

EMPLOYMENT AND TRAINING ADMINISTRATION ADVISORY SYSTEM U.S. DEPARTMENT OF LABOR Washington, D.C. 20210	CLASSIFICATION ETA - Performance Accountability System
	CORRESPONDENCE SYMBOL OWI - OFO - PROTECH
	DATE May 12, 2006

ADVISORY: TRAINING AND EMPLOYMENT GUIDANCE LETTER NO. 29-05

TO: STATE WORKFORCE AGENCIES
STATE WORKFORCE ADMINISTRATORS
STATE WORKFORCE LIAISONS

FROM: EMILY STOVER DeROCCO
Assistant Secretary 

SUBJECT: Negotiating Common Measures Performance Goals for Wagner-Peyser Act Funded Activities for Program Year (PY) 2006, Re-Negotiating the Earnings Common Measure for the Workforce Investment Act (WIA) Title IB Adult and Dislocated Worker Programs, and Clarification of Accountability for Youth Measures

- Purpose.** To inform states of the guidelines for (a) negotiating PY 2006 performance levels for Wagner-Peyser Act-funded activities under the common measures and (b) re-negotiating Average Earnings targets for the WIA Title IB Adult and Dislocated Worker programs. These negotiated performance goals for PY 2006 will be incorporated in the WIA and Wagner-Peyser Act Two-Year Strategic Plans. This Training and Employment Guidance Letter (TEGL) also clarifies the set of youth measures to which states are accountable for the upcoming program year.
- References.** Training and Employment Guidance Letter No. 17-05, "Common Measures Policy for the Employment and Training Administration (ETA) Performance Accountability System and Related Performance Issues;" TEGL No. 27-04, "Negotiating Workforce Investment Act (WIA) Title IB Performance Goals for Program Years (PY) 2005 and 2006;" State Planning Guidance for Title IB of the Workforce Investment Act of 1998 and the Wagner-Peyser Act (http://www.doleta.gov/performance/guidance/WIA_Stand-Alone.cfm); Veterans' Program Letter No. 04-04, "Negotiating State Workforce Agency and Grant-Based Performance Measures for the Period Starting July 1, 2004 and ending June 30, 2005;" TEGL No. 22-02, "Negotiation of Performance Goals for Program Years Four and Five Under Title I of the Workforce Investment Act."

RESCISSIONS	EXPIRATION DATE Continuing
-------------	----------------------------

3. **Background.** The performance accountability system for programs administered by the Employment and Training Administration (ETA), with common measures at the core, is intended to support strategies for a nationwide workforce investment system that is better able to respond to the needs of workers and employers. Such strategies include aligning service delivery strategies with specific demand-driven goals set by the governor to meet the needs of the state and its customers, greater program integration to maximize training investments, increased efficiency and effectiveness of the service delivery structure, and policies that support common data collection and reporting as a means of measuring and describing the success of the workforce investment system. Performance measures and negotiated statewide levels of performance are critical tools that help states assess the results of strategic investments in a demand-driven workforce investment system.

TEGL No. 17-05 (issued February 17, 2006) accomplished the following:

- Described the Department of Labor's (DOL) common performance measures policy for employment and training programs including the WIA Adult, Dislocated Worker and Youth programs; the Wagner-Peyser Act and Veterans' Employment and Training Service (VETS) activities; the Trade Adjustment Assistance program; and National Emergency Grants.
- Discussed the revised definition of the common earnings measure for programs serving adults. The focus is now on six-month earnings following entry into employment. This revision eliminates the requirement to use pre-program wages in computing this measure.
- Clarified policy on who is included in ETA's performance accountability system and made definitions across DOL partner programs more uniform in an effort to facilitate states' data collection and reporting of information on customers served, including self-service participants.

4. **PY 2006 Wagner-Peyser Act Levels of Performance and Average Earnings for the WIA Title IB Adult and Dislocated Worker Programs.** TEGL No. 27-04 (issued April 14, 2005) provided a framework for the negotiation of WIA Title IB performance and customer satisfaction goals for PY 2005 and PY 2006. That TEGL helped move the workforce system beyond incremental changes in performance goals and further along the continuum of improved program accountability and streamlined measures to gauge the success of strategic investments. Per TEGL No. 27-04, states were not required to establish performance levels for Wagner-Peyser Act funded employment services in PY 2005; PY 2005 is serving as the baseline year to capture information under the common measures to aid in negotiations in future program years. For PY 2006, states are asked to set levels of performance for the Wagner-Peyser Act-funded employment services component of the state's One-Stop system using the common measures for programs serving adults:

