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Survey Results on the Effects of a Two-Thirds Cut in State Set-Aside Funds under the Workforce Investment Act

NATIONAL ASSOCIATION OF STATE WORKFORCE
AGENCIES

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Summary of State Responses Submitted the First Week of May 2011

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HIGHLIGHTS

As part Continuing Appropriations Act of 2011, (P.L. 111-10), the Workforce Investment Act's state set-aside (also known as the Governors' Reserve) was **reduced from 15 percent to 5 percent, a reduction of \$206.2 million or 67 percent.** These funds have been used for required and allowable activities, including many innovative workforce activities.

The survey reveals the set aside funds are spent in a very timely manner. States report most, if not all, of their funds from program year (PY) 2008 had been obligated and spent. For program year 2009, the average state had obligated 92% of its funds and spent 82%. During the first three quarters of the current program year (2010), on average, states had obligated 60% and spent 34% of their funds.

Almost every state obligates and spends 80 percent of its current program year set-aside funds as required. The remaining carry-over is needed because states work on innovative, creative, technological, multi-year, multi-partner projects that require collaboration and multi-year funding.

The survey shows **states are "laboratories of innovation"** in developing creative solutions to the changing needs of the labor market and implementing innovative approaches connecting regional economic development efforts and targeting key employment sectors.

States expressed concern that the reduction in the set aside will have a **chilling effect not only on their efforts to innovate, but also on their ability to complete the required statewide activities** mandated under Workforce Investment Act. Nearly every state responded they will not continue all the required activities currently being done at the same level and half of the thirty-eight responding states said they anticipate at least one of the **required** activities would be discontinued due to lack of federal funding.

In areas relating to **oversight and performance** monitoring, the reduction in the set aside will greatly impact most states ability to meet its required obligations.

Technical Assistance will be reduced to perfunctory monitoring with suggestions for improvement rather than in-depth analysis and on-going support, thus impacting the ability of local areas to increase their level, intensity and quality of services to assist those most in need.

Technology products and infrastructure costs would be hard-hit by the reduction. At both the state and local level, the funds are used to pay for infrastructure at the nation's 3,000 one-stop career centers, such as rent, building facilities, upgrading and purchasing new technology systems, utilities, servers, phones, and computers.

Nearly every state predicted that **technical assistance and capacity building** would be either severely limited or eliminated all-together. Areas such as staff development, staff training, technical assistance to local areas, technical assistance for special projects, capacity building, certification programs, and will be affected.

Repeatedly, states cited the impact on **regional projects that require innovation and collaboration among local areas, educators, and businesses.** These projects are necessary for achieving a competitive workforce, but generally the local areas do not have the capacity for organizing and monitoring such projects and would be adversely affected by this reduction.

Nearly every state indicated the **incentives to local partners** to facilitate projects; to encourage regional collaboration, innovation, and exemplary performance; and to serve target populations would be severely limited. In fact, despite being a **required** activity, numerous states reported they would not have sufficient funds to provide any incentive funds.

States are in the process of **laying off key staff essential to the workforce system** in the following areas: IT assistance, Workforce Investment Council support, regional administration, grant management, accounting, policy development, labor market analysis, and performance analysis.

States will no longer be able to **target at-risk populations**, including youth, low-income workers, low-literacy workers, and recently released prisoners, as well as traditionally under-employed populations such as women, minorities, veterans, mature workers, and the long-term unemployed.

BACKGROUND INFORMATION

The purpose of this survey is to gauge the impact on states resulting from the reduction in the state set-aside (also known as the Governors' Reserve) by 10 percentage points, from 15 percent to five percent as part of the Full-Year Continuing Appropriations Act of 2011, P.L. 111-10. In program year (PY) 2010 the state set aside was funded at \$339.3 million and in PY 2011 it will be funded at \$133.1 million, a reduction of \$206.2. Below are some frequently asked questions:

What is the state set aside? The state set aside was established by Section 128 (a) (1) of the [Workforce Investment Act](#) (WIA, [P. L. 105-220](#)) and allows governors to set aside up to 15 percent from each of the three funding streams (Adult, Dislocated Worker, and Youth) for statewide workforce investment activities. In addition, the governor may reserve not more than five percent of these funds for state administration of the set-aside programs.

Why did congress enact the set-aside provision? The U.S. Department of Labor (USDOL) proposed a reduction in the state set aside as part of the Administration's Fiscal Year (FY) 2011 and FY 2012 budgets, in part to fund the Workforce Innovation Grants. In addition, USDOL maintains "*states do not spend these [set aside] funds quickly and large amounts are carried into future program years.*" NASWA questions the accuracy of this statement. The vast majority of states spends and obligates these funds in a timely manner.

How are the state set-aside funds used? Under WIA, states must use the funds for both **required activities** and **allowable activities**. Section 665.200 of WIA identifies the eight required activities and [Section 665.210](#) of WIA identifies the allowable activities.

The required activities include the following:

- Rapid Response;
- Disseminating information about training providers;
- Conducting evaluations and evaluating performance;
- Providing incentive grants for
 - Regional cooperation,
 - Local coordination, and
 - Exemplary performance;
- Technical assistance to local areas;
- One-stop center enhancement;
- Additional assistance for areas with high concentration of youth; and
- Fiscal management/accountability system.

Does the provision apply to the entire program year? Due to a drafting error in the Full-Year Continuing Appropriations Act of 2011, P.L. 111-10, the reduction in the state set aside is limited to the "base funding" for program year 2011 (July 1, 2011 – September 30, 2011). However, officials in the Administration have said the intent of Congress was to apply the reduction to the entire program year. As a result, it is conceivable the House and Senate Appropriations Committees will seek a technical clarification on the next available appropriations vehicle.

USDOL, in its May 10 guidance, ([Training and Employment Guidance Letter, No. 26-10](#)) underscores this point: "*The Department is in the process of seeking clarification from Congress on which limit (i.e., 5 or 15 percent) should be applied to the 'advance' portion of the Governors' reserve and will provide guidance on the use of the 'advance' funds as soon as more information is known. States are advised to plan accordingly in the event that Congress clarifies that the 5 percent limit also applies to the 'advance' funds for the Adult and Dislocated Worker programs which become available to states on October 1, 2011.*"

SURVEY RESULTS

HOW QUICKLY ARE THESE FUNDS BEING SPENT AND OBLIGATED?

This question sought to explain why state set-aside funds are often characterized as being slow to be spent. This survey examined how much of the funding from program years 2008, 2009, and 2010 (through the end of the third quarter on March 31, 2010) had been spent and obligated.

States reported most, if not all, of their funds from program year (PY) 2008 had been obligated and spent (99% had been obligated and 95% had been spent, on average).¹ For program year 2009, the average state had obligated 92% of its funds and spent 82%. During the first three quarters of the current program year (2010), on average, states had obligated 60% and spent 34% of their funds.

While a majority of states obligate and spend their funds in a timely fashion, some carry-over of funds from one program year to the next program year exists. The survey asked states why they were slow to spend their funds. States noted the manner in which the funds are tracked through obligations and expenditures explains away much of the false impression that large amounts of funds are not spent and carried over from year to year.

- The primary reason cited by states for the carryover is the nature of the three-year funding availability allowed under WIA. By definition, the set aside funds are used by states to work on innovative, creative, technological, multi-year, multi-partner projects that require collaboration and multi-year funding. These projects are too complex to be completed within a single program year, and can therefore be slow to be officially obligated and spent. Additionally, states frequently retain carry-over funds to ensure they will have money to complete multi-year projects given the uncertain funding levels.
- There are several categories of funds that are “spent” but are never “obligated,”² including payroll costs (which can be sizeable), overhead, rent, and other administrative costs. This can make it appear that more funding is available than is the case.
- Since WIA is a “cost reimbursement system,” certain funds are not “spent” until the end of an invoicing and billing cycle when they are documented and submitted by regions or vendors. This can create a lag between when funds are used and when they are officially reported as “spent” of between six to 12 months.
- Finally, states have traditionally reserved some funds in case of unforeseen and emergency needs at both the state and local level (particularly in the light of the recent unexpectedly harsh recession and natural disasters). Several states noted this tendency has increased because of the unpredictable levels of federal funding as states want to ensure that projects can be completed and emergency needs covered.

“New initiatives often take longer periods for development and procurement. For example, TWC (Texas Workforce Commission) dedicated \$3 million to support the needs of returning veterans, focusing on opportunities to work with community colleges in order to maximize a veteran’s military experiences for college credit and employment. This initiative requires input and close collaboration from seven participating community colleges, the Texas Higher Education Coordinating Board, and TWC in order to establish an appropriate program design.

This does result in a delay in the expenditure of the set-aside funds. The time necessary for new program start-up is not unique to states, as evidenced by timelines for the Department of Labor to implement its federal innovation initiatives, such as the Enhanced Transitional Jobs Demonstration Grant.

On December 16, 2009 the Consolidated Appropriations Act for FY2010 was signed into law; however, the grant notice wasn’t published by DOL until March 21, 2011. **This reflects a 15 month period in which DOL was developing appropriate program parameters, and preparing for a competitive grant application process.” - Texas**

Please see Appendix One for state-by-state responses.

¹ A program year runs from July 1 to June 30.

² *Obligation* means the amount of orders placed, contracts and subgrants awarded, goods and services received, and similar transactions during a funding period that will require payment by the recipient or subrecipient during the same or a future period. For purposes of the re-allotment process described at 20 CFR 667.150, the Secretary also treats as state obligations any amounts allocated by the state under WIA sections 128(b) and 133(b) to a single area state or to a balance of state local area administered by a unit of the state government, and inter-agency transfers and other actions treated by the state as encumbrances against amounts reserved by the state under WIA sections 128(a) and 133(a) for statewide workforce investment activities.

ADDITIONAL INFORMATION ON THE EXPENDITURE AND OBLIGATION OF SET-ASIDE FUNDS

Appendix Three provides state-by-state information on the importance of these funds in serving workers and the impact of the reduction. This appendix also captures specific examples explaining the expenditure and obligation of these funds and factors leading to the misperception of slow spending rates. States noted the following:

- In many instances, state legislatures appropriate these funds, which can slow spending rates;
- Several states noted it was difficult to obtain state spending authority due to ongoing state budget deficits and, at times, a budget impasse in the state legislature;
- Due to the record number of new governors elected in 2011, states also noted spending decisions were slowed as new governors assembled their leadership teams;
- A number of states observed they obligate 80 percent of the funds at the end of the first program year as required, but point out it would not be prudent to obligate additional funds because most of the projects are multi-year;
- Some states also noted the conflicting message between the intended purpose of these funds (in part providing governors with discretionary funds from which to “innovate” in support of their visions) with USDOL’s current emphasis on spending the funds as fast as possible; and
- State took exception with USDOL’s assertion that these funds are spent too slowly, without USDOL acknowledging that innovative programs and initiatives take a longer period of time to develop. In addition, states noted these start-up times are not unique to states as evidenced in the length of time it takes USDOL to establish its own initiatives.

“Reduction in 15% funds at this time, plus a rescission at the same time that ARRA funds are expiring, would be devastating for any consistency of programs, not to mention any efforts at partnership and system building at both the state and local levels. Many of the efforts supported by the statewide funds, such as the CRC, KEY Train, which is used in one-stop intake, the career planning web site, also used in one-stops, certification programs for front line workers, would just not be possible. The ability to continue these with ARRA funds expiring was already a concern. Loss of funding and expiration of ARRA would strike a fatal blow to these efforts, as well as the ability to simply comply.” - **Oklahoma**

INNOVATION RESULTING FROM SET-ASIDE FUNDS

This question sought to capture the state innovations resulting from the use of these funds. States emphasized the importance of their programs that prepare workers for jobs in promising, high-growth fields. These programs are often unique to each state and require innovation and collaboration, beyond what the local areas have the capacity to provide or manage. Some examples include:

- A \$1.2 million adult career technical program;
- Incentive programs through local Workforce Investment Boards;
- Connecting potential employers with workers gaining skills needed for their industries through:
 - Career fairs,
 - Training programs and career pathways,
 - Registered apprenticeships,
 - Career-Readiness Certificates, and
 - On-the-Job training
- Partnerships with community and technical colleges to provide training and scholarships;
- Training programs that focus on providing skills and education to at-risk populations, including:
 - Recently released prisoners,
 - Youth at risk of dropping out of school,
 - Rural populations, and
 - Veterans
- Improving occupational forecasting models to predict better the needs of employers in the state;
- Developing training programs that give participants career-recognized credentials;

“State set-aside funds have also been used to finance a Career and Technical School Based After-School Program aimed at youth at risk of dropping out of school. This demonstration program has already early signs of success and it was our hope to bring this to scale across districts in the future. The program is aligned with industry-demand.”
– **Rhode Island**

- Internships, mentoring programs, and career pathways counseling;
- Summer youth programs;
- Green workforce development programs; and
- Technology projects.

See Appendix Two for specific examples of states’ most innovative work with these funds from the past two years.

REQUIRED ACTIVITIES – WHAT IS THE IMPACT ON STATES?

This question sought to capture the impact on states to conduct the required activities mandated under Workforce Investment Act. Nearly all states responded they will not be able to continue all required activities currently being done. These required statewide activities are listed in the table below. More than half of the thirty-eight responding states anticipate at least one of the required activities would be discontinued. Each activity will be discontinued by at least one state.

Of all the required activities, states indicated the activity least affected by the reduction in the set aside was **“operating a fiscal and management accountability information system,”** which will be discontinued by two states and limited by 16 more. The required activity most affected by the reduction in the set aside was **“providing incentive grants to local areas for cooperation among local boards and for exemplary performance,”** which will be discontinued by 61% of states and limited by another 32%.

For a complete list of state responses, along with details on the services that will be limited or cut, see Appendix Four.

WITH A REDUCTION IN THE STATE SET ASIDE, WHICH OF THE REQUIRED STATEWIDE ACTIVITIES WILL CONTINUE?				
STATE REQUIRED ACTIVITY	YES	YES, BUT LIMITED	NO	STATE EXAMPLES
Disseminating the state list of eligible providers of training services, including providers of non-traditional training services, plus performance and program cost information.	50% (19 states)	37% (14 states)	13% (5 states)	“Resources for automated management and reporting systems will be maintained to the best of the state's ability. The reality of the 2/3 cut to State operating resources is that it creates unfunded mandates. Funds for staff and systems will be limited by these cuts. The cuts enacted by Congress limit the funds for state operations but it does not cut the requirement that the States conduct the activities.” - Illinois
Conducting evaluations of activities carried out under the law.	24% (9 states)	32% (12 states)	45% (17 states)	“Reduction in funding means a corresponding reduction in staff time allocated to these functions. It will impact the Workforce Investment Act Administration's ability to meet its required obligations in the areas of oversight and performance monitoring. Technical Assistance will be reduced to perfunctory monitoring with suggestions for improvement rather than in-depth analysis and on-going support.” - Connecticut
Providing incentive grants to local areas for cooperation among local boards and for exemplary performance.	8% (3 states)	32% (12 states)	61% (23 states)	“We will have a diminished amount of funds for this activity. This fund will be cut by 75% thus rendering it fairly ineffective as a mechanism for incenting program designs that lead to innovative regional approaches that provide training for demand occupations in high growth industries.” – Illinois
Providing technical assistance to local areas that fail to meet performance.	32% (12 states)	42% (16 states)	26% (10 states)	“Rhode Island has historically made the support of the One-Stop System a priority for its set-aside funds. This has enabled our Local Areas to increase the level, intensity and quality of their services to our most in need. A reduction in set aside will significantly curtail, if not eliminate this ability. Similarly, the provision of technical assistance to the system will be seriously undermined by this reduction. Rhode Island has been investing in capacity development of its system to improve services and ensure greater performance outcomes.” – Rhode Island
Assisting in the establishment and operation of the one-stop delivery system.	24% (9 states)	47% (18 states)	29% (11 states)	“These activities will cease. Right now the state uses the set-aside money to pay for all the hardware and software in the Resource Room of each one-stop plus books and periodicals which help customers in their job search. The locals will be on their own which

				will also impact the consistency of information available across the state. It will impact direct service dollars as locals will have to pay of the technical infrastructure themselves.” – Minnesota
Operating a fiscal and management accountability information system.	51% (19 states)	43% (16 states)	5% (2 states)	“We currently use set-aside funds for enhancements to our management accounting information system UWORKS. We will be able to do almost no new enhancements except what is required by law. Expenses incurred by required enhancements will likely be pushed to the local level and will therefore result in less funding to serve customers.” – Utah

ALLOWABLE ACTIVITIES – WHAT IS THE IMPACT ON STATES?

This question sought to capture the impact on states to conduct the allowable activities. It found these activities, listed in the table below, will be hit the hardest by the reduction in funds. In general, states will discontinue most or all of these non-required activities due to lack of funds. While most states (76%) will continue to devote at least some resources to administering allowable statewide activities, they will also be cutting or reducing these activities drastically to conserve funds.

For example, over 90% of states answered they will no longer implement programs to increase the number of individuals trained for and placed in nontraditional employment, implement innovative programs for displaced homemakers, or establish and implement programs targeted to empowerment zones and enterprise communities.

Please see Appendix Four for state-by-state narratives.

WITH A REDUCTION IN THE STATE SET-ASIDE, WHICH OF THE ALLOWABLE STATEWIDE ACTIVITIES WILL CONTINUE?				
ALLOWABLE ACTIVITIES	YES	YES, BUT LIMITED	NO	STATE EXAMPLES
Administration of the allowable statewide activities.	38% (14 states)	38% (14 states)	24% (9 states)	“All statewide programs would be eliminated or shifted to another funding stream, as allowable: Incumbent Worker - cut by 1/3 or 1750 [participants], On-the-Job Training - eliminate services to 700 ITAs for classes not allowed under formula grants and Apprenticeship training, 500 annually Jobs for TN Graduates, services to 700 Youth, and eliminate Career Readiness Certificates. Services reduced by about 20% or 4,000 [participants].” – Tennessee
Capacity building and technical assistance to local areas, one-stop operators, one-stop partners, and eligible providers, including the development and training of staff and development of exemplary program activities.	46% (17 states)	8% (3 states)	46% (17 states)	“It is expected that inadequate funds will be available to mount more than the most basic technical assistance activities.” - Idaho
Conduct of research and demonstration projects.	0% (0 states)	11% (4 states)	89% (31 states)	“Under this new budget with the reduction in set-aside funds and without carry-in we will not be able to continue these projects.” – Utah
Implementation of innovative incumbent worker training programs.	3% (1 state)	14% (5 states)	83% (29 states)	“Services under statewide will be eliminated, resulting in a loss of services to approximately 1750 participants, or 30%. The policies regarding this service will be changed to allow this as a lay-off aversion activity, allowed under Rapid Response.” - Tennessee
Establishment and implementation of programs targeted to empowerment zones and enterprise communities.	0% (0 states)	3% (1 state)	97% (36 states)	“Under this new budget with the reduction in set-aside funds we will not be able to pursue these activities.” – Utah
Support for the identification of eligible training providers.	28% (10 states)	28% (10 states)	44% (16 states)	“The reduction of funds correlates to a loss of 1.5 full-time staff from the Connecticut Department of Labor's Office of Research. These staff (sic) are responsible for the data collection and population of the list of eligible training providers. The loss of subject matter expertise and technical knowledge will result in a

				less comprehensive and accurate list [of eligible training providers] from which the One-Stop system partners can reference.” Connecticut
Implementation of innovative programs for displaced homemakers.	3% (1 state)	3% (1 state)	95% (35 states)	“The level of support would likely be reduced. However, the impact cannot be determined until we have a more accurate picture of future funding levels.” – Anonymous
Implementation of programs to increase the number of individuals trained for and placed in nontraditional employment.	0% (0 states)	8% (3 states)	92% (34 states)	“Due to the extraordinary costs associated with training in nontraditional employment, we will likely do little or no work in this area with the proposed reduction” – Vermont

TYPES OF SERVICES IMPACTED BY THE REDUCTION IN THE SET ASIDE

This question sought to organize the types of services that would be impacted. Some eight separate categories of services, covering virtually every use of these funds, are listed below. These include services such as participant training and capacity building to one-stop infrastructure costs and Management Information Systems -- all of which -- will be impacted. In general, most states indicated they will have to lay off staff critical in providing key services and products to the workforce system. Without expected funding and staffing levels, planned projects and upgrades to many state workforce systems will have to be put on hold. Many of the functions the states have performed will be shifted to local areas, which do not always have the needed capacity and many states predict they will be forced to reduce services to the minimum required by law or even eliminate them.

See Appendix Four for a complete list of how each state predicts this funding cut will affect the services it provides. For more information about how states use this set-aside money to directly serve participants, see Appendix Five.

A. DIRECT AND STATE-FUNDED STAFF

Most states indicate they will be forced to lay off staff. This will impact the following vital services essential to the workforce system.

- IT assistance,
- Workforce Investment Council support,
- Regional administration,
- Grant management,
- Accounting,
- Policy development,
- Labor market analysis, and
- Performance analysis.

“We estimate the reduction to allow approximately \$240,000 for statewide activities. This amount scarcely covers the cost of any one of the required statewide activities. **This creates an unfunded mandate that we cannot cover with other funds.** We expect to use this minimal resource for the **required fiscal and management accountability system.** This supports program payments for services to participants and the required reporting to USDOL. Effectively, this will place us out of compliance due to lack of funding. The other required elements could not be provided. The cost of the required elements remains relatively constant regardless of the reductions imposed. This creates an undue hardship on small minimum funded states.” – **South Dakota**

Other states also mentioned these funds support staff in one-stops and in specialized programs, such as apprenticeship programs and on-the-job training programs, so these functions will be affected as well.

B. PRODUCTS, TOOLS, TECHNOLOGY, AND OTHER INFRASTRUCTURE COSTS

“An inability to maintain required components would exist. The quality of service constituents receive could be reduced marginally without the ability to provide necessary resources and appropriate quantity of staff. **Realistically, the Wyoming Workforce Development Council's ability to be active on a statewide platform would be hamstrung, and, therefore, much work will be placed on already thinly-stretch local efforts.** Even more detrimental is the prospect of no longer having private sector input when, in fact, it is the private sector that creates jobs.” – **Wyoming**

Technology products and infrastructure costs would be hard-hit by the reduction. At both the state and local level, the funds are used to pay for infrastructure such as rent, building facilities, upgrading and purchasing new technology systems, utilities, servers, phones, and computers. Some of these costs will be shifted to the local areas. States report they will not purchase needed equipment or upgrade their technology or infrastructure products.

Technology was a particularly important area in which the reduction in funds will have a negative impact. Many states underscored the age and fragility of their technology infrastructure. Several planned projects to upgrade technology, which would have increased efficiency and saved money, have been put on hold as long as funding is reduced. Many other states will keep the technology systems they have in place, but will not be able to update, maintain, or develop them, rendering them progressively less effective. This includes career-assessment systems, job banks, career exploration and guidance systems, Key Train and Work Keys, e-portals, and document and case management systems

C. STATEWIDE MANAGEMENT INFORMATION SYSTEMS

Many states expressed concern about their ability to maintain their Management Information System (MIS) and to perform required monitoring and reporting activities. For many states, these result in scaling back activities to the minimum required, as well as postponing necessary updates and maintenance to their statewide management systems.

D. TECHNICAL ASSISTANCE AND CAPACITY BUILDING

Nearly every state predicted that technical assistance and capacity building would be either severely limited or eliminated all-together. Areas that will be affected include:

- Staff development,
- Staff training,
- Technical assistance to local areas,
- Technical assistance for special projects,
- Capacity building,
- Certification programs, and
- Travel to conferences and other educational events.

“Minnesota will cease doing the following mandatory activities: Customer satisfaction, incentive awards, data validation, and capacity building. The state trains and provides certification for all staff who provide universal services in the WorkForce Centers. This certification process will cease.” – Minnesota

E. REGIONAL-LEVEL PLANNING AND PROJECTS

Most of the projects that states cite as their most **innovative and critical** fall under this category. Repeatedly, states have emphasized the importance of their regional projects that require innovation and collaboration among local areas, educators, and businesses. These projects are necessary for achieving a competitive workforce, but generally the local areas do not have the capacity for organizing and monitoring such projects and would be adversely affected by this reduction. Many planned projects will cease and it is unlikely states will undertake new projects outside of their core, required areas given this funding reduction.

See Appendix Two for specific examples of innovative projects the states have undertaken using these state set aside funds during the last two years.

F. CUSTOMER ASSESSMENTS

Customer assessments -- such as career assessments, skills assessments, Career Readiness Certificates, Work-Keys, Key Train and others -- will be affected in many states. Where these programs are already in place, there will be no or very limited funding for continuing or upgrading them. In states that are developing them or do not have them yet, it is less likely that they will be able to put assessment tools in place.

G. INCENTIVES FOR LOCAL PARTNERS

Nearly every state indicated the incentives to local partners to facilitate projects; encourage regional collaboration innovation, exemplary performance, and serve target populations would be severely limited. In fact, despite being a **required** activity, numerous states reported they would not have sufficient funds to provide any incentive funds.

H. PARTICIPANT TRAINING

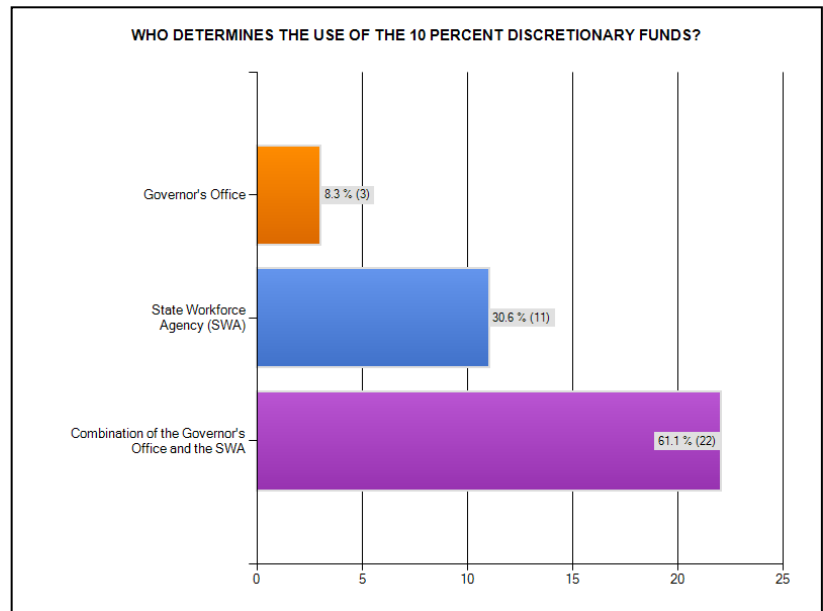
Most states used some of their state set-aside funding to support training at the regional and local level. However, the states' ability to continue this support will be very limited given the reduction in funds. States report that the types of training affected include:

- Classroom training,
- On-the-job training,
- Mature workers training,
- Incumbent workers training, and
- Entrepreneurial training.

IS THE USE OF THE 10 PERCENT DISCRETIONARY FUNDS DETERMINED BY THE GOVERNOR'S OFFICE, THE STATE WORKFORCE AGENCY, OR A COMBINATION OF BOTH?

The majority of states (61%) responded that the use of the 10 percent discretionary funds is determined by a combination of the governor's office and the state workforce agency. Most of the other states said the use of the 10 percent discretionary funds was determined solely by the state workforce agency; only two states said the use of the 10 percent discretionary funds was determined by the governor alone.

Individual state responses to this question can be found in Appendix Six.



HOW HAVE STATES USED THE STATE SET-ASIDE TO IMPROVE THEIR STATE'S VISION FOR A COMPETITIVE WORKFORCE?

The state set-aside funds have been used for a wide variety of programs to make the workforce more competitive. Many states indicated these funds are used to identify and target high-growth industries and determine the needed skills, education, or certification required for employment in these sectors. States mentioned they are already focusing on sectors such as IT, health, aerospace manufacturing, and health.

