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ABSTRACT

This guide was developed to help Comprehensive Employment and Training Act (CETA) prime sponsors to meet their responsibility for assessing the effectiveness of their efforts by examining the extent to which CETA participation has enhanced the longer-term income and employability status of former enrollees. As part 1 of a series, this document contains recommendations for a minimum prime sponsor follow-up system, including the following (1) a series of recommendations designed to facilitate the implementation of a minimum follow-up capability; (2) a recommended participant follow-up questionnaire; and (3) a set of sample data tables that can be used to facilitate the production of prime sponsor follow-up reports. Subjects covered in the guidelines offered in the five chapters of this publication include recommended minimum types of data to be collected (such as types and sources of data and types of terminees to be included in local follow-up activities); frequency, timing, and number of participant contacts; and operational recommendations for participant surveys (such as contact methods, types and sources of participant contact data, location and contact of former participants, and logistics and staffing for collecting data efficiently. These guidelines are pulled together in an outline of a sample recommended follow-up report. (KC)

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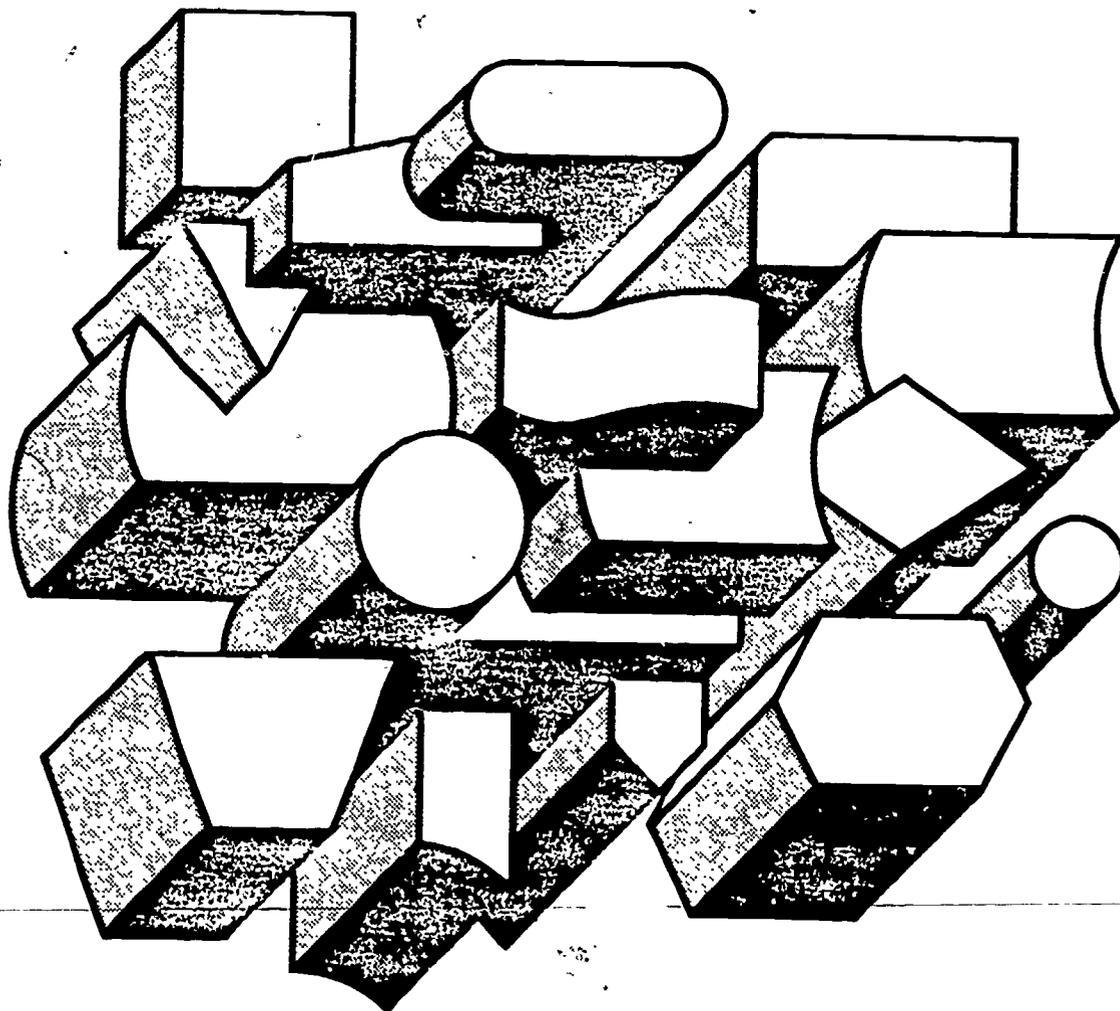
CETA: Management Information System Program