- Entered Employment Rate
- Employment Retention Rate
- Average Earnings*

In proposing performance targets for Wagner-Peyser Act activities, states are to negotiate their goals within the context of integrated service delivery, priority of service, customer mix, and workforce solutions that support a demand-driven system. States should be aware that the Veterans' Employment and Training Service (VETS) intends to issue separate guidance on negotiating PY 2006 veterans' performance targets with state workforce agencies. This negotiation of specific levels of performance for veterans will include (a) performance targets for veterans served by One-Stop employment and workforce information services, and (b) grant-based performance targets for veterans served through the Jobs for Veterans state grants.

*Average Earnings. TEGL No. 27-04 also provided detailed instructions on the negotiation of state performance levels for WIA Title IB programs for PY 2005 and PY 2006. Due to the change in the definition of the earnings common measure - from Adult Earnings Change in Six Months to Adult Average Earnings - effective July 1, 2006, for programs serving adults, states will need to re-negotiate the PY 2006 earnings indicator of performance for both adults and dislocated workers served under WIA.

The chart below summarizes the measures to be negotiated in PY 2006:

Negotiating Performance for PY 2006: Measures, Definition Sources, Applicable Programs

Adult Measures	Source of Definition	Applicable Programs
Entered Employment Rate	Common Measures Policy (TEGL No. 17-05)	Wagner-Peyser Act funded employment services
Employment Retention Rate	Common Measures Policy (TEGL No. 17-05)	Wagner-Peyser Act funded employment services
Average Earnings	Common Measures Policy (TEGL No. 17-05)	Wagner-Peyser Act WIA Adults** WIA Dislocated Workers** **indicates a re-negotiation of the earnings measure

5. **Reaching Agreement on State Performance Levels**. States should use negotiated levels of performance to manage for continuous improvement and enhanced customer satisfaction. The following tools and process guidelines provide a uniform

framework for states to set performance goals that demonstrate this commitment. Key factors for states to consider in the development process include: meeting or exceeding actual performance levels based on the ETA 9002 reports; historic data from the Bureau of Labor Statistics (BLS); VETS data and Wagner-Peyser wage data; economic analyses and projections and greater comparability with WIA Adult performance indicators. Final performance levels must be negotiated and agreed upon by the state and the ETA Regional Administrator no later than June 30, 2006. A recommended timeline for the negotiation process is included in Attachment I.

NOTE: When using BLS data as a guide, states should carefully consider timeframes covered by BLS employment and wage information, and the relative time periods in which Wagner-Peyser and WIA exiters enter employment and obtain post-program earnings.

A. Tools for Proposing Levels of Performance

- I. *Past performance.* States should use historic, annual performance information (PY 2001-2005 to date), including recent quarterly performance results, to inform projected levels of performance for PY 2006. The Department anticipates that states will submit proposed levels of performance that reflect continuous improvement and additional experience, indicate system integration and program design changes, show increases over the previous years' performance levels, and are more comparable to WIA performance indicators. ETA recognizes that performance levels may vary based on prior performance and environmental factors that are beyond the state's control. Various tools and resources are available to examine states' historic performance data, such as BLS data for employment, industries, counties, average earnings, etc. (www.bls.gov/cew/cewover.htm); VETS' performance data (<http://www.dol.gov/vets/vetoutcomes/index.htm>); state-by-state files of ETA performance data (www.doleta.gov/Performance/results/wia_national_performance.cfm); and the Federal Research and Evaluation Database (www.fred-info.org).

NOTE: To create average wage data for Wagner-Peyser, states must run the same cohorts used to create the November 2005 (for the quarter ending 9/30/2005) and February 2006 (for the quarter ending 12/31/2005) PY 2005 Wagner-Peyser quarterly performance reports against the wage records for the same time period using the new average earnings definition. If states have the capacity, they may want to do the same thing for data captured in PY 2002 to PY 2004 in order to establish a baseline. These data should be part of the initial package submitted to the Regional Office in preparation for the negotiations.

- II. *National comparisons.* ETA has utilized states' previously submitted annual performance data to provide information on the national distribution of

performance outcomes. States and regions can refer to these benchmarks when setting goals to achieve continuous improvement. Attachment II displays the Wagner-Peyser performance data for the quarter ending December 31, 2005, which serve as a data source in the negotiation of performance targets for the Entered Employment Rate and the Employment Retention Rate. Attachment III outlines the six-month average earnings for the WIA Adult and Dislocated Worker programs by state.