Most states use the labor market information to prepare workers for jobs in these promising fields. They create partnerships between One-Stop Career Centers and educational programs; provide incentives for local areas to collaborate with business, education, and economic partners to work around labor market areas rather than geo-political boundaries; design curricula for training and certificate programs; establish apprenticeship, mentoring, and on-the-job programs.

The funds also are used to target at-risk populations, including youth, low-income workers, low-literacy workers, and recently released prisoners, as well as traditionally under-employed populations such as women, minorities, veterans, mature workers, and the long-term unemployed.

Please See Appendix Seven for state-by-state responses on their work to make their workforces more competitive.

REDUCTION IN STAFF

The majority of states (75%) report the reduction in set-aside funds will lead to a reduction in staff. Only 25% of states do not predict that the loss of funds will not lead to a decline in staff.

As noted on page 7, the reduction in staff will make it almost impossible for most states to continue all of the required statewide activities mandated under the Workforce Investment Act. State workers play a critical role in implementing goals and developing the products associated with the set aside funds. A significant portion of this state capacity will be lost.

Please see Appendix Eight for state-by-state responses on staffing levels.

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APPENDICES

Note – Blank cells indicate that either the state chose not to respond or asked that their response not be shared.

APPENDIX ONE – OBLIGATIONS AND EXPENDITURES

	EXPLANATION FOR UNOBLIGATED OR UNSPENT FUNDS	PY 2008	PY 2009	PY 2010
ALABAMA				
ALASKA		100% obligated 89% spent	77% obligated 74% spent	91% obligated 43% spent
ARIZONA	PY09 funds remaining were from under-expenditure on some projects that were brought in under budget. These funds are now being allocated to LWIAs for expenditure. PY10 funds remaining unobligated are designated for a construction worker training program that is in the final stages of program design leading up to implementation. Arizona's construction workforce was hit particularly hard in the recession, and this specialized program will assist those workers in retraining to transition to a new career field.	100% obligated 100% spent	98% obligated 85% spent	75% obligated 60% spent
ARKANSAS		100% obligated 96% spent	59% obligated 51% spent	0% obligated 0% spent
CALIFORNIA				
COLORADO				
CONNECTICUT	Funding for Program Year 2010 from the Governor's Reserve has an expenditure period of three years. Therefore, funds are available for expenditure to June 30, 2013. Funding for Program Year 2009 is available to June 30, 2012 and therefore, we anticipate the full expenditure of funds for this period.			
DELAWARE				
DC	DOES used the 15% set-aside to support innovative programs as well as increased demand in training through our Individual Training Accounts (ITAs).			
FLORIDA				
GEORGIA	PY 09 and PY 10 unobligated 5% funds will be used for state-level WIA staff. We anticipate full expenditure of these funds by the time they expire.	100% obligated 85% spent	99% obligated 68% spent	79% obligated 21% spent
HAWAII				
IDAHO	Commitments have been obtained for summer projects but contracts have not been completed. These will include a summer youth program matched by partner organizations and an adult internship opportunity for current participants. Funds reserved for OJTs and customized training have been slow to materialize but are expected to pick up. The majority of funds is spent on state and local staff and cannot be obligated until they are spent.	100% obligated 100% spent	100% obligated 100% spent	37% obligated 34% spent
ILLINOIS				
INDIANA				
IOWA	Program year is not complete until 6-30-11	100% obligated 100% spent	100% obligated 100% spent	90% obligated 45% spent
KANSAS				
KENTUCKY				
LOUISIANA				
MAINE	Here are a significant costs that are committed however do not classify as obligated. These costs include payroll, overhead, rent, technology charges. In addition, there are several commitments that have yet to be booked as obligations including incentive contract with local WIB, support of a Health Occupations study, a Veteran's web Portal, nontraditional occupations training, and an assessment of SWIB structure. As of this date, we estimate current expenditures, obligations, and commitments at minimum of 70%.			

MARYLAND				
MASSACHUSETTS				
MICHIGAN				
MINNESOTA		100% obligated 100% spent	95% obligated 95% spent	70% obligated 50% spent
MISSISSIPPI				
MISSOURI	For PY10, over one-third of the obligated funding is for use by the local workforce investment boards to operate a State Parks Youth Corps summer youth program. This is being operated in conjunction with the Missouri Department of Natural Resources, and is a continuation of a program operated last summer that was funded with ARRA Stimulus dollars. Even though this program began operation in February in order to begin outreach to participants, it will not hit the peak of operation until completion of the current school year. Inclusion of product and service expenditures aimed at providing assistance to those participants increases the expenditures to about 62%. In addition, staffing costs cannot be included as an obligation. This would increase the amount expended by another 10%. PY09 was an anomaly due to the influx of ARRA funds. The set-aside funds were still 90% obligated at the end of June and 100% obligated by the end of the following quarter on the local summer youth program. PY10 funds will be 100% obligated by June 30th once commitments are finalized as legal obligations and staffing costs are recognized as expenditures during the last quarter of the program year.	100% obligated 100% spent	90% obligated 83% spent	72% obligated 34% spent
MONTANA				
NEBRASKA				
NEVADA	Nevada has obligated 100% of PY '08 & '09 funds and the vast majority of PY '10 funds. The state may devote unobligated funds to further develop infrastructure, with an eye towards improving the integration of services in the one-stops, or further invest in pilot projects or infrastructure projects with the small remaining balance.	100% obligated 100% spent	100% obligated 100% spent	82% obligated 32% spent
NEW HAMPSHIRE				
NEW JERSEY		100% obligated 100% spent	100% obligated 95% spent	92% obligated 5% spent
NEW MEXICO				
NEW YORK				
NORTH CAROLINA				
NORTH DAKOTA				
OHIO	Note: March data will be available in early May. The state responded to questions 2 and 3 using 12/31/10 data. State (and local) payroll costs cannot be obligated. State level funds awarded to local areas are considered obligated once the local area has completed an agreement for the use of those funds. This can result in a time-lapse between the funding decision and the resulting obligation. Most state level funds are incrementally awarded, similar to the approach used by DOL for NEGs. Most often the obligations are created quarterly or semi-annually. The state refers to the difference between the planned funding and the official obligation as committed funds. State-wide projects generally have long payment horizons. For instance, the final payment on an OJT may be made 6-8 months after the initial payment. Most contracts call for reimbursement of expenses meaning that payments are likely made 2-4 months after the delivery of services.	100% obligated 100% spent	79% obligated 75% spent	
OKLAHOMA	PY 10 funds are largely obligated. Personnel cost (which cannot count as obligations) would add significantly to the obligation amount. Expenditures from PY 10 are lower because 1) these funds have a longer life and we have been utilizing ARRA funds which expire sooner. 2) Typically, the majority of funds are obligated during the first year and spent during the second year. 3) With the transition to a new Governor the state board has been slower in setting its priorities, so that they can ensure the Governor's priorities are considered. 4) State funds are slower to be spent, in part because some are held in reserve to meet unexpected needs at both state and local levels.	100% obligated 99% spent	98% obligated 90% spent	64% obligated 30% spent

OREGON		100% obligated 99% spent	95% obligated 86% spent	35% obligated 15% spent
PENNSYLVANIA		100% obligated 98% spent	98% obligated 83% spent	68% obligated 59% spent
PUERTO RICO				
RHODE ISLAND	1. ARRA more than doubled Rhode Island's available funds for WIA and State-Set-Aside, which has made it difficult to entirely obligate current PY10 dollar given the requirement of concurrent spending. The non-ARRA funds have statutorily allowed expenditure period of three years. 2. Under WIA regulations staff-salaries are not considered obligations. The required activities are staff-intensive and our budget has to take that into account and therefore may not be reflected in obligations. 3. Given the highly fluctuating and unpredictable federal funding process it has been prudent to manage our current PY dollars conservatively.			
SOUTH CAROLINA				
SOUTH DAKOTA				
TENNESSEE	The only funds un-obligated in 08 and 09 are for staff charges that may not be counted as obligations according to USDOL policy. These funds will all be spent by the end of this program year. For 10, the expectation is that 80% should be obligated by the 4th quarter and the 69.77% obligation reflects only the 1st two quarters of the program year. Regarding expenditures, we obligate funds to participants and commit to financial assistance until their training commences, often 18-24 months after enrollment. Training institutions must bill the local providers, they must draw funds down from the state and then the state draw funds from the federal government. This billing cycle takes several months and reporting to the state is quarterly. For 10 expenditures, this only represents the second quarter of the program year and the third quarter will be reflected mid-May.	99% obligated 98% spent	98% obligated 80% spent	69% obligated 17% spent
TEXAS	New initiatives often take longer periods of development, and for necessary procurement. For example, TWC dedicated \$3 million to support the needs of returning veterans, focusing on opportunities to work with community colleges in order to maximize a veteran's military experiences for college credit and employment. This initiative requires input and close collaboration from seven participating community colleges, the Texas Higher Education Coordinating Board, and TWC in order to establish an appropriate program design. In addition, experts from the military are also being included in the development of this initiative, including, AARTS, SMART, Community College of the Air Force, Coast Guard Institute, Defense Activity for Non-Traditional Education Support (DANTES), the Service members Opportunity College (SOL), the Military Evaluations, American Council on Education, and the Council for Adult and Experiential Learning. The development time for a project of this scope is extensive because this initiative is attempting to develop new standards which will be embraced by multiple community colleges and because of the complexities of the military training offered by the different branches of government. This does result in a delay in the expenditure of the set-aside funds. The time necessary for new program start-up is not unique to states, as evidenced by timelines for the Department of Labor to implement its federal innovation initiatives, such as the Enhanced Transitional Jobs Demonstration Grant. On December 16, 2009 the Consolidated Appropriations Act for FFY2010 was signed into law; however, the grant notice wasn't published by DOL until March 21, 2011. This reflects a 15 month period in which DOL was developing appropriate program parameters, and preparing for a competitive grant application process.	81% obligated 68% spent	79% obligated 66% spent	64% obligated 56% spent
UTAH	Because funding for WIA is budgeted year to year we try to plan for some carry-in each year to ensure we can cover expenses if funds are reduced. Part of the reason we currently have a high amount of unobligated and unspent funds is that we have been trying to ensure			

	we use our ARRA funds as they are expiring this June. We did have projects planned for this year to use set-aside funds, however when the House passed their budget earlier this year we halted all new projects as we were unsure there would be any funding for next year and we wanted to hold onto any set-aside we had in case we needed it to run our programs through the next year to support customers currently in training. Also, many projects (such as UCAP) can span multiple years and having carry-in ensures we can continue to support successful projects.			
VERMONT	Current year only.	100% obligated 100% spent	100% obligated 100% spent	32% obligated 30% spent
VIRGINIA				
WASHINGTON	The state's unobligated/unspent funds reflect: the recent focus in the state on obligating and spending time-limited ARRA funds; and the Governor's decision to retain flexibility for emergent needs (e.g., training individuals to prepare for increased need for employees in the state's aerospace industry), training and other workforce development initiatives in the face of ongoing layoffs, specific pockets of job growth, and limited state revenues.	86% obligated 52% spent	66% obligated 29% spent	43% obligated 35% spent
WEST VIRGINIA				
WISCONSIN				
WYOMING	It is the Wyoming Workforce Development Council's goal to spend 70% of discretionary funds. A 30% carry-over is retained for emergencies at the local level on unfortunate circumstances.	100% obligated 100% spent	100% obligated 100% spent	67% obligated 53% spent

APPENDIX TWO – MOST INNOVATIVE WORK WITH THESE FUNDS FROM THE PAST TWO YEARS

ALABAMA	
ALASKA	Alaska efforts in Registered Apprenticeship have been very successful. More than 40 Alaskan Natives participated in construction apprenticeships through a partnership with Cook Inlet Tribal Council. School districts in the Anchorage Mat-Su area have benefitted from the Career Awareness efforts associated with Construction Career Fair Days with more than 1,000 in attendance. Finally, Alaska's partnership with the Department of Transportation has produced the "Think Apprenticeship" marketing campaign aimed at employers and job seekers. This campaign is in print, audio and video reaching more than a dozen languages including two Alaska Native Languages.
ARIZONA	
ARKANSAS	
CALIFORNIA	The Clean Energy Workforce Training Program (CEWTP) aligns strategies and resources of the Energy Commission, the Employment Development Department (EDD) and the California Workforce Investment Board (CWIB) creating the largest state-sponsored "green" workforce development program in the nation totaling \$51 million in combined resources. Funding for this initiative is from four sources: \$14.5 million of State Energy Program (Department of Energy) ARRA funds, \$3.5 million in Alternative and Renewable Fuel and Vehicle Technology Program funds provided by the Energy Commission, and \$10 million from Workforce Investment Act ARRA Governor's Discretionary funds. Grantees provide an additional \$23 million in public-private partnership matching funds. The goal of the initiative is to promote the use of industry sector strategies as the framework for addressing the need for skilled workers in the industries related to energy efficiency, water efficiency, and renewable energy. The CEWTP supports the intent of the Recovery Act by developing a pipeline of skilled workers in "Green" industries and linking state and local level partners receiving other Recovery Act dollars. The Energy Commission utilized the expertise and delivery mechanisms already available through the EDD rather than re-create a stand-alone workforce initiative. As of March 31, 2011 over 4,000 individuals have been enrolled and receiving training services. Of the 584 individuals completing the program, 45 percent have entered unsubsidized employment. As of December 31, 2010 more than 2,400 industry recognized certificates have been attained by participants of the project. Another outcome we're seeing is the strengthening of partnerships between the Local Workforce Investment Areas, Community Colleges and employers that will continue beyond the life of the grant.
COLORADO	
CONNECTICUT	Notable innovative ideas have been for the nationally-recognized Jobs Funnel program and the Connecticut Career Choices programs. The Jobs Funnel program places individuals in apprenticeships and other training that lead to construction careers. It is collaboration amongst the state, local Workforce Investment Boards, labor unions, cities, community-based organizations, and foundations. It is designed to recruit, assess, identify, provide workforce preparation, and case management and job retention services to support low income individuals who want to work in the building trades. The Connecticut Career Choices program focuses on fostering interest in technology related career ladders and includes two major components. The first component adapts curriculum to include industry validated skill standards or, if necessary, to

	develop the curriculum. The second component is experiential learning. This includes internships and mentoring programs. The intent is to provide students with opportunities to learn about the world of work and the practical application of curriculum on the job. The main goal is to lead students out of secondary education toward a career pathway that may include a formal post-secondary course of study or into another rewarding career.
DELAWARE	
DC	In the past two years, DOES has used ARRA funds to support a \$2M million weatherization, smart meter installation, advanced green building partnership with Goodwill Industries, the creation of an adult career technical education program in hospitality, construction, and carpentry at three high schools across the city (\$1 million), and \$2.5 million in grants for job training awarded to District training providers and community based organizations, including in areas of the city hardest hit by the national economic downturn.
FLORIDA	
GEORGIA	1 - Work Ready Job Profiling - allows employers to profile required job tasks and skills levels, to enhance job matching and worker selection. A \$2,000 value, profiling is available to Georgia businesses at no cost. 2 - Certified Work Ready Community - 91 counties have earned this designation and more than 100 are working to achieve this. Designation demonstrates that the county has a pipeline of qualified workers who have attained Work Ready Certificates, and requires a commitment to enhance high school graduation rates. 3 - Work Ready Regions - there are currently 22 regions with a focus on growth industries, including advanced communications, advanced manufacturing, aerospace, bioscience, energy, logistics and entertainment media. Leadership teams receive 18 months of training in a Work Ready Regions Academy, to build regional industry networks and ensure a pipeline of qualified workers for the current and future jobs needed in these industries.
HAWAII	
IDAHO	The sector strategy, building partnerships among industry, education and workforce, has greatly expanded work with the business sector and has created opportunity to leverage funds and capacity for training and job creation. Expanding summer youth program also reflects community partnerships and investments to expand opportunity for at risk young people. Our recent work in mapping one stop partner services is an excellent tool for streamlining services/bridging partnerships. The strategic planning process currently nearing completion establishes bold direction for the larger workforce/education system.
ILLINOIS	States have long served as “laboratories of innovation” in developing creative solutions to the changing needs of the workforce with a focus on new economy jobs. Since 2003, Illinois has used its 15% funding to implement innovative approaches to employment and training that connects to regional economic development efforts targeting key employment sectors. Here are five Illinois examples of State-led innovation utilizing 15% funds. • Critical Skill Shortages Initiative (CSSI): In 2003, Illinois was one of the first states to use its innovation funding, in coordination with federal and local employment and training funds, to launch regional sector initiatives. With an \$18 million initial investment, training programs linked economic, workforce development and education efforts around major sectors such as healthcare, manufacturing and information technology. Illinois has ramped up these efforts and since July 2008, has leveraged \$21 million in 15% funds to increase high-growth industry skill levels for both current workers and job seekers. • Illinois workNet®: In 2005, when USDOL’s primary focus was mainly on physical co-location of workforce services, Illinois launched an online one-stop portal to expand access to education, workforce development and human services. To date Illinois has invested almost \$7 million to expand access to workforce services resulting in the portal being available to over 2 million visitors and registered users which represents 177,000 jobseekers, 4,000 workforce professionals, and 1,200 businesses. • Illinois Department of Natural Resources (IDNR) Project: In 2009 & 2010, Illinois invested nearly \$1.7 million to launch a summer youth program in cooperation with IDNR. It provided 473 youth with paid work experience at state parks and other conservation sites, learning about preservation of historic sites and stewardship of natural resources. • Community Gardens: Illinois provided almost \$2.5 million in 2009 & 2010 to give more than 637 youth on-the-job training opportunities to learn sustainable agriculture practices, garden maintenance, health food preparation and eating habits, while gaining new skills and knowledge in food distribution and marketing. • Special Population Initiatives: Since 2005, Illinois’ 15% funds have supported the creation of pathways for special populations such as veterans, people with disabilities and low-skilled adults. One example is Instituto del Progreso, which has created initiatives that provide Latino disadvantaged adults and youth with career pathway programs in healthcare and manufacturing. The success of these initiatives led to the development of a high school dedicated to health sciences.
INDIANA	
IOWA	N/A
KANSAS	
KENTUCKY	
LOUISIANA	
MAINE	The single most significant use of the set-aside is the incentive program with the Local Workforce Investment Boards. The Local Boards may be eligible to receive incentive funds if they meet or exceed 15 WIA measures and additional funds for exceeding the NTO rate for women and/or exceeding any of the credential measures for participants who succeed at completing post-secondary education.
MARYLAND	
MASSACHUSETTS	
MICHIGAN	
MINNESOTA	Minnesota FastTRAC. – [The purpose of the FastTrac resources is to improve collaborative service delivery for improving

	education and employment outcomes of adult Minnesotans, particularly adults who lack the basic and foundational skills to enter and complete post-secondary education, including occupational skill training resulting in stackable credentials. Stackable credentials refers to coordinated education and training programming that enables adults at any education level to access basic and occupational skills with the goal of earning a credential needed to enter and advance in the labor market. Programming is seamless in that modules of training and education are provided across the higher education, workforce development and Adult Basic Education systems to avoid duplication and delivered with the flexibility to enable adults to juggle work and family responsibilities.]
MISSISSIPPI	
MISSOURI	After nearly a year in planning, Missouri’s Next Generation Career Center (NGCC) integrated service delivery model was implemented in July 2010. NGCC leveraged funding from Wagner-Peyser and Workforce Investment Act to open up access to products and services previously not available or only available to a select few. The model streamlined the eligibility process so that anyone over the age of 18 would gain access to much needed skill assessments, skill enhancement activities like workshops, resume’ development and other job seeking best practices information. This “Menu of Services” is considerable and is seen as “value-added” to the job-seeking customers and is leading to the identification of more skilled workers for Missouri’s employers as they make their way out of the weakened economy. With only about 9 months of data available, some of the numbers are staggering. In the previous delivery model, WIA customers receiving staff assisted services during the July to March timeframe was around 7,000; in this model, nearly 230,000 received staff assisted services in that same 9 month timeframe. The Number of unique customers seen each year in Missouri has remained at about 275,000, previously only counted as Wagner-Peyser (Job Service) participants and only receiving “Job-Bank” matching services. With the implementation of NGCC, more than 150,000 so far have received an initial assessment of their basic skills, and; over 37,000 customers have attended a workshop. We have recently begun a concerted effort to highlight the importance of the National Career Readiness Certificate (an evaluation of skills in Reading, Math and Locating Information as confirmed by WorkKeys testing). We now have 6,000 credentialed Job Seekers in our system. Anecdotal response from our Job Seeker customers has been overwhelming. Most comments center around available services with things being said such as: “Wow, I didn’t know you offered all these things” and; “Now I have a real reason to come here!” In the Next Generation Career Center model, it is not so much about being able to do more with less, but to do what is right and what benefits the system by better utilizing what we have. Combining staff, focusing on the needs of the customer, eliminating barriers to service and leveraging resources to provide more products and services will be of continuing benefit to Missouri’s workforce community, both business and job seeker. With initial results showing such great promise, we are very concerned about the future and what this potential reduction can mean.
MONTANA	[The following is a list of contracts and dollar amounts for projects run with set-aside funds.] Contracts - from PY2006/PY2007/PY2008 funding and ARRA Eureka Rural Development 20,000.00 A&T Transportation Project 7,018.00 Math/Science Camp 30,000.00 Youth Council - GED Initiative 20,000.00 MT Angel Fund 55,000.00 JMG SFY11 49,500.00 Deb Coulson-Marketing Lever 4,873.00 MACO Contract SFY11 7,500.00 Super Computer Curriculum 80,000.00 WIN/Work Keys 80,000.00 Great Falls School District 11,000.00 National Center for Health Care Informatics 24,955.05 Math and Science - Gov Office 149,000.00 MSU-Great Falls COT 10,000.00 MACO Contract SFY10 7,500.00 MACO Contract SFY09 7,500.00 Jobs for Montana Graduates SFY09 50,000.00 Governor’s Office of Economic Development 5,904.00 Project Challenge Work Again Audit 10,000.00 MACO Contract SFY08 7,500.00 ACT Contract 15,000.00 Lindsey Woolsey-ARRA Strategic Planning 6,800.00 Jobs for Montana Graduates SFY10/11 - ARRA 60,000.00 Apprenticeship and Training - ARRA 44,000.00 763,050.05.
NEBRASKA	
NEVADA	
NEW HAMPSHIRE	
NEW JERSEY	E-Corps program geared toward providing youths a pathway to jobs in the green sector.
NEW MEXICO	
NEW YORK	
NORTH CAROLINA	
NORTH DAKOTA	
OHIO	Statewide funds have been used to augment summer youth and work experience opportunities, for an OJT program (Project HIRE) beginning in 2009 which has served 1,530 dislocated workers and 396 employers. Ohio has launched a pre-apprenticeship training program (Constructing Futures) targeted toward those who are traditionally under-represented in the construction industries (517 participants) and developed Urban Youth Works, a skill-based service for 396 youth with significant barriers to employment.
OKLAHOMA	Skills development and credentialing. The CRC (Work Keys) and Key Train effort has been one area of recent focus. This has proven to be a great tool that allows education, workforce, economic development and employers to better communicate with each other, and to have a common context from which to build partnerships. Uses include job counseling, job placement, skills enhancement, remediation, end-of-instruction test, determining employer skill needs and in regional development thru the Certified Work Ready Communities project. Also, sector work in Aerospace, workforce service delivery design, and data integration have been a focus over the past couple of years.
OREGON	
PENNSYLVANIA	Support of Industry Partnerships, Regional Career Education Partnerships, Announcement of Grant Availability Training grants.

PUERTO RICO	
RHODE ISLAND	State set-aside funds have been invested in the creation of a "contextualized" training system in Rhode Island, that delivers occupational skills training to the lowest skilled adults. These funds have also been used to finance a Career and Technical School Based After-School Program aimed at youth at risk of dropping out of school. This demonstration program has already early signs of success and it was our hope to bring this to scale across districts in the future. The program is aligned with industry-demand.
SOUTH CAROLINA	
SOUTH DAKOTA	Dakota Corps and Dakota Roots have been two successful programs funded in part with statewide funds. Dakota Corps has provided scholarships for selected individuals to pursue post-secondary education in occupational areas of critical need in the state. Dakota Roots connects individuals with career openings from the state's leading businesses. Thousands of South Dakotans have benefitted directly from these successful programs.
TENNESSEE	Providing incentives to our local areas, resulting in high performance and a national ranking of 4th in the nation for last year. Increasing graduation rates and preparing high school seniors for work and post-secondary education. Providing skill assessments that enhance the job seekers ability to gain employment and the employers' ability to select the best candidates for the job. Creating over 5,000 new jobs through On-the-job training, (only 700 actually served.) Saving over 1750 jobs through Incumbent Worker Training Grants offered out of statewide funds.
TEXAS	Texas Veterans Leadership Program -- this initiative is designed to assist veterans returning from Iraq and Afghanistan. TVLP has recruited 25 veterans as local Veterans Resource and Referral Specialists (VRRSs) to provide peer-to-peer outreach to veterans of Iraq and Afghanistan with employment and training services. VRRSs are stationed in Texas Workforce Centers across each workforce area and work closely with Texas Workforce Center staff and local TVC staff. Comprehensive Veterans Initiative, a multi-agency initiative with seven community colleges to support the needs of returning veterans, focusing on opportunities to work with community colleges in order to maximize a veteran's military experiences for college credit and employment. Working with the colleges, TWC seeks to develop a set of proposals to enhance academic credit for military service. Each project is intended to be replicable, so that other Texas colleges and universities may institute similar reforms. Texas Youth in Technology - Support for a multi-year initiative (funded for four years) which seeks to increase postsecondary enrollments, retention, and the number of engineering and computer science graduates in Texas as well as increase collaboration between Texas employers, institutions of higher education, and engineering and computer science departments. Summer Merit Program - Support for a multi-year initiative (funded for four years) which seeks to encourage and support Texas middle school and high school students to attend science, technology, engineering, and math skills-related summer camps at Texas universities and community colleges Cluster Initiative - Texas also used these funds to support its comprehensive cluster initiative. During the initial assessment phase of this initiative, we engaged a broad cross-section of over 700 stakeholders throughout the state. Collectively, the findings and recommendations call for strategies to develop a skilled workforce. This initiative identified the six target industry clusters, for which subsequent training resources have been dedicated.
UTAH	Please see 3e for a description of the UCAP project. We have received positive feedback from economic, education and business leaders across the state on the success of forming this partnership. We are also seeing the results of the early projects as programs and curriculum is developed in our state institutions that meets the needs of employers and makes Utah a global competitor.
VERMONT	Governor's Career Ready Certificate Program, designed to provide work skills and a credential to un- and under-employed Vermonters Modular Home program, providing work skills for incarcerated women, specific to employment in nontraditional jobs Female Offender Re-entry Grant, creating transitional employment opportunities for Female Offenders Extended work experience opportunities for at-risk youth.
VIRGINIA	
WASHINGTON	In program year 2009, the state devoted \$1.5 million toward improving the quality and availability of aerospace workers. The investment had statewide impact because of the depth of aerospace suppliers and manufacturers in the state. The state devoted 10 percent of its American Recovery and Reinvestment Act WIA funding as a match for each WIA dollar spent by local boards to increase post-secondary education and skill development for low-income and unemployed workers. Under the bill, local boards received 75 cents for each dollar spent to create new classes and 25 cents for each dollar spent to help students pay for tuition or books (i.e., ITAs). Through September 2010, when 53 percent of the funds had been spent, training opportunities that may not otherwise have been available were provided to 3,955 people. Of that total: 2,119 students were enrolled in contracted group training, which added new capacity to the community and technical college system; 228 people were placed in on-the job training that would lead to permanent employment; 640 existing workers received training through their employer to improve their skills; and 968 received support for tuition or books. In program year 2010, the state invested in training for advanced composite manufacturing, a field that is growing due to the major use of composites in the latest generation of airliners assembled in the state. Also in program year 2010, the state has spent \$1.5 million on competitive grants to local workforce development areas for on-the-job training in high-demand occupations. Grant recipients are required to meet specific performance milestones to maintain their funding.
WEST VIRGINIA	
WISCONSIN	
WYOMING	The Summer Youth Program would not exist without set-aside funding. Last year the Summer Youth Program provided backpacks full of school supplies and laptops to 100 Wyoming Youth. The keys to success lie in the ability to have access to learning material and technology. Because of the Summer Youth Program, Wyoming kids who needed assistance were able

	to gain it.
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APPENDIX THREE- FINAL COMMENTS TO USDOL