DESIGNING AND IMPLEMENTING LOCAL FOLLOW-UP SYSTEMS PART I. MINIMUM RECOMMENDED SYSTEM

U.S. Department of Labor
Employment and Training Administration

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DESIGNING AND IMPLEMENTING LOCAL FOLLOW-UP SYSTEMS

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INTRODUCTION

The passage of the Comprehensive Employment and Training Act of 1973 marked a major effort to establish a decentralized approach to the delivery of employment and training services. Under CETA, primary responsibility for planning, designing and operating employment and training programs was shifted from the federal to the state and municipal levels. Since the needs of local labor markets differ substantially across regions of the nation, it was reasoned that local policy and planning officials could best identify the needs of their communities and most effectively tailor service strategies designed to address those needs.

As part of this shift in authority to the local level, prime sponsors are responsible for assessing the effectiveness of their efforts by examining the extent to which CETA participation has enhanced the longer-term income and employability status of former enrollees. Designing and Implementing Local Follow-Up Systems has been developed to help prime sponsors meet this responsibility and consists of two parts.

Part I: Minimum Recommended Prime Sponsor Follow-Up System contains:

- o A series of recommendations designed to facilitate the implementation of a minimum follow-up capability;
- o A recommended participant follow-up questionnaire; and
- o A set of sample data tables which can be used to facilitate the production of prime sponsor follow-up reports.

Part II: Conducting Outcomes Evaluation on the Local Level provides a more in-depth treatment of the issues covered in Part I and contains:

- o An overview of program evaluation in the employment and training system;
- o A discussion of the necessary types and sources of local follow-up data;
- o A discussion of the actual operation of a follow-up system, including the design of survey instruments, the selection of an organizational approach, and the location, contact and interview of former CETA participants; and
- o A review of issues related to analyzing local follow-up data, including an illustration of alternative analytical approaches.

PART I: MINIMUM RECOMMENDED PRIME
SPONSOR FOLLOW-UP SYSTEM

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MINIMUM RECOMMENDED PRIME SPONSOR FOLLOW-UP SYSTEM

I. INTRODUCTION. The follow-up system described below is designed to provide prime sponsors with a minimum capability for assessing the post-program performance of activities funded under the Comprehensive Employment and Training Act (CETA). This system meets CETA follow-up requirements as specified in the 1973 legislation (Section 127 (d)(4)); the accompanying regulations (Section 672.22 (d)(2)); and the Forms Preparation Handbook (VI-50). This minimum recommended system, as outlined, focuses on programs funded under Title II of CETA. To the extent feasible, prime sponsors are encouraged to expand their follow-up efforts to other CETA Titles, such as Title VII.

II. RECOMMENDED MINIMUM TYPES OF DATA TO BE COLLECTED.

A. Types and Sources of Data Required. The key feature of a follow-up data base is that it captures information on the post-program labor market activities of CETA trainees. This permits prime sponsor planners and administrators to assemble a more complete picture of program performance than that based exclusively on traditional measures of CETA success, such as positive terminations or job placements.

In that a major objective of the CETA program is to improve the income level and employment status of economically disadvantaged individuals, a follow-up data base must primarily capture information on these aspects of participants' post-CETA labor market experiences. These data must be collected in enough detail for prime sponsor planners and administrators to address the following questions about the effectiveness of their local delivery systems:

1. To what extent have the income level and employment status of program participants been improved?

To adequately address this question, prime sponsors need to gather information on the post-program employment experiences of CETA trainees. At a minimum, this information should include:

Labor Force Status at the Time of Program Termination
Total Number of Jobs Held During the Follow-up Period
Employment Information on the First Job after CETA and the Current or
Last Job at the Time of Follow-up Contact, Including the Following
Date Began Job
Date Ended Job
Occupational Title
Starting Hourly Wage
Final Hourly Wage
Hours Worked per Week
Reason for Leaving Job (If Applicable)
Labor Force Status at the Time of the Follow-up Interview
If Not Working at Time of Follow-up Interview, Job Search Status
(looking/not looking)
Public Assistance Status at Time of Interview

While prime sponsors may collect additional information, these minimum data elements will permit the construction of select indicators to measure alternative aspects of terminees' post-program earnings and employment status.