- III. *Government Performance and Results Act (GPRA) goals.* Throughout the performance negotiations process, states should be aware of the GPRA goals that the Department has established for PY 2006. Regional offices will use these benchmarks to gauge their states' proposed performance levels. The GPRA performance goals for the Department are available on ETA's Web site (www.doleta.gov/Performance/goals/gpra.cfm).
- IV. *Quarterly Census of Employment and Wages (QCEW) Data.* The QCEW is a cooperative program involving the Bureau of Labor Statistics (BLS) and the state workforce agencies that produces a comprehensive tabulation of employment and wage information for workers covered by state unemployment insurance (UI) laws and federal workers covered by the Unemployment Compensation data on the number of establishments, monthly employment, and quarterly wages, by North American Industry Classification System (NAICS) industry, by county and by ownership sector for the entire United States. At the state and local levels, the QCEW program publishes employment and wage data down to the 6-digit NAICS industry level. The QCEW data can serve as a resource to assist states in placing the results achieved under the revised average earnings measure for the WIA and Wagner-Peyser programs within the context of the average earnings for the overall workforce. Attachment IV provides estimates of six-month average earnings by state for private industry covering the 2002 through 2004 calendar year period. Attachment V provides additional background information on BLS-QCEW program data.
- V. *Other Possible Factors.* Environmental factors may affect the negotiated levels of performance and should be considered during the negotiation process. These factors include, but are not limited, to: economic conditions such as the rate of job creation/job loss; new business start-ups; state legislation or policies which might impact performance; and characteristics of participants when they entered the program and the services to be provided. Characteristics might include indicators of public assistance dependency, educational level, poor work history, basic skills deficiency, disability, age, or creation of a hardest-to-service index, etc.

B. Process for Reaching Agreement on State Performance Levels

The process for reaching agreement on the state performance levels for PY 2006 Wagner-Peyser Act employment services in the areas of Entered Employment, Employment Retention and Average Earnings, as well as renegotiating Average Earnings for the WIA Adult and Dislocated Worker programs, will include the following steps:

- I. After conducting an analysis of factors that may affect performance, the state will propose performance levels for PY 2006 for each of the performance indicators outlined in the introduction of this section by submitting them to the Regional Administrator serving the state. The states should provide the following supporting materials when submitting the proposed levels: the methodology used for developing the proposed levels of performance; a description of the data sources, calculations, and additional environmental factors; and a description of how the target levels will promote continuous improvement in state performance.
 - II. The regional office will review the state's analysis and will work with the state to set mutually agreed upon levels of performance. The regional office will consider the proposed levels in light of the following: past performance analysis; relationship to other performance benchmarks; impact of economic and demographic information of participants served; impact of system and program design; and other environmental factors addressed by the state. Additionally, the regional office will consider the quality of data presented by a state including its relevance, source, and the time period from which the data are drawn; the appropriateness of each performance level in light of statutory criteria and this guidance; and the adequacy of any information states offered to substantiate each level. If the regional office determines that a state could increase its proposed performance levels to more fully support continuous improvement strategies, it will negotiate with the state to obtain mutually agreed upon performance levels.
 - III. Once the performance levels are agreed upon, the Regional Administrator will send a letter to the state confirming the agreed upon levels by June 30, 2006.
6. **Clarification of Accountability for Youth Measures.** TEGl 27-04 stated that "data collected on the placement and degree/certificate attainment measures during PY 2005 will serve as a baseline for negotiations on these measures for PY 2006." However, DOL will not negotiate expected levels for the youth common measures for PY 2006, with the exception of those states that have a waiver to implement the common measures only. Non-waiver states will continue to be held accountable to the seven current statutory youth measures, including the original earnings change

measure. Non-waiver states will continue to collect data on the youth common measures for reporting purposes only, but will not be held accountable to the youth common measures.

ETA's Strategic Youth Vision. If states are serving a greater percentage of the neediest youth as defined in ETA's strategic youth vision - out-of-school youth including youth in foster care, youth in the juvenile justice system, children of incarcerated parents, migrant youth, Indian and Native American youth, and youth with disabilities - and would like to renegotiate performance levels based on their impact, they must demonstrate how the earlier negotiated goals are impacted by the shift in participants served.