THE U.S. DEPARTMENT OF LABOR, IN ITS BUDGET MATERIALS FOR FISCAL YEAR 2012, INDICATES THE REDUCTION IN THE STATE SET-ASIDE IS NEEDED TO ENSURE LOCAL WORKFORCE AREAS DO NOT HAVE REDUCED ALLOTMENTS AND BECAUSE STATES TRADITIONALLY EXPEND THE FUNDS AT A MUCH SLOWER RATE, WITH LARGE AMOUNTS OF FUNDS CARRIED INTO THE FUTURE PROGRAM YEARS. COMMENTS?	
ALABAMA	
ALASKA	
ARIZONA	DOL should ask the states to provide detail on the set-aside funds before making general statements that are not accurate. In some instances, state legislatures appropriate funds under the act that impact the expenditure rates and uses of the funds.
ARKANSAS	
CALIFORNIA	To the extent that California carries forward money into future program years, the Local Workforce Areas spend and obligate for direct services. Most recently at the State level, California had a larger than usual carry forward because of the influx of Recovery Act dollars, which doubled the amount of funds available to the State. Also, it was difficult to obtain State spending authority due to ongoing budget deficits and impasse. Finally, the change in Governor delayed decisions while we waited for a new administration to be established. All of these factors lead to an increase in the carry forward funds.
COLORADO	
CONNECTICUT	Connecticut set aside funds are not traditionally carried over from year to year. Each year the funding is budgeted and approved by the state-level board for use and expenditure within the appropriate program year. The intent is for the funds to be utilized to cover expenses associated with the given program year. Any funds returned by a local Workforce Investment Board are redistributed to other regions in need.
DELAWARE	
DC	DOES has a small percentage of funds that carry over. As the agency innovates and transforms the agency to ensure the creation of a robust workforce development system for the District of Columbia, it is expected that funds will be expended timely to ensure all eligible individuals in the District of Columbia are served.
FLORIDA	
GEORGIA	Georgia's workforce system is stretched to capacity, with continuing economic challenges in most sectors. Set-aside funds are often used to supplement local areas' formula dollars, especially for youth and dislocated workers. Some local areas now anticipate going into PY11 without the ability to enroll any new trainees, due to funding limitations!
HAWAII	
IDAHO	Any carry-in state funds will be exhausted in 2011. It is not logical to assume this approach can be used a second year since the same funds cannot be spent a second time. Since many of these funds find their way to local areas by way of additional assistance to one stops, incentives, youth in need, etc., local areas will share in the loss as they pick up costs once borne by the state. As carry-in funds are depleted, states will be left without adequate funding to meet expectations of the law.
ILLINOIS	On the surface it is just trading one administrator for the use of these funds for another. In reality States are more strategically positioned to understand where the resources and initiatives are most needed. Illinois has provided a collaborative approach that utilized the LWIA framework as well as partner participation to lead statewide initiatives that benefit the entire state. The federal approach would create a competitive system in which innovation would be limited to successful bidders. It is unrealistic to think that the national perspective speaks for individual State's needs. Illinois has outpaced that national agenda for innovation. We are a founding state in the concept of Sector Strategies; we were awarded the National New Freedom Initiative Award for addressing employment barriers for people with disabilities. We are leading the way in concepts such as partnerships with public land agencies to create employment opportunities for youth and creating employment opportunities around sustainable agriculture industries. We have expanded access to services through technology with non-traditional partners such as libraries. Typically the national level embraces initiatives such as those above approximately 5 years after they have been implemented at the State level.
INDIANA	
IOWA	
KANSAS	
KENTUCKY	
LOUISIANA	
MAINE	Small states like Maine are penalized for carry-in up to 20% as allowed. The set-aside had a significant carry-in for many years. Over the past several years the MDOL leadership has attempted to obligate most of the 20% leaving very little to be carried in. In 2008, the set-aside carry in was used to cover the rescission thereby reducing the burden on the Local Areas.
MARYLAND	
MASSACHUSETTS	
MICHIGAN	
MINNESOTA	Minnesota is always 80% obligated at the end of the first year. System change activities cannot be accomplished (therefore expended) in short periods of time as the solicitations we award require milestones to be accomplished before we pay the

	recipient. System change awards are usually for two years. Therefore, the money is usually obligated but not spent by the end of the first year.
MISSISSIPPI	
MISSOURI	In PY08 and PY09, the local and state set-aside funds were spent at a comparable rate. The set-aside funds were 100% and 83% spent respectively, while the local expenditure rate was 89% and 87% respectively. For Missouri, a large part of the state set-aside is used to provide specialized funds to the local workforce areas, as well as to provide products and services that are used in the career centers to assist job seekers by both state and local career center staff. The loss of the state set aside funds will not only hinder the central office administrative and programmatic functions, but cause a loss of additional funds that are traditionally utilized by the local workforce investment areas to direct services and upgrades and maintenance of various products utilized to assist participants seek gainful employment.
MONTANA	
NEBRASKA	
NEVADA	The scenario outlined above is not the case in Nevada. While a portion of the 10% set-aside funds is utilized for infrastructure, the majority is utilized for direct services. In order to provide these direct services, a significant portion of the 10% set aside funds is administered by the two local area workforce boards for special programs. The 10% set-aside funds have also been utilized for other direct services, including a soon-to-be-released offender re-entry program. Additionally, starting in 2012, Nevada's Governor has allocated \$500,000 of the set-aside funds in support of apprenticeship programs.
NEW HAMPSHIRE	
NEW JERSEY	Set aside funds have been used to fund projects and programs which the local areas were unable to fund. The programs funded by the set-aside funds were reviewed and funded from a Statewide perspective and need, which we believe provides a better return on investment than programs geared towards fulfilling a local need.
NEW MEXICO	
NEW YORK	
NORTH CAROLINA	
NORTH DAKOTA	
OHIO	Local areas will feel the impact should statewide funds be reduced. State funds are used for system-wide enhancements which benefit all local areas (i.e. OhioMeansJobs.com, incumbent worker training initiatives, sector strategy work, Board and Partner "on-demand" training and technical assistance.) Other statewide funds have been used for pilot programs serving customers or to supplement local area funds for services to adults, youth or dislocated workers. The statewide funds can be targeted to areas of need rather than strictly dividing the funds by the statutory formula.
OKLAHOMA	Reduction in 15% funds at this time, plus a rescission at the same time that ARRA funds are expiring would be devastating for any consistency of programs, not to mention any efforts at partnership and system building at both the state and local levels. Many of the efforts supported by the statewide funds, such as the CRC, KEY Train, which is used in one-stop intake, the career planning web site, also used in one-stops, certification programs for front line workers, would just not be possible. The ability to continue these with ARRA funds expiring was already a concern. Loss of funding and expiration of ARRA would strike a fatal blow to these efforts, as well as the ability to simply comply.
OREGON	These dollars have a three year life. We spend it according to that life cycle. Cuts in our reserve directly affect locals. A majority of our reserve directly goes to the locals, so cuts to the 10% do have a direct local impact. Additionally, this is the Governor's Reserve for innovation. With a new Governor, you will be somewhat behind in spending due to shifts in strategies that come with a new administration.
PENNSYLVANIA	
PUERTO RICO	
RHODE ISLAND	RI would expend funds more rapidly if the obstacles identified above were removed. The rationale that locale areas should be held harmless at the expense of state-wide activities supports RI contention of ETA's bias for the mainstream Adult, DW and Youth programming vs. innovation. The drafters of WIA must have had a purpose for specifically providing for Governor's to have a discretionary pool of funds from which to innovate in support of their vision. This is being sacrificed under USDOL's rationale.
SOUTH CAROLINA	
SOUTH DAKOTA	
TENNESSEE	The statewide WIA fund has been used to advance state policy, increase performance through the incentive awards and to ensure that the Governor's vision for workforce development is achieved. The change in our ability to set aside funds for direct services and program administration will not only eliminate services to participants, but will inhibit our ability to assure quality programs. By allowing the state to only retain 5%, only some of the required elements in the law may be provided by state staff and this will hurt the overall administration of the program. We have been able to support economic development with a statewide strategy that allows us to partner with other state departments and this progress will be reversed. In some incidences, as with the National Career Readiness Certificate, administrative overhead will be increased.
TEXAS	While DOL notes that states traditionally expend their funds at a much slower level, it should be acknowledged that special programs and initiatives do take a longer period of time to develop, procure and establish contracts for. These longer periods for new program development startup are not unique to the states, and are also evidenced in the length of time it takes DOL to establish their initiatives. DOL has emphasized the need for more innovation, but has not recognized that the 15% reserve has provided states with critical resources necessary for the states to drive innovation, based on their state's needs. Texas has used these funds to support veterans, STEM related activities, and state cluster initiatives, all intended to drive

	innovation, and enhance the workforce system within the state. Eliminating the state's ability to fund these initiatives, and turning this responsibility over to the federal government indicates that there is a belief that DOL understands a state's needs better than the state does.
UTAH	As stated above [in Appendix One] above we do plan for at least some carry-in each year. One of the most difficult things to manage is having to turn training "off and on" because of the uncertainty of how WIA will be funded from year to year. Therefore, we choose to plan for at least some carry in each year so we do not have to "turn training off" if we do not receive new funding. As stated in #10 we have been trying to use ARRA money while ensuring we are funding worthwhile projects. Also as stated above [in Appendix One] we have been hesitant to fund any new projects since the passage of the House budget a few months ago and the uncertainty of how much overall funding, if any, we would receive and we wanted to ensure we would be able to continue to serve customers in training. Therefore, we chose to hold off on any planned or new projects. We believe we are using our set-aside for innovative projects that support the Governor's plan and economic development through a more prepared workforce. We believe we are in touch with the needs of our state and should have the opportunity to continue to support innovative projects with set-aside funds. Under the current budget, with the 2/3's reduction in set-aside funds, we will not be able to carry out these activities.
VERMONT	
VIRGINIA	
WASHINGTON	The reduction in 15 percent WIA discretionary funding jeopardizes the state's ability to provide direct services to unemployed workers in communities throughout the state, and crucial supports to the workforce system that maximize those workers' ability to re-enter the workforce.
WEST VIRGINIA	
WISCONSIN	
WYOMING	It is the Wyoming Workforce Development Council's goal to spend 70% of discretionary funds. A 30% carry-over is retained for emergencies at the local level on unfortunate circumstances.

APPENDIX FOUR – REQUIRED, ALLOWABLE, AND CATEGORIES OF SERVICES IMPACTED

ALASKA	
REQUIRED ACTIVITIES THAT WILL CONTINUE	
DISSEMINATING THE STATE LIST OF ELIGIBLE PROVIDERS OF TRAINING SERVICES, INCLUDING PROVIDERS OF NON-TRADITIONAL TRAINING SERVICES, PLUS PERFORMANCE AND PROGRAM COST INFORMATION.	Yes, but limited - The state is in the process of redesigning the system to reduce dependency on staff to support eligibility decisions.
CONDUCTING EVALUATIONS OF ACTIVITIES CARRIED OUT UNDER THE LAW.	Yes, but limited - Evaluation of any activities carried out under the law will be incorporated into the activities so that information is self-reported and generated and does not depend on additional staff or outside contractor support.
PROVIDING INCENTIVE GRANTS TO LOCAL AREAS FOR COOPERATION AMONG LOCAL BOARDS AND FOR EXEMPLARY PERFORMANCE.	Yes, but limited - The state will evaluate local areas and programs for exemplary performance and recognize those successful areas and programs publicly but will not award additional grant funds directly to the local area or program.
PROVIDING TECHNICAL ASSISTANCE TO LOCAL AREAS THAT FAIL TO MEET PERFORMANCE.	Yes, but limited - The state workforce administrator will provide technical assistance through established staff resources but will not contract for any additional assistance the providers may need to meet performance.
ASSISTING IN THE ESTABLISHMENT AND OPERATION OF THE ONE-STOP DELIVERY SYSTEM.	Yes, but limited - Only those costs not already covered through cost allocation plans will be considered for assistance. Further, costs that depend on statewide activities funding must demonstrate that no other resource is available and that the public will be harmed if the costs are not covered by the statewide activities funding.
OPERATING A FISCAL AND MANAGEMENT ACCOUNTABILITY INFORMATION SYSTEM.	Yes, but limited - The state has some General Fund resources to support development of a new and replacement of the existing system. Next year the state will likely depend on the statewide activities to cover appropriate costs associated with the fiscal and management accountability information system.
ALLOWABLE ACTIVITIES THAT WILL CONTINUE	
ADMINISTRATION OF THE ALLOWABLE STATEWIDE ACTIVITIES.	Yes
CAPACITY BUILDING AND TECHNICAL ASSISTANCE TO LOCAL AREAS, ONE-STOP OPERATORS, ONE-STOP PARTNERS, AND ELIGIBLE PROVIDERS, INCLUDING THE DEVELOPMENT AND TRAINING OF STAFF AND DEVELOPMENT OF EXEMPLARY PROGRAM	No

ACTIVITIES.	
CONDUCT OF RESEARCH AND DEMONSTRATION PROJECTS.	No
IMPLEMENTATION OF INNOVATIVE INCUMBENT WORKER TRAINING PROGRAMS.	No
ESTABLISHMENT AND IMPLEMENTATION OF PROGRAMS TARGETED TO EMPOWERMENT ZONES AND ENTERPRISE COMMUNITIES.	No
SUPPORT FOR THE IDENTIFICATION OF ELIGIBLE TRAINING PROVIDERS.	No
IMPLEMENTATION OF INNOVATIVE PROGRAMS FOR DISPLACED HOMEMAKERS.	No
IMPLEMENTATION OF PROGRAMS TO INCREASE THE NUMBER OF INDIVIDUALS TRAINED FOR AND PLACED IN NONTRADITIONAL EMPLOYMENT.	No

SERVICE ACTIVITIES IMPACTED

DIRECT AND STATE-FUNDED STAFF	The state workforce investment board depends on statewide activities funding to staff the workforce board. The staff is likely to be impacted by the reduction. The state funds analysis of program performance through the LMI office which will no longer receive statewide funding to cover these expenses.
PRODUCTS, TOOLS, TECHNOLOGY & OTHER INFRASTRUCTURE COSTS	Resource rooms will not be upgraded, Career Ready 101 will not be available for job seekers through the job centers.
STATE-WIDE MANAGEMENT INFORMATION SYSTEM	Program Monitoring will be reduced to the minimum required by law. In Alaska this means that one full service job center in each area will be assessed for program compliance.
TECHNICAL ASSISTANCE/CAPACITY BUILDING	The annual youth grantee training and technical assistance meeting is canceled. Data validation will be conducted from a single location with files shipped to that location for review and returned at a convenient time as the files are no longer needed for client services.
REGIONAL LEVEL PLANNING AND PROJECTS	Only the state energy sector partnership and the Disability Employment Initiative which are funded with other resources will continue.
CUSTOMER ASSESSMENTS	The state will no longer provide funding for Work Keys or the National Career Readiness Certificate. Likely this will depend on a fee for service model or be funded by other private or public resources.
INCENTIVES FOR LOCAL PARTNERS	The incentive policy is under revision to ensure that incentive awards are funded only when clear and convincing evidence is presented by a WIA adult, DW or youth provider and a coalition of all required partners.
PARTICIPANT TRAINING	The state will not set aside funding for incumbent workers. The only training funds to be made available will be the program funding through the adult and dislocated worker program for adults and the youth program.

ARIZONA

REQUIRED ACTIVITIES THAT WILL CONTINUE

DISSEMINATING THE STATE LIST OF ELIGIBLE PROVIDERS OF TRAINING SERVICES, INCLUDING PROVIDERS OF NON-TRADITIONAL TRAINING SERVICES, PLUS PERFORMANCE AND PROGRAM COST INFORMATION.	Yes
CONDUCTING EVALUATIONS OF ACTIVITIES CARRIED OUT UNDER THE LAW.	No
PROVIDING INCENTIVE GRANTS TO LOCAL AREAS FOR COOPERATION AMONG LOCAL BOARDS AND FOR EXEMPLARY PERFORMANCE.	No
PROVIDING TECHNICAL ASSISTANCE TO LOCAL AREAS THAT FAIL TO MEET PERFORMANCE.	Yes
ASSISTING IN THE ESTABLISHMENT AND OPERATION OF THE ONE-STOP DELIVERY SYSTEM.	No
OPERATING A FISCAL AND MANAGEMENT ACCOUNTABILITY INFORMATION SYSTEM.	Yes

ALLOWABLE ACTIVITIES THAT WILL CONTINUE	
ADMINISTRATION OF THE ALLOWABLE STATEWIDE ACTIVITIES.	Yes
CAPACITY BUILDING AND TECHNICAL ASSISTANCE TO LOCAL AREAS, ONE-STOP OPERATORS, ONE-STOP PARTNERS, AND ELIGIBLE PROVIDERS, INCLUDING THE DEVELOPMENT AND TRAINING OF STAFF AND DEVELOPMENT OF EXEMPLARY PROGRAM ACTIVITIES.	No
CONDUCT OF RESEARCH AND DEMONSTRATION PROJECTS.	No
IMPLEMENTATION OF INNOVATIVE INCUMBENT WORKER TRAINING PROGRAMS.	No
ESTABLISHMENT AND IMPLEMENTATION OF PROGRAMS TARGETED TO EMPOWERMENT ZONES AND ENTERPRISE COMMUNITIES.	No
SUPPORT FOR THE IDENTIFICATION OF ELIGIBLE TRAINING PROVIDERS.	Yes
IMPLEMENTATION OF INNOVATIVE PROGRAMS FOR DISPLACED HOMEMAKERS.	No
IMPLEMENTATION OF PROGRAMS TO INCREASE THE NUMBER OF INDIVIDUALS TRAINED FOR AND PLACED IN NONTRADITIONAL EMPLOYMENT.	No
SERVICE ACTIVITIES IMPACTED	
DIRECT AND STATE-FUNDED STAFF	
PRODUCTS, TOOLS, TECHNOLOGY & OTHER INFRASTRUCTURE COSTS	
STATE-WIDE MANAGEMENT INFORMATION SYSTEM	
TECHNICAL ASSISTANCE/CAPACITY BUILDING	
REGIONAL LEVEL PLANNING AND PROJECTS	
CUSTOMER ASSESSMENTS	
INCENTIVES FOR LOCAL PARTNERS	
PARTICIPANT TRAINING	

ARKANSAS	
REQUIRED ACTIVITIES THAT WILL CONTINUE	
DISSEMINATING THE STATE LIST OF ELIGIBLE PROVIDERS OF TRAINING SERVICES, INCLUDING PROVIDERS OF NON-TRADITIONAL TRAINING SERVICES, PLUS PERFORMANCE AND PROGRAM COST INFORMATION.	Yes
CONDUCTING EVALUATIONS OF ACTIVITIES CARRIED OUT UNDER THE LAW.	Yes, but limited
PROVIDING INCENTIVE GRANTS TO LOCAL AREAS FOR COOPERATION AMONG LOCAL BOARDS AND FOR EXEMPLARY PERFORMANCE.	Yes, but limited
PROVIDING TECHNICAL ASSISTANCE TO LOCAL AREAS THAT FAIL TO MEET PERFORMANCE.	Yes
ASSISTING IN THE ESTABLISHMENT AND OPERATION OF THE ONE-STOP DELIVERY SYSTEM.	Yes, but limited
OPERATING A FISCAL AND MANAGEMENT ACCOUNTABILITY INFORMATION SYSTEM.	Yes
ALLOWABLE ACTIVITIES THAT WILL CONTINUE	

ADMINISTRATION OF THE ALLOWABLE STATEWIDE ACTIVITIES.	Yes
CAPACITY BUILDING AND TECHNICAL ASSISTANCE TO LOCAL AREAS, ONE-STOP OPERATORS, ONE-STOP PARTNERS, AND ELIGIBLE PROVIDERS, INCLUDING THE DEVELOPMENT AND TRAINING OF STAFF AND DEVELOPMENT OF EXEMPLARY PROGRAM ACTIVITIES.	Yes, but limited
CONDUCT OF RESEARCH AND DEMONSTRATION PROJECTS.	Unknown at this time.
IMPLEMENTATION OF INNOVATIVE INCUMBENT WORKER TRAINING PROGRAMS.	Unknown at this time.
ESTABLISHMENT AND IMPLEMENTATION OF PROGRAMS TARGETED TO EMPOWERMENT ZONES AND ENTERPRISE COMMUNITIES.	No
SUPPORT FOR THE IDENTIFICATION OF ELIGIBLE TRAINING PROVIDERS.	No
IMPLEMENTATION OF INNOVATIVE PROGRAMS FOR DISPLACED HOMEMAKERS.	No
IMPLEMENTATION OF PROGRAMS TO INCREASE THE NUMBER OF INDIVIDUALS TRAINED FOR AND PLACED IN NONTRADITIONAL EMPLOYMENT.	No
SERVICE ACTIVITIES IMPACTED	
DIRECT AND STATE-FUNDED STAFF	N/A
PRODUCTS, TOOLS, TECHNOLOGY & OTHER INFRASTRUCTURE COSTS	Any costs beyond those that are administrative in nature would need to be eliminated.
STATE-WIDE MANAGEMENT INFORMATION SYSTEM	Activities would be limited to those that are mandatory.
TECHNICAL ASSISTANCE/CAPACITY BUILDING	Activities would be limited to those that are mandatory.
REGIONAL LEVEL PLANNING AND PROJECTS	Activities would be severely limited.
CUSTOMER ASSESSMENTS	To be determined.
INCENTIVES FOR LOCAL PARTNERS	Incentive grants would be miniscule.
PARTICIPANT TRAINING	To be determined, but likely will be reduced or eliminated at the state level.

CALIFORNIA	
REQUIRED ACTIVITIES THAT WILL CONTINUE	
DISSEMINATING THE STATE LIST OF ELIGIBLE PROVIDERS OF TRAINING SERVICES, INCLUDING PROVIDERS OF NON-TRADITIONAL TRAINING SERVICES, PLUS PERFORMANCE AND PROGRAM COST INFORMATION.	Yes - Assumes the same administrative funding levels out of the remaining 5% set-aside as previous program years.
CONDUCTING EVALUATIONS OF ACTIVITIES CARRIED OUT UNDER THE LAW.	Yes - Assumes the same administrative funding levels out of the remaining 5% set-aside as previous program years.
PROVIDING INCENTIVE GRANTS TO LOCAL AREAS FOR COOPERATION AMONG LOCAL BOARDS AND FOR EXEMPLARY PERFORMANCE.	Yes - Incentive grants are a requirement however the funding levels may decrease due to reductions in the set-aside funds.
PROVIDING TECHNICAL ASSISTANCE TO LOCAL AREAS THAT FAIL TO MEET PERFORMANCE.	Yes - Assumes the same administrative funding levels out of the remaining 5% set-aside as previous program years.
ASSISTING IN THE ESTABLISHMENT AND OPERATION OF THE ONE-STOP DELIVERY SYSTEM.	Yes - Assumes the same administrative funding levels out of the remaining 5% set-aside as previous program years.
OPERATING A FISCAL AND MANAGEMENT ACCOUNTABILITY INFORMATION SYSTEM.	Yes - Assumes the same administrative funding levels out of the remaining 5% set-aside as previous program years.
ALLOWABLE ACTIVITIES THAT WILL CONTINUE	
ADMINISTRATION OF THE ALLOWABLE STATEWIDE ACTIVITIES.	Yes - Assumes the same administrative funding levels out of the remaining 5 percent set-aside funds as previous program years.
CAPACITY BUILDING AND TECHNICAL	Yes, but limited - Assumes the same administrative funding levels out of the remaining 5

ASSISTANCE TO LOCAL AREAS, ONE-STOP OPERATORS, ONE-STOP PARTNERS, AND ELIGIBLE PROVIDERS, INCLUDING THE DEVELOPMENT AND TRAINING OF STAFF AND DEVELOPMENT OF EXEMPLARY PROGRAM ACTIVITIES.	percent set-aside funds as previous program years.
CONDUCT OF RESEARCH AND DEMONSTRATION PROJECTS.	No
IMPLEMENTATION OF INNOVATIVE INCUMBENT WORKER TRAINING PROGRAMS.	No
ESTABLISHMENT AND IMPLEMENTATION OF PROGRAMS TARGETED TO EMPOWERMENT ZONES AND ENTERPRISE COMMUNITIES.	No
SUPPORT FOR THE IDENTIFICATION OF ELIGIBLE TRAINING PROVIDERS.	Yes
IMPLEMENTATION OF INNOVATIVE PROGRAMS FOR DISPLACED HOMEMAKERS.	No
IMPLEMENTATION OF PROGRAMS TO INCREASE THE NUMBER OF INDIVIDUALS TRAINED FOR AND PLACED IN NONTRADITIONAL EMPLOYMENT.	No
SERVICE ACTIVITIES IMPACTED	
DIRECT AND STATE-FUNDED STAFF	Unknown at this time. We cannot determine if services and activities will be negatively impacted because the ultimate use of the remaining 5 percent of funds are subject to the approval by Governor's Office and the State Workforce Agency.
PRODUCTS, TOOLS, TECHNOLOGY & OTHER INFRASTRUCTURE COSTS	Unknown at this time. We cannot determine if services and activities will be negatively impacted because the ultimate use of the remaining 5 percent of funds are subject to the approval by the Governor's Office and the State Workforce Agency.
STATE-WIDE MANAGEMENT INFORMATION SYSTEM	Unknown at this time. We cannot determine if services and activities will be negatively impacted because the ultimate use of the remaining 5 percent of funds are subject to the approval by the Governor's Office and the State Workforce Agency.
TECHNICAL ASSISTANCE/CAPACITY BUILDING	Unknown at this time. We cannot determine if services and activities will be negatively impacted because the ultimate use of the remaining 5 percent of funds are subject to the approval by the Governor's Office and the State Workforce Agency.
REGIONAL LEVEL PLANNING AND PROJECTS	Regional level planning and projects will be negatively impacted with the 10 percent decrease in set-aside funds. Examples of targeted populations and initiatives that are currently underway in California that would be impacted are: Sector Initiatives (Green Economy, Healthcare Projects, etc.) At-Risk Youth Projects Veteran Projects Ex-Offender Projects
CUSTOMER ASSESSMENTS	N/A
INCENTIVES FOR LOCAL PARTNERS	Incentive grants are required however the funding levels may decrease due to the reduction in the set-aside funds.
PARTICIPANT TRAINING	Participant training (classroom training, on-the-job training, individual training accounts, incumbent worker training, etc.) would be negatively impacted if the set-aside funds were reduced.

