 74.1% | 14 |
| LA | 61.4% | 46 | 41.7% | 37 | 75.7% | 16 | 36.4% | 45 |
| ME | 71.4% | 29 | 73.1% | 8 | 85.4% | 7 | 73.3% | 15 |
| MD | 68.1% | 37 | 66.7% | 10 | 58.5% | 49 | 82.6% | 5 |
| MA | 74.8% | 17 | 64.7% | 12 | 66.4% | 40 | 63.2% | 25 |
| MI | 73.8% | 19 | 50.5% | 28 | 78.8% | 10 | 56.3% | 33 |
| MN | 76.5% | 15 | 60.5% | 18 | 74.5% | 22 | 77.8% | 8 |
| MS | 60.5% | 47 | 53.8% | 27 | 70.0% | 31 | 79.1% | 7 |
| MO | 72.0% | 26 | 69.2% | 9 | 78.0% | 12 | 60.0% | 28 |
| MT | 64.0% | 44 | 50.0% | 29 | 81.8% | 8 | 33.3% | 46 |
| NE | 80.4% | 8 | 100.0% | 1 | 77.1% | 13 | 75.0% | 9 |
| NV | 81.4% | 7 | 30.6% | 43 | 60.6% | 47 | 29.0% | 48 |
| NH | 100.0% | 1 | | | 66.7% | 38 | 81.8% | 6 |
| NJ | 69.4% | 33 | 66.7% | 10 | 92.4% | 1 | 65.5% | 23 |
| NM | 50.5% | 50 | 20.5% | 46 | 60.6% | 48 | 20.0% | 50 |
| NY | 72.9% | 22 | 58.4% | 20 | 62.6% | 45 | 69.1% | 18 |
| NC | 71.7% | 28 | 45.0% | 34 | 68.1% | 34 | 33.3% | 46 |
| ND | 76.9% | 14 | 55.6% | 24 | 70.8% | 30 | 68.8% | 19 |
| OH | 94.4% | 4 | 87.8% | 5 | 76.3% | 14 | 63.6% | 24 |
| OK | 95.0% | 3 | 100.0% | 1 | 87.3% | 3 | 100.0% | 1 |
| OR | 73.3% | 20 | 56.0% | 23 | 71.5% | 27 | 53.6% | 35 |
| PA | 55.2% | 49 | 34.6% | 42 | 56.5% | 51 | 49.1% | 39 |
| RI | 61.5% | 45 | 0.0% | 47 | 63.3% | 44 | 60.0% | 28 |
| SC | 75.5% | 16 | 54.2% | 26 | 75.8% | 15 | 66.7% | 21 |
| SD | 67.3% | 38 | 62.5% | 16 | 72.7% | 25 | 71.4% | 16 |
| TN | 71.4% | 30 | 63.0% | 14 | 75.6% | 17 | | |
| TX | 66.7% | 40 | 38.7% | 41 | 73.5% | 24 | 45.7% | 41 |
| UT | 73.0% | 21 | 62.5% | 16 | 65.2% | 42 | 75.0% | 9 |
| VT | 72.7% | 24 | 76.9% | 7 | 85.7% | 5 | 75.0% | 9 |
| VA | 100.0% | 1 | 100.0% | 1 | 72.0% | 26 | 57.9% | 32 |
| WA | 68.6% | 35 | 63.0% | 14 | 69.0% | 32 | 70.3% | 17 |
| WV | 66.3% | 41 | 58.3% | 21 | 64.7% | 43 | 63.0% | 26 |
| WI | 78.1% | 12 | 63.8% | 13 | 66.7% | 38 | 54.3% | 34 |
| WY | 60.0% | 48 | 40.0% | 38 | 85.5% | 6 | 50.0% | 37 |
| State Average | 72% | | 56% | | 73% | | 61% | |

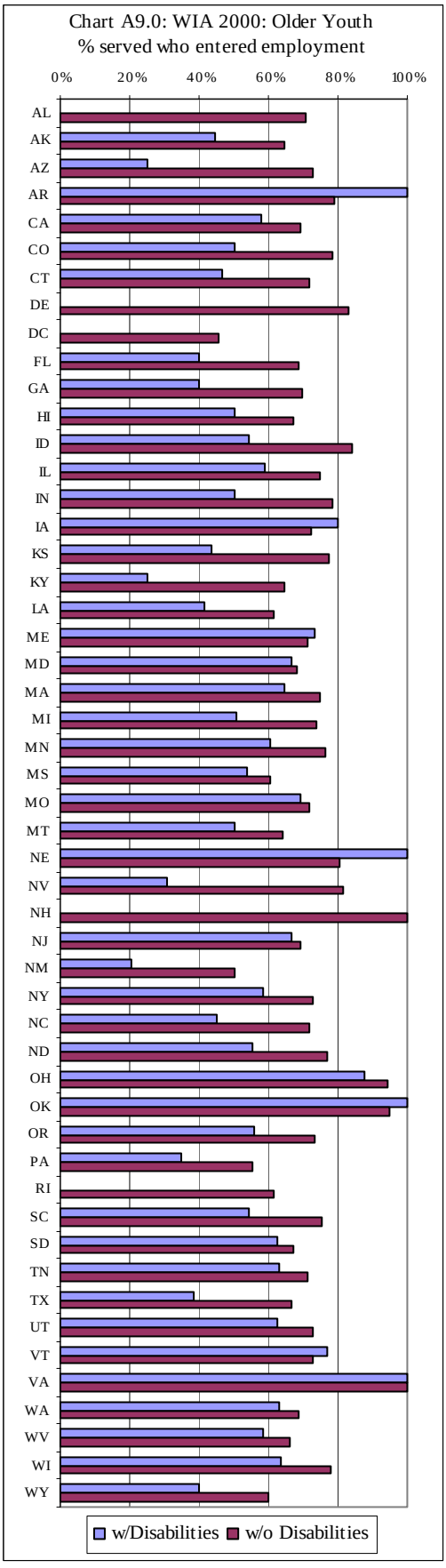
Chart A9.0: WIA 2000: Older Youth
% served who entered employment
0%
20%
40%
60%
80%
100%
AL
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CA
CO
CT
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DC
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WA
WV
WI
WY
w/Disabilities
w/o Disabilities

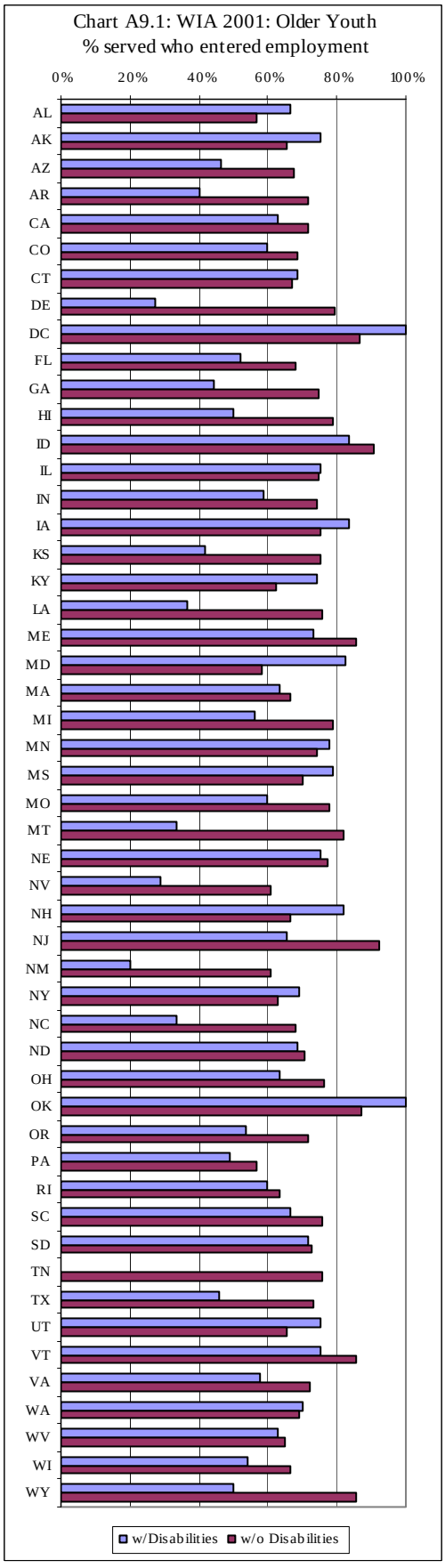
Chart A9.1: WIA 2001: Older Youth
% served who entered employment
0%
20%
40%
60%
80%
100%
AL
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WA
WV
WI
WY
w/Disabilities
w/o Disabilities