7. **Other Re-Negotiations.** All requests for re-negotiation of other PY 2005 performance goals must be received by the appropriate Regional Office by May 30, which is the same deadline as that established for submission of state proposals regarding proposed performance levels for the Wagner-Peyser Act and the WIA Adult and Dislocated Worker (Average Earnings only) programs (see Attachment I).
8. **Modification of State Plans.** The final Regional Administrator's letter will serve as the approved modification of the Strategic Two-Year Plan to incorporate the negotiated Wagner-Peyser performance levels and WIA targets for the earnings measure for the Adult and Dislocated Worker programs.
9. **Action Required.** States are required to distribute this information to the appropriate state and local staff.
10. **Inquiries.** Questions concerning this issuance may be directed to the appropriate regional office.
11. **Attachments.**

- Attachment I: Recommended Timeline for Negotiation Process
- Attachment II: Wagner-Peyser Performance Data for Quarter Ending 12/31/2005
- Attachment III: Average Earnings for Adults & Dislocated Workers by State
- Attachment IV: Estimates of Six-Month Average Earnings by State using BLS-QCEW Program Data
- Attachment V: Additional Information on BLS-QCEW Program Data

Recommended Timeline for Negotiation Process

PY 2006 Negotiation Process for Common Measures for Wagner-Peyser (Entered Employment Rate, Employment Retention Rate, Average Earnings) and Re-Negotiation of Earnings Measure for the WIA Title IB Adult and Dislocated Worker Programs	
Activity	Time Frame
State proposals containing proposed performance levels for Wagner-Peyser Act EER, ERR and Average Earnings & WIA Adult and Dislocated Worker Average Earnings are submitted to the appropriate Regional Office	May 30, 2006
Negotiations commence between States and Regional Offices	May 30, 2006
Regional Office notification of PY 2006 state levels completed and approved	June 30, 2006

Attachment II
Wagner-Peyser Quarterly Data - Rolling 4 Quarters Ending 12/31/2005

STATE	Enter Employment Rate Wagner-Peyser Numerator	Entered Employment Rate Wagner-Peyser Denominator	Total Entered Employment Rate Wagner-Peyser	Employee Retention Rate Wagner-Peyser Numerator	Employee Retention Rate Wagner-Peyser Denominator	Total Employment Retention Rate Wagner-Peyser
AK	40,485	66,725	61%	30,661	42,551	72%
AL	191,576	297,245	64%	211,998	257,714	82%
AR	101,584	146,184	69%	97,979	124,181	79%
AZ	43,271	207,958	21%	21,609	60,002	36%
CA	415,526	772,102	54%	453,645	574,366	79%
CO	54,178	92,058	59%	58,481	77,451	76%
CT	21,038	39,429	53%	16,768	23,622	71%
DC	11,307	19,169	59%	10,472	13,633	77%
DE	13,768	23,160	59%	14,846	19,441	76%
FL	574,498	916,336	63%	528,944	662,979	80%
GA	301,932	451,860	67%	285,104	359,525	79%
HI	17,545	30,791	57%	20,325	25,656	79%
IA	109,022	156,016	70%	115,506	139,998	83%
ID	66,666	92,192	72%	77,399	94,658	82%
IL	245,730	408,258	60%	251,460	311,384	81%
IN	139,787	204,658	68%	147,156	177,284	83%
KS	48,408	72,030	67%	51,629	63,929	81%
KY	173,200	255,651	68%	164,284	204,142	80%
LA	46,619	74,528	63%	40,580	55,172	74%
MA	90,017	161,906	56%	73,867	98,154	75%
MD	26,130	43,701	60%	35,776	44,469	80%
ME	16,775	22,099	76%	14,722	17,805	83%
MI	80,351	136,014	59%	52,492	67,025	78%
MN	23,441	39,486	59%	44,116	55,286	80%
MO	130,668	207,331	63%	131,787	170,289	77%
MS	107,738	284,927	38%	123,717	202,488	61%
MT	25,559	37,835	68%	23,954	28,850	83%
NC	313,778	579,486	54%	334,716	430,107	78%
ND	15,474	21,965	70%	17,036	20,752	82%
NE	24,361	45,985	53%	31,478	37,294	84%
NH	21,039	34,406	61%	16,591	20,721	80%
NJ	135,186	273,532	49%	111,367	148,359	75%
NM	52,002	91,251	57%	44,724	59,233	76%
NV	45,101	61,281	74%	38,644	48,383	80%
NY	245,905	432,523	57%	221,703	285,213	78%
OH	6,598	11,432	58%	3,593	4,427	81%
OK	82,193	126,491	65%	76,393	96,714	79%
OR	165,056	273,249	60%	158,488	200,537	79%