CONNECTICUT

REQUIRED ACTIVITIES THAT WILL CONTINUE

DISSEMINATING THE STATE LIST OF ELIGIBLE PROVIDERS OF TRAINING SERVICES, INCLUDING PROVIDERS OF NON-TRADITIONAL TRAINING SERVICES, PLUS PERFORMANCE AND PROGRAM COST INFORMATION.	Yes, but limited - The Office of Research will realize a loss of 1.5 full-time staff dedicated to the provision of much of the core information included in the state list of eligible providers of training services. This will result in outdated provider and program information which will negatively impact the usefulness of the state list and include significant inaccuracies to its users.
CONDUCTING EVALUATIONS OF ACTIVITIES CARRIED OUT UNDER THE LAW.	Yes, but limited - Reduction in funding means a corresponding reduction in staff time allocated to these functions. It will impact the Workforce Investment Act Administration's ability to meet its required obligations in the areas of oversight and performance monitoring. Technical Assistance will be reduced to perfunctory monitoring with suggestions for improvement rather than in-depth analysis and on-going support.
PROVIDING INCENTIVE GRANTS TO LOCAL AREAS FOR COOPERATION AMONG LOCAL	No

BOARDS AND FOR EXEMPLARY PERFORMANCE.	
PROVIDING TECHNICAL ASSISTANCE TO LOCAL AREAS THAT FAIL TO MEET PERFORMANCE.	Yes, but limited - Reduction in funding means a corresponding reduction in staff time allocated to these functions. It will impact the Workforce Investment Act Administration's ability to meet its required obligations in the areas of oversight and performance monitoring. Technical Assistance will be reduced to perfunctory monitoring with suggestions for improvement rather than in-depth analysis and on-going support.
ASSISTING IN THE ESTABLISHMENT AND OPERATION OF THE ONE-STOP DELIVERY SYSTEM.	Yes, but limited - Although funding from this allocation will not be available to the Local Office Career Centers for improvements, etc., the WIA Administration Unit will provide limited technical assistance and guidance to assist in the establishment and operation of the One-Stop delivery system. As limited the guidance provided by the WIA Administration Unit will be reduced to suggestions for implementation rather than in-depth analysis and support.
OPERATING A FISCAL AND MANAGEMENT ACCOUNTABILITY INFORMATION SYSTEM.	Yes, but limited - The reduction in funding will delay the purchase of a much-needed integrated management information system. The existing case management system has been in use for more than a decade and minimally serves the needs of the One-Stop system. It no longer offers consistent stability to its users resulting in increased worker hours to generate customized financial reports to gauge accountability of the regions.
ALLOWABLE ACTIVITIES THAT WILL CONTINUE	
ADMINISTRATION OF THE ALLOWABLE STATEWIDE ACTIVITIES.	Yes, but limited - The projected loss of six full-time staff will impact the WIA Administration Unit's ability to provide in-depth and comprehensive administration of the allowable statewide activities.
CAPACITY BUILDING AND TECHNICAL ASSISTANCE TO LOCAL AREAS, ONE-STOP OPERATORS, ONE-STOP PARTNERS, AND ELIGIBLE PROVIDERS, INCLUDING THE DEVELOPMENT AND TRAINING OF STAFF AND DEVELOPMENT OF EXEMPLARY PROGRAM ACTIVITIES.	Yes, but limited - Funding for the aforementioned allowable activities will not be available in program year 2011. Limited technical assistance and training of One-Stop staff will be available solely through the Department of Labor's WIA Administration Unit. However, the reductions to state staffing levels significantly impacts the WIA Administration Unit's ability to provide detailed technical support in a timely manner.
CONDUCT OF RESEARCH AND DEMONSTRATION PROJECTS.	No
IMPLEMENTATION OF INNOVATIVE INCUMBENT WORKER TRAINING PROGRAMS.	Yes, but limited - As mentioned, the implementation of innovative Incumbent Worker Training programs could be supported with other WIA dollars based solely on the business plans and priorities of service identified by the local Workforce Investment Boards.
ESTABLISHMENT AND IMPLEMENTATION OF PROGRAMS TARGETED TO EMPOWERMENT ZONES AND ENTERPRISE COMMUNITIES.	No
SUPPORT FOR THE IDENTIFICATION OF ELIGIBLE TRAINING PROVIDERS.	Yes, but limited - The reduction of funds correlates to a loss of 1.5 full-time staff from the Connecticut Department of Labor's Office of Research. These staff are responsible for the data collection and population of the list of eligible training providers. The loss of subject matter expertise and technical knowledge will result in a less comprehensive and accurate list from which the One-Stop system partners can reference.
IMPLEMENTATION OF INNOVATIVE PROGRAMS FOR DISPLACED HOMEMAKERS.	No
IMPLEMENTATION OF PROGRAMS TO INCREASE THE NUMBER OF INDIVIDUALS TRAINED FOR AND PLACED IN NONTRADITIONAL EMPLOYMENT.	No
SERVICE ACTIVITIES IMPACTED	
DIRECT AND STATE-FUNDED STAFF	Reductions of approximately 37 percent of direct and state-funded staff, which represents a loss of six full-time staff. Areas most severely impacted include the loss of Labor Market Information Analysts from the Office of Research and their support of the state's Eligible Training Provider List. In addition, the loss of technical staff in Performance Management will result in a more cursory collection, review, and administration of the program's client outcomes. Our ability to provide in-depth analysis of the local Workforce Investment Boards' performance and the WIA system as a whole will not be possible.
PRODUCTS, TOOLS, TECHNOLOGY & OTHER INFRASTRUCTURE COSTS	As mentioned, a reduction in funding will severely impact our ability to purchase a new integrated case management system to track client service delivery activities to ensure they are following a systematic and progressive training program. Our existing case management system has been operational for more than a decade and has gone through significant modifications and retrofitting to serve the needs of the One-Stop system. It no longer offers consistent stability to its users nor able to absorb additional changes to suit the continuously changing requirements of the program. Similarly, the purchase of updated hardware and software to

	more efficiently meet the demands of the system's varied customers would be delayed for the foreseeable future.
STATE-WIDE MANAGEMENT INFORMATION SYSTEM	See previous question.
TECHNICAL ASSISTANCE/CAPACITY BUILDING	As previously stated, the anticipated reduction in staff time allocated to these functions will further reduce our ability in the areas of oversight and performance monitoring. In addition, technical assistance to the local Workforce Investment Boards will be reduced to perfunctory monitoring with suggestions for improvement rather than in-depth analysis and on-going support for improvement in areas of deficiency. Staff training will occur on a limited basis through the WIA Administration Unit. However, we cannot ensure the timeliness of the training with respect to the dissemination of Administrative Policies.
REGIONAL LEVEL PLANNING AND PROJECTS	A reduction in funds will force the local Workforce Investment Boards to limit or eliminate regional projects. Award-winning initiatives such as the Connecticut Career Choices will be discontinued, and therefore, unable to serve as a pipeline to rewarding careers in technology related fields.
CUSTOMER ASSESSMENTS	The reduction in funds to the One-Stop system severely impacts our ability to purchase the most current and comprehensive assessment tools to serve our clients. As a result, the clients' skills, abilities, and interests will not be identified with emerging occupations and careers, thus limiting their job development efforts.
INCENTIVES FOR LOCAL PARTNERS	As proposed, financial incentives for the five local Workforce Investment Boards will be nearly "zeroed out" in program year 2011. As a result, much of the innovative programs initiated with these "special" funds to serve target populations will not be implemented.
PARTICIPANT TRAINING	For program year 2011, funds to support incumbent worker training from the Governor's reserve funds will not be available. As with many of the Statewide Activity Support initiatives that are projected to be "zeroed out", incumbent worker training could be supported with other WIA dollars. However, this is based on the business plans and priorities of service identified by each of the five Workforce Investment Boards.

DELAWARE	
REQUIRED ACTIVITIES THAT WILL CONTINUE	
DISSEMINATING THE STATE LIST OF ELIGIBLE PROVIDERS OF TRAINING SERVICES, INCLUDING PROVIDERS OF NON-TRADITIONAL TRAINING SERVICES, PLUS PERFORMANCE AND PROGRAM COST INFORMATION.	Yes
CONDUCTING EVALUATIONS OF ACTIVITIES CARRIED OUT UNDER THE LAW.	No
PROVIDING INCENTIVE GRANTS TO LOCAL AREAS FOR COOPERATION AMONG LOCAL BOARDS AND FOR EXEMPLARY PERFORMANCE.	No
PROVIDING TECHNICAL ASSISTANCE TO LOCAL AREAS THAT FAIL TO MEET PERFORMANCE.	No
ASSISTING IN THE ESTABLISHMENT AND OPERATION OF THE ONE-STOP DELIVERY SYSTEM.	Yes, but limited
OPERATING A FISCAL AND MANAGEMENT ACCOUNTABILITY INFORMATION SYSTEM.	Yes
ALLOWABLE ACTIVITIES THAT WILL CONTINUE	
ADMINISTRATION OF THE ALLOWABLE STATEWIDE ACTIVITIES.	Yes
CAPACITY BUILDING AND TECHNICAL ASSISTANCE TO LOCAL AREAS, ONE-STOP OPERATORS, ONE-STOP PARTNERS, AND ELIGIBLE PROVIDERS, INCLUDING THE DEVELOPMENT AND TRAINING OF STAFF AND DEVELOPMENT OF EXEMPLARY PROGRAM ACTIVITIES.	No
CONDUCT OF RESEARCH AND DEMONSTRATION PROJECTS.	No
IMPLEMENTATION OF INNOVATIVE	No

INCUMBENT WORKER TRAINING PROGRAMS.	
ESTABLISHMENT AND IMPLEMENTATION OF PROGRAMS TARGETED TO EMPOWERMENT ZONES AND ENTERPRISE COMMUNITIES.	No
SUPPORT FOR THE IDENTIFICATION OF ELIGIBLE TRAINING PROVIDERS.	No
IMPLEMENTATION OF INNOVATIVE PROGRAMS FOR DISPLACED HOMEMAKERS.	No
IMPLEMENTATION OF PROGRAMS TO INCREASE THE NUMBER OF INDIVIDUALS TRAINED FOR AND PLACED IN NONTRADITIONAL EMPLOYMENT.	No
SERVICE ACTIVITIES IMPACTED	
DIRECT AND STATE-FUNDED STAFF	
PRODUCTS, TOOLS, TECHNOLOGY & OTHER INFRASTRUCTURE COSTS	
STATE-WIDE MANAGEMENT INFORMATION SYSTEM	
TECHNICAL ASSISTANCE/CAPACITY BUILDING	
REGIONAL LEVEL PLANNING AND PROJECTS	
CUSTOMER ASSESSMENTS	
INCENTIVES FOR LOCAL PARTNERS	
PARTICIPANT TRAINING	

DISTRICT OF COLUMBIA	
REQUIRED ACTIVITIES THAT WILL CONTINUE	
DISSEMINATING THE STATE LIST OF ELIGIBLE PROVIDERS OF TRAINING SERVICES, INCLUDING PROVIDERS OF NON-TRADITIONAL TRAINING SERVICES, PLUS PERFORMANCE AND PROGRAM COST INFORMATION.	Yes
CONDUCTING EVALUATIONS OF ACTIVITIES CARRIED OUT UNDER THE LAW.	No
PROVIDING INCENTIVE GRANTS TO LOCAL AREAS FOR COOPERATION AMONG LOCAL BOARDS AND FOR EXEMPLARY PERFORMANCE.	No
PROVIDING TECHNICAL ASSISTANCE TO LOCAL AREAS THAT FAIL TO MEET PERFORMANCE.	No
ASSISTING IN THE ESTABLISHMENT AND OPERATION OF THE ONE-STOP DELIVERY SYSTEM.	Yes
OPERATING A FISCAL AND MANAGEMENT ACCOUNTABILITY INFORMATION SYSTEM.	Yes
ALLOWABLE ACTIVITIES THAT WILL CONTINUE	
ADMINISTRATION OF THE ALLOWABLE STATEWIDE ACTIVITIES.	Yes
CAPACITY BUILDING AND TECHNICAL ASSISTANCE TO LOCAL AREAS, ONE-STOP OPERATORS, ONE-STOP PARTNERS, AND ELIGIBLE PROVIDERS, INCLUDING THE DEVELOPMENT AND TRAINING OF STAFF AND DEVELOPMENT OF EXEMPLARY PROGRAM ACTIVITIES.	Yes
CONDUCT OF RESEARCH AND DEMONSTRATION PROJECTS.	No
IMPLEMENTATION OF INNOVATIVE INCUMBENT WORKER TRAINING PROGRAMS.	No
ESTABLISHMENT AND IMPLEMENTATION OF	No

PROGRAMS TARGETED TO EMPOWERMENT ZONES AND ENTERPRISE COMMUNITIES.	
SUPPORT FOR THE IDENTIFICATION OF ELIGIBLE TRAINING PROVIDERS.	Yes
IMPLEMENTATION OF INNOVATIVE PROGRAMS FOR DISPLACED HOMEMAKERS.	No
IMPLEMENTATION OF PROGRAMS TO INCREASE THE NUMBER OF INDIVIDUALS TRAINED FOR AND PLACED IN NONTRADITIONAL EMPLOYMENT.	No
SERVICE ACTIVITIES IMPACTED	
DIRECT AND STATE-FUNDED STAFF	The Workforce Investment Council (WIC) will be negatively impacted as will Labor Market Information Analysts through any special initiatives of the WIC.
PRODUCTS, TOOLS, TECHNOLOGY & OTHER INFRASTRUCTURE COSTS	No
STATE-WIDE MANAGEMENT INFORMATION SYSTEM	No
TECHNICAL ASSISTANCE/CAPACITY BUILDING	No
REGIONAL LEVEL PLANNING AND PROJECTS	Some planned projects, including the development of a strategic workforce system with surrounding jurisdictions may have to be scaled back or delayed.
CUSTOMER ASSESSMENTS	No
INCENTIVES FOR LOCAL PARTNERS	The development of a regional strategic workforce system to be developed in conjunction with surrounding states will be negatively impacted.
PARTICIPANT TRAINING	Reduction of set-aside funds will decrease the number of participants we will be able to serve through the Individual Training Accounts.

GEORGIA	
REQUIRED ACTIVITIES THAT WILL CONTINUE	
DISSEMINATING THE STATE LIST OF ELIGIBLE PROVIDERS OF TRAINING SERVICES, INCLUDING PROVIDERS OF NON-TRADITIONAL TRAINING SERVICES, PLUS PERFORMANCE AND PROGRAM COST INFORMATION.	Yes
CONDUCTING EVALUATIONS OF ACTIVITIES CARRIED OUT UNDER THE LAW.	Yes, but limited – There will be less capacity for evaluation.
PROVIDING INCENTIVE GRANTS TO LOCAL AREAS FOR COOPERATION AMONG LOCAL BOARDS AND FOR EXEMPLARY PERFORMANCE.	No
PROVIDING TECHNICAL ASSISTANCE TO LOCAL AREAS THAT FAIL TO MEET PERFORMANCE.	Yes
ASSISTING IN THE ESTABLISHMENT AND OPERATION OF THE ONE-STOP DELIVERY SYSTEM.	Yes, but limited – There will be fewer dollars to assist with local collaborative activities; additionally, resources for one-stops will be limited.
OPERATING A FISCAL AND MANAGEMENT ACCOUNTABILITY INFORMATION SYSTEM.	Yes
ALLOWABLE ACTIVITIES THAT WILL CONTINUE	
ADMINISTRATION OF THE ALLOWABLE STATEWIDE ACTIVITIES.	Yes, but limited – Fewer dollars will be available to assist local WIBs with system-building, technical assistance, and oversight.
CAPACITY BUILDING AND TECHNICAL ASSISTANCE TO LOCAL AREAS, ONE-STOP OPERATORS, ONE-STOP PARTNERS, AND ELIGIBLE PROVIDERS, INCLUDING THE DEVELOPMENT AND TRAINING OF STAFF AND DEVELOPMENT OF EXEMPLARY PROGRAM ACTIVITIES.	Yes, but limited – Technical assistance and training will be minimized and the system will have to rely more on peer support for best practices.
CONDUCT OF RESEARCH AND DEMONSTRATION PROJECTS.	No
IMPLEMENTATION OF INNOVATIVE INCUMBENT WORKER TRAINING PROGRAMS.	No

ESTABLISHMENT AND IMPLEMENTATION OF PROGRAMS TARGETED TO EMPOWERMENT ZONES AND ENTERPRISE COMMUNITIES.	No
SUPPORT FOR THE IDENTIFICATION OF ELIGIBLE TRAINING PROVIDERS.	Yes, but limited – There will be fewer resources to support this statewide activity.
IMPLEMENTATION OF INNOVATIVE PROGRAMS FOR DISPLACED HOMEMAKERS.	No
IMPLEMENTATION OF PROGRAMS TO INCREASE THE NUMBER OF INDIVIDUALS TRAINED FOR AND PLACED IN NONTRADITIONAL EMPLOYMENT.	No
SERVICE ACTIVITIES IMPACTED	
DIRECT AND STATE-FUNDED STAFF	State technical expertise and availability of technical assistance staff may become more limited.
PRODUCTS, TOOLS, TECHNOLOGY & OTHER INFRASTRUCTURE COSTS	Funds to support on-line tools will be impacted.
STATE-WIDE MANAGEMENT INFORMATION SYSTEM	Upgrades and new system features will probably be postponed.
TECHNICAL ASSISTANCE/CAPACITY BUILDING	On-site compliance monitoring and data validation activities may be impacted.
REGIONAL LEVEL PLANNING AND PROJECTS	Fewer dollars will be available to assist local WIBs with these activities, especially sector strategies.
CUSTOMER ASSESSMENTS	The Georgia Work Ready initiative is currently funded entirely with 10% funds.
INCENTIVES FOR LOCAL PARTNERS	No funding is available to support this.
PARTICIPANT TRAINING	Statewide dollars will no longer be available to assist local WIBs with these activities. Georgia has previously funded summer youth work experience and incumbent worker activities with these dollars.

IDAHO	
REQUIRED ACTIVITIES THAT WILL CONTINUE	
DISSEMINATING THE STATE LIST OF ELIGIBLE PROVIDERS OF TRAINING SERVICES, INCLUDING PROVIDERS OF NON-TRADITIONAL TRAINING SERVICES, PLUS PERFORMANCE AND PROGRAM COST INFORMATION.	Yes, but limited - We currently provide the list without performance information. We would not expect to be able to upgrade to take advantage of the new longitudinal data base being developed under the direction of our Board of Education. This list has limited value without this information.
CONDUCTING EVALUATIONS OF ACTIVITIES CARRIED OUT UNDER THE LAW.	No – We generally have limited funds for this purpose.
PROVIDING INCENTIVE GRANTS TO LOCAL AREAS FOR COOPERATION AMONG LOCAL BOARDS AND FOR EXEMPLARY PERFORMANCE.	Yes, but limited – This will be a matter of negotiation. It is most likely that this will be eliminated to maintain funds for basic administrative functions.
PROVIDING TECHNICAL ASSISTANCE TO LOCAL AREAS THAT FAIL TO MEET PERFORMANCE.	Yes, but limited - We will attempt to seek low cost/no cost options for this purpose as part of our management and oversight responsibilities.
ASSISTING IN THE ESTABLISHMENT AND OPERATION OF THE ONE-STOP DELIVERY SYSTEM.	Yes, but limited - The state has assumed responsibility for all management information and financial management costs attributable to the local level. These costs will be shifted to the local level as funds are depleted. We will continue to work with partner agencies on a limited basis to assist in one stop partnership development.
OPERATING A FISCAL AND MANAGEMENT ACCOUNTABILITY INFORMATION SYSTEM.	Yes
ALLOWABLE ACTIVITIES THAT WILL CONTINUE	
ADMINISTRATION OF THE ALLOWABLE STATEWIDE ACTIVITIES.	Yes
CAPACITY BUILDING AND TECHNICAL ASSISTANCE TO LOCAL AREAS, ONE-STOP OPERATORS, ONE-STOP PARTNERS, AND ELIGIBLE PROVIDERS, INCLUDING THE DEVELOPMENT AND TRAINING OF STAFF AND DEVELOPMENT OF EXEMPLARY PROGRAM ACTIVITIES.	Yes, but limited - It is expected that inadequate funds will be available to mount more than the most basic technical assistance activities.
CONDUCT OF RESEARCH AND DEMONSTRATION PROJECTS.	No
IMPLEMENTATION OF INNOVATIVE	No

INCUMBENT WORKER TRAINING PROGRAMS.	
ESTABLISHMENT AND IMPLEMENTATION OF PROGRAMS TARGETED TO EMPOWERMENT ZONES AND ENTERPRISE COMMUNITIES.	No
SUPPORT FOR THE IDENTIFICATION OF ELIGIBLE TRAINING PROVIDERS.	No
IMPLEMENTATION OF INNOVATIVE PROGRAMS FOR DISPLACED HOMEMAKERS.	No
IMPLEMENTATION OF PROGRAMS TO INCREASE THE NUMBER OF INDIVIDUALS TRAINED FOR AND PLACED IN NONTRADITIONAL EMPLOYMENT.	No
SERVICE ACTIVITIES IMPACTED	
DIRECT AND STATE-FUNDED STAFF	The 15% fund professional staff that provide support to the Workforce Council as well as costs of the council. This function would continue at some level but the reduction in staffing could impact the ability to coordinate with other agencies and organizations at a state and local level to work on system changes such as sector strategies, partnership development and integration, and system improvements. The council has long invested in specialized labor market studies, most recently to facilitate coordination among education, workforce and businesses in critical industries. This would no longer be possible.
PRODUCTS, TOOLS, TECHNOLOGY & OTHER INFRASTRUCTURE COSTS	The governor's fund has recently supported investments in hardware to improve core service delivery in the one stop system. Further improvements of this nature would not be possible.
STATE-WIDE MANAGEMENT INFORMATION SYSTEM	The statewide management information system has provided full support for both state and local information systems, including federal reporting and the MIS system that supports local one stop operations. State reporting functions would be retained but local MIS improvements and operation would revert to the local level.
TECHNICAL ASSISTANCE/CAPACITY BUILDING	Staff training at all levels has been supported by 15% funds and has covered everything from basic WIA case management training to training of boards. Training costs for local level staff would be transferred to the local level, except for minimal required training.
REGIONAL LEVEL PLANNING AND PROJECTS	The 15% has been the key source of funding for interdepartmental partnership development and training. These kinds of system building activities would be greatly diminished. The funds have been used to help support development of the sector initiative, development and improvement of the one-stop system and similar initiatives. This will be limited by staff capacity.
CUSTOMER ASSESSMENTS	
INCENTIVES FOR LOCAL PARTNERS	The state reserve currently provides an incentive for regional collaboration. This will be greatly diminished or eliminated and will be a subject of negotiation.
PARTICIPANT TRAINING	Funds have most recently been reserved for OJTs above and beyond the NEG and for small summer projects, the Idaho Youth Corps. The IYC leverages a minimum of 100% match from participating state, local and federal partners to expand the number and duration of training. The newest partner is the statewide library system that will train youth to work with young people and adults in computer skills training. Incumbent worker projects operated in conjunction with sector initiatives will no longer be provided. These have expanded industry/education partnerships and trained workers to meet critical industry needs.

ILLINOIS	
REQUIRED ACTIVITIES THAT WILL CONTINUE	
DISSEMINATING THE STATE LIST OF ELIGIBLE PROVIDERS OF TRAINING SERVICES, INCLUDING PROVIDERS OF NON-TRADITIONAL TRAINING SERVICES, PLUS PERFORMANCE AND PROGRAM COST INFORMATION.	Yes, but limited - Resources for automated management and reporting systems will be maintained to the best of the state's ability. The reality of the 2/3 cut to State operating resources is that it creates unfunded mandates. Funds for staff and systems will be limited by these cuts. The cuts enacted by Congress limit the funds for state operations but it does not cut the requirement that the States conduct the activities.
CONDUCTING EVALUATIONS OF ACTIVITIES CARRIED OUT UNDER THE LAW.	No
PROVIDING INCENTIVE GRANTS TO LOCAL AREAS FOR COOPERATION AMONG LOCAL BOARDS AND FOR EXEMPLARY PERFORMANCE.	Yes, but limited - We will have a diminished amount of funds for this activity. This fund will be cut by 75% thus rendering it fairly ineffective as a mechanism for incenting program designs that lead to innovative regional approaches that provide training for demand occupations in

	high growth industries.
PROVIDING TECHNICAL ASSISTANCE TO LOCAL AREAS THAT FAIL TO MEET PERFORMANCE.	No
ASSISTING IN THE ESTABLISHMENT AND OPERATION OF THE ONE-STOP DELIVERY SYSTEM.	Yes, but limited - Resources for establishment and operation of the one-stop delivery system will be maintained to the best of the State's ability. The reality of the 2/3 cut to State operating resources is that it creates unfunded mandates. Funds for the State workNet system will be limited. Thus we will no longer have the ability to provide Core services through technology. This method was developed by the State in the past decade as a mechanism for increasing access to services for adults and dislocated workers. In the past year access through technology has been touted as an emerging best practice by DOL. The cuts enacted by Congress limit the funds for state operations but it does not cut the requirement that the States conduct the activities.
OPERATING A FISCAL AND MANAGEMENT ACCOUNTABILITY INFORMATION SYSTEM.	Yes, but limited - Resources for automated management and reporting systems will be maintained to the best of the state's ability. The reality of the 2/3 cut to State operating resources is that it creates unfunded mandates. Funds for staff and systems will be limited by these cuts. The cuts enacted by Congress limit the funds for state operations but it does not cut the requirement that the States conduct the activities.
ALLOWABLE ACTIVITIES THAT WILL CONTINUE	
ADMINISTRATION OF THE ALLOWABLE STATEWIDE ACTIVITIES.	No
CAPACITY BUILDING AND TECHNICAL ASSISTANCE TO LOCAL AREAS, ONE-STOP OPERATORS, ONE-STOP PARTNERS, AND ELIGIBLE PROVIDERS, INCLUDING THE DEVELOPMENT AND TRAINING OF STAFF AND DEVELOPMENT OF EXEMPLARY PROGRAM ACTIVITIES.	No
CONDUCT OF RESEARCH AND DEMONSTRATION PROJECTS.	No
IMPLEMENTATION OF INNOVATIVE INCUMBENT WORKER TRAINING PROGRAMS.	No
ESTABLISHMENT AND IMPLEMENTATION OF PROGRAMS TARGETED TO EMPOWERMENT ZONES AND ENTERPRISE COMMUNITIES.	No
SUPPORT FOR THE IDENTIFICATION OF ELIGIBLE TRAINING PROVIDERS.	Yes, but limited - Resources for automated management and reporting systems will be maintained to the best of the state's ability. The reality of the 2/3 rds cut to State operating resources is that it creates unfunded mandates. Funds for staff and systems will be limited by these cuts. The cuts enacted by Congress limit the funds for state operations but it does not cut the requirement that the States conduct the activities.
IMPLEMENTATION OF INNOVATIVE PROGRAMS FOR DISPLACED HOMEMAKERS.	No
IMPLEMENTATION OF PROGRAMS TO INCREASE THE NUMBER OF INDIVIDUALS TRAINED FOR AND PLACED IN NONTRADITIONAL EMPLOYMENT.	No
SERVICE ACTIVITIES IMPACTED	
DIRECT AND STATE-FUNDED STAFF	The impact of the cuts on staffing levels is yet to be determined. It would be inappropriate to comment on this survey as it deals with personnel issues.
PRODUCTS, TOOLS, TECHNOLOGY & OTHER INFRASTRUCTURE COSTS	The following will be cut: * High Speed Internet Grants * Resource Hardward for Assisive Technology * Tools that enhance case management The following will be limited: * Provision of Core Services, LMI and Staff Development Training through workNet * Special Initiatives such as Elevate America which used technology.
STATE-WIDE MANAGEMENT INFORMATION SYSTEM	Critical updates to meet federal reporting requirements will be impacted for all of our reporting systems.
TECHNICAL ASSISTANCE/CAPACITY BUILDING	We will not be doing this activity.
REGIONAL LEVEL PLANNING AND PROJECTS	The following will be impacted: Bridge Programs Career Pathway Programs Sector Strategy Programs Returning Veteran Programs Programs for Special Population such as the disabled and offenders.
CUSTOMER ASSESSMENTS	WorkNet Assessments
INCENTIVES FOR LOCAL PARTNERS	Will be cut by 2/3rds
PARTICIPANT TRAINING	State funded training initiatives such as: Incumbent Worker Project that focuses on demand

	occupations such as healthcare, IT, green industries will be gone. Through these programs 6,877 individuals are currently receiving state funded training services.
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IOWA	
REQUIRED ACTIVITIES THAT WILL CONTINUE	
DISSEMINATING THE STATE LIST OF ELIGIBLE PROVIDERS OF TRAINING SERVICES, INCLUDING PROVIDERS OF NON-TRADITIONAL TRAINING SERVICES, PLUS PERFORMANCE AND PROGRAM COST INFORMATION.	No
CONDUCTING EVALUATIONS OF ACTIVITIES CARRIED OUT UNDER THE LAW.	Yes
PROVIDING INCENTIVE GRANTS TO LOCAL AREAS FOR COOPERATION AMONG LOCAL BOARDS AND FOR EXEMPLARY PERFORMANCE.	No
PROVIDING TECHNICAL ASSISTANCE TO LOCAL AREAS THAT FAIL TO MEET PERFORMANCE.	Yes
ASSISTING IN THE ESTABLISHMENT AND OPERATION OF THE ONE-STOP DELIVERY SYSTEM.	Yes
OPERATING A FISCAL AND MANAGEMENT ACCOUNTABILITY INFORMATION SYSTEM.	Yes, but limited – Only one more year will be funded.
ALLOWABLE ACTIVITIES THAT WILL CONTINUE	
ADMINISTRATION OF THE ALLOWABLE STATEWIDE ACTIVITIES.	Yes
CAPACITY BUILDING AND TECHNICAL ASSISTANCE TO LOCAL AREAS, ONE-STOP OPERATORS, ONE-STOP PARTNERS, AND ELIGIBLE PROVIDERS, INCLUDING THE DEVELOPMENT AND TRAINING OF STAFF AND DEVELOPMENT OF EXEMPLARY PROGRAM ACTIVITIES.	Yes, but limited – No additional money for staff development.
CONDUCT OF RESEARCH AND DEMONSTRATION PROJECTS.	Yes, but limited – No additional money for staff development.
IMPLEMENTATION OF INNOVATIVE INCUMBENT WORKER TRAINING PROGRAMS.	No
ESTABLISHMENT AND IMPLEMENTATION OF PROGRAMS TARGETED TO EMPOWERMENT ZONES AND ENTERPRISE COMMUNITIES.	No
SUPPORT FOR THE IDENTIFICATION OF ELIGIBLE TRAINING PROVIDERS.	Yes
IMPLEMENTATION OF INNOVATIVE PROGRAMS FOR DISPLACED HOMEMAKERS.	No
IMPLEMENTATION OF PROGRAMS TO INCREASE THE NUMBER OF INDIVIDUALS TRAINED FOR AND PLACED IN NONTRADITIONAL EMPLOYMENT.	No
SERVICE ACTIVITIES IMPACTED	
DIRECT AND STATE-FUNDED STAFF	IT staff support
PRODUCTS, TOOLS, TECHNOLOGY & OTHER INFRASTRUCTURE COSTS	
STATE-WIDE MANAGEMENT INFORMATION SYSTEM	
TECHNICAL ASSISTANCE/CAPACITY BUILDING	Staff training
REGIONAL LEVEL PLANNING AND PROJECTS	Iowa Jobs for American Graduates
CUSTOMER ASSESSMENTS	
INCENTIVES FOR LOCAL PARTNERS	Significantly reduces the amount available to our local partners
PARTICIPANT TRAINING	