**Table A10: WIA State Data: Older Youth; Employment Retention**

| | FY 2000 Employment Retention | | | | FY 2001 Employment Retention | | | |
|---|---|---|---|---|---|---|---|---|
| State | Non-disabled Older Youth | Rank | Older Youth with Disabilities | Rank | Non-disabled Older Youth | Rank | Older Youth with Disabilities | Rank |
| AL | 75.3% | 39 | | | 42.9% | 51 | 25.0% | 50 |
| AK | 74.3% | 40 | 57.1% | 43 | 69.2% | 47 | 66.7% | 32 |
| AZ | 69.8% | 47 | 100.0% | 1 | 78.8% | 24 | 88.9% | 13 |
| AR | 71.6% | 44 | 85.7% | 12 | 82.8% | 14 | 100.0% | 1 |
| CA | 77.9% | 30 | 74.1% | 24 | 78.9% | 23 | 82.3% | 19 |
| CO | 76.5% | 34 | 100.0% | 1 | 75.0% | 37 | 50.0% | 43 |
| CT | 78.2% | 28 | 90.9% | 7 | 78.0% | 29 | 54.5% | 42 |
| DE | 72.4% | 42 | | | 55.6% | 50 | 33.3% | 46 |
| DC | 63.0% | 51 | | | 92.9% | 4 | 100.0% | 1 |
| FL | 78.8% | 26 | 78.1% | 20 | 79.3% | 20 | 76.6% | 25 |
| GA | 82.7% | 15 | 69.6% | 27 | 77.7% | 31 | 33.3% | 46 |
| HI | 86.8% | 7 | 60.0% | 38 | 75.0% | 37 | 100.0% | 1 |
| ID | 88.8% | 4 | 88.9% | 9 | 90.2% | 5 | 92.9% | 8 |
| IL | 82.9% | 14 | 73.1% | 26 | 85.3% | 12 | 82.6% | 17 |
| IN | 79.3% | 24 | 85.0% | 13 | 84.7% | 13 | 63.6% | 39 |
| IA | 85.5% | 8 | 100.0% | 1 | 85.9% | 10 | 83.3% | 15 |
| KS | 65.0% | 50 | 60.0% | 38 | 77.8% | 30 | 87.5% | 14 |
| KY | 75.8% | 37 | 66.7% | 28 | 74.2% | 42 | 92.6% | 9 |
| LA | 77.6% | 31 | 66.7% | 28 | 82.7% | 16 | 50.0% | 43 |
| ME | 76.7% | 33 | 78.3% | 19 | 77.4% | 32 | 73.3% | 27 |
| MD | 85.1% | 10 | 80.6% | 17 | 86.9% | 8 | 100.0% | 1 |
| MA | 70.0% | 46 | 61.5% | 37 | 74.4% | 41 | 92.3% | 10 |
| MI | 76.1% | 36 | 65.7% | 31 | 75.5% | 35 | 70.4% | 30 |
| MN | 80.0% | 20 | 80.8% | 16 | 71.7% | 43 | 68.8% | 31 |
| MS | 70.6% | 45 | 63.9% | 33 | 78.0% | 27 | 80.9% | 21 |
| MO | 82.4% | 16 | 62.2% | 36 | 78.2% | 26 | 46.2% | 45 |
| MT | 79.5% | 22 | 83.3% | 15 | 93.8% | 3 | 100.0% | 1 |
| NE | 85.2% | 9 | 0.0% | 46 | 87.0% | 7 | 90.0% | 12 |
| NV | 77.3% | 32 | 60.0% | 38 | 69.4% | 46 | 83.3% | 15 |
| NH | 76.5% | 34 | | | 100.0% | 1 | 66.7% | 32 |
| NJ | 83.8% | 12 | 66.7% | 28 | 70.2% | 44 | 80.0% | 23 |
| NM | 96.4% | 2 | 90.0% | 8 | 58.3% | 49 | 66.7% | 32 |
| NY | 72.1% | 43 | 73.1% | 25 | 74.9% | 40 | 72.5% | 28 |
| NC | 79.5% | 23 | 78.6% | 18 | 79.2% | 21 | 66.7% | 32 |
| ND | 84.2% | 11 | 100.0% | 1 | 85.7% | 11 | 81.8% | 20 |
| OH | 79.6% | 21 | 64.5% | 32 | 79.6% | 19 | 55.6% | 41 |
| OK | 69.5% | 48 | 57.1% | 43 | 97.9% | 2 | 100.0% | 1 |
| OR | 67.9% | 49 | 60.0% | 38 | 86.7% | 9 | 64.7% | 38 |
| PA | 74.2% | 41 | 93.9% | 5 | 75.0% | 37 | 74.6% | 26 |
| RI | 100.0% | 1 | | | 66.7% | 48 | 33.3% | 46 |
| SC | 78.4% | 27 | 62.5% | 35 | 79.0% | 22 | 33.3% | 46 |
| SD | 78.9% | 25 | 77.8% | 21 | 78.0% | 27 | 71.4% | 29 |
| TN | 81.0% | 18 | 84.6% | 14 | 81.3% | 18 | | |
| TX | 81.2% | 17 | 75.0% | 23 | 82.7% | 15 | 76.9% | 24 |
| UT | 87.2% | 6 | 88.9% | 9 | 81.6% | 17 | 66.7% | 32 |
| VT | 92.9% | 3 | 91.7% | 6 | 69.6% | 45 | 61.1% | 40 |
| VA | 78.1% | 29 | 55.6% | 45 | 78.6% | 25 | 90.9% | 11 |
| WA | 80.2% | 19 | 60.0% | 38 | 75.4% | 36 | 82.6% | 17 |
| WV | 88.7% | 5 | 77.8% | 21 | 75.8% | 34 | 66.7% | 32 |
| WI | 83.5% | 13 | 87.2% | 11 | 77.1% | 33 | 80.6% | 22 |
| WY | 75.6% | 38 | 63.6% | 34 | 88.1% | 6 | 100.0% | 1 |
| State Average | 79% | | 74% | | 78% | | 73.2% | |

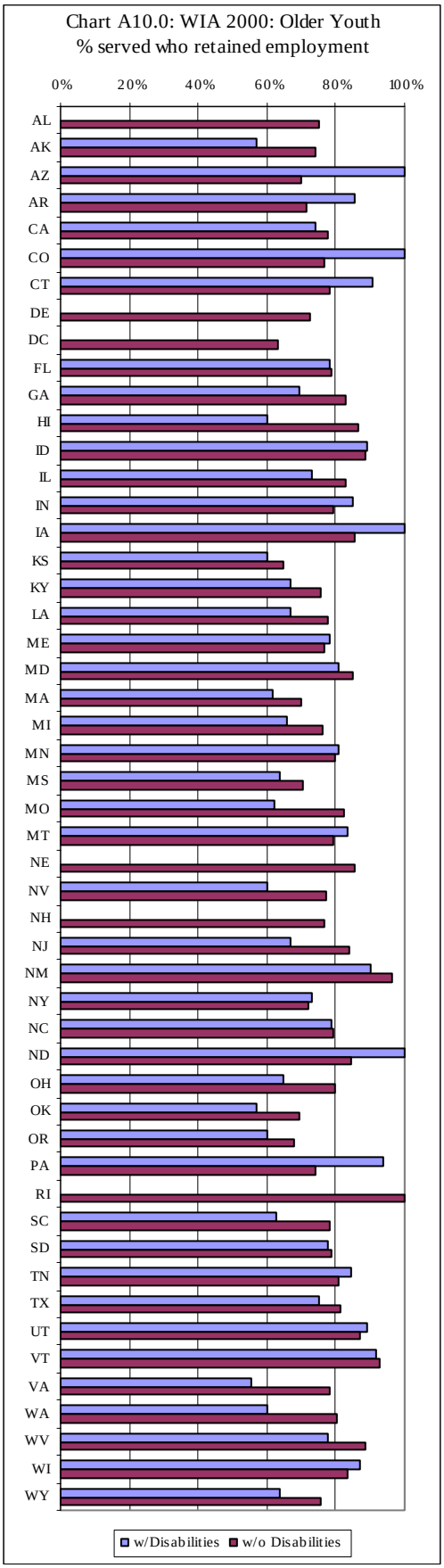
Chart A10.0: WIA 2000: Older Youth
% served who retained employment
0%
20%
40%
60%
80%
100%
AL
AK
AZ
AR
CA
CO
CT
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DC
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OR
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VA
WA
WV
WI
WY
w/Disabilities
w/o Disabilities

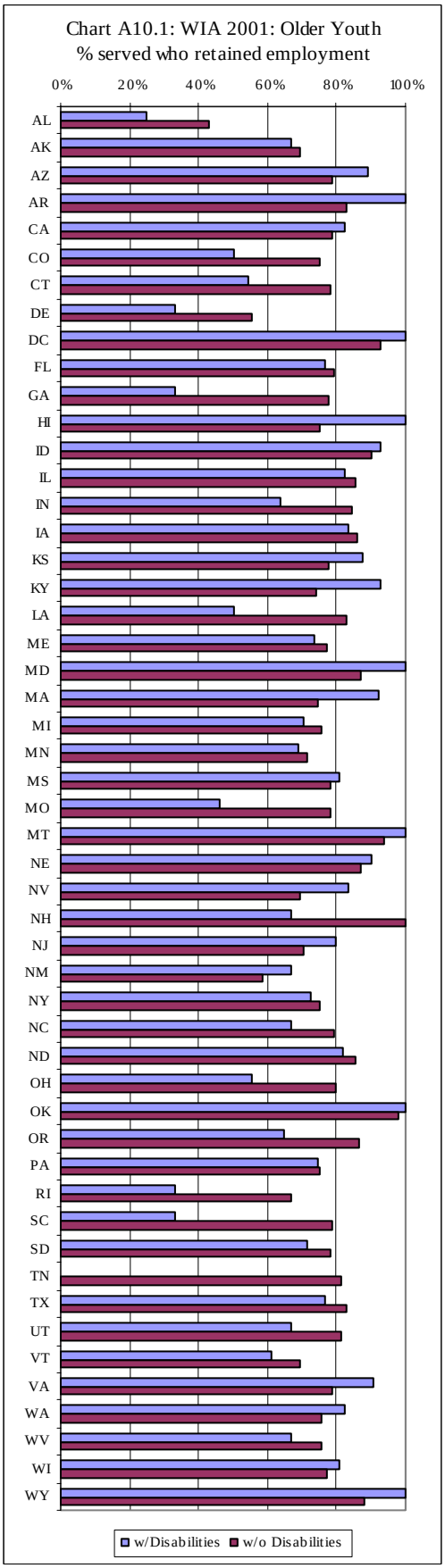
Chart A10.1: WIA 2001: Older Youth
% served who retained employment
0%
20%
40%
60%
80%
100%
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ND
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w/Disabilities
w/o Disabilities