Once prime sponsors assess the ability of their local delivery systems to positively affect the income and employment status of terminees, the data base must also provide local staff with insight into two additional performance related questions:

2. Were improvements in earnings and employment status uniformly distributed across program activities and select subgroups of the population served?
3. What factors appear to contribute to the levels of improvements experienced by program participants?

To respond to these questions, post-program follow-up data must be supplemented with information on select personal characteristics of CETA terminees as well as the types and nature of programs in which they participated. At a minimum, post-program follow-up data should be supplemented with the following characteristics:

Age
Race
Sex
Level of Education
Program Activity or Activities
Termination Status

Prime sponsors are encouraged to further supplement local follow-up data with additional and more detailed participant characteristics and program data in order to conduct further analyses of the performance of their local delivery systems.

B. Types of Terminées to be Included in Local Follow-Up Activities Local follow-up can help prime sponsors identify the relative success of various program activities, and provide direction for program improvement. For these purposes, it is important that local follow-up data collection be based upon the post-program experience of all individuals who terminated from CETA programs. Focusing exclusively on any particular groups of terminées, such as "positive" terminations may not always provide a sufficient basis for making well informed decisions on how to improve program performance. The post-program experiences of individuals who terminated for "other positive" and "other" reasons is as important as information collected on those who entered employment. Therefore, follow-up data collection efforts should include the post-program labor market experiences of all types of terminées, including both program "successes" and "failures".

C. Sources of Data for Local Follow-Up. The appropriate sources of data for local follow-up differ for information concerning the post-program labor market experiences of terminées and data related to their personal characteristics and the programs in which they participated.

1. Post-Program Follow-Up Data. There are two primary sources of data available for collecting information on participants' post-program labor market experiences: direct participant contact, and institutional data records, such as the Social Security Administration Earnings Data and state Unemployment Insurance Wage Data. Although institutional data sources represent one option for prime sponsors, they are less than fully desirable for local decision-making. The available data may not be recent enough or of sufficient scope, and such sources may present time delays in information retrieval. In contrast, direct participant contact using a follow-up questionnaire provides substantial flexibility in selecting outcomes measures. It allows for both the timely feedback of data into the planning process and the potential inclusion of all types of terminées in the local follow-up effort. Prime sponsors should rely on participant surveys for gathering post-program data on labor force experiences of CETA terminées. A recommended participant follow-up questionnaire is included in the appendix.

2. Participant Characteristic and Program Data. The most readily available source of data on the personal characteristics of terminatees and programs from which they terminated is the participant file of the prime sponsor management information system (MIS). The MIS provides ready access to the recommended data and involves limited data collection efforts and costs. Prime sponsors should rely upon their MIS for all data on the characteristics of terminatees and the programs in which they participated.

III. FREQUENCY, TIMING AND NUMBER OF PARTICIPANT CONTACTS. Cost constraints realistically limit the follow-up contact effort to one point in time subsequent to an individual's termination from a CETA program. While multiple follow-up contacts may provide valuable comparisons at different points in the post-program period, this approach should be considered primarily in terms of prime sponsor funding availability.

Selecting the actual follow-up interval must balance considerations concerning the timeliness and representativeness of data generated from follow-up interviews. The longer the follow-up period, the more representative findings tend to be with respect to observing the longer lasting "permanent" effects of CETA participation. However, if follow-up reports are to assist prime sponsor planners, they must also contain recent information and be generated to coincide with the annual planning cycle.

To balance these considerations, a six month follow-up period measured from the point of termination is recommended for use. Although a longer follow-up period may be desirable from a strict methodological perspective, six months is long enough to capture distinct labor market trends and patterns, and short enough to provide current inputs into the annual planning process.

In that the usefulness of follow-up reports in the prime sponsor planning process depends, in part, on the timeliness of report generation, at least one annual evaluation report should be prepared by June first. This will allow for dissemination, presentation, and discussion before the prime sponsor must complete and submit its annual plan.

Since the production of a comprehensive evaluation report may take as long as two full months, the report should be prepared during April and May to meet the June deadline. During this time, follow-up data must be processed, compiled, analyzed, and used to write the evaluation report.