MAINE

REQUIRED ACTIVITIES THAT WILL CONTINUE

DISSEMINATING THE STATE LIST OF ELIGIBLE PROVIDERS OF TRAINING SERVICES, INCLUDING PROVIDERS OF NON-TRADITIONAL TRAINING SERVICES, PLUS PERFORMANCE AND PROGRAM COST INFORMATION.	Yes
CONDUCTING EVALUATIONS OF ACTIVITIES CARRIED OUT UNDER THE LAW.	Yes
PROVIDING INCENTIVE GRANTS TO LOCAL AREAS FOR COOPERATION AMONG LOCAL BOARDS AND FOR EXEMPLARY PERFORMANCE.	No
PROVIDING TECHNICAL ASSISTANCE TO LOCAL AREAS THAT FAIL TO MEET PERFORMANCE.	Yes
ASSISTING IN THE ESTABLISHMENT AND OPERATION OF THE ONE-STOP DELIVERY SYSTEM.	No
OPERATING A FISCAL AND MANAGEMENT ACCOUNTABILITY INFORMATION SYSTEM.	Yes

ALLOWABLE ACTIVITIES THAT WILL CONTINUE

ADMINISTRATION OF THE ALLOWABLE STATEWIDE ACTIVITIES.	Yes - We will continue only required administration and state oversight of WIA. Monitoring and evaluation, data validation, ETP list, and technical assistance. State-wide case management system, State Board activities, state-wide projects will all be curtailed.
CAPACITY BUILDING AND TECHNICAL ASSISTANCE TO LOCAL AREAS, ONE-STOP OPERATORS, ONE-STOP PARTNERS, AND ELIGIBLE PROVIDERS, INCLUDING THE DEVELOPMENT AND TRAINING OF STAFF AND DEVELOPMENT OF EXEMPLARY PROGRAM ACTIVITIES.	Yes, but limited - Required technical assistance to local areas that fail to meet performance will continue however, capacity building and current staff development activities will not.
CONDUCT OF RESEARCH AND DEMONSTRATION PROJECTS.	No
IMPLEMENTATION OF INNOVATIVE INCUMBENT WORKER TRAINING PROGRAMS.	No
ESTABLISHMENT AND IMPLEMENTATION OF PROGRAMS TARGETED TO EMPOWERMENT ZONES AND ENTERPRISE COMMUNITIES.	No
SUPPORT FOR THE IDENTIFICATION OF ELIGIBLE TRAINING PROVIDERS.	Yes
IMPLEMENTATION OF INNOVATIVE PROGRAMS FOR DISPLACED HOMEMAKERS.	No
IMPLEMENTATION OF PROGRAMS TO INCREASE THE NUMBER OF INDIVIDUALS TRAINED FOR AND PLACED IN NONTRADITIONAL EMPLOYMENT.	No

SERVICE ACTIVITIES IMPACTED

DIRECT AND STATE-FUNDED STAFF	Staff Development staff, State Board Director, and State Board staff.
PRODUCTS, TOOLS, TECHNOLOGY & OTHER INFRASTRUCTURE COSTS	Costs supporting Board staff - rent, technology, overhead, etc.
STATE-WIDE MANAGEMENT INFORMATION SYSTEM	State-wide One stop operating system (case management, fiscal obligation management).
TECHNICAL ASSISTANCE/CAPACITY BUILDING	State staff development.
REGIONAL LEVEL PLANNING AND PROJECTS	All state-wide activities other than WIA-required administration.
CUSTOMER ASSESSMENTS	N/A
INCENTIVES FOR LOCAL PARTNERS	There would be no funds for incentives.
PARTICIPANT TRAINING	Special projects supporting participant training. In Maine last year it included tuition and support for economically disadvantaged, Support for Prisoner Re-Entry, and Federal Bonds. It would also affect projects funded by local area incentive funds.

MINNESOTA

REQUIRED ACTIVITIES THAT WILL CONTINUE

DISSEMINATING THE STATE LIST OF ELIGIBLE PROVIDERS OF TRAINING SERVICES, INCLUDING PROVIDERS OF NON-TRADITIONAL TRAINING SERVICES, PLUS PERFORMANCE AND PROGRAM COST INFORMATION.	Yes - We will pay for the approved vendors training list with state dislocated worker funds.
CONDUCTING EVALUATIONS OF ACTIVITIES CARRIED OUT UNDER THE LAW.	No
PROVIDING INCENTIVE GRANTS TO LOCAL AREAS FOR COOPERATION AMONG LOCAL BOARDS AND FOR EXEMPLARY PERFORMANCE.	No
PROVIDING TECHNICAL ASSISTANCE TO LOCAL AREAS THAT FAIL TO MEET PERFORMANCE.	Yes, but limited - May have to furlough staff the first quarter of PY11 but can call back for remainder of the year.
ASSISTING IN THE ESTABLISHMENT AND OPERATION OF THE ONE-STOP DELIVERY SYSTEM.	No - These activities will cease. Right now the state uses the set-aside money to pay for all the hardware and software in the Resource Room of each one-stop plus books and periodicals which help customers in their job search. The locals will be on their own which will also impact the consistency of information available across the state. It will impact direct service dollars as locals will have to pay of the technical infrastructure themselves.
OPERATING A FISCAL AND MANAGEMENT ACCOUNTABILITY INFORMATION SYSTEM.	Yes, but limited - Minnesota is in the process of rebuilding our case management software system as Microsoft has informed us they will not support the program language of the existing software beyond 2011. We started a special rewrite project in .net and enhancing the functionality of the system we have. We budgeted this project over a three year period and we are in year one. We will have to cease in the rebuild of our system and hope it doesn't break down. We cannot continue this project without the Governor's set-aside money.

ALLOWABLE ACTIVITIES THAT WILL CONTINUE

ADMINISTRATION OF THE ALLOWABLE STATEWIDE ACTIVITIES.	Yes, but limited - I'm not sure how many staff we may have to furlough with the elimination of 10% money and a cut to 5% money the first quarter. We may have a skeleton crew.
CAPACITY BUILDING AND TECHNICAL ASSISTANCE TO LOCAL AREAS, ONE-STOP OPERATORS, ONE-STOP PARTNERS, AND ELIGIBLE PROVIDERS, INCLUDING THE DEVELOPMENT AND TRAINING OF STAFF AND DEVELOPMENT OF EXEMPLARY PROGRAM ACTIVITIES.	No
CONDUCT OF RESEARCH AND DEMONSTRATION PROJECTS.	No
IMPLEMENTATION OF INNOVATIVE INCUMBENT WORKER TRAINING PROGRAMS.	No
ESTABLISHMENT AND IMPLEMENTATION OF PROGRAMS TARGETED TO EMPOWERMENT ZONES AND ENTERPRISE COMMUNITIES.	No
SUPPORT FOR THE IDENTIFICATION OF ELIGIBLE TRAINING PROVIDERS.	
IMPLEMENTATION OF INNOVATIVE PROGRAMS FOR DISPLACED HOMEMAKERS.	
IMPLEMENTATION OF PROGRAMS TO INCREASE THE NUMBER OF INDIVIDUALS TRAINED FOR AND PLACED IN NONTRADITIONAL EMPLOYMENT.	No

SERVICE ACTIVITIES IMPACTED

DIRECT AND STATE-FUNDED STAFF	Minnesota funds five regional labor market analysts and three Regional Administrators with the set-aside funds plus three staff to the Governor's Workforce Investment Board. All of these positions (11 positions) will be laid off. We will not be able to operate a state council.
PRODUCTS, TOOLS, TECHNOLOGY & OTHER INFRASTRUCTURE COSTS	The state funds a state-wide customer registration system, a state job bank system, and purchases hardware and software for 49 Workforce Centers once every three years. The state also enters into an agreement and pays for state-wide license agreements for KeyTrain for Adult Basic Education and WorkKeys for assessments to assist local areas in assessing skill gaps and placing individuals in jobs. All of these activities will cease except the job bank which will be paid out of Wagner-Peyser.
STATE-WIDE MANAGEMENT INFORMATION	Minnesota is rebuilding its state-wide case management system. The operating language it is

SYSTEM	currently operating in (visual basics) will no longer be supported by Microsoft. We have a three year plan to rewrite the program in .net with WIA state set-aside money. This project will need to cease and I don't know how we will report to the feds if it breaks down.
TECHNICAL ASSISTANCE/CAPACITY BUILDING	Minnesota will cease doing the following mandatory activities: Customer satisfaction, Incentive awards, data validation, and capacity building. The state trains and provides certification for all staff members who provide universal services in the WorkForce Centers. This certification process will cease.
REGIONAL LEVEL PLANNING AND PROJECTS	The state will be unable to drive any innovation. The set-aside money has been used to fund FastTRAC which is our career pathway model. RFPs go out each year for the past five years to organizations that bring together one-stops, adult education and post-secondary education to provide contextualized learning and co-teaching of basic literacy skills and occupational skills along a career pathway. Regional Alignment Incentives will cease rewarding areas that work across regional boundaries to bring together workforce, business, education, and economic development for regional competitiveness strategies beyond geopolitical boundaries. The state has lead industry sector work with these set-aside funds to strategically plan to train workers in industries in demand. This work will no longer be funded.
CUSTOMER ASSESSMENTS	WorkKeys assessments and Key Train curriculum to teach to skill gaps will need to be funded at the local level. Currently the state manages a state-wide approach for customer assessment and marketing of applicants to employers.
INCENTIVES FOR LOCAL PARTNERS	No local incentives will be given.
PARTICIPANT TRAINING	The state set-aside money has funded OJT and this will also cease. The state initiated a new program for career shifters to provide mid-term ships in business in occupations mature workers are considering transitioning into. This gives an mature worker some experience in a new career field.

MISSOURI

REQUIRED ACTIVITIES THAT WILL CONTINUE

DISSEMINATING THE STATE LIST OF ELIGIBLE PROVIDERS OF TRAINING SERVICES, INCLUDING PROVIDERS OF NON-TRADITIONAL TRAINING SERVICES, PLUS PERFORMANCE AND PROGRAM COST INFORMATION.	Yes, but limited - As a result of the associated staffing implications, this reduction may impact our ability to keep information current.
CONDUCTING EVALUATIONS OF ACTIVITIES CARRIED OUT UNDER THE LAW.	Yes - Missouri will continue to conduct evaluations as required but may increase alternate methods such as desk monitoring.
PROVIDING INCENTIVE GRANTS TO LOCAL AREAS FOR COOPERATION AMONG LOCAL BOARDS AND FOR EXEMPLARY PERFORMANCE.	Yes, but limited - Missouri will reduce the amount of funds we make available for incentive grants.
PROVIDING TECHNICAL ASSISTANCE TO LOCAL AREAS THAT FAIL TO MEET PERFORMANCE.	Yes
ASSISTING IN THE ESTABLISHMENT AND OPERATION OF THE ONE-STOP DELIVERY SYSTEM.	Yes, but limited – Missouri is reviewing one-stop locations and staffing levels.
OPERATING A FISCAL AND MANAGEMENT ACCOUNTABILITY INFORMATION SYSTEM.	Yes

ALLOWABLE ACTIVITIES THAT WILL CONTINUE

ADMINISTRATION OF THE ALLOWABLE STATEWIDE ACTIVITIES.	Yes
CAPACITY BUILDING AND TECHNICAL ASSISTANCE TO LOCAL AREAS, ONE-STOP OPERATORS, ONE-STOP PARTNERS, AND ELIGIBLE PROVIDERS, INCLUDING THE DEVELOPMENT AND TRAINING OF STAFF AND DEVELOPMENT OF EXEMPLARY PROGRAM ACTIVITIES.	Yes, but limited - Missouri will focus on providing Training and Technical assistance in more efficient ways, such as webinars. Additionally, we plan to schedule localized training to allow Central Office Training staff to do the bulk of associated travel, reducing travel costs for local staff, thus reducing overall training.
CONDUCT OF RESEARCH AND DEMONSTRATION PROJECTS.	Yes, but limited
IMPLEMENTATION OF INNOVATIVE INCUMBENT WORKER TRAINING PROGRAMS.	No
ESTABLISHMENT AND IMPLEMENTATION OF PROGRAMS TARGETED TO EMPOWERMENT	No

ZONES AND ENTERPRISE COMMUNITIES.	
SUPPORT FOR THE IDENTIFICATION OF ELIGIBLE TRAINING PROVIDERS.	Yes, but limited – It may be necessary to re-direct staff to priority assignments.
IMPLEMENTATION OF INNOVATIVE PROGRAMS FOR DISPLACED HOMEMAKERS.	No
IMPLEMENTATION OF PROGRAMS TO INCREASE THE NUMBER OF INDIVIDUALS TRAINED FOR AND PLACED IN NONTRADITIONAL EMPLOYMENT.	No
SERVICE ACTIVITIES IMPACTED	
DIRECT AND STATE-FUNDED STAFF	Missouri will reduce memberships in professional service groups. We are reviewing staff efficiency of the State Workforce Board and may combine duties of some staff.
PRODUCTS, TOOLS, TECHNOLOGY & OTHER INFRASTRUCTURE COSTS	Currently, we update the career center computers on a 4 year basis. In addition the state has been pursuing a robust system of acquiring tools to assist with job seekers and reporting. We utilize the MO Performs programmatic system that is continually being improved and upgraded to track participant data and fulfill DOL reporting requirements. We have begun using video interviewing tools for participants, as well as adding an upgraded resume development product. State set-aside funds are utilized to cover costs of infrastructure, including but not limited to internet connectivity for data sharing, telephone and facilities costs, software upgrades, and many other day to day operational costs for the system. Under the newly implemented Next Generation Career Center model, we have begun the cost sharing process to help reduce and share all career center expenditures between the state and local workforce areas. All of these activities will be significantly impacted due to the loss of state set-aside funds.
STATE-WIDE MANAGEMENT INFORMATION SYSTEM	While there may be some necessary reductions in allocated support costs, Missouri plans to continue to maintain existing systems for data collection and reporting.
TECHNICAL ASSISTANCE/CAPACITY BUILDING	Missouri will focus on providing Training and Technical assistance in more efficient ways, such as webinars. Additionally, we plan to schedule localized training to allow Central Office Training staff to do the bulk of associated travel, reducing travel costs for local staff, thus reducing overall training cost.
REGIONAL LEVEL PLANNING AND PROJECTS	Missouri will review our current projects for ways to limit expenditures and will likely result in a reduction of regional planning and related projects.
CUSTOMER ASSESSMENTS	Customer assessments are a key attribute of Missouri's integrated one-stop model. These activities will continue.
INCENTIVES FOR LOCAL PARTNERS	Missouri will reduce the amount of funds we make available for incentive grants.
PARTICIPANT TRAINING	It will be difficult to maintain prior statewide support of training (Missouri has a history of providing "pool" funds for both Classroom and OJT). However, with our new delivery system, (Next Generation Career Centers), we focus on the acquisition of skills, including formal training as defined by USDOL, but also to include access to other Products and Services that yield new skills for participants. Such items as workshops, on-line courses, etc. will be highlighted and encouraged as resources for "training" are reduced.

MONTANA	
REQUIRED ACTIVITIES THAT WILL CONTINUE	
DISSEMINATING THE STATE LIST OF ELIGIBLE PROVIDERS OF TRAINING SERVICES, INCLUDING PROVIDERS OF NON-TRADITIONAL TRAINING SERVICES, PLUS PERFORMANCE AND PROGRAM COST INFORMATION.	No
CONDUCTING EVALUATIONS OF ACTIVITIES CARRIED OUT UNDER THE LAW.	No
PROVIDING INCENTIVE GRANTS TO LOCAL AREAS FOR COOPERATION AMONG LOCAL BOARDS AND FOR EXEMPLARY PERFORMANCE.	Yes – Funds will not be available for incentive awards.
PROVIDING TECHNICAL ASSISTANCE TO LOCAL AREAS THAT FAIL TO MEET PERFORMANCE.	Yes - We would be forced to cut back training that is already limited to twice per year for service providers. In turn, lack of training leads to more problems with reviews and audits because information on best practices and changes to policy and work items are not going out in a timely manner. All this will increase costs and problems in the long run.
ASSISTING IN THE ESTABLISHMENT AND OPERATION OF THE ONE-STOP DELIVERY	Yes – Along with the concerns listed above, there would be a decrease in bringing and building partnerships that are associated with the current One-Stop system.

SYSTEM.	
OPERATING A FISCAL AND MANAGEMENT ACCOUNTABILITY INFORMATION SYSTEM.	No
ALLOWABLE ACTIVITIES THAT WILL CONTINUE	
ADMINISTRATION OF THE ALLOWABLE STATEWIDE ACTIVITIES.	Yes – The amount of the reduction is not known at this time.
CAPACITY BUILDING AND TECHNICAL ASSISTANCE TO LOCAL AREAS, ONE-STOP OPERATORS, ONE-STOP PARTNERS, AND ELIGIBLE PROVIDERS, INCLUDING THE DEVELOPMENT AND TRAINING OF STAFF AND DEVELOPMENT OF EXEMPLARY PROGRAM ACTIVITIES.	No
CONDUCT OF RESEARCH AND DEMONSTRATION PROJECTS.	No
IMPLEMENTATION OF INNOVATIVE INCUMBENT WORKER TRAINING PROGRAMS.	Yes – We currently have a state-funded incumbent worker program.
ESTABLISHMENT AND IMPLEMENTATION OF PROGRAMS TARGETED TO EMPOWERMENT ZONES AND ENTERPRISE COMMUNITIES.	No
SUPPORT FOR THE IDENTIFICATION OF ELIGIBLE TRAINING PROVIDERS.	Yes – This could be reduced. We are not constantly adding new providers so a reduction would be somewhat limited.
IMPLEMENTATION OF INNOVATIVE PROGRAMS FOR DISPLACED HOMEMAKERS.	No
IMPLEMENTATION OF PROGRAMS TO INCREASE THE NUMBER OF INDIVIDUALS TRAINED FOR AND PLACED IN NONTRADITIONAL EMPLOYMENT.	No
SERVICE ACTIVITIES IMPACTED	
DIRECT AND STATE-FUNDED STAFF	Fewer State Workforce Investment Board meetings. Reduction in some current monitoring and evaluation processes. Less funds to spend on supporting needed management oversight.
PRODUCTS, TOOLS, TECHNOLOGY & OTHER INFRASTRUCTURE COSTS	No further "discretionary" spending at the Governor level. Funds would be used solely for the purpose of maintaining the State Board, Management and Oversight, System Control and mandatory reporting requirements. Currently we are supporting 14 other projects related to workforce development in Montana that the Governor is either funding all or a portion of the contracts with WIA Set-a-Side.
STATE-WIDE MANAGEMENT INFORMATION SYSTEM	Information Systems could be hurt. If there are not enough funds to support the systems then enhancements/improvements would become a lower priority to simply maintaining the system. Our system is fairly stable but does require routine maintenance and cuts in funding could have some effect on that maintenance.
TECHNICAL ASSISTANCE/CAPACITY BUILDING	This would almost disappear completely in Montana. Cost of bring stakeholders together are very expensive in our rural large state. We would anticipate dropping at least one Technical Assistance Training and there would be no incentive money.
REGIONAL LEVEL PLANNING AND PROJECTS	Again, this would be eliminated or curtailed in some way.
CUSTOMER ASSESSMENTS	N/A
INCENTIVES FOR LOCAL PARTNERS	This would be eliminated or curtailed in some way.
PARTICIPANT TRAINING	In the past if Governor's Set-a-Side were not spent we would reallocate those back into the WIA system to further support direct participant services. This would end.

NEVADA	
REQUIRED ACTIVITIES THAT WILL CONTINUE	
DISSEMINATING THE STATE LIST OF ELIGIBLE PROVIDERS OF TRAINING SERVICES, INCLUDING PROVIDERS OF NON-TRADITIONAL TRAINING SERVICES, PLUS PERFORMANCE AND PROGRAM COST INFORMATION.	Yes
CONDUCTING EVALUATIONS OF ACTIVITIES CARRIED OUT UNDER THE LAW.	Yes
PROVIDING INCENTIVE GRANTS TO LOCAL	No

AREAS FOR COOPERATION AMONG LOCAL BOARDS AND FOR EXEMPLARY PERFORMANCE.	
PROVIDING TECHNICAL ASSISTANCE TO LOCAL AREAS THAT FAIL TO MEET PERFORMANCE.	Yes
ASSISTING IN THE ESTABLISHMENT AND OPERATION OF THE ONE-STOP DELIVERY SYSTEM.	Yes
OPERATING A FISCAL AND MANAGEMENT ACCOUNTABILITY INFORMATION SYSTEM.	Yes
ALLOWABLE ACTIVITIES THAT WILL CONTINUE	
ADMINISTRATION OF THE ALLOWABLE STATEWIDE ACTIVITIES.	Yes
CAPACITY BUILDING AND TECHNICAL ASSISTANCE TO LOCAL AREAS, ONE-STOP OPERATORS, ONE-STOP PARTNERS, AND ELIGIBLE PROVIDERS, INCLUDING THE DEVELOPMENT AND TRAINING OF STAFF AND DEVELOPMENT OF EXEMPLARY PROGRAM ACTIVITIES.	No
CONDUCT OF RESEARCH AND DEMONSTRATION PROJECTS.	No
IMPLEMENTATION OF INNOVATIVE INCUMBENT WORKER TRAINING PROGRAMS.	No
ESTABLISHMENT AND IMPLEMENTATION OF PROGRAMS TARGETED TO EMPOWERMENT ZONES AND ENTERPRISE COMMUNITIES.	No
SUPPORT FOR THE IDENTIFICATION OF ELIGIBLE TRAINING PROVIDERS.	No
IMPLEMENTATION OF INNOVATIVE PROGRAMS FOR DISPLACED HOMEMAKERS.	No
IMPLEMENTATION OF PROGRAMS TO INCREASE THE NUMBER OF INDIVIDUALS TRAINED FOR AND PLACED IN NONTRADITIONAL EMPLOYMENT.	No
SERVICE ACTIVITIES IMPACTED	
DIRECT AND STATE-FUNDED STAFF	
PRODUCTS, TOOLS, TECHNOLOGY & OTHER INFRASTRUCTURE COSTS	
STATE-WIDE MANAGEMENT INFORMATION SYSTEM	
TECHNICAL ASSISTANCE/CAPACITY BUILDING	
REGIONAL LEVEL PLANNING AND PROJECTS	
CUSTOMER ASSESSMENTS	
INCENTIVES FOR LOCAL PARTNERS	
PARTICIPANT TRAINING	

NEW JERSEY	
REQUIRED ACTIVITIES THAT WILL CONTINUE	
DISSEMINATING THE STATE LIST OF ELIGIBLE PROVIDERS OF TRAINING SERVICES, INCLUDING PROVIDERS OF NON-TRADITIONAL TRAINING SERVICES, PLUS PERFORMANCE AND PROGRAM COST INFORMATION.	Yes, but limited – The eligible training provider list would be updated less frequently.
CONDUCTING EVALUATIONS OF ACTIVITIES CARRIED OUT UNDER THE LAW.	Yes, but limited – Evaluation of activities would be limited in scope and duration. Follow-up on outcomes would also be limited.
PROVIDING INCENTIVE GRANTS TO LOCAL AREAS FOR COOPERATION AMONG LOCAL BOARDS AND FOR EXEMPLARY PERFORMANCE.	Yes, but limited – We are currently implementing a new sanction and incentive policy. This would likely lead to reduced incentive awards.