**Table A11: WIA State Data: Older Youth; Earnings Change**

| | FY 2000 Earnings Change | | | | FY 2001 Earnings Change | | | |
|---|---|---|---|---|---|---|---|---|
| State | Non-disabled Older Youth | Rank | Older Youth with Disabilities | Rank | Non-disabled Older Youth | Rank | Older Youth with Disabilities | Rank |
| AL | $2,941 | 34 | | | $912 | 50 | -$743 | 49 |
| AK | $3,122 | 27 | $2,569 | 26 | $3,484 | 17 | $5,364 | 3 |
| AZ | $3,274 | 23 | $6,963 | 1 | $2,481 | 38 | $1,885 | 30 |
| AR | $2,965 | 33 | $2,587 | 25 | $3,665 | 13 | $3,785 | 11 |
| CA | $3,472 | 18 | $3,209 | 17 | $3,201 | 21 | $3,087 | 16 |
| CO | $3,096 | 29 | $4,923 | 3 | $2,725 | 32 | $1,817 | 31 |
| CT | $3,001 | 32 | $3,973 | 9 | $2,630 | 35 | $1,015 | 39 |
| DE | $2,777 | 37 | | | $842 | 51 | $1,137 | 38 |
| DC | $2,238 | 48 | | | $5,357 | 3 | $3,833 | 10 |
| FL | $4,119 | 7 | $3,218 | 16 | $3,828 | 9 | $3,206 | 15 |
| GA | $2,653 | 40 | $2,969 | 19 | $2,410 | 39 | -$499 | 48 |
| HI | $3,501 | 16 | $1,322 | 40 | $3,698 | 11 | $3,466 | 13 |
| ID | $3,464 | 20 | $5,405 | 2 | $3,677 | 12 | $4,556 | 4 |
| IL | $3,465 | 19 | $2,054 | 35 | $3,846 | 8 | $3,345 | 14 |
| IN | $3,094 | 30 | $4,202 | 8 | $3,030 | 23 | $2,109 | 28 |
| IA | $5,416 | 1 | $2,648 | 24 | $3,983 | 7 | $7,746 | 2 |
| KS | $1,623 | 51 | $459 | 44 | $2,929 | 26 | $2,380 | 26 |
| KY | $4,727 | 3 | $2,654 | 23 | $2,788 | 31 | $3,946 | 7 |
| LA | $3,872 | 12 | $4,293 | 4 | $5,594 | 2 | $856 | 42 |
| ME | $2,890 | 36 | $3,386 | 13 | $3,630 | 15 | $2,796 | 20 |
| MD | $2,532 | 43 | $2,106 | 32 | $2,925 | 27 | $2,277 | 27 |
| MA | $4,071 | 9 | $2,938 | 20 | $2,977 | 24 | $1,523 | 35 |
| MI | $2,752 | 38 | $3,008 | 18 | $1,861 | 45 | $902 | 41 |
| MN | $3,968 | 10 | $3,289 | 14 | $2,599 | 36 | $2,083 | 29 |
| MS | $2,398 | 46 | $2,106 | 32 | $2,636 | 34 | $3,015 | 18 |
| MO | $2,453 | 45 | $2,537 | 28 | $2,249 | 41 | $1,776 | 33 |
| MT | $3,171 | 26 | $4,218 | 6 | $3,448 | 18 | | |
| NE | $4,319 | 6 | | | $3,808 | 10 | $3,070 | 17 |
| NV | $3,650 | 14 | $2,547 | 27 | $2,575 | 37 | $3,678 | 12 |
| NH | $2,121 | 50 | | | $1,356 | 47 | $825 | 44 |
| NJ | $4,097 | 8 | $1,862 | 37 | $4,614 | 6 | $4,079 | 6 |
| NM | $2,673 | 39 | $1,756 | 38 | $1,196 | 49 | $16 | 46 |
| NY | $3,200 | 24 | $3,410 | 12 | $3,092 | 22 | $2,479 | 23 |
| NC | $3,473 | 17 | $1,309 | 41 | $2,648 | 33 | $852 | 43 |
| ND | $3,714 | 13 | | | $3,551 | 16 | $4,306 | 5 |
| OH | $3,122 | 28 | $1,939 | 36 | $5,935 | 1 | $2,531 | 22 |
| OK | $5,226 | 2 | $940 | 43 | $4,672 | 5 | $9,708 | 1 |
| OR | $3,904 | 11 | $3,766 | 10 | $2,872 | 30 | $2,476 | 24 |
| PA | $2,583 | 42 | $2,283 | 30 | $1,992 | 43 | $2,413 | 25 |
| RI | $3,608 | 15 | | | $1,273 | 48 | -$487 | 47 |
| SC | $2,639 | 41 | $4,208 | 7 | $2,974 | 25 | $1,279 | 36 |
| SD | $2,242 | 47 | $2,064 | 34 | $2,181 | 42 | $1,780 | 32 |
| TN | $3,306 | 22 | $4,271 | 5 | $4,992 | 4 | | |
| TX | $4,649 | 4 | $3,736 | 11 | $3,630 | 14 | $3,850 | 8 |
| UT | $3,041 | 31 | $2,784 | 22 | $3,440 | 19 | $1,263 | 37 |
| VT | $3,346 | 21 | $2,528 | 29 | $1,967 | 44 | $124 | 45 |
| VA | $2,482 | 44 | $1,273 | 42 | $1,460 | 46 | $2,814 | 19 |
| WA | $3,186 | 25 | $2,265 | 31 | $2,875 | 29 | $2,718 | 21 |
| WV | $4,331 | 5 | $3,287 | 15 | $2,331 | 40 | $1,746 | 34 |
| WI | $2,930 | 35 | $2,849 | 21 | $2,923 | 28 | $3,838 | 9 |
| WY | $2,187 | 49 | $1,342 | 39 | $3,312 | 20 | $1,009 | 40 |
| State Average | $3,276 | | $2,896 | | $3,041 | | $2,511 | |

**Table A12: WIA State Data: Older Youth; Credential Rate**

| | FY 2000 Credential Rate | | | | FY 2001 Credential Rate | | | |
|---|---|---|---|---|---|---|---|---|
| State | Non-disabled Older Youth | Rank | Older Youth with Disabilities | Rank | Non-disabled Older Youth | Rank | Older Youth with Disabilities | Rank |
| AL | 58.1% | 11 | 12.5% | 33 | 39.8% | 20 | 16.7% | 43 |
| AK | 15.5% | 44 | 0.0% | 38 | 27.9% | 36 | 25.0% | 38 |
| AZ | 31.5% | 31 | 33.3% | 18 | 41.9% | 18 | 25.0% | 38 |
| AR | 30.9% | 34 | 3.9% | 36 | 36.0% | 26 | 28.6% | 31 |
| CA | 6.3% | 47 | 35.0% | 17 | 27.1% | 37 | 27.3% | 36 |
| CO | 50.0% | 17 | 63.6% | 6 | 44.0% | 16 | 33.3% | 22 |
| CT | 64.4% | 8 | | | 41.7% | 19 | 61.1% | 7 |
| DE | 27.2% | 37 | | | 73.7% | 1 | 38.5% | 18 |
| DC | 33.7% | 30 | 30.0% | 21 | 34.3% | 28 | 100.0% | 1 |
| FL | 31.0% | 33 | 19.6% | 30 | 28.9% | 33 | 26.4% | 37 |
| GA | 16.5% | 43 | 0.0% | 38 | 36.3% | 25 | 0.0% | 48 |
| HI | 1.6% | 48 | 50.0% | 9 | 32.8% | 30 | 0.0% | 48 |
| ID | 78.3% | 3 | 32.0% | 19 | 60.0% | 2 | 70.6% | 6 |
| IL | 39.3% | 24 | 27.3% | 23 | 51.5% | 7 | 54.1% | 10 |
| IN | 38.8% | 26 | 44.4% | 14 | 34.9% | 27 | 28.9% | 30 |
| IA | 45.7% | 19 | 83.3% | 2 | 43.9% | 17 | 71.4% | 5 |
| KS | 34.8% | 28 | | | 55.5% | 4 | 33.3% | 22 |
| KY | 39.6% | 22 | 25.0% | 24 | 31.4% | 32 | 52.8% | 12 |
| LA | 37.7% | 27 | 46.7% | 12 | 49.5% | 10 | 33.3% | 22 |
| ME | 52.5% | 16 | 90.0% | 1 | 51.8% | 6 | 35.0% | 21 |
| MD | 78.5% | 2 | 55.0% | 7 | 58.0% | 3 | 79.4% | 2 |
| MA | 63.3% | 9 | 31.4% | 20 | 46.8% | 15 | 27.5% | 35 |
| MI | 53.6% | 14 | 14.0% | 32 | 50.6% | 8 | 33.1% | 26 |
| MN | 31.1% | 32 | 0.0% | 38 | 39.4% | 22 | 37.6% | 19 |
| MS | 0.6% | 50 | 22.9% | 26 | 28.7% | 34 | 8.7% | 47 |
| MO | 25.4% | 38 | 25.0% | 24 | 39.4% | 21 | 55.0% | 9 |
| MT | 16.9% | 42 | | | 53.0% | 5 | 28.6% | 31 |
| NE | 77.6% | 4 | 20.0% | 27 | 49.4% | 11 | 46.2% | 13 |
| NV | 30.6% | 35 | | | 20.3% | 41 | 0.0% | 48 |
| NH | 52.6% | 15 | 66.7% | 4 | 50.0% | 9 | 53.8% | 11 |
| NJ | 39.4% | 23 | 20.0% | 27 | 38.1% | 24 | 21.9% | 42 |
| NM | 85.7% | 1 | 6.1% | 34 | 48.9% | 13 | 10.0% | 45 |
| NY | 40.0% | 21 | 17.9% | 31 | 38.2% | 23 | 32.2% | 27 |
| NC | 21.7% | 41 | | | 28.2% | 35 | 28.6% | 31 |
| ND | 33.9% | 29 | 5.1% | 35 | 49.3% | 12 | 33.3% | 22 |
| OH | 7.9% | 46 | 0.0% | 38 | 8.3% | 45 | 22.6% | 40 |
| OK | 56.7% | 12 | 66.7% | 4 | 21.1% | 40 | 75.0% | 3 |
| OR | 75.6% | 5 | 1.2% | 37 | 10.2% | 44 | 37.5% | 20 |
| PA | 11.7% | 45 | | | 5.5% | 46 | 29.3% | 29 |
| RI | 62.5% | 10 | 20.0% | 27 | 47.5% | 14 | 40.0% | 16 |
| SC | 24.9% | 39 | 29.3% | 22 | 2.2% | 49 | 22.2% | 41 |
| SD | 22.2% | 40 | 50.0% | 9 | 32.0% | 31 | 41.7% | 15 |
| TN | 41.7% | 20 | 36.6% | 15 | 5.4% | 47 | | 48 |
| TX | 72.3% | 6 | 50.0% | 9 | 0.7% | 51 | 44.6% | 14 |
| UT | 56.3% | 13 | 53.3% | 8 | 1.4% | 50 | 31.3% | 28 |
| VT | 38.9% | 25 | 0.0% | 38 | 34.0% | 29 | 11.5% | 44 |
| VA | 1.5% | 49 | 45.9% | 13 | 17.5% | 43 | 10.0% | 45 |
| WA | 46.4% | 18 | 35.7% | 16 | 4.7% | 48 | 27.9% | 34 |
| WV | 29.1% | 36 | 74.0% | 3 | 26.3% | 38 | 73.2% | 4 |
| WI | 69.6% | 7 | | | 19.4% | 42 | 55.2% | 8 |
| WY | 0.0% | 51 | 12.5% | 33 | 22.2% | 39 | 40.0% | 16 |
| State Average | 39% | | 32% | | 34% | | 36% | |