Evaluation reports should analyze follow-up data collected within the twelve months prior to the beginning of the April and May preparation period. Prime sponsors which operate fixed cycle programs should only include in the report data on terminees who participated in cycles that completed during the relevant twelve month period. Including data on terminees who participated in fixed cycles that did not complete may bias the study due to an overrepresentation of drop-outs. In contrast, data on terminees who participated in open-ended programs can be included in the analysis as soon as they are available.

Adhering to this twelve month schedule necessitates the ongoing collection of participant follow-up data throughout the fiscal year. The continuous nature of the data collection process is shown graphically on Table I below for the first two fiscal year cycles. As shown in the two left columns, data collection beginning in October would attempt to locate and interview CETA terminees who left six months earlier in April. This pattern continues throughout the fiscal year, with September interviews being conducted on terminees who left the previous March.

This interview and report writing schedule must be viewed in two phases. Phase one represents the first fiscal year implementation period while phase two delineates the schedule of all subsequent fiscal years. As was noted above, participant follow-up interviews take place continuously throughout the year. However, during the first year, the evaluation report can only include an analysis of the first six months of data (April through September terminations collected from October to March) since that is all the data available when the project reaches the report preparation phase in April (See Table I).

TABLE I

CONTINUOUS PARTICIPANT FOLLOW-UP DATA
COLLECTION SCHEDULE

ANNUAL PRIME SPONSOR
FOLLOW-UP REPORT SCHEDULE

For those who
Terminated in
The Previous:

Six Month
Post-Program Interview
Schedule:

Year One

Year Two
(And All
Subsequent Years)

April
May
June
July
August
September

October
November
December
January
February
March

Follow-up
Data Available
For Year One
Report

October
November

April
May

Preparation of
Year One Report

December

June

Report Due

January
February
March

July
August
September

Follow-up
Data Available
For Year Two
Report

April
May
June
July
August
September

October
November
December
January
February
March

October
November

April
May

Preparation of
Year Two Report

December

June

Report Due

January
February
March

July
August
September

When the second year report preparation phase arrives (April of the second year), twelve months of data will be available for analysis. The report for the second fiscal year should be prepared using the data gathered from April of the previous year (year one), to March of the current fiscal year. This is again in anticipation of a report produced during April and May for a June deadline (see Table I). This second year pattern applies to all subsequent fiscal years.

Because the results of local follow-up evaluations potentially affect program design and service mix decisions, it is critical that judgements about the performance of programs be based on a sufficient number of observations. In view of the fact that the number of participants served varies dramatically by prime sponsor, the size of the study population must, at a minimum, be determined so as to meet conventional standards of statistical sampling rigor. In practice, this may mean that small prime sponsors must include all Title II terminees for follow-up. Conversely, a large prime sponsor may wish to consider sampling in an effort to minimize costs. Prime sponsors are also encouraged to pool data across fiscal years to increase the availability of observations and potentially permit analysis on an increasingly disaggregated level (program activity or even large contractors).

IV. OPERATIONAL RECOMMENDATIONS FOR PARTICIPANT SURVEYS

A. Participant Contact Method. Although various methods are available for administering participant questionnaires, telephone surveys are recommended because they most favorably balance considerations of response rates, data quality, and costs. Recent research has supported this approach in several ways. Major findings include the following:

- o Mail surveys have resulted in extremely low rates of response and have not been as cost efficient as telephone interviews;
- o Mail surveys have not allowed for adequate levels of quality control over the data;
- o Personal interviews have produced comparatively high response rates as well as acceptable levels of data quality. However, personal interviews have also been found to be time consuming, costly, and somewhat impractical to conduct on a broad scale and ongoing basis;
- o Therefore, telephone surveys have emerged as the most practical, and recommended approach for administering participant questionnaires.

B. Types and Sources of Participant Contact Data. To successfully use the telephone survey method to administer the follow-up questionnaire, key data elements are needed to locate and contact former CETA participants. These data elements include: home telephone number; emergency telephone numbers, if available; home address; and if job placed, the employer's name, address and telephone number. Most of these data are readily available in the participant file of the prime sponsor MIS. Provisions must be made to identify and gather this information along with demographic and programmatic data which will supplement the post-program follow-up data.

The high mobility of the CETA population, however, coupled with record keeping lags, requires that this source of personal information be supplemented as well. At the point of termination, therefore, prime sponsors should conduct a brief exit interview with each participant to insure the availability of the latest personal contact information.