PROVIDING TECHNICAL ASSISTANCE TO LOCAL AREAS THAT FAIL TO MEET PERFORMANCE.	Yes, but limited – Technical assistance may have to be provided via telephone or electronically. There would be less field visitation.
ASSISTING IN THE ESTABLISHMENT AND OPERATION OF THE ONE-STOP DELIVERY SYSTEM.	Yes, but limited – The State would be limited in its ability to mitigate any deficiencies in specific one-stops that are unable to meet performance standards.
OPERATING A FISCAL AND MANAGEMENT ACCOUNTABILITY INFORMATION SYSTEM.	Yes, but limited – Any system enhancements to the information system would be limited, and would take longer to implement.
ALLOWABLE ACTIVITIES THAT WILL CONTINUE	
ADMINISTRATION OF THE ALLOWABLE STATEWIDE ACTIVITIES.	Yes, but limited – The level of administrative oversight would depend on the amount of funding that is available.
CAPACITY BUILDING AND TECHNICAL ASSISTANCE TO LOCAL AREAS, ONE-STOP OPERATORS, ONE-STOP PARTNERS, AND ELIGIBLE PROVIDERS, INCLUDING THE DEVELOPMENT AND TRAINING OF STAFF AND DEVELOPMENT OF EXEMPLARY PROGRAM ACTIVITIES.	Yes, but limited – Would rely more on telephone or remote support as opposed to actual hands on delivery of training or support.
CONDUCT OF RESEARCH AND DEMONSTRATION PROJECTS.	Yes, but limited – The scope of our activities would be limited, and the number of clients served would be reduced.
IMPLEMENTATION OF INNOVATIVE INCUMBENT WORKER TRAINING PROGRAMS.	No
ESTABLISHMENT AND IMPLEMENTATION OF PROGRAMS TARGETED TO EMPOWERMENT ZONES AND ENTERPRISE COMMUNITIES.	No
SUPPORT FOR THE IDENTIFICATION OF ELIGIBLE TRAINING PROVIDERS.	Yes, but limited – Less frequent updates to the eligible training provider list.
IMPLEMENTATION OF INNOVATIVE PROGRAMS FOR DISPLACED HOMEMAKERS.	Yes, but limited – The level of support would likely be reduced. However, the impact cannot be determined until we have a more accurate picture of future funding levels.
IMPLEMENTATION OF PROGRAMS TO INCREASE THE NUMBER OF INDIVIDUALS TRAINED FOR AND PLACED IN NONTRADITIONAL EMPLOYMENT.	No – Generally, programs geared toward placement in nontraditional employment are administered and paid for at the local level.
SERVICE ACTIVITIES IMPACTED	
DIRECT AND STATE-FUNDED STAFF	Currently funding for staffing is provided from set aside funds as follows: PROS - 54 positions LMI/CIDS - 1.8 positions The number of staff funded from the set aside funds may be reduced next PY if the reductions are enacted.
PRODUCTS, TOOLS, TECHNOLOGY & OTHER INFRASTRUCTURE COSTS	Funding for the following may be reduced or eliminated: Consumer Report Card, upgrade of personal computers in the one-stops, purchase of servers, customer satisfaction surveys.
STATE-WIDE MANAGEMENT INFORMATION SYSTEM	We may have to reduce support for the following: System enhancements (including software upgrades), also support or enhancements for the burning glass technologies may be curtailed.
TECHNICAL ASSISTANCE/CAPACITY BUILDING	Data decision making tools may no longer be supported, such as the dashboard reporting system.
REGIONAL LEVEL PLANNING AND PROJECTS	The interdepartmental agreement that the NJ Department of Labor and Workforce Development has with the Department of Human Services, the Department of Education and the State Employment and Training Council may be impacted in terms of funding.
CUSTOMER ASSESSMENTS	Workforce Readiness credentials would be utilized at a much lower rate if at all.
INCENTIVES FOR LOCAL PARTNERS	Incentives would be severely curtailed.
PARTICIPANT TRAINING	Current Statewide activities that are conducted such as Youth, Displaced Homemakers, Veterans (Fort Monmouth BRAC) and Entrepreneurial Training may be severely curtailed.

OHIO

REQUIRED ACTIVITIES THAT WILL CONTINUE

DISSEMINATING THE STATE LIST OF ELIGIBLE PROVIDERS OF TRAINING SERVICES, INCLUDING PROVIDERS OF NON-TRADITIONAL TRAINING SERVICES, PLUS PERFORMANCE AND PROGRAM COST INFORMATION.	Yes
CONDUCTING EVALUATIONS OF ACTIVITIES CARRIED OUT UNDER THE LAW.	No

PROVIDING INCENTIVE GRANTS TO LOCAL AREAS FOR COOPERATION AMONG LOCAL BOARDS AND FOR EXEMPLARY PERFORMANCE.	No
PROVIDING TECHNICAL ASSISTANCE TO LOCAL AREAS THAT FAIL TO MEET PERFORMANCE.	No
ASSISTING IN THE ESTABLISHMENT AND OPERATION OF THE ONE-STOP DELIVERY SYSTEM.	No
OPERATING A FISCAL AND MANAGEMENT ACCOUNTABILITY INFORMATION SYSTEM.	Yes
ALLOWABLE ACTIVITIES THAT WILL CONTINUE	
ADMINISTRATION OF THE ALLOWABLE STATEWIDE ACTIVITIES.	Yes
CAPACITY BUILDING AND TECHNICAL ASSISTANCE TO LOCAL AREAS, ONE-STOP OPERATORS, ONE-STOP PARTNERS, AND ELIGIBLE PROVIDERS, INCLUDING THE DEVELOPMENT AND TRAINING OF STAFF AND DEVELOPMENT OF EXEMPLARY PROGRAM ACTIVITIES.	No
CONDUCT OF RESEARCH AND DEMONSTRATION PROJECTS.	No
IMPLEMENTATION OF INNOVATIVE INCUMBENT WORKER TRAINING PROGRAMS.	No
ESTABLISHMENT AND IMPLEMENTATION OF PROGRAMS TARGETED TO EMPOWERMENT ZONES AND ENTERPRISE COMMUNITIES.	No
SUPPORT FOR THE IDENTIFICATION OF ELIGIBLE TRAINING PROVIDERS.	No
IMPLEMENTATION OF INNOVATIVE PROGRAMS FOR DISPLACED HOMEMAKERS.	No
IMPLEMENTATION OF PROGRAMS TO INCREASE THE NUMBER OF INDIVIDUALS TRAINED FOR AND PLACED IN NONTRADITIONAL EMPLOYMENT.	No
SERVICE ACTIVITIES IMPACTED	
DIRECT AND STATE-FUNDED STAFF	
PRODUCTS, TOOLS, TECHNOLOGY & OTHER INFRASTRUCTURE COSTS	
STATE-WIDE MANAGEMENT INFORMATION SYSTEM	
TECHNICAL ASSISTANCE/CAPACITY BUILDING	
REGIONAL LEVEL PLANNING AND PROJECTS	
CUSTOMER ASSESSMENTS	
INCENTIVES FOR LOCAL PARTNERS	
PARTICIPANT TRAINING	

OKLAHOMA	
REQUIRED ACTIVITIES THAT WILL CONTINUE	
DISSEMINATING THE STATE LIST OF ELIGIBLE PROVIDERS OF TRAINING SERVICES, INCLUDING PROVIDERS OF NON-TRADITIONAL TRAINING SERVICES, PLUS PERFORMANCE AND PROGRAM COST INFORMATION.	Yes, but limited - This is largely an automated function, which could continue. However what is not yet known is to what extent staff would be available to support it.
CONDUCTING EVALUATIONS OF ACTIVITIES CARRIED OUT UNDER THE LAW.	No
PROVIDING INCENTIVE GRANTS TO LOCAL AREAS FOR COOPERATION AMONG LOCAL	No

BOARDS AND FOR EXEMPLARY PERFORMANCE.	
PROVIDING TECHNICAL ASSISTANCE TO LOCAL AREAS THAT FAIL TO MEET PERFORMANCE.	Yes, but limited - TA is provided by staff and consultants. Reduction in 15% funds will lead to a staff reduction and it will not be possible to engage consultants.
ASSISTING IN THE ESTABLISHMENT AND OPERATION OF THE ONE-STOP DELIVERY SYSTEM.	Yes, but limited - State assistance with the one-stop delivery system consist of staff time and tools. Staff time will be reduced and tools, such as the Key Train assessment used in the intake process, will not be available.
OPERATING A FISCAL AND MANAGEMENT ACCOUNTABILITY INFORMATION SYSTEM.	Yes, but limited - The infrastructure is in place, but it is unknown at this time if staff and maintenance would be available to support it fully.
ALLOWABLE ACTIVITIES THAT WILL CONTINUE	
ADMINISTRATION OF THE ALLOWABLE STATEWIDE ACTIVITIES.	Yes, but limited – Staff reductions will affect administrative functions.
CAPACITY BUILDING AND TECHNICAL ASSISTANCE TO LOCAL AREAS, ONE-STOP OPERATORS, ONE-STOP PARTNERS, AND ELIGIBLE PROVIDERS, INCLUDING THE DEVELOPMENT AND TRAINING OF STAFF AND DEVELOPMENT OF EXEMPLARY PROGRAM ACTIVITIES.	Yes, but limited - Capacity building is provided through staff, consultants, and a certificate program at OU. These activities will have to be scaled back.
CONDUCT OF RESEARCH AND DEMONSTRATION PROJECTS.	No
IMPLEMENTATION OF INNOVATIVE INCUMBENT WORKER TRAINING PROGRAMS.	No
ESTABLISHMENT AND IMPLEMENTATION OF PROGRAMS TARGETED TO EMPOWERMENT ZONES AND ENTERPRISE COMMUNITIES.	No
SUPPORT FOR THE IDENTIFICATION OF ELIGIBLE TRAINING PROVIDERS.	No
IMPLEMENTATION OF INNOVATIVE PROGRAMS FOR DISPLACED HOMEMAKERS.	No
IMPLEMENTATION OF PROGRAMS TO INCREASE THE NUMBER OF INDIVIDUALS TRAINED FOR AND PLACED IN NONTRADITIONAL EMPLOYMENT.	No
SERVICE ACTIVITIES IMPACTED	
DIRECT AND STATE-FUNDED STAFF	This potential reduction will reduce the state budget from approx. 2.7 million to approx. \$900,000. Currently, staff paid from these funds includes state board staff, program technical assistance and policy staff, finance and accounting staff, monitoring staff, and parts of other staff that provide indirect support such as legal, personnel, procurement etc. While it is yet unknown exactly what the final effect would be staffing would have to go down. Current staff expenses are well over \$900,000.
PRODUCTS, TOOLS, TECHNOLOGY & OTHER INFRASTRUCTURE COSTS	Products, tools and technology supported by these funds include Key Train and Work Keys assessment tools, EMSI. There is also a career exploration and planning web site okcareerplanner.com that is used for career guidance and counseling. Together these tools account for approx. \$500,000 reduction in budget will require all but the very basic reporting to go.
STATE-WIDE MANAGEMENT INFORMATION SYSTEM	Currently Job Link, Service Link are supported in part thru these funds. Approx. \$250,000. Approx. 8 FTE are involved in state monitoring activities. approx. 3FTE are involved with reporting and validation. Validation and monitoring would likely have to be scaled back.
TECHNICAL ASSISTANCE/CAPACITY BUILDING	Currently, these funds support capacity building and certification programs for front line staff thru the University of Oklahoma. Approximately \$200,000 per year is used to support the training center and these technical assistance activities. This would likely be eliminated. Staff reductions would limit the ability to do data validation.
REGIONAL LEVEL PLANNING AND PROJECTS	Oklahoma currently has active projects in sector strategies, development of career pathways. We are also working on integrating workforce data between several agencies with workforce programs. In addition, we are developing a program wizard, which will be an automated intake and referral process used across agencies and funding streams. We have worked with our workforce and education partners in the development of a career planning web site. All of these efforts have been made possible by the 15% funds, and all of this work will virtually disappear if these reductions are made.
CUSTOMER ASSESSMENTS	Oklahoma has been a leader in the Career Readiness Certificate (CRC) This effort is growing nationwide and is proving to be a great bridge tool for getting people into jobs, and in helping

	move them into post-secondary education. It has also enhanced partnerships. It has aided curriculum development, remediation, reducing dropout rates, and providing a vital link to economic development. The profiling aspect of this system has also helped to engage employers in the use of the system.
INCENTIVES FOR LOCAL PARTNERS	Providing incentives is a required activity. Oklahoma has provided incentives for both performance achievement, and partnership development. Typically \$300,000 has been budgeted for this purpose. With these reductions, it would not be possible to do all of the required activities.
PARTICIPANT TRAINING	Oklahoma has provided grants to local areas for on-the-job training and other job creation activities. but, this has been from the 25% funds.

OREGON	
REQUIRED ACTIVITIES THAT WILL CONTINUE	
DISSEMINATING THE STATE LIST OF ELIGIBLE PROVIDERS OF TRAINING SERVICES, INCLUDING PROVIDERS OF NON-TRADITIONAL TRAINING SERVICES, PLUS PERFORMANCE AND PROGRAM COST INFORMATION.	Yes, but limited
CONDUCTING EVALUATIONS OF ACTIVITIES CARRIED OUT UNDER THE LAW.	Yes
PROVIDING INCENTIVE GRANTS TO LOCAL AREAS FOR COOPERATION AMONG LOCAL BOARDS AND FOR EXEMPLARY PERFORMANCE.	Yes, but limited - We will be reducing this line item significantly to an amount that will not incentivize any LWIBs, but will simple serve the purpose of compliance.
PROVIDING TECHNICAL ASSISTANCE TO LOCAL AREAS THAT FAIL TO MEET PERFORMANCE.	Yes, but limited - It will be more challenging to do this in person (travel costs) or to have sharing of best practices among WIBs. These types of meetings will be challenging to pull together due to costs and staff not being available due to increased workload from layoffs (due to funding reductions).
ASSISTING IN THE ESTABLISHMENT AND OPERATION OF THE ONE-STOP DELIVERY SYSTEM.	Yes - We are currently engaged (midway) in an intense process of integration for our one stop delivery system. Our ability to operate this system in an integrated fashion will be seriously limited. Additionally, we provide some of our reserve funds to locals to provide services at the one stop such as our Initial Skills Review which is used statewide. This will be in jeopardy of being cut.
OPERATING A FISCAL AND MANAGEMENT ACCOUNTABILITY INFORMATION SYSTEM.	Yes - We are not filling any vacant positions and this includes two open fiscal positions desperately needed to carry out minimally required functions.
ALLOWABLE ACTIVITIES THAT WILL CONTINUE	
ADMINISTRATION OF THE ALLOWABLE STATEWIDE ACTIVITIES.	Yes, but limited - Our only allowable activity will be a 50% reduced NCRC program.
CAPACITY BUILDING AND TECHNICAL ASSISTANCE TO LOCAL AREAS, ONE-STOP OPERATORS, ONE-STOP PARTNERS, AND ELIGIBLE PROVIDERS, INCLUDING THE DEVELOPMENT AND TRAINING OF STAFF AND DEVELOPMENT OF EXEMPLARY PROGRAM ACTIVITIES.	No
CONDUCT OF RESEARCH AND DEMONSTRATION PROJECTS.	No
IMPLEMENTATION OF INNOVATIVE INCUMBENT WORKER TRAINING PROGRAMS.	No
ESTABLISHMENT AND IMPLEMENTATION OF PROGRAMS TARGETED TO EMPOWERMENT ZONES AND ENTERPRISE COMMUNITIES.	No
SUPPORT FOR THE IDENTIFICATION OF ELIGIBLE TRAINING PROVIDERS.	No
IMPLEMENTATION OF INNOVATIVE PROGRAMS FOR DISPLACED HOMEMAKERS.	No
IMPLEMENTATION OF PROGRAMS TO INCREASE THE NUMBER OF INDIVIDUALS TRAINED FOR AND PLACED IN NONTRADITIONAL EMPLOYMENT.	No

SERVICE ACTIVITIES IMPACTED	
DIRECT AND STATE-FUNDED STAFF	We are not filling five vacant full time positions, letting two full time temps and a limited duration employee go. The net effect is a 30% reduction in staff. We anticipate further staffing cuts as we get actual numbers from DOL. We are also ending contracts for strategic planning, evaluation of specific programs and grant writers. We are reviewing memberships to national organizations. We will not be funding our state WIB beyond the cost for quarterly meetings. Staff will likely be repurposed since the board's role will be diminished without resources. We also assist in paying for a joint agency EEO Coordinator which may have to be reduced adding risk to the program.
PRODUCTS, TOOLS, TECHNOLOGY & OTHER INFRASTRUCTURE COSTS	We are reviewing whether or not we can keep our statewide Initial Skills Review. We are not purchasing much needed computer equipment and video technology. Our fiscal staff are reviewing adjusting the FTE split for things like lease etc.
STATE-WIDE MANAGEMENT INFORMATION SYSTEM	This is likely our most significant area of impact. We are in the middle of a multi- year initiative to move all of our system to one date collection and case management system. It is possible that we will not be able to fund any further refinements in our system putting our data and reporting at risk. We will continue to monitor and evaluate, but it won't be as comprehensive. We are very concerned about risk.
TECHNICAL ASSISTANCE/CAPACITY BUILDING REGIONAL LEVEL PLANNING AND PROJECTS	We normally send funds to the locals for board support. We are zero funding this initiative
CUSTOMER ASSESSMENTS	We are zero funding our Career Pathways Initiative, our partnership with Adult Basic Skills (pathways for ABE), we will not have our contract for BOLI Youth Apprenticeship, Business Youth Employment Connections. We also fund state level strategic initiatives around Green Sectors, manufacturing etc. These types of projects will now be zero funded.
INCENTIVES FOR LOCAL PARTNERS	Our statewide Initial Skills Review is in jeopardy. It assesses over 200,000 Oregonians annually. Our Governor has prioritized our efforts toward the NCRC and now we are uncertain how/if we can move forward. Our NCRC program will likely lose its staff and be reduced by half.
PARTICIPANT TRAINING	We have seven WIBS, we have joked that we will put \$7 in the line item for this activity in order to meet compliance. While it likely won't be that dramatic, this will be reduced significantly to a denomination that will be meaningless.
	Our entire Incumbent Worker Training strategy (Employer Workforce Training Fund) is being zero funded.

PENNSYLVANIA	
REQUIRED ACTIVITIES THAT WILL CONTINUE	
DISSEMINATING THE STATE LIST OF ELIGIBLE PROVIDERS OF TRAINING SERVICES, INCLUDING PROVIDERS OF NON-TRADITIONAL TRAINING SERVICES, PLUS PERFORMANCE AND PROGRAM COST INFORMATION.	No
CONDUCTING EVALUATIONS OF ACTIVITIES CARRIED OUT UNDER THE LAW.	No
PROVIDING INCENTIVE GRANTS TO LOCAL AREAS FOR COOPERATION AMONG LOCAL BOARDS AND FOR EXEMPLARY PERFORMANCE.	Yes – We will not be able to support sector strategy projects or youth pipeline activities and youth incentive grants. Locals will be given that responsibility.
PROVIDING TECHNICAL ASSISTANCE TO LOCAL AREAS THAT FAIL TO MEET PERFORMANCE.	No
ASSISTING IN THE ESTABLISHMENT AND OPERATION OF THE ONE-STOP DELIVERY SYSTEM.	Yes – Additional funds needed to support staff and operational costs will not be available.
OPERATING A FISCAL AND MANAGEMENT ACCOUNTABILITY INFORMATION SYSTEM.	No
ALLOWABLE ACTIVITIES THAT WILL CONTINUE	
ADMINISTRATION OF THE ALLOWABLE STATEWIDE ACTIVITIES.	No
CAPACITY BUILDING AND TECHNICAL ASSISTANCE TO LOCAL AREAS, ONE-STOP OPERATORS, ONE-STOP PARTNERS, AND ELIGIBLE PROVIDERS, INCLUDING THE DEVELOPMENT AND TRAINING OF STAFF AND DEVELOPMENT OF EXEMPLARY PROGRAM	Yes – 5% admin funds support this.

ACTIVITIES.	
CONDUCT OF RESEARCH AND DEMONSTRATION PROJECTS.	No
IMPLEMENTATION OF INNOVATIVE INCUMBENT WORKER TRAINING PROGRAMS.	No
ESTABLISHMENT AND IMPLEMENTATION OF PROGRAMS TARGETED TO EMPOWERMENT ZONES AND ENTERPRISE COMMUNITIES.	No
SUPPORT FOR THE IDENTIFICATION OF ELIGIBLE TRAINING PROVIDERS.	Yes – 5% admin funds support this.
IMPLEMENTATION OF INNOVATIVE PROGRAMS FOR DISPLACED HOMEMAKERS.	No
IMPLEMENTATION OF PROGRAMS TO INCREASE THE NUMBER OF INDIVIDUALS TRAINED FOR AND PLACED IN NONTRADITIONAL EMPLOYMENT.	No
SERVICE ACTIVITIES IMPACTED	
DIRECT AND STATE-FUNDED STAFF	
PRODUCTS, TOOLS, TECHNOLOGY & OTHER INFRASTRUCTURE COSTS	
STATE-WIDE MANAGEMENT INFORMATION SYSTEM	
TECHNICAL ASSISTANCE/CAPACITY BUILDING	
REGIONAL LEVEL PLANNING AND PROJECTS	
CUSTOMER ASSESSMENTS	
INCENTIVES FOR LOCAL PARTNERS	
PARTICIPANT TRAINING	

RHODE ISLAND	
REQUIRED ACTIVITIES THAT WILL CONTINUE	
DISSEMINATING THE STATE LIST OF ELIGIBLE PROVIDERS OF TRAINING SERVICES, INCLUDING PROVIDERS OF NON-TRADITIONAL TRAINING SERVICES, PLUS PERFORMANCE AND PROGRAM COST INFORMATION.	Yes
CONDUCTING EVALUATIONS OF ACTIVITIES CARRIED OUT UNDER THE LAW.	Yes
PROVIDING INCENTIVE GRANTS TO LOCAL AREAS FOR COOPERATION AMONG LOCAL BOARDS AND FOR EXEMPLARY PERFORMANCE.	No
PROVIDING TECHNICAL ASSISTANCE TO LOCAL AREAS THAT FAIL TO MEET PERFORMANCE.	Yes, but limited - Rhode Island has historically made the support of the One-Stop System a priority for its set-aside funds. This has enabled our Local Areas to increase the level, intensity and quality of their services to our most in need. A reduction in set-aside will significantly curtail, if not eliminate this ability. Similarly, the provision of technical assistance to the system will be seriously undermined by this reduction. Rhode Island has been investing in capacity development of its system to improve services and ensure greater performance outcomes.
ASSISTING IN THE ESTABLISHMENT AND OPERATION OF THE ONE-STOP DELIVERY SYSTEM.	No - Rhode Island has historically made the support of the One-Stop System a priority for its set-aside funds. This has enabled our Local Areas to increase the level, intensity and quality of their services to our most in need. A reduction in set-aside will significantly curtail, if not eliminate this ability. Similarly, the provision of technical assistance to the system will be seriously undermined by this reduction. Rhode Island has been investing in capacity development of its system to improve services and ensure greater performance outcomes.
OPERATING A FISCAL AND MANAGEMENT ACCOUNTABILITY INFORMATION SYSTEM.	Yes
ALLOWABLE ACTIVITIES THAT WILL CONTINUE	
ADMINISTRATION OF THE ALLOWABLE STATEWIDE ACTIVITIES.	No
CAPACITY BUILDING AND TECHNICAL ASSISTANCE TO LOCAL AREAS, ONE-STOP	No

OPERATORS, ONE-STOP PARTNERS, AND ELIGIBLE PROVIDERS, INCLUDING THE DEVELOPMENT AND TRAINING OF STAFF AND DEVELOPMENT OF EXEMPLARY PROGRAM ACTIVITIES.	
CONDUCT OF RESEARCH AND DEMONSTRATION PROJECTS.	No
IMPLEMENTATION OF INNOVATIVE INCUMBENT WORKER TRAINING PROGRAMS.	No
ESTABLISHMENT AND IMPLEMENTATION OF PROGRAMS TARGETED TO EMPOWERMENT ZONES AND ENTERPRISE COMMUNITIES.	No
SUPPORT FOR THE IDENTIFICATION OF ELIGIBLE TRAINING PROVIDERS.	No
IMPLEMENTATION OF INNOVATIVE PROGRAMS FOR DISPLACED HOMEMAKERS.	No
IMPLEMENTATION OF PROGRAMS TO INCREASE THE NUMBER OF INDIVIDUALS TRAINED FOR AND PLACED IN NONTRADITIONAL EMPLOYMENT.	No
SERVICE ACTIVITIES IMPACTED	
DIRECT AND STATE-FUNDED STAFF	
PRODUCTS, TOOLS, TECHNOLOGY & OTHER INFRASTRUCTURE COSTS	
STATE-WIDE MANAGEMENT INFORMATION SYSTEM	
TECHNICAL ASSISTANCE/CAPACITY BUILDING	
REGIONAL LEVEL PLANNING AND PROJECTS	
CUSTOMER ASSESSMENTS	
INCENTIVES FOR LOCAL PARTNERS	
PARTICIPANT TRAINING	

SOUTH DAKOTA	
REQUIRED ACTIVITIES THAT WILL CONTINUE	
DISSEMINATING THE STATE LIST OF ELIGIBLE PROVIDERS OF TRAINING SERVICES, INCLUDING PROVIDERS OF NON-TRADITIONAL TRAINING SERVICES, PLUS PERFORMANCE AND PROGRAM COST INFORMATION.	No
CONDUCTING EVALUATIONS OF ACTIVITIES CARRIED OUT UNDER THE LAW.	No
PROVIDING INCENTIVE GRANTS TO LOCAL AREAS FOR COOPERATION AMONG LOCAL BOARDS AND FOR EXEMPLARY PERFORMANCE.	Yes, but limited
PROVIDING TECHNICAL ASSISTANCE TO LOCAL AREAS THAT FAIL TO MEET PERFORMANCE.	No
ASSISTING IN THE ESTABLISHMENT AND OPERATION OF THE ONE-STOP DELIVERY SYSTEM.	No
OPERATING A FISCAL AND MANAGEMENT ACCOUNTABILITY INFORMATION SYSTEM.	Yes, but limited - We estimate the reduction to allow approximately \$240,000 for statewide activities. This amount scarcely covers the cost of any one of the required statewide activities. This creates an unfunded mandate that we cannot cover with other funds. We expect to use this minimal resource for the required fiscal and management accountability system. This supports program payments for services to participants and the required reporting to USDOL. Effectively, this will place us out of compliance due to lack of funding. The other required elements could not be provided. The cost of the required elements remains relatively constant regardless of the reductions imposed. This creates an undue hardship on small minimum funded states.