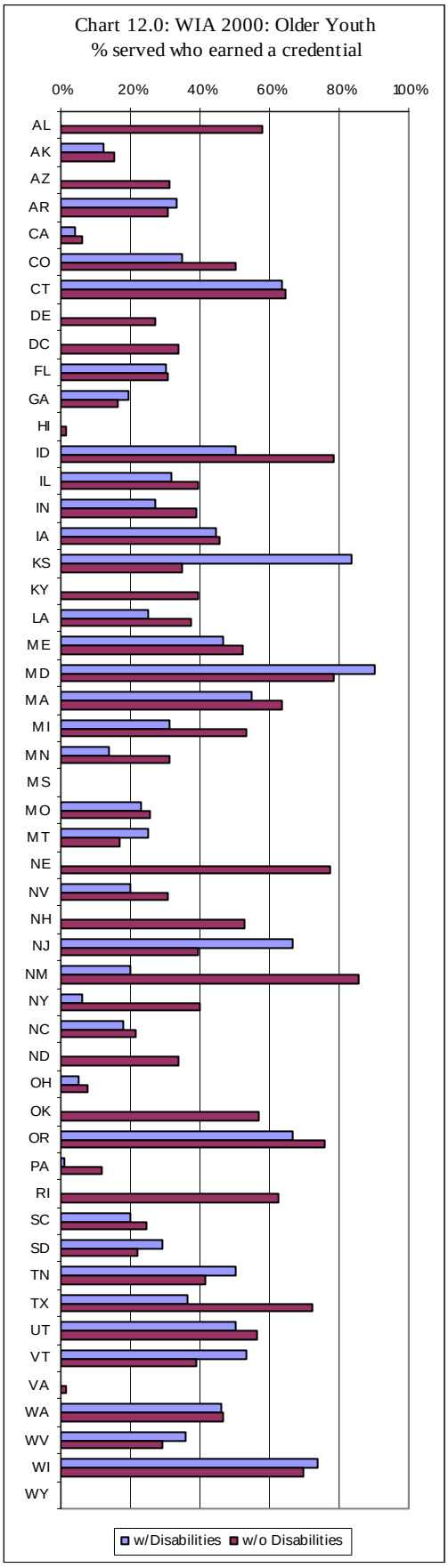
Chart 12.0: WIA 2000: Older Youth
% served who earned a credential
0%
20%
40%
60%
80%
100%
AL
AK
AZ
AR
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DC
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GA
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KY
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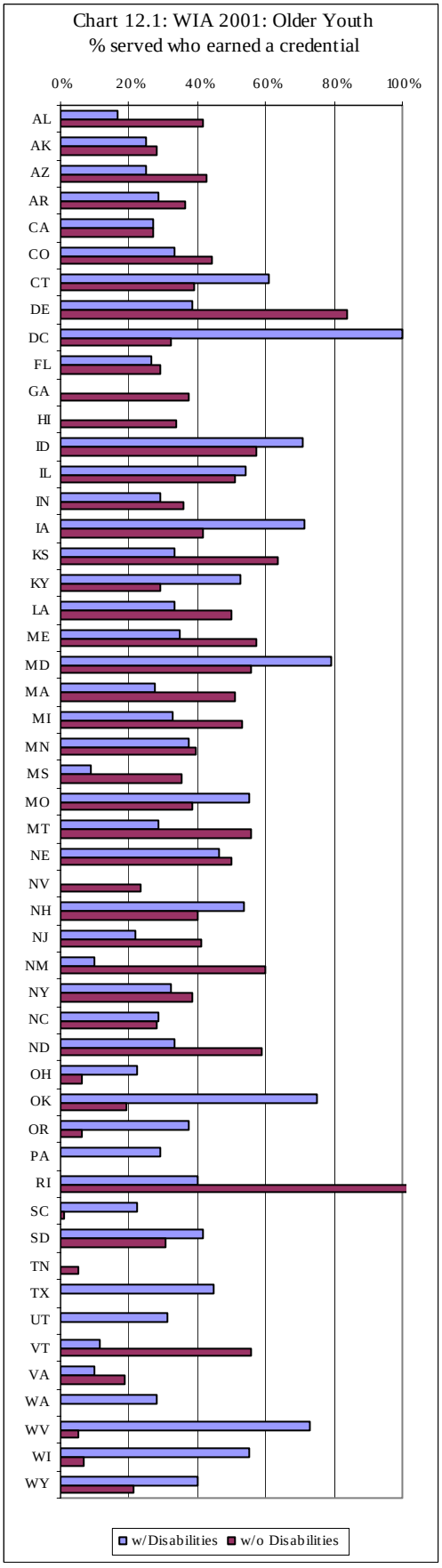
Chart 12.1: WIA 2001: Older Youth
% served who earned a credential
0%
20%
40%
60%
80%
100%
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NE
NV
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NM
NY
NC
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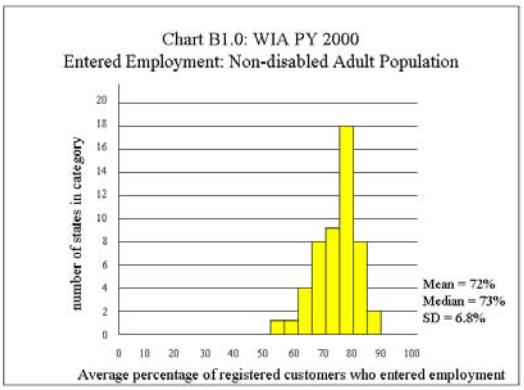
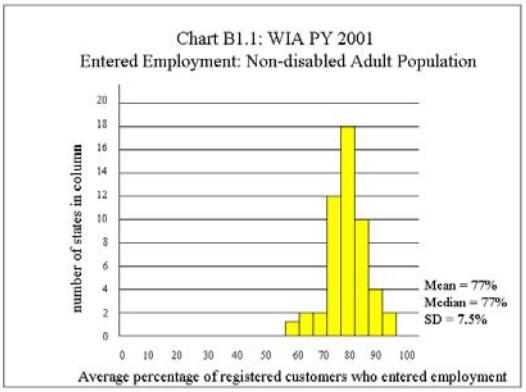
OH
OK
OR
PA
RI
SC
SD
TN
TX
UT
VT
VA
WA
WV
WI
WY
w/Disabilities
w/o Disabilities

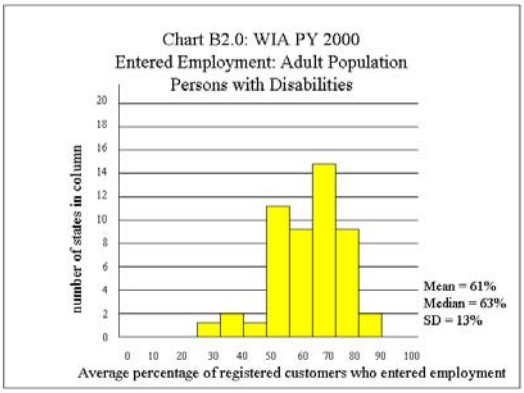
**Table A13: WPA State Data: FY 2000 and 2001**

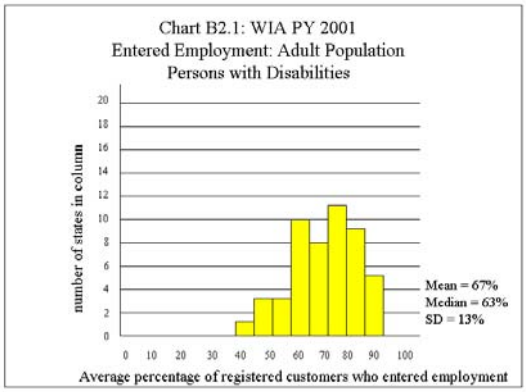
| | FY 2000 | | | | | FY 2001 | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| State | Total Served | Rank | PWD Served | PWD Rank | PWD % of Total | Total Served | Total Rank | PWD Served | PWD Rank | PWD % Total |
| AL | 437,256 | 15 | 6,541 | 25 | 1.5% | 449,383 | 11 | 6,422 | 21 | 1.4% |
| AK | 67,264 | 45 | 0 | 51 | 0.0% | 61,895 | 46 | 0 | 51 | 0.0% |
| AZ | 383,447 | 18 | 8,499 | 17 | 2.2% | 203,246 | 27 | 4,579 | 28 | 2.3% |
| AR | 278,106 | 26 | 3,278 | 34 | 1.2% | 236,888 | 25 | 3,244 | 37 | 1.4% |
| CA | 1,424,117 | 2 | 16,727 | 5 | 1.2% | 1,069,301 | 3 | 15,231 | 5 | 1.4% |
| CO | 289,500 | 24 | 8,478 | 18 | 2.9% | 202,443 | 28 | 6,519 | 20 | 3.2% |
| CT | 177,471 | 31 | 1,518 | 46 | 0.9% | 120,846 | 36 | 1,648 | 45 | 1.4% |
| DE | 52,161 | 49 | 1,915 | 43 | 3.7% | 27,270 | 50 | 1,072 | 48 | 3.9% |
| DC | 21,097 | 51 | 282 | 50 | 1.3% | 13,535 | 51 | 468 | 50 | 3.5% |
| FL | 1,321,417 | 3 | 12,900 | 11 | 1.0% | 1,463,249 | 2 | 6,819 | 19 | 0.5% |
| GA | 638,345 | 10 | 19,754 | 3 | 3.1% | 564,250 | 8 | 9,328 | 16 | 1.7% |
| HI | 88,332 | 41 | 1,643 | 44 | 1.9% | 68,052 | 44 | 1,920 | 43 | 2.8% |
| ID | 174,236 | 32 | 6,968 | 23 | 4.0% | 166,372 | 31 | 6,972 | 18 | 4.2% |
| IL | 677,818 | 9 | 15,304 | 7 | 2.3% | 527,895 | 10 | 10,905 | 11 | 2.1% |
| IN | 432,670 | 16 | 13,230 | 10 | 3.1% | 368,800 | 15 | 12,169 | 9 | 3.3% |
| IA | 189,432 | 30 | 2,489 | 40 | 1.3% | 194,213 | 29 | 2,963 | 39 | 1.5% |
| KS | 157,720 | 34 | 1,629 | 45 | 1.0% | 129,219 | 35 | 1,812 | 44 | 1.4% |
| KY | 298,689 | 22 | 8,008 | 20 | 2.7% | 311,762 | 21 | 6,013 | 22 | 1.9% |
| LA | 302,970 | 21 | 2,191 | 41 | 0.7% | 296,931 | 22 | 3,263 | 36 | 1.1% |
| ME | 98,189 | 39 | 3,604 | 31 | 3.7% | 82,742 | 40 | 16,391 | 4 | 19.8% |
| MD | 140,887 | 37 | 7,169 | 21 | 5.1% | 142,306 | 34 | 7,117 | 17 | 5.0% |
| MA | 151,854 | 36 | 6,605 | 24 | 4.3% | 109,941 | 37 | 4,938 | 26 | 4.5% |
| MI | 153,299 | 35 | 3,095 | 35 | 2.0% | 535,897 | 9 | 2,410 | 41 | 0.4% |
| MN | 277,475 | 27 | 6,986 | 22 | 2.5% | 168,803 | 30 | 3,865 | 30 | 2.3% |
| MS | 284,704 | 25 | 3,582 | 32 | 1.3% | 273,824 | 23 | 4,028 | 29 | 1.5% |
| MO | 634,564 | 11 | 14,801 | 8 | 2.3% | 648,380 | 7 | 12,585 | 7 | 1.9% |
| MT | 84,374 | 44 | 3,841 | 29 | 4.6% | 79,087 | 41 | 3,296 | 34 | 4.2% |
| NE | 92,622 | 40 | 2,875 | 36 | 3.1% | 95,895 | 38 | 3,287 | 35 | 3.4% |
| NV | 1,273,373 | 4 | 5,609 | 27 | 0.4% | 67,556 | 45 | 3,297 | 33 | 4.9% |
| NH | 54,325 | 48 | 2,059 | 42 | 3.8% | 35,370 | 49 | 1,496 | 46 | 4.2% |
| NJ | 377,297 | 19 | 8,344 | 19 | 2.2% | 315,532 | 19 | 4,693 | 27 | 1.5% |
| NM | 140,761 | 38 | 3,702 | 30 | 2.6% | 159,678 | 33 | 3,595 | 32 | 2.3% |
| NY | 1,139,973 | 5 | 32,861 | 1 | 2.9% | 315,736 | 18 | 12,234 | 8 | 3.9% |
| NC | 840,452 | 6 | 17,410 | 4 | 2.1% | 772,533 | 4 | 17,236 | 2 | 2.2% |
| ND | 62,874 | 47 | 2,739 | 37 | 4.4% | 73,053 | 43 | 2,977 | 38 | 4.1% |
| OH | 782,068 | 7 | 14,180 | 9 | 1.8% | 736,071 | 5 | 16,680 | 3 | 2.3% |
| OK | 250,233 | 28 | 3,538 | 33 | 1.4% | 226,240 | 26 | 3,606 | 31 | 1.6% |
| OR | 491,535 | 12 | 10,982 | 15 | 2.2% | 448,137 | 12 | 11,418 | 10 | 2.5% |
| PA | 239,955 | 29 | 1,043 | 49 | 0.4% | 313,961 | 20 | 6,001 | 23 | 1.9% |
| RI | 86,092 | 43 | 1,108 | 48 | 1.3% | 75,869 | 42 | 710 | 49 | 0.9% |
| SC | 401,831 | 17 | 11,544 | 13 | 2.9% | 357,235 | 16 | 10,560 | 13 | 3.0% |
| SD | 86,967 | 42 | 2,718 | 38 | 3.1% | 84,591 | 39 | 2,565 | 40 | 3.0% |
| TN | 441,957 | 14 | 4,932 | 28 | 1.1% | 416,450 | 13 | 5,126 | 25 | 1.2% |
| TX | 1,829,140 | 1 | 11,126 | 14 | 0.6% | 1,503,695 | 1 | 9,417 | 15 | 0.6% |
| UT | 295,356 | 23 | 10,629 | 16 | 3.6% | 252,520 | 24 | 9,674 | 14 | 3.8% |
| VT | 38,808 | 50 | 1,513 | 47 | 3.9% | 36,617 | 48 | 1,425 | 47 | 3.9% |
| VA | 444,756 | 13 | 12,183 | 12 | 2.7% | 385,677 | 14 | 10,819 | 12 | 2.8% |
| WA | 680,755 | 8 | 16,155 | 6 | 2.4% | 664,210 | 6 | 15,109 | 6 | 2.3% |
| WV | 158,197 | 33 | 5,643 | 26 | 3.6% | 161,535 | 32 | 5,593 | 24 | 3.5% |
| WI | 329,348 | 20 | 20,123 | 2 | 6.1% | 339,384 | 17 | 25,802 | 1 | 7.6% |
| WY | 64,779 | 46 | 2,524 | 39 | 3.9% | 60,584 | 47 | 2,265 | 42 | 3.7% |
| National Total | 19,840,848 | | 386,677 | | | 16,414,659 | | 341,562 | | |
| Average | 389,036 | | 7,580 | | 1.9% | 321,856 | | 6,697 | | 2.1% |