C. The Location and Contact of Former Participants. Even with a concerted effort to update personal contact information, the participant location and contact process remains one of the more challenging and potentially time-consuming aspects of conducting a follow-up survey. The following procedures are recommended to form the basis of a standard location and contact process:

1. Mail introductory notification letters to terminees two weeks prior to the first follow-up contact attempt.
2. Telephone terminees and rotate calling times when initial calls are not successful.
3. Use local directories to obtain current phone numbers or addresses, including directory assistance, the "City Directory," or other city records, such as tax records and poll books.
4. Use the post office address correction service to obtain forwarding addresses of terminees who have relocated.
5. For program terminees who do not have telephones or have unlisted numbers or a disconnected phone, use a direct mail approach such as business reply cards.

6. When necessary, use such additional personal information as employers of those job placed, friends or relatives, emergency phone numbers from MIS records, program operators, supportive service providers, and schools.

Because of differences in the size, location, participant population, and service mix of prime sponsors, not all location and contact strategies are equally effective in all local areas. Consequently, the optimal mix of strategies or the intensity with which any particular approach should be pursued will vary. As a guide for gauging the success of location and contact efforts, a prime sponsor should expect to achieve a response rate of at least fifty percent without exceeding budget limitations or time constraints of the standard six month follow-up period.

D. Data Collection Logistics and Staffing. The prime sponsor must address several logistical and organizational issues before implementing a follow-up system. Telephones must be made available for administering the survey instrument. Since much of the interviewing should be done after 5:00 p.m. and on weekends, facilities must be available during non-business hours. Because considerable quantities of information will be collected, prime sponsors are encouraged to use computer facilities for storing, processing, and analyzing data.

The prime sponsor can adopt a variety of organizational approaches to operate the local follow-up system. However, regardless of the approach used, project staff must fulfill the following responsibilities and functions:

1. Coordination of MIS Activities. For interviews to proceed in accordance with the six month follow-up schedule, the prime sponsor must insure the timely identification and retrieval of necessary participant files from the MIS. Procedures must also be established for the organization of demographic and programmatic information required to supplement both the follow-up data, and the contact information needed during the participant location process.

2. Coordination and Implementation of Participant Follow-Up Surveys.

Prime sponsors must provide the resources needed for oversight of all aspects of survey instrument administration. This includes hiring, organizing, and training interviewers, identifying alternative location strategies, and supervising all quality control activities. Since these tasks require the coordination of many ongoing functions, they must be carried out in a well organized manner.

3. Data Analysis and Report Writing. Once the requisite follow-up data are collected, prime sponsors must provide the resources necessary for both the processing, compilation, and analysis of the data, and for the writing of the evaluation report. When designing local follow-up reports, prime sponsors should try to present their findings in a non-technical manner for use by staff and other interested members of the employment and training community. The report writers should be familiar with the objectives and operations of prime sponsor programs, and should understand basic analytical concepts and evaluative techniques.

V. RECOMMENDED FOLLOW-UP REPORTS. As the primary and most visible product of the follow-up survey, the follow-up report should clearly and concisely address relevant issues of CETA post-program performance. Although prime sponsor follow-up reports may vary in content, focus, scope, and methodology, at a minimum they should address the following:

A. Profile of Demographic Characteristics of the Participant Population. Before analyzing program performance, it is important for prime sponsors to review the personal characteristics of individuals served by the Title II delivery system. Using demographic data from the participant file of the MIS, the follow-up report should describe the characteristics of the CETA population under study, including age, race, sex and level of education. (See Table II in appendix).

B. Review of the Demographic Composition of all Major Program Activities. This portion of the report compares and contrasts program activities (OJT, CT, WE, etc.) by the characteristics of the participants that they serve. This is particularly important in that a thorough understanding of the types of individuals served often provides

insight into why one particular program activity performs differently from another.
(See Table III in appendix).

C. Description of the Success of the Local Delivery System Across Program Activities and Participant Characteristics. At a minimum, the following outcome measures should be examined according to program activity and the race, sex, age, and education level of participants: placement status, average hourly wage rate at placement, average number of weeks worked on the first job, and employment status and hourly wage rate at the time of interview. By analyzing such data, prime sponsors can develop a more comprehensive picture of the relative success achieved by the local delivery system with respect to individual program activities and subgroups of the participant population. (See Tables IV A, B in appendix).