ALLOWABLE ACTIVITIES THAT WILL CONTINUE	
ADMINISTRATION OF THE ALLOWABLE STATEWIDE ACTIVITIES.	No
CAPACITY BUILDING AND TECHNICAL ASSISTANCE TO LOCAL AREAS, ONE-STOP OPERATORS, ONE-STOP PARTNERS, AND ELIGIBLE PROVIDERS, INCLUDING THE DEVELOPMENT AND TRAINING OF STAFF AND DEVELOPMENT OF EXEMPLARY PROGRAM ACTIVITIES.	No
CONDUCT OF RESEARCH AND DEMONSTRATION PROJECTS.	No
IMPLEMENTATION OF INNOVATIVE INCUMBENT WORKER TRAINING PROGRAMS.	No
ESTABLISHMENT AND IMPLEMENTATION OF PROGRAMS TARGETED TO EMPOWERMENT ZONES AND ENTERPRISE COMMUNITIES.	No
SUPPORT FOR THE IDENTIFICATION OF ELIGIBLE TRAINING PROVIDERS.	No
IMPLEMENTATION OF INNOVATIVE PROGRAMS FOR DISPLACED HOMEMAKERS.	No
IMPLEMENTATION OF PROGRAMS TO INCREASE THE NUMBER OF INDIVIDUALS TRAINED FOR AND PLACED IN NONTRADITIONAL EMPLOYMENT.	No
SERVICE ACTIVITIES IMPACTED	
DIRECT AND STATE-FUNDED STAFF	Staff will be impacted by this reduction in set-aside funds. Currently these resources provide staffing to administer the GED Testing program. No funding is provided by GED Test Service or US Department of Education under the Adult Education and Literacy program for the GED. Also impacted will be the staffing for the delivery of Dakota Roots, a Build Dakota component under the Governor's Workforce 2025 Initiative. Both the GED and Dakota Roots have proven to be successful programs in our state. A GED Certificate provides documentation of basic skills needed by employers, and Dakota Roots is a recruitment and placement tool for job seekers and businesses. Both have proven to be solid economic development tools. Reducing set-aside funds will impact the South Dakota Workforce Development Council and some state administrative staff.
PRODUCTS, TOOLS, TECHNOLOGY & OTHER INFRASTRUCTURE COSTS	Staff identified in question above charging time to this resource have Indirect Costs supporting general overhead as building costs, maintenance, utilities etc. The Indirect Cost rate has been negotiated and approved by USDOL. These expenses support the necessary infrastructure for the delivery of services. A reduction in set-aside resources will have a negative impact on our ability to provide materials for Job Search programs, assessment, and dislocated worker information.
STATE-WIDE MANAGEMENT INFORMATION SYSTEM	A substantial investment is made with these set-aside resources to support SDWorks, the required MIS system. This system provides required reports on participants and fiscal status. SDWorks not be able to cover system upgrades with any reduction in funding. In addition to on-going reporting, federal reporting requirements continue to ask for more data to be reported. The huge reduction in our funding will limit our capability to comply with federal mandates.
TECHNICAL ASSISTANCE/CAPACITY BUILDING	This important function will certainly be impacted with reduced funding. We provide staff training for our local area through a state-wide training followed with regional training sessions. As a single service area, statewide training sessions are imperative to maintain the quality of service the public has come to expect. Data validation will certainly be impacted with a reduction of funding and could potentially impact the integrity of the data.
REGIONAL LEVEL PLANNING AND PROJECTS	Coordination with our state agency partners, such as the implementation of the Governor's Workforce 2025 Initiative would be limited. Although we will continue to work together to advance workforce development the resources to do so will be considerably less.
CUSTOMER ASSESSMENTS	Lack of set-aside funds will make it more difficult to provide continued support for various assessment tools. We have made a strong commitment to support the National Career Readiness Certificate through the use of Work-Keys. This has received huge positive response from the business community. This continued support would be jeopardized with reduced set-aside funding.
INCENTIVES FOR LOCAL PARTNERS	Lack of set-aside funds will make it more difficult to provide continued support for various

	assessment tools. We have made a strong commitment to support the National Career Readiness Certificate through the use of Work-Keys. This has received huge positive response from the business community. This continued support would be jeopardized with reduced set-aside funding.
PARTICIPANT TRAINING	The amount we likely will receive from the reduction in set-aside funds would not help our local offices carry out any training activities the state determines appropriate, other than training provided from resources available out-side the 15% funds.

TEXAS	
REQUIRED ACTIVITIES THAT WILL CONTINUE	
DISSEMINATING THE STATE LIST OF ELIGIBLE PROVIDERS OF TRAINING SERVICES, INCLUDING PROVIDERS OF NON-TRADITIONAL TRAINING SERVICES, PLUS PERFORMANCE AND PROGRAM COST INFORMATION.	Yes
CONDUCTING EVALUATIONS OF ACTIVITIES CARRIED OUT UNDER THE LAW.	Yes
PROVIDING INCENTIVE GRANTS TO LOCAL AREAS FOR COOPERATION AMONG LOCAL BOARDS AND FOR EXEMPLARY PERFORMANCE.	Yes, but limited - Amounts for incentives and exemplary performance will need to be reduced.
PROVIDING TECHNICAL ASSISTANCE TO LOCAL AREAS THAT FAIL TO MEET PERFORMANCE.	Yes
ASSISTING IN THE ESTABLISHMENT AND OPERATION OF THE ONE-STOP DELIVERY SYSTEM.	Yes, but limited - Amounts for one-stop operations will need to be reduced. Currently, TWC assists the state's 5 smallest workforce areas, and assists in ensuring they have a base amount sufficient to provide services, in often rural areas. Amounts for the 5 smallest Boards will likely not continue at the same level.
OPERATING A FISCAL AND MANAGEMENT ACCOUNTABILITY INFORMATION SYSTEM.	Yes
ALLOWABLE ACTIVITIES THAT WILL CONTINUE	
ADMINISTRATION OF THE ALLOWABLE STATEWIDE ACTIVITIES.	No
CAPACITY BUILDING AND TECHNICAL ASSISTANCE TO LOCAL AREAS, ONE-STOP OPERATORS, ONE-STOP PARTNERS, AND ELIGIBLE PROVIDERS, INCLUDING THE DEVELOPMENT AND TRAINING OF STAFF AND DEVELOPMENT OF EXEMPLARY PROGRAM ACTIVITIES.	No
CONDUCT OF RESEARCH AND DEMONSTRATION PROJECTS.	No
IMPLEMENTATION OF INNOVATIVE INCUMBENT WORKER TRAINING PROGRAMS.	No
ESTABLISHMENT AND IMPLEMENTATION OF PROGRAMS TARGETED TO EMPOWERMENT ZONES AND ENTERPRISE COMMUNITIES.	No
SUPPORT FOR THE IDENTIFICATION OF ELIGIBLE TRAINING PROVIDERS.	No
IMPLEMENTATION OF INNOVATIVE PROGRAMS FOR DISPLACED HOMEMAKERS.	No
IMPLEMENTATION OF PROGRAMS TO INCREASE THE NUMBER OF INDIVIDUALS TRAINED FOR AND PLACED IN NONTRADITIONAL EMPLOYMENT.	No
SERVICE ACTIVITIES IMPACTED	
DIRECT AND STATE-FUNDED STAFF	A reduction in state staff is likely, although the specific impact is, as yet, unknown.
PRODUCTS, TOOLS, TECHNOLOGY & OTHER INFRASTRUCTURE COSTS	With likely FTE reductions at the state-level, there will also be corresponding reductions to resource hardware, software, telephone, and other staff-support. However, there are fixed costs, such as building costs, that will not change; they will be re-apportioned between all grant funds.

STATE-WIDE MANAGEMENT INFORMATION SYSTEM	A reduction in state staff is likely, although the specific impact is, as yet, unknown. For example, our case management system is supported by state staff. Federal performance reports are submitted by state staff, and large segment of state staff conducts WIA-related monitoring.
TECHNICAL ASSISTANCE/CAPACITY BUILDING	TWC will likely be unable to continue its support of the statewide Disability Navigator initiative.
REGIONAL LEVEL PLANNING AND PROJECTS	Currently, Texas annually issues a RFP for Regional Collaboration/Local Coordination totaling \$500,000; this initiative will likely not continue at this level. In addition, Texas will be unable to continue its commitment to its many state-level direct participant initiatives (see #11 for a list of those initiatives).
CUSTOMER ASSESSMENTS	No impact.
INCENTIVES FOR LOCAL PARTNERS	Currently, Texas dedicates \$225,000 for WIA exemplary performance; this initiative will likely not continue at this level.
PARTICIPANT TRAINING	Texas will be unable to continue its commitment to its many state-level direct participant initiatives.

TENNESSEE

REQUIRED ACTIVITIES THAT WILL CONTINUE

DISSEMINATING THE STATE LIST OF ELIGIBLE PROVIDERS OF TRAINING SERVICES, INCLUDING PROVIDERS OF NON-TRADITIONAL TRAINING SERVICES, PLUS PERFORMANCE AND PROGRAM COST INFORMATION.	Yes, but limited - We will maintain this function but will be unable to perform all of the Eligible Training Provider list site visits and reviews due to travel budget constraints. In order to maintain the staff to perform this function, other duties have been added to include management of offender re-entry programs, equal opportunity for the local areas in conjunction with the department's EOO Officer and staff support to the State Workforce Development Board.
CONDUCTING EVALUATIONS OF ACTIVITIES CARRIED OUT UNDER THE LAW.	No
PROVIDING INCENTIVE GRANTS TO LOCAL AREAS FOR COOPERATION AMONG LOCAL BOARDS AND FOR EXEMPLARY PERFORMANCE.	No - We will not be able to provide incentives from statewide but will continue to provide some level of incentive to the locals if the state obtains a federal incentive award.
PROVIDING TECHNICAL ASSISTANCE TO LOCAL AREAS THAT FAIL TO MEET PERFORMANCE.	No - We have two local areas that are under mandatory technical assistance and we will have to require that they cover this expense with no assurance that they do so.
ASSISTING IN THE ESTABLISHMENT AND OPERATION OF THE ONE-STOP DELIVERY SYSTEM.	No - State investments of over \$300,000 or 3% of the total statewide to the operation of the one-stop delivery will be discontinued.
OPERATING A FISCAL AND MANAGEMENT ACCOUNTABILITY INFORMATION SYSTEM.	Yes – This process is already established.

ALLOWABLE ACTIVITIES THAT WILL CONTINUE

ADMINISTRATION OF THE ALLOWABLE STATEWIDE ACTIVITIES.	No - All statewide programs would be eliminated or shifted to another funding stream, as allowable: Incumbent Worker, cut by 1/3 or 1750 On-the-Job Training, eliminated services to 700 ITAs for classes not allowed under formula grants and Apprenticeship training, 500 annually Jobs for TN Graduates, services to 700 Youth eliminated Career Readiness Certificates, services reduced by about 20% or 4,000.
CAPACITY BUILDING AND TECHNICAL ASSISTANCE TO LOCAL AREAS, ONE-STOP OPERATORS, ONE-STOP PARTNERS, AND ELIGIBLE PROVIDERS, INCLUDING THE DEVELOPMENT AND TRAINING OF STAFF AND DEVELOPMENT OF EXEMPLARY PROGRAM ACTIVITIES.	Yes, but limited - Technical Assistance under contract will be eliminated and their will be limited TA delivered by state staff.
CONDUCT OF RESEARCH AND DEMONSTRATION PROJECTS.	No - The state is currently part of two research and demonstration projects that will be reduced to the very minimum effort: the WIA Regression Pilot and the WIA Participant Longitudinal Study.
IMPLEMENTATION OF INNOVATIVE INCUMBENT WORKER TRAINING PROGRAMS.	Yes, but limited - Services under statewide will be eliminated, resulting in a loss of services to approximately 1750 participants, or 30%. The policies regarding this service will be changed to allow this as a lay-off aversion activity, allowed under Rapid Response.
ESTABLISHMENT AND IMPLEMENTATION OF PROGRAMS TARGETED TO EMPOWERMENT ZONES AND ENTERPRISE COMMUNITIES.	No
SUPPORT FOR THE IDENTIFICATION OF ELIGIBLE TRAINING PROVIDERS.	Yes, but limited - We will maintain this function but will be unable to perform all of the Eligible Training Provider site visits. In order to accomplish this, staff who exclusively worked on the ETP process are now performing other WIA functions including management of the Offender Re-entry program, Equal Opportunity and state staff support to the State Workforce

	Development Board.
IMPLEMENTATION OF INNOVATIVE PROGRAMS FOR DISPLACED HOMEMAKERS.	No
IMPLEMENTATION OF PROGRAMS TO INCREASE THE NUMBER OF INDIVIDUALS TRAINED FOR AND PLACED IN NONTRADITIONAL EMPLOYMENT.	No
SERVICE ACTIVITIES IMPACTED	
DIRECT AND STATE-FUNDED STAFF	There will be limitations placed on Technical Assistance. There are five positions (10%) of current positions that are frozen that would not be filled. The state will consider further reducing 3-5 additional positions (another 10%) and our ability to manage sufficiently will be questionable.
PRODUCTS, TOOLS, TECHNOLOGY & OTHER INFRASTRUCTURE COSTS	Statewide support of the Career Center infrastructure would be eliminated, shifting costs to the locals and other partners and increasing administrative overhead, as the state's ability to purchase in bulk would no longer be in effect.
STATE-WIDE MANAGEMENT INFORMATION SYSTEM	We have a Technical Support contract to perform federal reporting that will have to be reduced or even eliminated. USDOL should consider lessening the reporting burden on the states based on these reductions. TN is participating in two pilot programs that involve staff time; the WIA Regression Pilot and the WIA Longitudinal Study. It is unreasonable for USDOL to expect the same level of effort and state staff support of these efforts with these reductions. We will not be able to perform any information systems upgrades that are needed for the pilot projects or based on program changes, including re-authorization of the program. USDOL should reduce Data Validation requirements based on these reductions.
TECHNICAL ASSISTANCE/CAPACITY BUILDING	There will be no staff development or capacity building. We will discontinue our efforts to have staff participate in Global Career Development Facilitator training, a joint effort with our Wagner Peyser program. Data Validation will be reduced to a very minimum and this is an issue for our state as the Data Validation errors have been noted as a management concern in our last Comptroller's Audit of the department. Technical Assistance (TA) contracts for mandatory TA based on sanctions for low performance will be eliminated, reducing the state's ability to meet performance expectations for funders and customers.
REGIONAL LEVEL PLANNING AND PROJECTS	The state will no longer be able to support regional studies that enhance program planning and implementation. We have supported studies to define sector strategies that will have to be discontinued.
CUSTOMER ASSESSMENTS	The state will no longer fund the Work-keys assessments or the National Career Readiness Certificate (NCRCs). This is an example of an increase in administrative overhead as a result of this change in formula funds distribution. Currently, the state has ONE contract with ACT to provide payment for the assessments and the change will result in 13 individual contracts with ACT. TN issues over 20,000 NCRCs annually and this is one of our major business services that will be negatively impacted by this change.
INCENTIVES FOR LOCAL PARTNERS	No incentives can be awarded to the locals based on this change.
PARTICIPANT TRAINING	Over 7,000 individuals are served annually through state wide WIA investments including: Incumbent Worker Grants, eliminate services to 1750: we fund about 5300 annually, 1/3 from state and 2/3 from Rapid Response. This change would eliminate the 1/3 from statewide that do not meet the criteria for lay-off aversion as allowed under Rapid Response. On-the-Job Training, eliminate services to 700 annually Individual Training Accounts and Apprenticeship programs for individuals not eligible under local formula, eliminate services to 500 annually (examples are LPN to RN training) Jobs for TN Graduates, eliminate services to 700 Career Readiness Certificates, eliminate services to about 20% or 4,000.

UTAH	
REQUIRED ACTIVITIES THAT WILL CONTINUE	
DISSEMINATING THE STATE LIST OF ELIGIBLE PROVIDERS OF TRAINING SERVICES, INCLUDING PROVIDERS OF NON-TRADITIONAL TRAINING SERVICES, PLUS PERFORMANCE AND PROGRAM COST INFORMATION.	Yes
CONDUCTING EVALUATIONS OF ACTIVITIES CARRIED OUT UNDER THE LAW.	Yes, but limited - Our Program Review Team who do case edits, Internal Audit and Adjudications are all partially funded though cost-allocation with set-aside funds. A reduction of funds will limit the amount and depth of case reviews and program reviews we can do and will likely eventually lead to a reduction in staff that perform these activities. We will continue

	to do the required evaluations, but will likely not be able to be as thorough or be able to do any extra evaluations that support program accuracy.
PROVIDING INCENTIVE GRANTS TO LOCAL AREAS FOR COOPERATION AMONG LOCAL BOARDS AND FOR EXEMPLARY PERFORMANCE.	N/A – We are a single-area state
PROVIDING TECHNICAL ASSISTANCE TO LOCAL AREAS THAT FAIL TO MEET PERFORMANCE.	Yes, but limited - Program staff and Performance Review Team members would be limited in their ability to travel to local areas. The majority of technical assistance is provided by state staff.
ASSISTING IN THE ESTABLISHMENT AND OPERATION OF THE ONE-STOP DELIVERY SYSTEM.	Yes, but limited - Overall overhead will likely be negatively affected.
OPERATING A FISCAL AND MANAGEMENT ACCOUNTABILITY INFORMATION SYSTEM.	Yes, but limited - We currently use set-aside funds for enhancements to our management accounting information system UWORKS. We will be able to do almost no new enhancements except what is required by law. Expenses incurred by required enhancements will likely be pushed to the local level and will therefore result in less funds to serve customers.
ALLOWABLE ACTIVITIES THAT WILL CONTINUE	
ADMINISTRATION OF THE ALLOWABLE STATEWIDE ACTIVITIES.	Yes, but limited - As stated before we are waiting for clarification on how much of the 1/3 remaining can be used for Admin costs (what the cap is). To create efficiently our agency has consolidated functions such as Finance and HR to the state level. Set-aside funds are used to pay these costs at the state level and thus more funds are available at the local level to serve customers. Therefore, we are currently using the maximum amount allowed for Admin costs. Under this new budget with the reduction in set-aside funds and without carry-in we will have to re-evaluate how to fund our admin costs.
CAPACITY BUILDING AND TECHNICAL ASSISTANCE TO LOCAL AREAS, ONE-STOP OPERATORS, ONE-STOP PARTNERS, AND ELIGIBLE PROVIDERS, INCLUDING THE DEVELOPMENT AND TRAINING OF STAFF AND DEVELOPMENT OF EXEMPLARY PROGRAM ACTIVITIES.	Yes - Under this new budget with the reduction in set-aside funds and without carry-in we will not be able carry out these activities.
CONDUCT OF RESEARCH AND DEMONSTRATION PROJECTS.	Under this new budget with the reduction in set-aside funds and without carry-in we will not be able carry out these activities.
IMPLEMENTATION OF INNOVATIVE INCUMBENT WORKER TRAINING PROGRAMS.	Under this new budget with the reduction in set-aside funds we will not be able to offer an Incumbent Worker Training Program. As stated previously we have a high number of requests from employers for incumbent worker training at this time.
ESTABLISHMENT AND IMPLEMENTATION OF PROGRAMS TARGETED TO EMPOWERMENT ZONES AND ENTERPRISE COMMUNITIES.	No - Under this new budget with the reduction in set-aside funds we will not be able to pursue these activities.
SUPPORT FOR THE IDENTIFICATION OF ELIGIBLE TRAINING PROVIDERS.	No - Under this new budget with the reduction in set-aside funds we will only be able to what is required with regard to eligible training providers.
IMPLEMENTATION OF INNOVATIVE PROGRAMS FOR DISPLACED HOMEMAKERS.	N/A – Utah currently uses state funds for programs for displaced homemakers.
IMPLEMENTATION OF PROGRAMS TO INCREASE THE NUMBER OF INDIVIDUALS TRAINED FOR AND PLACED IN NONTRADITIONAL EMPLOYMENT.	No - Under this new budget with the reduction in set-aside funds we will not be able to pursue these activities.
SERVICE ACTIVITIES IMPACTED	
DIRECT AND STATE-FUNDED STAFF	Labor Market Analysts, Program Staff and Admin Staff will be affected. We are still waiting for clarification from DOL on what the cap of the Admin costs will be (will it be 1/3 of the new amount?).
PRODUCTS, TOOLS, TECHNOLOGY & OTHER INFRASTRUCTURE COSTS	Depending on how we adjust the program to meet the new funding we will likely have reductions in assessment tools such as TABE tests, JobBehaviors (used to determine appropriateness of career choice) and Next Job (we are piloting this as a resource to help exiters with interviewing and resume skills to obtain employment). We will likely have fewer funds for computers, software, building costs and other infrastructure support provided at the local level.
STATE-WIDE MANAGEMENT INFORMATION SYSTEM	Statewide systems would be affected as we would have fewer funds for system enhancements to our participant case management system, MIS reporting, data-analysis for trend pertaining to core, intensive and training services as well as updating and automating our monitoring and evaluation process.
TECHNICAL ASSISTANCE/CAPACITY BUILDING	Program staff available for training, Performance Review Team and funds for these staff to

	travel to local areas and staff available for data validation will be reduced. Under this new budget with the reduction in set-aside funds and without carry-in we would have to shut down most activities we are currently able to do.
REGIONAL LEVEL PLANNING AND PROJECTS	We are currently supporting a very successful project with the Office of the Commissioner for Higher Education and the Governor's Office of Economic Development called the Utah Cluster Acceleration Partnership (UCAP) with set-aside funds. This project is focused on aligning Higher Education with economic clusters in the state to ensure we are preparing the workforce to meet the needs of employers. UCAP projects in progress include Defense/Aerospace, Energy, Digital Media, Healthcare, Life Science and projects with schools in rural areas to support local economies. Each project has a convening state college or university and includes a committee made up of employers, industry leaders, education, economic development and our agency. All public colleges and universities in the state (including those in rural areas) as well as one private institution are currently engaged in a UCAP project at some phase of the process. One goal of this project is to align curriculum across schools. We pride ourselves on the relationship we have fostered with higher education and economic development through this project. Under this new budget with the reduction in set-aside funds and without carry-in we will be very limited in our ability to pursue this project.
CUSTOMER ASSESSMENTS	As stated previously we would be limited in our ability to provide TABE testing, assessments such as Job Behaviors and interviewing/resume tools such as Next Job. We are currently using W-P funds for Work Keys, but have considered using set-aside funds in the future, therefore our ability to continue to provide Work-keys could be limited. If we do continue these activities we would have to push the cost to the local level and therefore they would have to serve less customers. Under this new budget with the reduction in set-aside funds and without carry-in we would have likely have to shut down these activities.
INCENTIVES FOR LOCAL PARTNERS	N/A - Utah is a single area state.
PARTICIPANT TRAINING	We would not be able to offer an Incumbent Worker Training Program, and unfortunately at this time we are getting a lot of request for this from employers. We currently use formula funds for On-the-Job Training, but depending on how we re-evaluate our program costs we may not be able to continue OJT.

VERMONT

REQUIRED ACTIVITIES THAT WILL CONTINUE

DISSEMINATING THE STATE LIST OF ELIGIBLE PROVIDERS OF TRAINING SERVICES, INCLUDING PROVIDERS OF NON-TRADITIONAL TRAINING SERVICES, PLUS PERFORMANCE AND PROGRAM COST INFORMATION.	Yes, but limited - Yes, but with reduced resources the list could not be kept up to date or provide timely turn-around.
CONDUCTING EVALUATIONS OF ACTIVITIES CARRIED OUT UNDER THE LAW.	We would no longer be able to contract out our evaluation services to complete a comprehensive customer survey-we would do the survey in-house, conducted by peer case managers, and on a smaller scale.
PROVIDING INCENTIVE GRANTS TO LOCAL AREAS FOR COOPERATION AMONG LOCAL BOARDS AND FOR EXEMPLARY PERFORMANCE.	No
PROVIDING TECHNICAL ASSISTANCE TO LOCAL AREAS THAT FAIL TO MEET PERFORMANCE.	Yes, but limited - Technical assistance from central office provided to our local one-stops would have to be scaled back.
ASSISTING IN THE ESTABLISHMENT AND OPERATION OF THE ONE-STOP DELIVERY SYSTEM.	Yes, but limited – Reduction in services and staff.
OPERATING A FISCAL AND MANAGEMENT ACCOUNTABILITY INFORMATION SYSTEM.	Yes, but limited - The reduction of the set-aside funds would put pressure on this function-but since it is a critical one we would likely continue operating our system and push the cuts off onto other areas.

ALLOWABLE ACTIVITIES THAT WILL CONTINUE

ADMINISTRATION OF THE ALLOWABLE STATEWIDE ACTIVITIES.	Yes, but limited - We would be limited in our ability to cover staff costs for the development of new and innovative approaches, and to initiate and sustain partnerships with the agencies and programs as required in the Act.
CAPACITY BUILDING AND TECHNICAL ASSISTANCE TO LOCAL AREAS, ONE-STOP OPERATORS, ONE-STOP PARTNERS, AND ELIGIBLE PROVIDERS, INCLUDING THE DEVELOPMENT AND TRAINING OF STAFF AND	Yes, but limited - All one-stops are operated by VDOL and we would be extremely limited both in our staff training and innovative program development capacity.

DEVELOPMENT OF EXEMPLARY PROGRAM ACTIVITIES.	
CONDUCT OF RESEARCH AND DEMONSTRATION PROJECTS.	Yes, but limited - Again, our ability to innovate and conduct research and demonstration projects would be limited since we use these funds to support those activities.
IMPLEMENTATION OF INNOVATIVE INCUMBENT WORKER TRAINING PROGRAMS.	Yes, but limited - We fund those programs out of a state funded grant program for employers.
ESTABLISHMENT AND IMPLEMENTATION OF PROGRAMS TARGETED TO EMPOWERMENT ZONES AND ENTERPRISE COMMUNITIES.	Yes, but limited - We have a limited number of these zones and do not currently establish such programs.
SUPPORT FOR THE IDENTIFICATION OF ELIGIBLE TRAINING PROVIDERS.	Yes
IMPLEMENTATION OF INNOVATIVE PROGRAMS FOR DISPLACED HOMEMAKERS.	Yes
IMPLEMENTATION OF PROGRAMS TO INCREASE THE NUMBER OF INDIVIDUALS TRAINED FOR AND PLACED IN NONTRADITIONAL EMPLOYMENT.	Yes, but limited - Due to the extraordinary costs associated with training in nontraditional employment, we will likely do little or no work in this area with the proposed reduction.
SERVICE ACTIVITIES IMPACTED	
DIRECT AND STATE-FUNDED STAFF	Case management in our one-stops is supported out of these dollars and we would need to reduce service and staffing levels accordingly.
PRODUCTS, TOOLS, TECHNOLOGY & OTHER INFRASTRUCTURE COSTS	We will assess all of these costs and need to make reductions given the fact that we currently use the set aside funds to cover a portion of them. Our tools and technologies are utilized by customers as well as staff, and so any reductions would have direct service impact.
STATE-WIDE MANAGEMENT INFORMATION SYSTEM	Yes, but limited - The reduction of the set-aside funds would put pressure on this function-but since it is a critical one we would likely continue operating our system and push the cuts off onto other areas.
TECHNICAL ASSISTANCE/CAPACITY BUILDING	We have limited funds to support staff training, and our training activities would be further curtailed without these funds.
REGIONAL LEVEL PLANNING AND PROJECTS	The capacity to engage in sector planning, the development of numerous innovative programs including the Governor's Work Ready Certificate, employment training for female offenders, coordination with VT DOE on work based learning and adult education programs would all be adversely affected.
CUSTOMER ASSESSMENTS	Career Assessments, Work-Keys, National Career Readiness Certificate, etc. We used these funds previously for initial creation and start up of our Career Ready program; we no longer do but would be limited in our ability to start up new initiatives like this one.
INCENTIVES FOR LOCAL PARTNERS	N/A
PARTICIPANT TRAINING	There will be a reduction in participant training dollars as we periodically tap into these funds and would no longer be able to do so.

WASHINGTON	
REQUIRED ACTIVITIES THAT WILL CONTINUE	
DISSEMINATING THE STATE LIST OF ELIGIBLE PROVIDERS OF TRAINING SERVICES, INCLUDING PROVIDERS OF NON-TRADITIONAL TRAINING SERVICES, PLUS PERFORMANCE AND PROGRAM COST INFORMATION.	We anticipate significant cuts, but specific decisions have not yet been made. The Governor and the state workforce agency will work together to set priorities for the reduced WIA discretionary funds.
CONDUCTING EVALUATIONS OF ACTIVITIES CARRIED OUT UNDER THE LAW.	We anticipate significant cuts, but specific decisions have not yet been made. The Governor and the state workforce agency will work together to set priorities for the reduced WIA discretionary funds.
PROVIDING INCENTIVE GRANTS TO LOCAL AREAS FOR COOPERATION AMONG LOCAL BOARDS AND FOR EXEMPLARY PERFORMANCE.	We anticipate significant cuts, but specific decisions have not yet been made. The Governor and the state workforce agency will work together to set priorities for the reduced WIA discretionary funds.
PROVIDING TECHNICAL ASSISTANCE TO LOCAL AREAS THAT FAIL TO MEET PERFORMANCE.	We anticipate significant cuts, but specific decisions have not yet been made. The Governor and the state workforce agency will work together to set priorities for the reduced WIA discretionary funds.
ASSISTING IN THE ESTABLISHMENT AND OPERATION OF THE ONE-STOP DELIVERY SYSTEM.	We anticipate significant cuts, but specific decisions have not yet been made. The Governor and the state workforce agency will work together to set priorities for the reduced WIA discretionary funds.