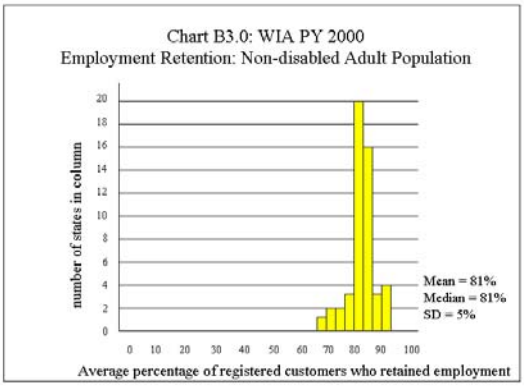
# APPENDIX B: HISTOGRAMS

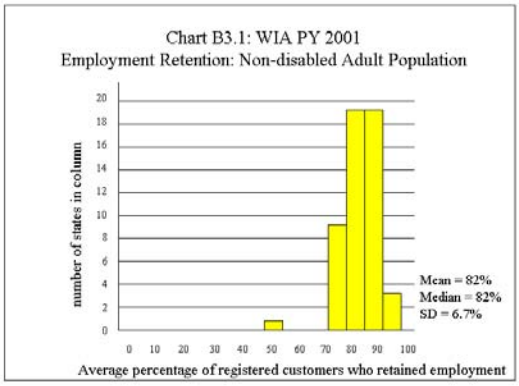


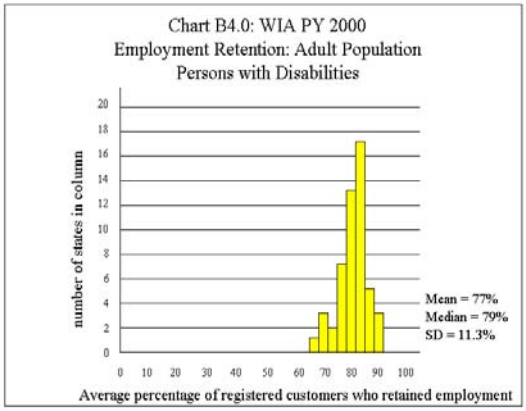



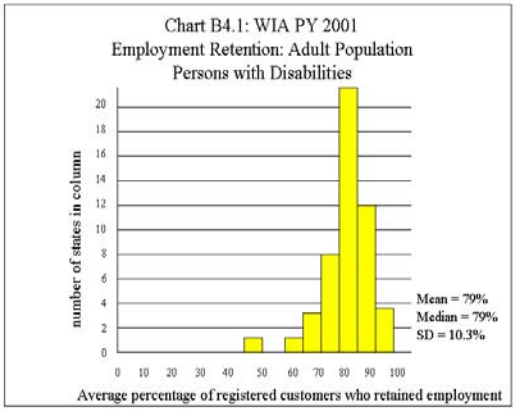



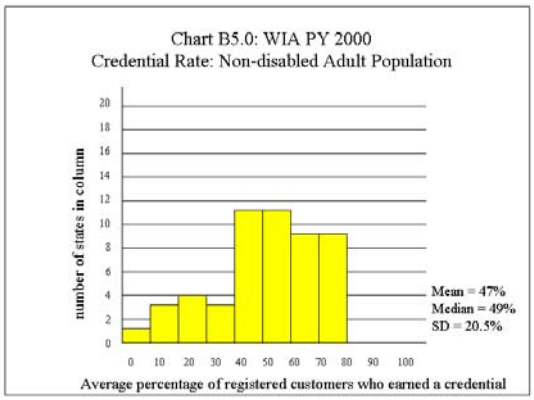


Chart B5.0: WIA PY 2000
Credential Rate: Non-disabled Adult Population
number of states in column
Mean = 47%
Median = 49%
SD = 20.5%
Average percentage of registered customers who earned a credential

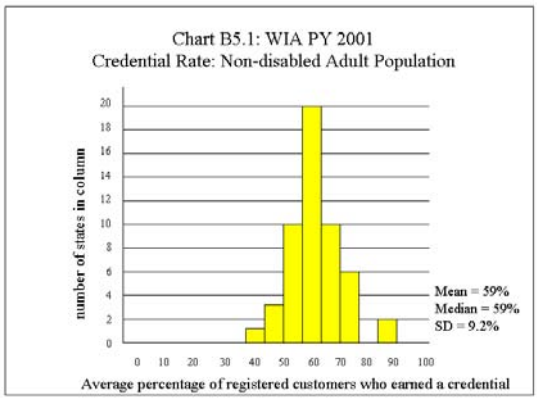


Chart B5.1: WIA PY 2001
Credential Rate: Non-disabled Adult Population
number of states in column
Mean = 59%
Median = 59%
SD = 9.2%
Average percentage of registered customers who earned a credential

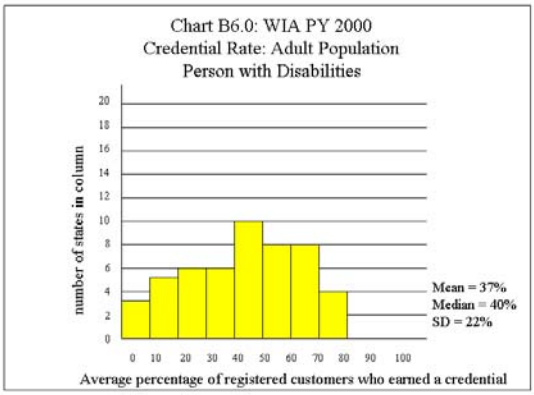


Chart B6.0: WIA PY 2000
Credential Rate: Adult Population
Person with Disabilities
number of states in column
Mean = 37%
Median = 40%
SD = 22%
Average percentage of registered customers who earned a credential

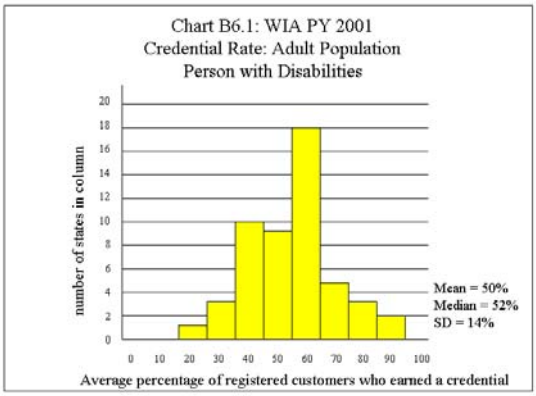


Chart B6.1: WIA PY 2001
Credential Rate: Adult Population
Person with Disabilities
number of states in column
Mean = 50%
Median = 52%
SD = 14%
Average percentage of registered customers who earned a credential

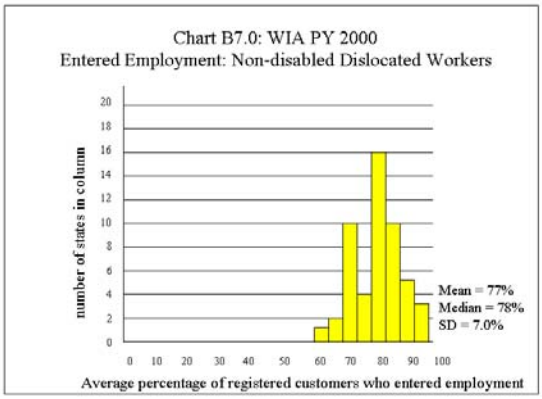


Chart B7.0: WIA PY 2000
Entered Employment: Non-disabled Dislocated Workers
number of states in column
Mean = 77%
Median = 78%
SD = 7.0%
Average percentage of registered customers who entered employment