D. Description of the Relative Success of Select Population Subgroups Which Have Participated in Similar Program Activities. Besides examining the relative performance of various program activities, it is important to determine if a particular program approach is uniformly effective for select subgroups. The prime sponsor follow-up report should therefore examine the above noted program outcomes for each major program activity for the four major demographic subgroups. This aspect of the analysis potentially lends insight into the key evaluative question, "What works best for whom?". (See Tables VA-VE in appendix).

These recommended report topics, together with the series of sample tables, show how follow-up data may be organized. They are merely examples and represent only one of many approaches a prime sponsor may adopt to address these four issues.

Technical Appendices to Part I

- A. Participant Follow-Up Questionnaire
- B. Sample Tables for Prime Sponsor Report Preparation

APPENDIX A

Participant Follow-Up Questionnaire

SECTION I. CONTACT INFORMATION

Card # 0,1 1 2	1. Name	2. Address	3. Social Security Number 3 11	
4. Telephone Number	5. Termination Date 12 17	6. Interview Date 18 23	7. Contacted 1=Yes 2=No 24	8. Interview Completed 1=Yes 2=No 25
9. Contact Phone #				

SECTION II. INTRODUCTORY STATEMENT

"Hello, my name is _____. I am calling from _____. We are performing an evaluation of the CETA program in which you participated about six months ago. You have probably received a letter from us recently, telling you about this study. I would like to ask you some questions about what you have been doing since you left the program. Do you have time now?"

SECTION III. LABOR FORCE STATUS AFTER LEAVING THE PROGRAM

10. When you left the CETA program, did you have a job? 1=Yes 2=No 26	(If Yes, Go To Q. 12) (If No, Go To Q. 11)	11. Were you looking for work? 1=Yes 2=No 27	12. Since leaving the CETA Program, how many jobs have you had? 28 (If none, Go To Section VI) (If one or more, Go To Section IV)
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SECTION IV. FIRST OR ONLY JOB AFTER LEAVING THE PROGRAM

13. What was the name of your first employer after you left the CETA program?	14. What does the company do?	15. What was your job title?	16. DOT Code (Not a Question, For Coding Only) 29 37
17. On what date did you begin this job? 33 43	18. What was your starting hourly wage rate? 44 47	19. What was your final hourly wage rate? 48 51	20. How many hours did you usually work per week? 52 53
21. Are you still working for this employer? 54 1=Yes 2=No	(If Yes, End of Interview) (If No, Go To Q. 22)	22. On what date did you leave this job? 55 60	
23. Why did you leave this job? 01=Unsatisfactory Working Conditions 02=Found Higher Paying Job 03=Returned to School 04=Problems with Child Care 05=Pregnancy 06=Ill Health, Physical Disability 07=Reached Retirement Age 08=Laid Off, Poor Business Conditions 09=Temporary/Seasonal Job 10=Dismissed/Fired 11=Other 61 62			
24. Have you held more than one job since leaving CETA? 63 1=Yes (If Yes, Continue to Q. 25) 2=No (If No, Go To Section VI)			

SECTION V. CURRENT OR LAST JOB AFTER LEAVING THE PROGRAM

25. What is the name of your current or most recent employer?	26. What does the company do?	27. What is your job title?	28. DOT Code (Not a Question, For Coding Only) 64 72
Card # 0,2 1 2	29. Social Security Number (Not a Question, For Coding Only) 3 11	30. On What date did you begin this job? 12 17	31. What was your starting hourly wage rate? 18 21
32. What was/is your final/current hourly wage rate? 22 25		33. How many hours did you work per week? 26 27	34. Are you still working for this employer? 28 1=Yes (If Yes, End of Interview) 2=No (If No, Continue To Q. 35)
35. On what date did you leave this job? 29 34			
36. Why did you leave this job? 01=Unsatisfactory Working Conditions 02=Found Higher Paying Job 03=Returned to School 04=Problems with Child Care 05=Pregnancy 06=Ill Health, Physical Disability 07=Reached Retirement Age 08=Laid Off, Poor Business Conditions 09=Temporary/Seasonal Job 10=Dismissed/Fired 11=Other 35 36			

SECTION VI. LABOR FORCE STATUS AT INTERVIEW

37. Are you currently looking for work? 1=Yes 2=No 37	38. Are you currently receiving: UI 1=Yes 2=No 38	APDC 39	SSI 40	Any other public assistance? 41
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APPENDIX B