PA	68,315	114,234	60%	82,249	98,476	84%
RI	11,390	19,413	59%	7,708	11,201	69%
SC	263,048	389,544	68%	219,648	270,234	81%
SD	56,987	77,345	74%	40,292	55,964	72%
TN	194,987	298,902	65%	177,848	223,016	80%
TX	486,311	830,111	59%	871,811	1,064,551	82%
UT	126,624	181,540	70%	126,399	152,962	83%
VA	180,734	223,858	81%	227,717	247,000	92%
VT	9,699	13,803	70%	11,791	14,845	79%
WA	222,743	325,463	68%	195,150	239,491	81%
WI	39,119	59,529	66%	2,184	2,593	84%
WV	19,292	29,944	64%	277	345	80%
*WY						

Source: ETA 9002 C 4-Quarter series report
WY have not yet been reported to ETA.

ATTACHMENT III

Average Six-Month Earnings for WIA Adult Programs and Dislocated Worker

State Name	WIA Adult Program				Dislocated Worker Program		
	PY 2002	PY 2003	PY 2004		PY 2002	PY 2003	PY 2004
Nation	\$9,396	\$10,348	\$10,773		\$12,998	\$13,803	\$14,003
AK	\$10,539	\$13,506	\$12,606		\$14,675	\$18,606	\$16,271
AL	\$8,859	\$11,506	\$13,094		\$10,677	\$11,642	\$12,653
AR	\$9,077	\$10,005	\$12,634		\$10,311	\$11,172	\$12,518
AZ	\$9,434	\$9,439	\$9,409		\$12,077	\$13,206	\$13,533
CA	\$10,397	\$10,483	\$11,680		\$14,945	\$15,030	\$15,311
CO	\$9,172	\$11,037	\$10,512		\$13,410	\$15,269	\$16,040
CT	\$10,243	\$9,517	\$9,818		\$15,775	\$14,159	\$16,193
DC	\$8,478	\$8,971	\$8,924		\$14,209	\$13,816	\$15,059
DE	\$8,586	\$9,518	\$9,272		\$12,374	\$12,058	\$12,987
FL	\$9,690	\$11,367	\$12,118		\$12,799	\$13,720	\$14,140
GA	\$8,716	\$9,102	\$10,284		\$11,151	\$13,024	\$13,940
HI	\$8,987	\$9,137	\$10,087		\$12,435	\$12,434	\$12,941
IA	\$9,049	\$9,344	\$9,511		\$11,296	\$11,791	\$12,230
ID	\$9,229	\$8,921	\$9,413		\$12,940	\$12,417	\$13,266
IL	\$9,585	\$9,985	\$10,198		\$13,676	\$15,034	\$15,333
IN	\$9,348	\$10,159	\$10,149		\$12,839	\$14,980	\$14,189
KS	\$8,950	\$10,105	\$11,281		\$12,294	\$14,804	\$15,539
KY	\$9,381	\$9,612	\$10,081		\$12,066	\$11,668	\$11,950
LA	\$8,764	\$9,277	\$10,063		\$11,083	\$11,227	\$11,544
MA	\$9,515	\$9,849	\$10,018		\$13,972	\$14,756	\$16,643
MD	\$10,501	\$11,431	\$12,240		\$14,307	\$15,902	\$17,269
ME	\$8,959	\$9,220	\$9,312		\$10,932	\$10,760	\$12,919
MI	\$9,096	\$9,617	\$9,388		\$12,598	\$12,674	\$12,336
MN	\$9,319	\$10,035	\$10,539		\$15,434	\$16,498	\$16,300
MO	\$8,101	\$8,589	\$8,658		\$12,651	\$13,165	\$12,590
MS	\$8,313	\$8,333	\$8,450		\$9,346	\$9,659	\$9,663
MT	\$8,468	\$7,936	\$9,697		\$13,127	\$13,014	\$13,888
NC	\$9,133	\$9,110	\$9,669		\$11,229	\$11,858	\$12,217
ND	\$7,801	\$7,809	\$8,332		\$11,328	\$10,832	\$11,164
NE	\$7,887	\$9,387	\$9,505		\$12,647	\$12,676	\$13,342
NH	\$9,485	\$11,009	\$10,544		\$13,389	\$17,111	\$15,121
NJ	\$9,928	\$10,533	\$11,209		\$13,821	\$14,189	\$15,815
NM	\$8,946	\$9,234	\$10,158		\$11,223	\$11,800	\$13,315
NV	\$9,536	\$8,537	\$10,437		\$13,575	\$15,004	\$14,723
NY	\$10,134	\$10,969	\$11,639		\$14,815	\$15,182	\$15,138
OH	\$13,409	\$14,218	\$14,221		\$15,618	\$17,021	\$17,093
OK	\$9,311	\$9,422	\$10,206		\$11,871	\$12,020	\$12,842
OR	\$8,354	\$9,323	\$9,938		\$11,719	\$12,425	\$12,812
PA	\$8,844	\$9,762	\$10,184		\$12,975	\$13,741	\$14,581
PR	\$4,629	\$5,835	\$7,149		\$4,925	\$5,638	\$5,847
RI	\$9,757	\$10,608	\$10,653		\$13,161	\$13,099	\$13,324
SC	\$8,429	\$8,774	\$9,071		\$10,425	\$11,107	\$11,283
SD	\$7,402	\$8,277	\$8,954		\$10,328	\$11,333	\$11,348
TN	\$9,814	\$17,178	\$14,595		\$12,118	\$20,922	\$16,898