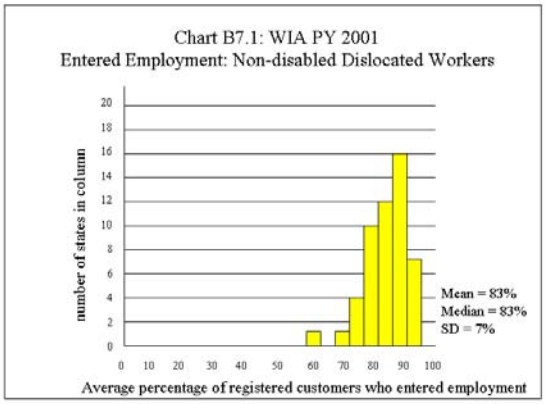


Chart B7.1: WIA PY 2001
Entered Employment: Non-disabled Dislocated Workers
number of states in column
Mean = 83%
Median = 83%
SD = 7%
Average percentage of registered customers who entered employment

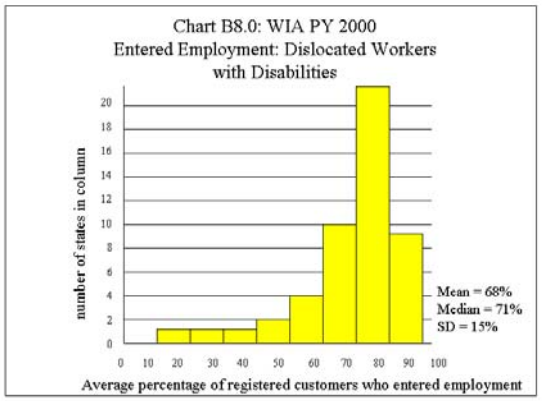


Chart B8.0: WIA PY 2000
Entered Employment: Dislocated Workers
with Disabilities
number of states in column
Mean = 68%
Median = 71%
SD = 15%
Average percentage of registered customers who entered employment

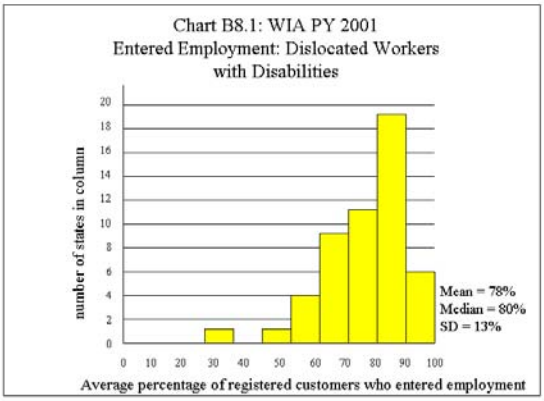


Chart B8.1: WIA PY 2001
Entered Employment: Dislocated Workers
with Disabilities
number of states in column
Mean = 78%
Median = 80%
SD = 13%
Average percentage of registered customers who entered employment

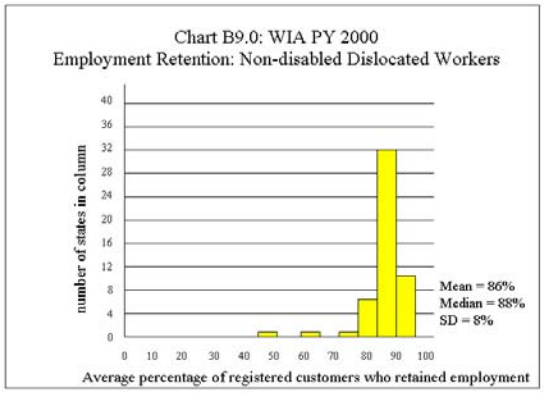


Chart B9.0: WIA PY 2000
Employment Retention: Non-disabled Dislocated Workers
number of states in column
Mean = 86%
Median = 88%
SD = 8%
Average percentage of registered customers who retained employment

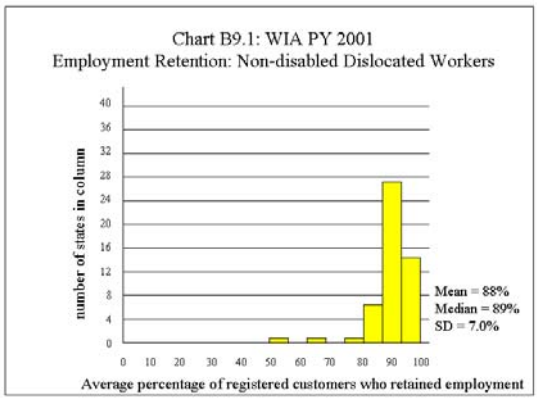


Chart B9.1: WIA PY 2001
Employment Retention: Non-disabled Dislocated Workers
number of states in column
Mean = 88%
Median = 89%
SD = 7.0%
Average percentage of registered customers who retained employment

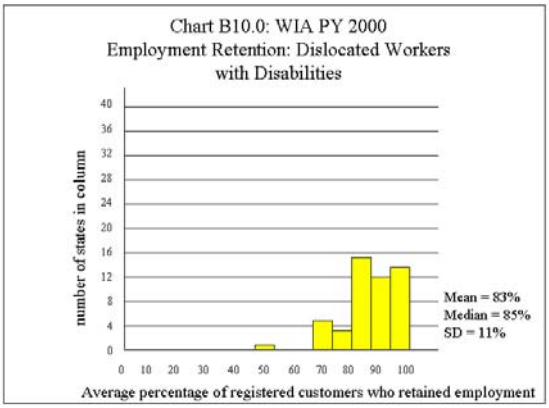


Chart B10.0: WIA PY 2000
Employment Retention: Dislocated Workers with Disabilities
number of states in column
Mean = 83%
Median = 85%
SD = 11%
Average percentage of registered customers who retained employment

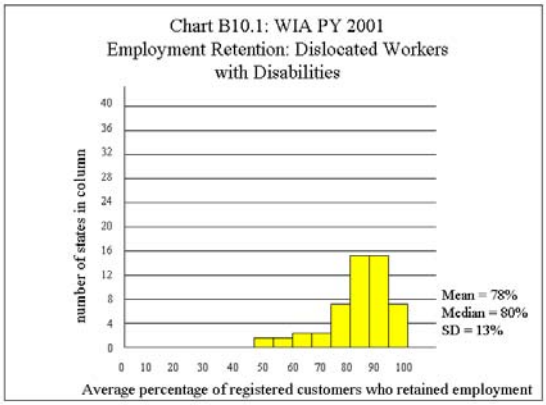


Chart B10.1: WIA PY 2001
Employment Retention: Dislocated Workers with Disabilities
number of states in column
Mean = 78%
Median = 80%
SD = 13%
Average percentage of registered customers who retained employment

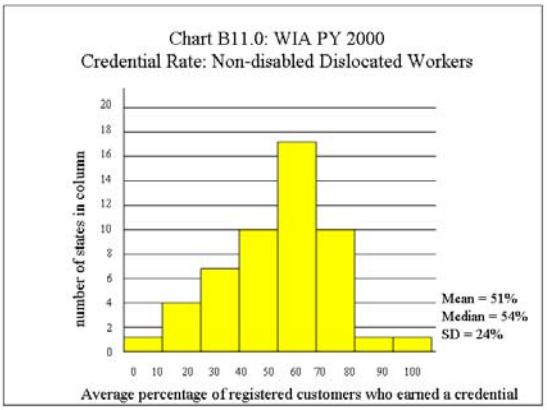


Chart B11.0: WIA PY 2000
Credential Rate: Non-disabled Dislocated Workers
number of states in column
Mean = 51%
Median = 54%
SD = 24%
Average percentage of registered customers who earned a credential

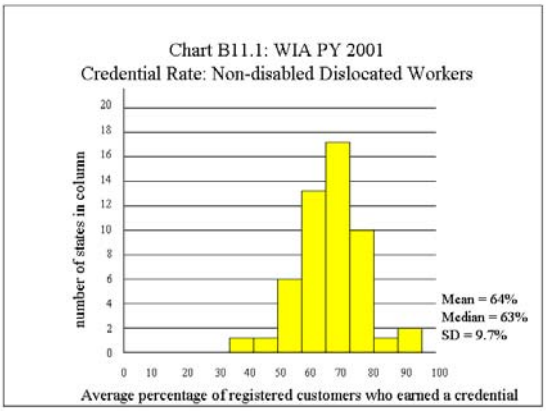


Chart B11.1: WIA PY 2001
Credential Rate: Non-disabled Dislocated Workers
number of states in column
Mean = 64%
Median = 63%
SD = 9.7%
Average percentage of registered customers who earned a credential

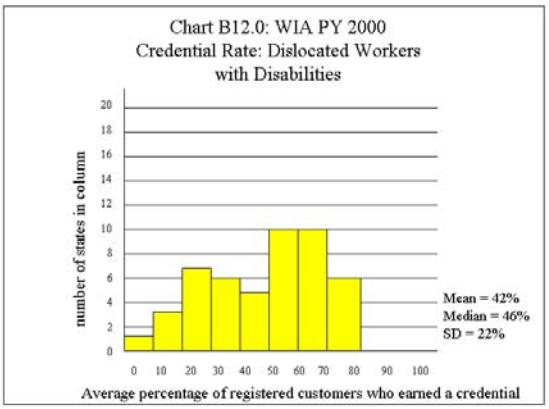


Chart B12.0: WIA PY 2000
Credential Rate: Dislocated Workers with Disabilities
number of states in column
Mean = 42%
Median = 46%
SD = 22%
Average percentage of registered customers who earned a credential

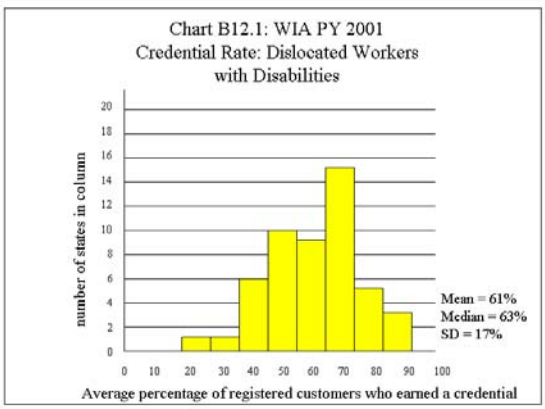


Chart B12.1: WIA PY 2001
Credential Rate: Dislocated Workers with Disabilities
number of states in column
Mean = 61%
Median = 63%
SD = 17%
Average percentage of registered customers who earned a credential