Sample Tables for Prime Sponsor Report Preparation

Table II

PROFILE OF THE DEMOGRAPHIC CHARACTERISTICS
OF THE PARTICIPANT POPULATION

<u>PARTICIPANT CHARACTERISTICS</u>	<u>NUMBER</u>	<u>PERCENTAGE</u>
AGE		
16-19 years	-	-
20-24	-	-
25-44	-	-
45-54	-	-
55+	-	-
<u>Total</u>	-	<u>100.0%</u>
RACE		
Black (Non-Hispanic)	-	-
White (Non-Hispanic)	-	-
Hispanic	-	-
American Indian/ Alaskan Native	-	-
<u>Asian/Pacific Islander</u>	-	-
<u>Total</u>	-	<u>100.0%</u>
SEX		
Female	-	-
Male	-	-
<u>Total</u>	-	<u>100.0%</u>
EDUCATION LEVEL		
School Dropout/No GED	-	-
High School Student	-	-
High School Graduate/ GED Recipient	-	-
<u>Post-High School Attendance</u>	-	-
<u>Total</u>	-	<u>100.0%</u>

TABLE III

REVIEW OF THE DEMOGRAPHIC COMPOSITION OF MAJOR PROGRAM ACTIVITIES

Demographic Characteristics	PROGRAM ACTIVITIES															
	On-the-Job Training		Work Experience		Occupational Training (Total)		Occupational Training ex. Clerical		Occupational Training ex. Welding		Job Search Assistance		Other Sponsor Program		Other Sponsor Program	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
AGE																
16-19 years	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
20-24	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
25-44	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
45-54	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
55+	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<u>Total</u>	-	100.0	-	100.0	-	100.0	-	100.0	-	100.0	-	100.0	-	100.0	-	100.0
RACE																
Black (Non-Hispanic)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
White (Non-Hispanic)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
American Indian/ Alaskan Native	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Asian/Pacific Islander	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<u>Total</u>	-	100.0	-	100.0	-	100.0	-	100.0	-	100.0	-	100.0	-	100.0	-	100.0
SEX																
Female	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<u>Total</u>	-	100.0	-	100.0	-	100.0	-	100.0	-	100.0	-	100.0	-	100.0	-	100.0
EDUCATION LEVEL																
School Dropout/ No GED	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
High School Student	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
High School Graduate/ GED Recipient	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Post-High School Attendee	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<u>Total</u>	-	100.0	-	100.0	-	100.0	-	100.0	-	100.0	-	100.0	-	100.0	-	100.0

TABLE IV A

DESCRIPTIONS OF THE SUCCESS OF MAJOR PROGRAM ACTIVITIES
AS MEASURED BY SELECT INDICATORS OF POST-PROGRAM PERFORMANCE

Major Program Activities	POST-PROGRAM PERFORMANCE MEASURES				
	Placement Status	Average Hourly Wage Rate at Placement	Average Weeks Worked on First Job	Employment Status at Interview	Hourly Wage Rate at Interview
On-the-Job Training					
Work Experience					
Occupational Training (Total)					
Occupational Training ex. Clerical					
Occupational Training ex. Welding					
Job Search Assistance					
Other Prime Sponsor Program					
Other Prime Sponsor Program					

TABLE IV B

DESCRIPTIONS OF THE SUCCESS OF MAJOR PROGRAM ACTIVITIES
AS MEASURED BY SELECT INDICATORS OF POST-PROGRAM PERFORMANCE

PARTICIPANT CHARACTERISTICS	POST-PROGRAM PERFORMANCE MEASURES				
	Placement Status	Average Hourly Wage Rate at Placement	Average Weeks Worked on First Job	Employment Status at Interview	Hourly Wage Rate at Interview
AGE					
16-19 Years					
20-24					
25-44					
45-54					
55+					
RACE					
Black (Non-Hispanic)					
White (Non-Hispanic)					
Hispanic					
American Indian/ Alaskan Native					
Asian/Pacific Islander					
SEX					
Female					
Male					
EDUCATION LEVEL					
School Dropout/ No GED					
High School Student					
High School Graduate/ GED Recipient					
Post-High School Attendee					