TX	\$9,255	\$10,257	\$10,591		\$12,533	\$13,407	\$12,859
UT	\$9,540	\$9,271	\$9,031		\$13,674	\$13,250	\$13,794
VA	\$7,804	\$9,812	\$9,253		\$12,371	\$13,665	\$13,147
VT	\$9,822	\$9,730	\$10,427		\$13,440	\$14,285	\$14,947
WA	\$9,710	\$10,387	\$10,394		\$14,477	\$15,383	\$16,022
WI	\$7,965	\$7,918	\$9,073		\$13,116	\$13,547	\$13,829
WV	\$9,447	\$7,549	\$9,378		\$13,060	\$10,641	\$14,979
WY	\$8,173	\$9,775	\$10,724		\$12,199	\$11,121	\$14,140

Source: WIASRD Program Data PY 01 - PY 04

ATTACHMENT IV
Estimates of Six-Month Average Earnings by State Using BLS-QCEW Program Data

State ID	CY2002			CY2003			CY2004		
	Annual Avg. Employment	Total Annual Earnings (in thousands)	Estimated 6-Month Avg. Earnings	Annual Avg. Employment	Total Annual Earnings (in thousands)	Estimated 6-Month Avg. Earnings	Annual Avg. Employment	Total Annual Earnings (in thousands)	Estimated 6-Month Avg. Earnings
Nation	107,577,281	\$3,930,767,025	\$18,270	107,065,553	\$4,015,823,331	\$18,754	108,490,066	\$4,245,640,890	\$19,567
AK	211,903	\$7,617,915	\$17,975	215,626	\$7,871,182	\$18,252	220,849	\$8,327,132	\$18,853
AL	1,492,477	\$45,554,715	\$15,261	1,483,039	\$46,815,174	\$15,784	1,509,246	\$49,528,759	\$16,408
AR	936,465	\$25,949,062	\$13,855	930,765	\$26,521,181	\$14,247	942,044	\$28,075,079	\$14,901
AZ	1,876,764	\$63,133,831	\$16,820	1,902,998	\$65,847,521	\$17,301	1,980,818	\$71,721,836	\$18,104
CA	12,461,949	\$508,166,580	\$20,389	12,447,085	\$521,081,230	\$20,932	12,609,942	\$555,403,066	\$22,022
CO	1,814,307	\$68,921,440	\$18,994	1,776,722	\$69,097,929	\$19,445	1,800,646	\$72,397,898	\$20,103
CT	1,408,923	\$66,767,965	\$23,695	1,390,345	\$68,036,491	\$24,467	1,398,093	\$72,184,249	\$25,815
DC	420,177	\$22,703,981	\$27,017	421,101	\$23,613,304	\$28,038	429,176	\$25,397,871	\$29,589
DE	347,690	\$13,731,536	\$19,747	347,500	\$14,207,358	\$20,442	356,173	\$15,081,359	\$21,171
FL	6,149,892	\$195,667,180	\$15,908	6,213,122	\$204,504,193	\$16,457	6,423,693	\$221,216,998	\$17,219
GA	3,188,907	\$114,822,735	\$18,003	3,156,763	\$116,369,030	\$18,432	3,206,888	\$122,652,733	\$19,123
HI	444,519	\$13,756,399	\$15,473	454,089	\$14,519,181	\$15,987	468,748	\$15,742,130	\$16,792
IA	1,185,662	\$34,571,883	\$14,579	1,177,501	\$35,584,066	\$15,110	1,195,269	\$37,861,507	\$15,838
ID	465,801	\$12,929,751	\$13,879	468,484	\$13,244,828	\$14,136	482,745	\$14,204,915	\$14,713
IL	4,952,156	\$196,793,208	\$19,869	4,887,063	\$198,286,927	\$20,287	4,895,801	\$207,181,480	\$21,159
IN	2,443,987	\$79,613,943	\$16,288	2,427,271	\$81,058,368	\$16,697	2,451,737	\$85,142,689	\$17,364
KS	1,064,161	\$33,054,081	\$15,531	1,048,871	\$33,348,003	\$15,897	1,058,858	\$34,955,699	\$16,506
KY	1,425,851	\$43,812,708	\$15,364	1,423,208	\$45,056,332	\$15,829	1,439,029	\$47,378,920	\$16,462
LA	1,488,755	\$44,697,643	\$15,012	1,493,180	\$45,713,492	\$15,307	1,500,416	\$47,596,758	\$15,861
MA	2,790,220	\$126,412,037	\$22,653	2,739,212	\$127,562,806	\$23,285	2,739,861	\$134,879,469	\$24,614
MD	1,977,276	\$74,885,643	\$18,937	1,983,840	\$77,677,539	\$19,578	2,014,285	\$82,608,965	\$20,506