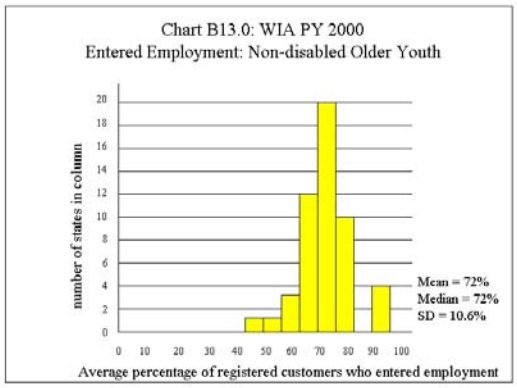


Chart B13.0: WIA PY 2000
Entered Employment: Non-disabled Older Youth
number of states in column
Mean = 72%
Median = 72%
SD = 10.6%
Average percentage of registered customers who entered employment

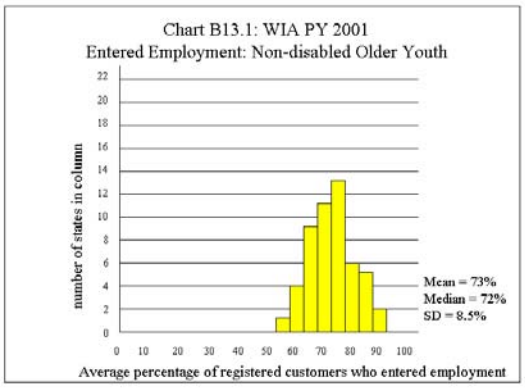


Chart B13.1: WIA PY 2001
Entered Employment: Non-disabled Older Youth
number of states in column
Mean = 73%
Median = 72%
SD = 8.5%
Average percentage of registered customers who entered employment

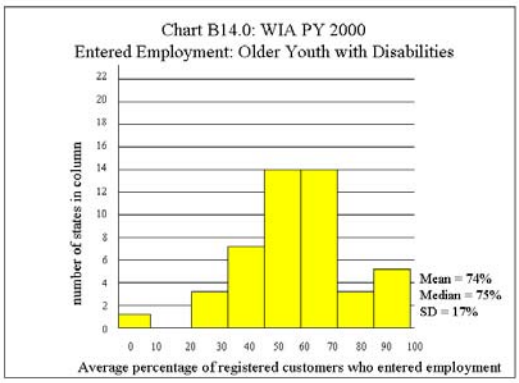


Chart B14.0: WIA PY 2000
Entered Employment: Older Youth with Disabilities
number of states in column
Mean = 74%
Median = 75%
SD = 17%
Average percentage of registered customers who entered employment

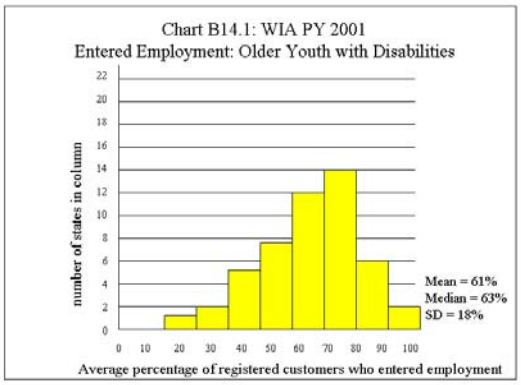


Chart B14.1: WIA PY 2001
Entered Employment: Older Youth with Disabilities
number of states in column
Mean = 61%
Median = 63%
SD = 18%
Average percentage of registered customers who entered employment

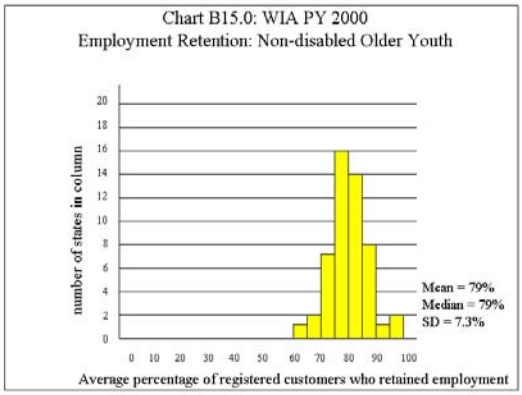


Chart B15.0: WIA PY 2000
Employment Retention: Non-disabled Older Youth
number of states in column
Mean = 79%
Median = 79%
SD = 7.3%
Average percentage of registered customers who retained employment

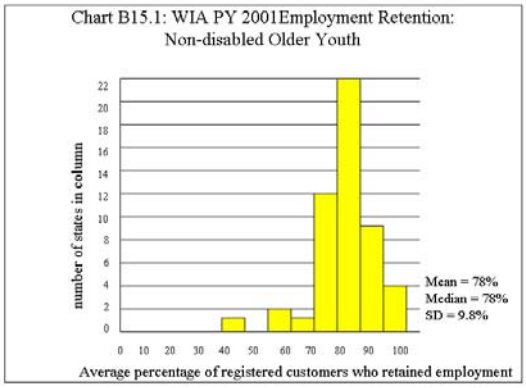


Chart B15.1: WIA PY 2001Employment Retention:
Non-disabled Older Youth
number of states in column
Mean = 78%
Median = 78%
SD = 9.8%
Average percentage of registered customers who retained employment

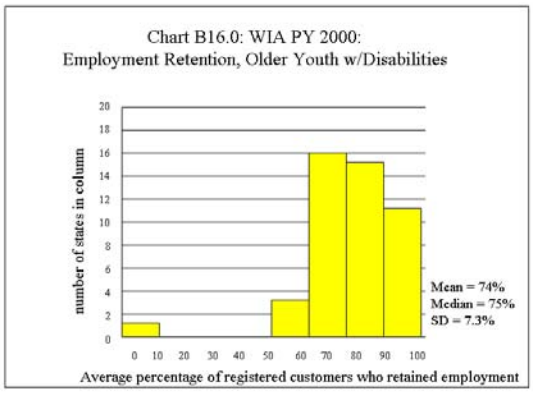


Chart B16.0: WIA PY 2000:
Employment Retention, Older Youth w/Disabilities
number of states in column
Mean = 74%
Median = 75%
SD = 7.3%
Average percentage of registered customers who retained employment

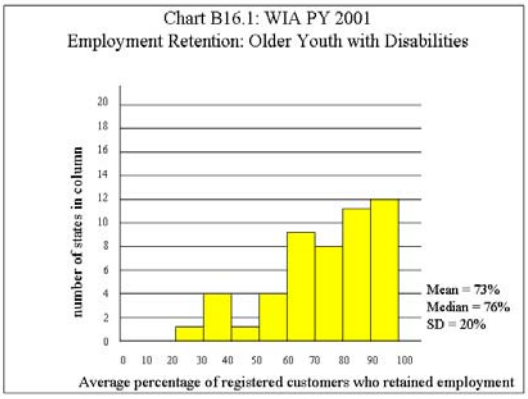


Chart B16.1: WIA PY 2001
Employment Retention: Older Youth with Disabilities
number of states in column
Mean = 73%
Median = 76%
SD = 20%
Average percentage of registered customers who retained employment

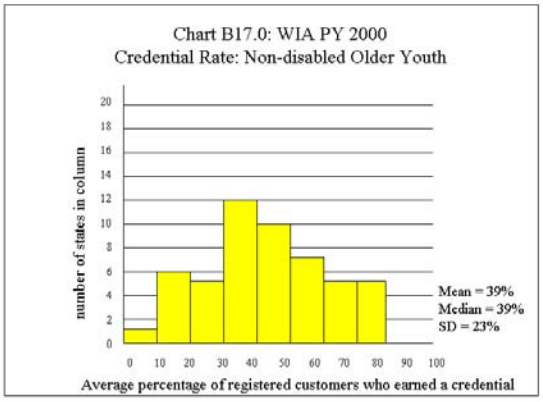


Chart B17.0: WIA PY 2000
Credential Rate: Non-disabled Older Youth
number of states in column
Mean = 39%
Median = 39%
SD = 23%
Average percentage of registered customers who earned a credential

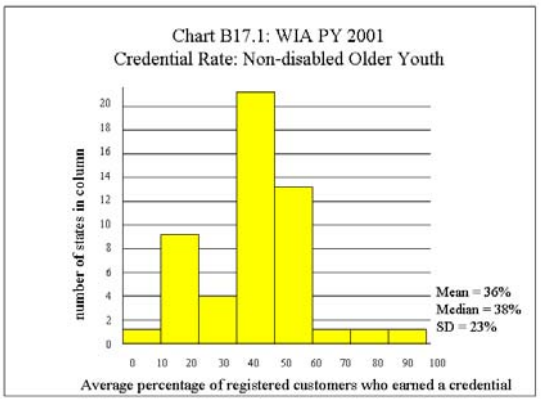


Chart B17.1: WIA PY 2001
Credential Rate: Non-disabled Older Youth
number of states in column
Mean = 36%
Median = 38%
SD = 23%
Average percentage of registered customers who earned a credential

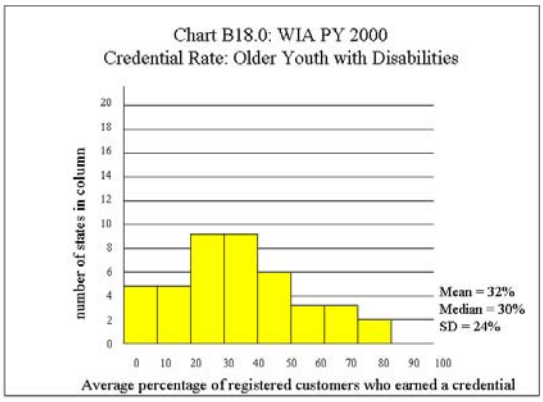


Chart B18.0: WIA PY 2000
Credential Rate: Older Youth with Disabilities
number of states in column
Mean = 32%
Median = 30%
SD = 24%
Average percentage of registered customers who earned a credential

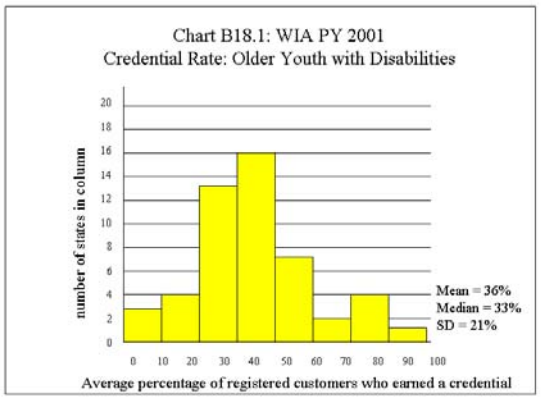


Chart B18.1: WIA PY 2001
Credential Rate: Older Youth with Disabilities
number of states in column
Mean = 36%
Median = 33%
SD = 21%
Average percentage of registered customers who earned a credential

# APPENDIX C: STATISTICAL TABLES

**Table C1: Spearman Rank Ordered Correlations: Comparing State Rankings in Outcomes for Non-Disabled Customers to Outcomes for Customers Who Have Disabilities**

| | PY 2000 | PY 2001 |
|---|---|---|
| General Adult Population | | |
| Entering Employment | .82** | .48** |
| Employment Retention | .49** | .77** |
| Earnings Change | -.57** | .46** |
| Credential Rate | .70** | .39* |
| Dislocated Workers | | |
| Entering Employment | .71** | .64** |
| Employment Retention | .62** | .43** |
| Earnings Replacement | .43** | .71** |
| Credential Rate | .67** | .40** |
| Older Youth | | |
| Entering Employment | .38** | .11 |
| Employment Retention | .28* | .36** |
| Earnings Change | -.78** | .62** |
| Credential Rate | .60** | .15 |

* = $p < .05$; ** = $p < .01$

**Table C2: Spearman Rank Ordered Correlations: PY 2000 and PY 2001 Within Subgroups**

| | Entered Employment | Employment Retention | Earnings Change /Replacement | Credential Rate |
|---|---|---|---|---|
| GAP* Consumers Without Disabilities | .38* | .42** | .46** | .39* |
| GAP Consumers with Disabilities | .23 | .77** | -.57** | .21 |
| Dislocated Workers Without Disabilities | .64** | .43** | .71** | .40 |
| Dislocated Workers with Disabilities | .36* | .34** | .43** | .67** |
| Older Youth Without Disabilities | .11 | .36** | .62** | .15 |
| Older Youth with Disabilities | .38** | .30* | -.12 | .60** |

* = $p < .05$; ** = $p < .01$ GAP = General Adult Population.