TABLE V A

DESCRIPTION OF THE RELATIVE SUCCESS OF SELECT POPULATION SUBGROUPS
WHO HAVE PARTICIPATED IN SIMILAR PROGRAM ACTIVITIES

ON-THE-JOB TRAINING

PARTICIPANT CHARACTERISTICS	POST-PROGRAM PERFORMANCE MEASURES				
	Placement Status	Average Hourly Wage Rate at Placement	Average Weeks Worked on First Job	Employment Status at Interview	Hourly Wage Rate at Interview
AGE					
16-19 Years					
20-24					
25-44					
45-54					
55+					
RACE					
Black (Non-Hispanic)					
White (Non-Hispanic)					
Hispanic					
American Indian/ Alaskan Native					
Asian/Pacific Islander					
SEX					
Female					
Male					
EDUCATION LEVEL					
School Dropout/ No GED					
High School Student					
High School Graduate/ GED Recipient					
Post-High School Attendee					

TABLE V B

DESCRIPTION OF THE RELATIVE SUCCESS OF SELECT POPULATION SUBGROUPS
WHO HAVE PARTICIPATED IN SIMILAR PROGRAM ACTIVITIES

WORK EXPERIENCE

PARTICIPANT CHARACTERISTICS	POST-PROGRAM PERFORMANCE MEASURES				
	Placement Status	Average Hourly Wage Rate at Placement	Average Weeks Worked on First Job	Employment Status at Interview	Hourly Wage Rate at Interview
AGE					
16-19 Years					
20-24					
25-44					
45-54					
55+					
RACE					
Black (Non-Hispanic)					
White (Non-Hispanic)					
Hispanic					
American Indian/ Alaskan Native					
Asian/Pacific Islander					
SEX					
Female					
Male					
EDUCATION LEVEL					
School Dropout/ No GED					
High School Student					
High School Graduate/ GED Recipient					
Post-High School Attendee					

TABLE V C

DESCRIPTION OF THE RELATIVE SUCCESS OF SELECT POPULATION SUBGROUPS
WHO HAVE PARTICIPATED IN SIMILAR PROGRAM ACTIVITIES

OCCUPATIONAL TRAINING (TOTAL)

PARTICIPANT CHARACTERISTICS	POST-PROGRAM PERFORMANCE MEASURES				
	Placement Status	Average Hourly Wage Rate at Placement	Average Weeks Worked on First Job	Employment Status at Interview	Hourly Wage Rate at Interview
AGE					
16-19 Years					
20-24					
25-44					
45-54					
55+					
RACE					
Black (Non-Hispanic)					
White (Non-Hispanic)					
Hispanic					
American Indian/ Alaskan Native					
Asian/Pacific Islander					
SEX					
Female					
Male					
EDUCATION LEVEL					
School Dropout/ No GED					
High School Student					
High School Graduate/ GED Recipient					
Post-High School Attendee					

TABLE V D

DESCRIPTION OF THE RELATIVE SUCCESS OF SELECT POPULATION SUBGROUPS
WHO HAVE PARTICIPATED IN SIMILAR PROGRAM ACTIVITIES

JOB SEARCH ASSISTANCE

PARTICIPANT CHARACTERISTICS	POST-PROGRAM PERFORMANCE MEASURES				
	Placement Status	Average Hourly Wage Rate at Placement	Average Weeks Worked on First Job	Employment Status at Interview	Hourly Wage Rate at Interview
AGE					
16-19 Years					
20-24					
25-44					
45-54					
55+					
RACE					
Black (Non-Hispanic)					
White (Non-Hispanic)					
Hispanic					
American Indian/ Alaskan Native					
Asian/Pacific Islander					
SEX					
Female					
Male					
EDUCATION LEVEL					
School Dropout/ No_GED					
High School Student					
High School Graduate/ GED Recipient					
Post-High School Attendee					

TABLE V E

DESCRIPTION OF THE RELATIVE SUCCESS OF SELECT POPULATION SUBGROUPS
WHO HAVE PARTICIPATED IN SIMILAR PROGRAM ACTIVITIES

OTHER PRIME SPONSOR PROGRAM

PARTICIPANT CHARACTERISTICS	POST-PROGRAM PERFORMANCE MEASURES				
	Placement Status	Average Hourly Wage Rate at Placement	Average Weeks Worked on First Job	Employment Status at Interview	Hourly Wage Rate at Interview
AGE					
16-19 Years					
20-24					
25-44					
45-54					
55+					
RACE					
Black (Non-Hispanic)					
White (Non-Hispanic)					
Hispanic					
American Indian/ Alaskan Native					
Asian/Pacific Islander					
SEX					
Female					
Male					
EDUCATION LEVEL					
School Dropout/ No GED					
High School Student					
High School Graduate/ GED Recipient					
Post-High School Attendee					