ME	492,726	\$14,406,686	\$14,619	492,329	\$14,882,776	\$15,115	497,523	\$15,618,817	\$15,697
MI	3,745,997	\$142,953,008	\$19,081	3,679,892	\$145,296,101	\$19,742	3,665,091	\$148,087,745	\$20,202
MN	2,214,010	\$83,067,155	\$18,759	2,206,420	\$85,374,066	\$19,347	2,230,302	\$90,506,869	\$20,290
MO	2,214,874	\$73,676,398	\$16,632	2,200,623	\$74,697,428	\$16,972	2,213,813	\$77,535,609	\$17,512
MS	874,488	\$23,010,211	\$13,156	864,109	\$23,449,773	\$13,569	871,265	\$24,424,055	\$14,016
MT	310,388	\$7,701,702	\$12,407	314,240	\$8,063,221	\$12,830	323,727	\$8,614,228	\$13,305
NC	3,132,633	\$101,780,187	\$16,245	3,093,372	\$103,050,909	\$16,657	3,141,074	\$108,786,936	\$17,317
ND	249,821	\$6,525,296	\$13,060	251,672	\$6,844,739	\$13,599	258,025	\$7,381,059	\$14,303
NE	723,673	\$21,025,492	\$14,527	724,281	\$21,673,276	\$14,962	730,413	\$22,682,662	\$15,527
NH	521,454	\$19,081,847	\$18,297	520,458	\$19,613,486	\$18,843	529,498	\$20,937,397	\$19,771
NJ	3,275,702	\$146,988,589	\$22,436	3,262,121	\$149,994,400	\$22,990	3,274,157	\$155,963,272	\$23,817
NM	565,731	\$15,946,021	\$14,093	570,868	\$16,521,345	\$14,470	582,169	\$17,517,156	\$15,045
NV	917,523	\$30,310,494	\$16,518	949,334	\$32,581,025	\$17,160	1,010,267	\$36,480,273	\$18,055
NY	6,848,947	\$322,109,480	\$23,515	6,803,570	\$325,906,816	\$23,951	6,854,296	\$348,157,089	\$25,397
OH	4,576,369	\$154,229,328	\$16,851	4,524,065	\$156,563,413	\$17,303	4,533,380	\$162,874,667	\$17,964
OK	1,145,071	\$32,245,630	\$14,080	1,120,680	\$32,795,855	\$14,632	1,130,802	\$34,431,859	\$15,225
OR	1,320,125	\$43,650,904	\$16,533	1,314,854	\$44,466,608	\$16,909	1,344,751	\$47,101,505	\$17,513
PA	4,791,355	\$169,026,136	\$17,639	4,753,844	\$173,433,529	\$18,241	4,781,005	\$181,991,489	\$19,033
PR	701,719	\$13,923,358	\$9,921	726,994	\$14,770,755	\$10,159	743,857	\$15,524,818	\$10,435
RI	404,008	\$13,429,119	\$16,620	407,764	\$14,216,602	\$17,432	412,149	\$14,824,318	\$17,984
SC	1,454,665	\$42,890,165	\$14,742	1,454,329	\$43,980,643	\$15,121	1,476,668	\$46,230,124	\$15,654
SD	294,996	\$7,644,669	\$12,957	295,714	\$7,910,687	\$13,376	300,583	\$8,353,985	\$13,896
TN	2,209,384	\$71,740,575	\$16,235	2,204,879	\$73,853,100	\$16,748	2,246,911	\$78,322,558	\$17,429
TX	7,662,067	\$281,705,795	\$18,383	7,587,587	\$284,093,347	\$18,721	7,695,635	\$300,899,015	\$19,550
UT	857,874	\$25,746,002	\$15,006	857,043	\$26,158,826	\$15,261	884,984	\$27,956,753	\$15,795
VA	2,785,885	\$102,382,111	\$18,375	2,788,213	\$106,348,991	\$19,071	2,859,017	\$114,694,940	\$20,058
VT	246,527	\$7,547,034	\$15,307	244,595	\$7,722,455	\$15,786	248,057	\$8,116,785	\$16,361
WA	2,153,424	\$81,803,682	\$18,994	2,157,934	\$83,454,302	\$19,337	2,196,183	\$85,249,803	\$19,409
WI	2,310,188	\$74,197,881	\$16,059	2,307,228	\$76,133,210	\$16,499	2,335,623	\$80,318,510	\$17,194
WV	547,512	\$15,231,081	\$13,909	542,349	\$15,380,345	\$14,179	550,559	\$16,283,559	\$14,788
WY	182,026	\$5,150,110	\$14,147	183,403	\$5,345,901	\$14,574	187,822	\$5,758,340	\$15,329