**Table C3: WIA Within-Group Performance**
**Service Comparison Within Target Subgroups Between Program Years**

| GAP: Customers Without Disabilities | PY 2000 | PY 2001 | |
|---|---|---|---|
| Entered Employment | *M* = .72 | *M* = .77 | *t* (50) = 5.20, *p* < .001 |
| | *SD* = .07 | *SD* = .07 | |
| Employment Retention | *M* = .80 | *M* = .82 | *t* (50) = 0.96, *p* = .338 (ns) |
| | *SD* = .05 | *SD* = .07 | |
| Earnings Change in Dollars | *M* = 3861 | *M* = 3256 | *t* (50) = -2.08, *p* = .007 |
| | *SD* = 1207 | *SD* = 1216 | |
| Credential Rate* | *M* = .47 | *M* = .61 | *t* (50) = 5.12, *p* < .001* |
| | *SD* = .21 | *SD* = .09 | |
| GAP: Customers with Disabilities | | | |
| Entered Employment | *M* = .61 | *M* = .67 | *t* (49) = 3.49, *p* = .001 |
| | *SD* = .13 | *SD* = .12 | |
| Employment Retention | *M* = .77 | *M* = .79 | *t* (49) = 1.26, *p* = .214 (ns) |
| | *SD* = .11 | *SD* = .09 | |
| Earnings Change in Dollars | *M* = 3385 | *M* = 3124 | *t* (49) = -0.77, *p* = .446 (ns) |
| | *SD* = 1349 | *SD* = 2024 | |
| Credential Rate | *M* = .37 | *M* = .50 | *t* (49) = 3.99, *p* < .001 |
| | *SD* = .22 | *SD* = .14 | |
| Dislocated Workers Without Disabilities | | | |
| Entered Employment | *M* = .77 | *M* = .83 | *t* (50) = 5.60, *p* < .001 |
| | *SD* = .07 | *SD* = .07 | |
| Employment Retention | *M* = .86 | *M* = .88 | *t* (50) = 1.14, *p* < .259 (ns) |
| | *SD* = .08 | *SD* = .07 | |
| Earnings Replacement % | *M* = 102 | *M* = 101 | *t* (50) = 0.36, *p* = .72 (ns) |
| | *SD* = 25 | *SD* = 22 | |
| Credential Rate | *M* = .51 | *M* = .63 | *t* (50) = 3.74, *p* < .001* |
| | *SD* = .24 | *SD* = .10 | |
| Dislocated Workers with Disabilities | | | |
| Entered Employment | *M* = .68 | *M* = .79 | *t* (49) = 5.21, *p* < .001 |
| | *SD* = .15 | *SD* = .11 | |
| Employment Retention | *M* = .83 | *M* = .86 | *t* (48) = 1.84, *p* = .072 (ns) |
| | *SD* = .11 | *SD* = .09 | |
| Earnings Replacement % | *M* = 124 | *M* = 116 | *t* (48) = 0.88, *p* = .38 (ns) |
| | *SD* = .64 | *SD* = 44 | |
| Credential Rate | *M* = .41 | *M* = .62 | *t* (50) = 5.42, *p* < .001 |
| | *SD* = .22 | *SD* = .17 | |
| Older Youth Without Disabilities | | | |
| Entered Employment | *M* = .72 | *M* = .73 | *t* (50) = 0.01, *p* = .99 (ns) |
| | *SD* = .11 | *SD* = .09 | |
| Employment Retention | *M* = .78 | *M* = .78 | *t* (50) = -0.32, *p* = .75 (ns) |
| | *SD* = .11 | *SD* = .10 | |
| Earnings Change in Dollars | *M* = 3276 | *M* = 2979 | *t* (50) = -1.84, *p* = .07 (ns) |
| | *SD* = 792 | *SD* = 1161 | |
| Credential Rate | *M* = .39 | *M* = .36 | *t* (50) = -0.92, *p* = .36 (ns) |
| | *SD* = .23 | *SD* = .23 | |
| Older Youth with Disabilities | | | |
| Entered Employment | *M* = .56 | *M* = .61 | *t* (45) = 1.64, *p* = .11 (ns) |
| | *SD* = .21 | *SD* = .17 | |
| Employment Retention | *M* = .74 | *M* = .76 | *t* (44) = 0.50, *p* = .62 (ns) |
| | *SD* = .17 | *SD* = .17 | |
| Earnings Change in Dollars | *M* = 2832 | *M* = 2644 | *t* (41) = 0.50, *p* = .62 (ns) |
| | *SD* = 1240 | *SD* = 1882 | |
| Credential Rate | *M* = .32 | *M* = .34 | *t* (40) = 0.67, *p* = .51 (ns) |
| | *SD* = .24 | *SD* = .21 | |

* Standard deviations meet or exceed a 2/1 ratio. All *t* tests are two-tailed.

**Table C4: Workforce Investment Act Between-Group Performance**
**Service Delivery Comparison Within Program Years, Between Target Subgroups**

| PY 2000: General Adult Population | Customers Without Disabilities | Customers with Disabilities | |
|---|---|---|---|
| Entered Employment | *M* = .72 | *M* = .60 | *t* (49) = 9.37, *p* < .001 |
| | *SD* = .07 | *SD* = .13 | |
| Employment Retention | *M* = .81 | *M* = .77 | *t* (49) = 2.88, *p* = .006 |
| | *SD* = .06 | *SD* = .11 | |
| Earnings Change in Dollars | *M* = 3871 | *M* = 3385 | *t* (49) = 2.6, *p* = .012 |
| | *SD* = 1217 | *SD* = 1349 | |
| Credential Rate* | *M* = .46 | *M* = .37 | *t* (49) = 4.02, *p* < .001 |
| | *SD* = .20 | *SD* = .22 | |
| PY 2001: General Adult Population | | | |
| Entered Employment | *M* = .77 | *M* = .67 | *t* (50) = 9.32, *p* < .001 |
| | *SD* = .07 | *SD* = .12 | |
| Employment Retention | *M* = .82 | *M* = .79 | *t* (50) = 3.52, *p* = .001 |
| | *SD* = .07 | *SD* = .10 | |
| Earnings Change in Dollars | *M* = 3256 | *M* = 3093 | *t* (50) = 0.84, *p* = .40 (ns) |
| | *SD* = 1216 | *SD* = 2015 | |
| Credential Rate | *M* = .61 | *M* = .50 | *t* (50) = 6.53, *p* < .001 |
| | *SD* = .09 | *SD* = .14 | |
| PY 2000: Dislocated Workers | | | |
| Entered Employment | *M* = .77 | *M* = .68 | *t* (49) = 6.06, *p* < .001* |
| | *SD* = .07 | *SD* = .15 | |
| Employment Retention | *M* = .86 | *M* = .83 | *t* (48) = 2.12, *p* = .04 |
| | *SD* = .09 | *SD* = .11 | |
| Earnings Replacement % | *M* = 102 | *M* = 124 | *t* (49) = -2.84, *p* = .007* |
| | *SD* = 22 | *SD* = 64 | |
| Credential Rate* | *M* = .51 | *M* = .42 | *t* (48) = 3.42, *p* = .001 |
| | *SD* = .24 | *SD* = .22 | |
| PY 2001: Dislocated Workers | | | |
| Entered Employment | *M* = .83 | *M* = .78 | *t* (50) = 3.40, *p*= .001 |
| | *SD* = .07 | *SD* = .13 | |
| Employment Retention | *M* = .87 | *M* = .86 | *t* (49) = 1.60, *p* = .12 (ns) |
| | *SD* = .07 | *SD* = .10 | |
| Earnings Replacement % | *M* = 101 | *M* = 118 | *t* (49) = -3.38, *p* = .001* |
| | *SD* = 22 | *SD* = 47 | |
| Credential Rate | *M* = .63 | *M* = .62 | *t* (49) = 0.82, *p* = .42 (ns) |
| | *SD* = .10 | *SD* = .17 | |
| PY 2000: Older Youth | | | |
| Entered Employment | *M* = .72 | *M* = .56 | *t* (46) = 6.70 *p* < .001* |
| | *SD* = .09 | *SD* = .21 | |
| Employment Retention | *M* = .79 | *M* = .74 | *t* (44) = 1.78, *p* = .08* |
| | *SD* = .07 | *SD* = .17 | |
| Earnings Change in Dollars | *M* = 3303 | *M* = 2896 | *t* (43) = 1.96, *p* = .056 (ns) |
| | *SD* = 795 | *SD* = 1246 | |
| Credential Rate | *M* = .38 | *M* = .32 | *t* (41) = 2.16, *p* = .04 |
| | *SD* = .23 | *SD* = .24 | |
| PY 2001: Older Youth | | | |
| Entered Employment | *M* = .71 | *M* = .61 | *t* (49) = 4.33, *p* < .001* |
| | *SD* = .09 | *SD* = .18 | |
| Employment Retention | *M* = .78 | *M* = .73 | *t* (49) = 2.16, *p* = .04* |
| | *SD* = .10 | *SD* = .20 | |
| Earnings Change in Dollars | *M* = 2930 | *M* = 2510 | *t* (48) = 1.97, *p* = .06 (ns) |
| | *SD* = 1146 | *SD* = 1912 | |
| Credential Rate | *M* = .36 | *M* = .36 | *t* (49) = -0.51, *p* = .96 (ns) |
| | *SD* = .22 | *SD* = .21 | |

* Standard deviations meet or exceed a 2/1 ratio. All *t* tests are two-tailed.

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