Data Source: BLS Quarterly Census of Employment and Wages, Annual Averages, 2002-2004 <http://www.bls.gov/cew>

ADDITIONAL NOTES ON BLS QCEW PROGRAM DATA

Data Source/Methodology:

ETA utilized annual QCEW employment and wage data for private industry by state for calendar years 2002 through 2004, which is readily available on the BLS website at <http://www.bls.gov/cew/> under the heading "Publications and Other Documentation." Calendar year data on average earnings for the overall workforce were used as a point of comparison to the actual average earnings achieved by the reporting cohorts included on state Workforce Investment Act (WIA) Annual Report submissions during Program Years (PY) 2002 through 2004, and the state quarterly reports submitted for the WIA and Wagner-Peyser programs for the quarter ending September 30, 2005. For instance, the exit cohorts for the employment retention and earnings measures on the state quarterly reports ending September 30, 2005, covered the periods July 1, 2003 through June 30, 2004. With the exception of one quarter for the April-June 2004 cohort, the actual six-month earnings quarters (i.e., 2nd and 3rd post-program quarters) for these exit cohorts covered the calendar year 2004 period. Similar coverage based on a calendar year period exists for exit cohorts reported on prior WIA Annual Reports.

To estimate the six-month average earnings using the QCEW data, we applied the following methodology:

$$\frac{((\text{TOTAL ANNUAL EARNINGS} \times 1,000) \text{ divided by ANNUAL AVG. EMPLOYMENT})}{2}$$

2

All published BLS data are final. Detail may not add to totals due to rounding.

Data Coverage/Limitations:

Employment data under the QCEW program represent the number of covered workers who worked during, or received pay for, the pay period including the 12th of the month. Excluded are members of the armed forces, the self-employed, proprietors, domestic workers, unpaid family workers, and railroad workers covered by the railroad unemployment insurance system. Wages represent total compensation paid during the calendar quarter, regardless of when services were performed. Included in wages are pay for vacation and other paid leave, bonuses, stock options, tips, the cash value of meals and lodging, and in some States, contributions to deferred compensation plans (such as 401(k) plans). The QCEW program does provide partial information on agricultural industries and employees in private households.

BLS publishes data from the QCEW program every quarter in the County Employment and Wages press release. This is usually released 6 to 7 months after the end of the quarter. In addition, QCEW publishes the annual bulletin Employment and Wages, Annual Averages about 10 months after the end of the year.