OPERATING A FISCAL AND MANAGEMENT ACCOUNTABILITY INFORMATION SYSTEM.	We anticipate significant cuts, but specific decisions have not yet been made. The Governor and the state workforce agency will work together to set priorities for the reduced WIA discretionary funds.
ALLOWABLE ACTIVITIES THAT WILL CONTINUE	
ADMINISTRATION OF THE ALLOWABLE STATEWIDE ACTIVITIES.	We anticipate significant cuts, but specific decisions have not yet been made. The Governor and the state workforce agency will work together to set priorities for the reduced WIA discretionary funds.
CAPACITY BUILDING AND TECHNICAL ASSISTANCE TO LOCAL AREAS, ONE-STOP OPERATORS, ONE-STOP PARTNERS, AND ELIGIBLE PROVIDERS, INCLUDING THE DEVELOPMENT AND TRAINING OF STAFF AND DEVELOPMENT OF EXEMPLARY PROGRAM ACTIVITIES.	We anticipate significant cuts, but specific decisions have not yet been made. The Governor and the state workforce agency will work together to set priorities for the reduced WIA discretionary funds.
CONDUCT OF RESEARCH AND DEMONSTRATION PROJECTS.	We anticipate significant cuts, but specific decisions have not yet been made. The Governor and the state workforce agency will work together to set priorities for the reduced WIA discretionary funds.
IMPLEMENTATION OF INNOVATIVE INCUMBENT WORKER TRAINING PROGRAMS.	We anticipate significant cuts, but specific decisions have not yet been made. The Governor and the state workforce agency will work together to set priorities for the reduced WIA discretionary funds.
ESTABLISHMENT AND IMPLEMENTATION OF PROGRAMS TARGETED TO EMPOWERMENT ZONES AND ENTERPRISE COMMUNITIES.	WA has not historically funded these types of programs with WIA.
SUPPORT FOR THE IDENTIFICATION OF ELIGIBLE TRAINING PROVIDERS.	We anticipate significant cuts, but specific decisions have not yet been made. The Governor and the state workforce agency will work together to set priorities for the reduced WIA discretionary funds.
IMPLEMENTATION OF INNOVATIVE PROGRAMS FOR DISPLACED HOMEMAKERS.	WA has not historically funded these types of programs with WIA.
IMPLEMENTATION OF PROGRAMS TO INCREASE THE NUMBER OF INDIVIDUALS TRAINED FOR AND PLACED IN NONTRADITIONAL EMPLOYMENT.	WA has not historically funded these types of programs with WIA.
SERVICE ACTIVITIES IMPACTED	
DIRECT AND STATE-FUNDED STAFF	State workforce agency staff ensures the availability of WIA services to support clients by maintaining the integrity and stability of the program through basic administrative activities, such as grants management and monitoring, accounting, technical assistance, and performance reporting. State workforce investment board operating staff who provide critical supports to the system of services aimed toward returning unemployed workers to the workforce.
PRODUCTS, TOOLS, TECHNOLOGY & OTHER INFRASTRUCTURE COSTS	
STATE-WIDE MANAGEMENT INFORMATION SYSTEM	Support for One-Stop services to clients through a robust fiscal and management information system. This information system facilitates services to clients by maintaining accurate and up-to-date information on individual clients' needs, the services they are utilizing, and placements made. We will be conducting a feasibility study to assess whether we need to upgrade or replace the current information system.
TECHNICAL ASSISTANCE/CAPACITY BUILDING	Potential reductions in funding for technical assistance and data resources for local areas. Potential reductions in funding for targeted technical assistance around implementation of on-the-job training and other strategic initiatives.
REGIONAL LEVEL PLANNING AND PROJECTS	Potential reductions in funding for state workforce development sectoral and economic cluster activities. Potential reductions in targeted investments for training to support economic clusters or key growth industries, and activities to target training to industry demand. Local areas have provided feedback that they need further technical assistance in this arena. Such assistance would serve to ensure compliance and increase system-wide efficiency by providing flexible tools for local use.
CUSTOMER ASSESSMENTS	
INCENTIVES FOR LOCAL PARTNERS	
PARTICIPANT TRAINING	Providing training for new and incumbent workers in the growing aerospace industry to meet the specific needs of employers. In order to provide this training, funds are devoted to developing and expanding training programs, providing essential equipment for instruction, and paying tuition.

WYOMING

REQUIRED ACTIVITIES THAT WILL CONTINUE

DISSEMINATING THE STATE LIST OF ELIGIBLE PROVIDERS OF TRAINING SERVICES, INCLUDING PROVIDERS OF NON-TRADITIONAL TRAINING SERVICES, PLUS PERFORMANCE AND PROGRAM COST INFORMATION.	Yes
CONDUCTING EVALUATIONS OF ACTIVITIES CARRIED OUT UNDER THE LAW.	Yes
PROVIDING INCENTIVE GRANTS TO LOCAL AREAS FOR COOPERATION AMONG LOCAL BOARDS AND FOR EXEMPLARY PERFORMANCE.	No
PROVIDING TECHNICAL ASSISTANCE TO LOCAL AREAS THAT FAIL TO MEET PERFORMANCE.	Yes
ASSISTING IN THE ESTABLISHMENT AND OPERATION OF THE ONE-STOP DELIVERY SYSTEM.	Yes
OPERATING A FISCAL AND MANAGEMENT ACCOUNTABILITY INFORMATION SYSTEM.	Yes

ALLOWABLE ACTIVITIES THAT WILL CONTINUE

ADMINISTRATION OF THE ALLOWABLE STATEWIDE ACTIVITIES.	No
CAPACITY BUILDING AND TECHNICAL ASSISTANCE TO LOCAL AREAS, ONE-STOP OPERATORS, ONE-STOP PARTNERS, AND ELIGIBLE PROVIDERS, INCLUDING THE DEVELOPMENT AND TRAINING OF STAFF AND DEVELOPMENT OF EXEMPLARY PROGRAM ACTIVITIES.	No
CONDUCT OF RESEARCH AND DEMONSTRATION PROJECTS.	No
IMPLEMENTATION OF INNOVATIVE INCUMBENT WORKER TRAINING PROGRAMS.	No
ESTABLISHMENT AND IMPLEMENTATION OF PROGRAMS TARGETED TO EMPOWERMENT ZONES AND ENTERPRISE COMMUNITIES.	No
SUPPORT FOR THE IDENTIFICATION OF ELIGIBLE TRAINING PROVIDERS.	No
IMPLEMENTATION OF INNOVATIVE PROGRAMS FOR DISPLACED HOMEMAKERS.	No
IMPLEMENTATION OF PROGRAMS TO INCREASE THE NUMBER OF INDIVIDUALS TRAINED FOR AND PLACED IN NONTRADITIONAL EMPLOYMENT.	No

SERVICE ACTIVITIES IMPACTED

DIRECT AND STATE-FUNDED STAFF	<p>The Wyoming Workforce Development Council (WWDC) utilizes set-aside funds through a variety of different avenues. The WWDC has been fortunate to be able to fund non-discretionary funds deemed 'Allowable' as well as expend dollars on efforts denoted as 'Discretionary'. With a reduction in set-aside funds, the WWDC's ability to host the Annual Governor's Summit on Workforce Solutions will be crippled. This event has, over time, become esteemed and is attended by 250-300 people. The Summit serves as a vehicle for professionals from a number of industries to collaborate and network on challenges associated with the face of employment. Speakers attend covering a wide variety of subject matter, shaping a pivotal event in Wyoming. (new paragraph) Additionally, the WWDC funds, with discretionary dollars, Career and Technical Student Organizations (CTSOs), including Future Business Leaders of America, FFA, and Skills USA. Allocating money to these organizations reinforces WWDC's (and Wyoming's) commitment to the success of youth in our state. The hope is that by remaining dedicated to organizations promoting and leading youth to fruitful opportunities, the state's high school drop-out rate will be reduced thereby positively impacting the state's economy as well. (new paragraph) The WWCD has supported Industry Partnership Solutions, or what some states have called Sector Solutions, through funding received by the American Recovery and</p>
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Reinvestment Act, and the WIA 15% Discretionary Funding provided to the WWDC. The Council's mission for Industry Partnership Solutions is to focus on regionally-based, targeted industry approaches to building and sustaining economic competitiveness for Wyoming, and is at the center of state workforce and economic development policies. The goals of this initiative are employer-driven partnerships which include training providers, community organizations and other key stakeholders that convene around a specific industry. These partnerships work closely together to identify the workforce needs and solutions of that industry, allowing all stakeholders to streamline their efforts and resources. (new paragraph) Since Wyoming is such a rural state, Industry Partnership Solutions fosters innovation and a competitive advantage in global markets through a focused attention on key industries and development of extensive knowledge about those industry needs. Additionally, by focusing time and attention on the critical occupations that drive and maintain an industry's growth, Industry Partnership Solutions contribute to a skilled workforce that helps employers to grow and prosper in a region. In addition, Industry Partnership Solutions often identify career pathways within and across key industry sectors. This can help expand middle class jobs by providing entry-level opportunities as well as subsequent paths to promotion with additional experience and expertise. The seven Industry Partnership Solutions teams that have reaped benefits from the Council's support are: 1. The Nursing Workforce Project of Wyoming, focusing mostly on the nursing workforce, but also promoting all health care fields 2. Wyoming Lodging & Restaurant Association, with a focus on hospitality and retail workforce issues 3. Fremont County BOCES Health, reaching to the meet the local needs of medical providers in Central Wyoming by providing CNA's, medical transcriptionist, medical assistants, and dental assistants 4. Fremont County BOCES Energy, addressing local drop-out rates in Central Wyoming's high schools by teaching the students the benefits of working in the energy industry 5. Manufacturing Works, a statewide plan was put in place to better understand what the manufacturing industry in Wyoming's workforce looked like, and what the employment needs were for this industry 6. High Plains Economic Development Authority, researching the potential workforce, or lack thereof, in a region of the state that Oil & Gas development hasn't existed previously. Pulling multiple national employers, the local training providers, and economic development together to create a holistic approach to the development of a new workforce in Southeast Wyoming 7. Laramie Technology Workforce Project has a focus on Southeast Wyoming's newly developed technology industry. The National Center for Atmospheric Research is moving to Cheyenne, and Southeast Wyoming has over 50 businesses, both small and large, that have a lack of a trained workforce to meet their employment needs The Nursing Workforce Project of Wyoming has been the most effective Industry Partnership Solutions team to date. They currently have over 40 businesses across the state, and their mission is to "Strengthen the nursing workforce through on-going collaboration, communication, and consensus building to meet the health needs of the people of Wyoming." By 2019, Wyoming is projected to have a net increase of 3,000 nurses in the state. To meet the shortages in nursing, the Nursing Workforce Project of Wyoming has developed a Jr. High and High School marketing campaign to increase awareness of not only a career in nursing, but also to promote all health care careers. Each summer for the past two years, the Nursing Workforce Project, along with other state and private entities across the state, hosts a Career Fair where over 200 high school students throughout the state are invited to learn more about health care careers in the state. The funding provided for this Industry Partnership Solutions includes the development of the Nursing Education Summit, which brings national speakers to Wyoming to deliver best practices on how best to address education issues across the state and discuss how other states are addressing their nursing workforce shortages. The Summit also invites key educators in the state to discuss the alignment of curricula models to ensure higher education opportunities. The Revolutionizing Nursing Education in Wyoming (RENEW) Steering Committee continues to work towards developing a shared competency-based curriculum for Wyoming. The nursing program directors continue to ensure that students have a well-developed career pathways program in place. This includes reaching out to high school student to be sure they receive college credits for courses taken in high school, and that once a student completes a program at their local community college, that the curricula they have completed transfers directly to the requirements being offered for the Baccalaureate in Nursing program being offered by the University of Wyoming. Previously, before the funding was approved by the Workforce Development Council, each Community College had differing numbering systems in place. If a student decided to pursue a baccalaureate degree, the curricula they received at the Community College often didn't prepare them to be successful, and in many cases required them to take remedial courses to be accepted into the baccalaureate program all because the numbering systems were different. And lastly, the funding has provided a need for the state regarding Nursing Leadership. The Wyoming Nurse Leadership Institute (WNLI) was created

	and just recently completed the second year of students finishing the program. A disparity was found (through data collection that was funded with the Industry Partnership grant) showing a high turnover rate in the nursing industry. To address this concern, a middle-management training program was created within the Nurse Leadership Institute to better train mid-level managers, which in turn has helped in retaining our nursing workforce.
PRODUCTS, TOOLS, TECHNOLOGY & OTHER INFRASTRUCTURE COSTS	An inability to maintain required components would exist. The quality of service constituents receive could be reduced marginally without the ability to provide necessary resources and appropriate quantity of staff. Realistically, the Wyoming Workforce Development Council's ability to be active on a statewide platform would be hamstrung, and, therefore, much work will be placed on already, thinly-stretch local efforts. Even more detrimental is the prospect of no longer having private sector input when, in fact, it is the private sector that creates jobs.
STATE-WIDE MANAGEMENT INFORMATION SYSTEM	An inability to maintain required components would exist. The quality of service constituents receive could be reduced marginally without the ability to provide necessary resources and appropriate quantity of staff. Realistically, the Wyoming Workforce Development Council's ability to be active on a statewide platform would be hamstrung, and, therefore, much work will be placed on already, thinly-stretch local efforts. Even more detrimental is the prospect of no longer having private sector input when, in fact, it is the private sector that creates jobs.
TECHNICAL ASSISTANCE/CAPACITY BUILDING	An inability to maintain required components would exist. The quality of service constituents receive could be reduced marginally without the ability to provide necessary resources and appropriate quantity of staff. Realistically, the Wyoming Workforce Development Council's ability to be active on a statewide platform would be hamstrung, and, therefore, much work will be placed on already, thinly-stretch local efforts. Even more detrimental is the prospect of no longer having private sector input when, in fact, it is the private sector that creates jobs.
REGIONAL LEVEL PLANNING AND PROJECTS	Regional level planning and projects will be negatively impacted because of reduced funds, specifically Industry Partnership Solutions above.
CUSTOMER ASSESSMENTS	Customer Assessments will be negatively impacted.
INCENTIVES FOR LOCAL PARTNERS	Incentives for local partners will be negatively impacted; the ability to gain new partners will be adversely affected.
PARTICIPANT TRAINING	Participant training would be negatively impacted.

APPENDIX FIVE – USE OF SET-ASIDE FUNDS ON DIRECT PARTICIPANT SERVICES

ALABAMA	
ALASKA	
ARIZONA	In Arizona, we use at least \$2 million annually for client services related to TANF Jobs participants. In addition, the focus of the set-aside funds for the past 2 years has been related to client training due to the economic downturn. While it is true that states use a portion of the set-aside funds for the maintenance of automated systems, this is needed to collect the required performance and data for the DOL requirements of the program. Each new DOL requirement for client tracking and reporting requires states to update or modify their automated system and the 5% admin funding is not sufficient to provide this function while still maintaining the overall state administration activities required under the Act.
ARKANSAS	Statewide activity funds are used for incumbent worker training. In PY 2010, 120 incumbent workers training contracts were awarded in excess of 7,000 workers at a cost of \$3.4 million.
CALIFORNIA	California distributes approximately 70 percent of the state set aside funds for direct services to individuals. Services included assessment, OJT, classroom training, work experience, support services. Target groups include at risk youth, veterans, ex-offenders, unemployed, incumbent workers and underemployed.
COLORADO	
CONNECTICUT	State set-aside funds have been primarily used for administrative purposes; however, Incumbent Worker Training has been a main focus of these funds for several years to complement State budget funding for the program. It was our goal to use funds from a 15 Percent Governor's Reserve budget to purchase a new integrated case management system. The existing system has been in use for more than a decade and has gone through numerous substantial modifications and retrofits to serve the needs of the One-Stop system. We are in dire need of an updated system to track client service delivery and to suit the continuously changing program requirements.
DELAWARE	
DC	DOES uses and will continue to use state set-aside funding to support direct services, including innovative programming and getting more individuals trained through Individual Training Accounts (ITAs).
FLORIDA	
GEORGIA	Currently, the Governor's Office of Workforce Development uses the 10% funds for the Georgia Work Ready initiative. The Georgia Work Ready assessment is available to all state residents at no cost, and job profiling (a \$2,000 value) is available to Georgia businesses at no cost. Funds are also used to assist communities and strategic industries.

HAWAII	
IDAHO	The services are mixed. There is a summer youth project targeting at risk low income youth. The adult and dislocated worker summer internship project will target eligible adults and dislocated workers during summer breaks from training. The incumbent worker, OJT and customized training projects have served a wide range of eligible WIA participants but the effort is targeted to the industry sector. Use of funds for these purposes is budget dependent since the majority of funds must first be used for basic systems and required activities.
ILLINOIS	Specific examples of our participant serving activities can be found in the response to question 5 under use of state set-aside. In general we have spent a significant amount of these funds on training individuals for careers in demand occupations such as nursing, IT, advanced manufacturing, etc. State level funds have also been spent to increase the training providers' capacity to provide training. In addition these dollars support technology that increases access to services by providing a web based portal through Illinois workNet.
INDIANA	
IOWA	IJAG -- direct service to low-income high school students. Many incentive funds go directly to participant services for adult, dislocated worker, and youth.
KANSAS	
KENTUCKY	
LOUISIANA	
MAINE	The incentive funds received by the Local Workforce Investment Boards can be used to supplement WIA training and support for eligible participants. In addition, funds have been used to support: Ex-Offenders: Additional Bonds needed under the Federal Bonding Program Support Services for Prisoner Re-Entry Project Women Non Traditional Occupations training and outreach Immigrants New Mainer projects to assist immigrants in job placement At Risk Youth Education and leadership for at risk, in-school youth.
MARYLAND	
MASSACHUSETTS	
MICHIGAN	
MINNESOTA	The majority is spent on system change to entice or reward areas to work in different ways such as industry clusters work, sector work, regionalism, etc. The major funding for direct services has been in FastTRAC where the state issues RFPs to local areas to compete for these dollars.
MISSISSIPPI	
MISSOURI	The State of Missouri provides funding from state set-aside dollars to the local workforce investment boards for operation of various projects to provide direct services to participants. Current year funds are being utilized for on-the job training projects, construction careers targeted to low-to-moderate income individuals, Jobs for Missouri Graduates (JAG model), supplemental adult funding, local summer youth program, services targeted to ex-offenders re-entering the job market, and retention and re-engagement of displaced workers.
MONTANA	
NEBRASKA	Yes, the state has historically used the majority of the 10% set-aside funds to provide direct services to individuals. These funds are primarily provided to fund youth programs and services.
NEVADA	
NEW HAMPSHIRE	
NEW JERSEY	We have used the set-aside funds for various programs, including youth, displaced homemakers, veterans, and entrepreneurial training.
NEW MEXICO	
NEW YORK	
NORTH CAROLINA	
NORTH DAKOTA	
OHIO	Ohio uses statewide funds for direct participant services including apprenticeship and incumbent worker training. During the height of the recession, Ohio supplemented local formula funds by issuing waiting list reduction funds and a state-wide fund for OJTs serving dislocated workers. Other funds augmented youth summer employment and work experience local area funds for crew leaders and supportive services including transportation. Statewide funds have been used to launch a pre-apprenticeship training program targeted toward historically underrepresented construction trade employees (including women and minorities); for an Urban Youth Works project providing skill training for youth with significant barriers to employment; for a youth peer leader development program for young parents and for pilot initiatives that matched entry level job seekers who completed a standardized skill curriculum with manufacturing employers.
OKLAHOMA	A majority of statewide funds that are available for allowable activities have been used to benefit clients at the local level. Key Train, Work Keys, EMSI, Okcareerplanner.com; support of local summits; skill gap reports are all initiatives that ultimately serve local clients and employers. The products and tools developed are used in one- stop centers, as well as other partner locations.
OREGON	A third of our reserve in 2008 and 2009 went toward incumbent worker strategies and career pathways at the local level. These, among others, directly impacted individuals.
PENNSYLVANIA	
PUERTO RICO	

RHODE ISLAND	Rhode Island has not traditionally provided direct services to individuals at the state-level. Prior to stimulus RI's WIA appropriation left little funding available to pay for activities beyond the required responsibilities. When the state did invest in allowable activities it did so primarily in support of capacity building and technical assistance. With the advent of ARRA RI was able to explore direct services in support of contextualized training and Career Tech After School Programs, both of which were innovative and impactful. It has been RI experience that ETA is resistant to innovative program development that includes direct services. These types of programs seem to challenge the existing performance, reporting and eligibility systems of ETA. Furthermore statewide activities receive little formal guidance from USDOL and lend to a perceived if not outright discouragement by ETA relative to these types of initiatives.
SOUTH CAROLINA	
SOUTH DAKOTA	
TENNESSEE	Direct services to Incumbent Workers: 1750 at \$1.2 million or 13% of the statewide fund.....to On-the-Job Training participants: 700 at \$1.5 million or 15% of the statewide fund.....to Youth in Jobs for TN Graduates: 700 at \$800,000 or 8% of the statewide fund.....to job seekers for Career Readiness Certificates: 20,000 at \$300,000 or 3% to trainees in purchased classes or Apprenticeships: 500 at \$1.5 million or 15%to Adult Education participants for GED tests: 10,000 at \$650,000 or 7% Total reflects that 61% of statewide is used for direct services.
TEXAS	Statewide Alternative Funds - Funds from the state's set-aside have been allocated to the LWDBs to provide them with resources to design more flexible workforce services (those authorized under the statewide uses of funds). Since its inception, the amounts have ranged from a high of around \$10 million, down to the current \$2.3 million (these reductions have been the result of an overall decline in the amount of WIA to Texas). Texas Veterans Leadership Program - TVLP has recruited 25 veterans as local Veterans Resource and Referral Specialists (VRRSs) to provide peer-to-peer outreach to veterans of Iraq and Afghanistan with employment and training services. The Dept of Defense estimates that there are approximately 110,000 honorably discharged Iraq and Afghanistan Veterans living in Texas. Of that the TVLP has contacted (letters, emails, phone calls, personal contact) 53,788 of them, and has personally assisted 6,944 veterans. Apprenticeship Services - To support registered apprenticeship classroom training. 1,669 apprentices to be served. Summer Merit Program - Project to encourage and support Texas middle school and high school students to attend science, technology, engineering, and math skills-related summer camps at Texas universities and community colleges. (PY10 is the last year of this four year initiative). 3,213 scholarships to be awarded. Texas Youth In Technology - To increase postsecondary enrollments, retention, and the number of engineering and computer science graduates in Texas as well as increase collaboration between Texas employers, institutions of higher education, and engineering and computer science departments (PY09 was the last year of this four year initiative). 2,006 students to be served. Texas Science Fair for Youth - UTSA will host the ExxonMobil Texas Science and Engineering Fair. The Fair offers a competition for students to showcase research projects in fields of science, technology, engineering and mathematics. UTSA will provide the facility for the Fair and coordinate activities to include the display and competition of student projects, award selection, and educational workshops. Winners from the Fair will be able to participate in the International Science and Engineering Fair. 1,000 students are invited to attend and compete at the fair. In addition, 10 student winners attend an international science and engineering fair. Entrepreneurship Training Projects - To provide entrepreneurship training and/or resources to Texas individuals negatively impacted by the economic downturn. The training project is to help individuals create, sustain, or expand a small business which will lead these individuals to self-employment and self-sufficiency. 1,325 participants to be served. College Credit for Heroes - The College Credit for Heroes program identifies, develops and supports methods to maximize college credit awarded to veterans and military service members for their military experience, education, and training in order to expedite entry into the workforce. The program has the potential of reaching over 107,000 veterans in three Texas counties, plus other current service members. Regional Cooperation and Capacity Building - Projects to result in regional strategies for meeting skills training needs of Texas businesses in targeted industries; leveraged curricula from consortium members or the development of curricula if curricula is not available to be leveraged; and combined resources and funding as a result of the consortium's regional cooperation to provide needed curricula, training, and capacity building to meet the needs of Texas businesses in targeted industries. Governor's Champions Academy - To host and conduct the Governor's Science and Technology Champions Academy. The Governor's Champions Camp is a Science, Technology, Engineering, and Math (STEM) academic-based one-week residential summer camp. Scholarships are awarded to eligible 2011 ExxonMobil Texas Science and Engineering Fair student winners and eligible teachers, who mentored the students, at no cost to the student or the teacher, to attend the camp. 65 participants to be served. UTEACH - This award funds paid internships for students at Texas institutions of higher education who will become middle school or high school teachers in science, engineering, technology, and mathematics (STEM) subjects. 309 students served. Veterans Workforce Outreach - To provide outreach and employment services to Persian Gulf War veterans, and their family members. 336 participants to be served. CEOs for Heroes - To support the Military Warriors Support Foundation CEO's 4 Heroes (C4H) Job Development Program, to provide Veterans with internships, mentoring, apprenticeship, and training within 12 partner companies to expand the potential opportunities for the Veterans. 125 participants served. Workforce Literacy - To provide workplace literacy training, integrated with occupational skills training, to individuals of limited English proficiency (LEP) and/or individuals in need of adult education (AE). 140 participants to be served. Project RIO - Youth - Workforce education and training support for youth who are incarcerated in the Texas Youth Commission. Power Set WIT (Workforce Industry Training) Program - Funds will be awarded to the Texas Engineering Experiment Station to provide STEM-related programming to male and female high school students. The program will offer activities such as industry site visits, guest speakers, and exposure to nearby colleges and universities. 115 students served Wind Energy - Texas Tech University - The purpose of the award is to create a Texas Wind Energy Workforce Assessment that

	will help employers and education and training providers in Texas meet the training and professional development needs of the current and future workforce in industries impacted by wind power generation and transmission. Therapeutics Manufacturing - Texas Engineering Experiment Station - To develop a Level 1 (Associate) certificate program and a Bachelor certificate program in Therapeutics Manufacturing by creating an Industrial and Academic Partner Advisory Board (IAPAB) as a vehicle for obtaining industry endorsement of resulting curriculum, developing the curriculum for the program, and developing fourteen (14) courses aligned with the curriculum. 25 participants to be served. All Across Texas, Texas Engineering Technical Consortium - Funds will be awarded to the Texas Engineering Technical Consortium to support the "All Across Texas (AAT)" program. This initiative will provide an internship program consisting of a matching database for companies and students, and activities for student interns including professional development, leadership development, and mentoring. AAT will also expand its student services by developing the AAT Center for Student College and Career Access Web site. 100 students to be served.
UTAH	In the recent past we have used set-aside for Incumbent Worker Training, Blind Youth which provide direct services to individuals. Our participants will also benefit from the UCAP project as better curriculum is developed in the institutions many of these participants attend.
VERMONT	
VIRGINIA	
WASHINGTON	In program year 2009, the state spent 34 percent of its WIA discretionary funding for direct services, paying for aerospace training as well as a wide range of incumbent worker training in local areas around the state. The state plans to devote additional training for new and incumbent workers in the growing aerospace industry in the current program year. The state has passed 83 percent of its 15 percent ARRA discretionary funding to local areas to deliver services to WIA participants.
WEST VIRGINIA	
WISCONSIN	
WYOMING	Funds have been used for IT improvements in the past, but have not been used recently for that purpose.

APPENDIX SIX – WHO DETERMINES THE USE OF THE SET-ASIDE FUNDS?

ALABAMA	
ALASKA	State Workforce Agency
ARIZONA	
ARKANSAS	Governor' Office
CALIFORNIA	Combination of the Governor's Office and the State Workforce Agency
COLORADO	
CONNECTICUT	Combination of the Governor's Office and the State Workforce Agency
DELAWARE	State Workforce Agency
DC	Combination of the Governor's Office and the State Workforce Agency
FLORIDA	
GEORGIA	Governor's Office
HAWAII	
IDAHO	Combination of the Governor's Office and the State Workforce Agency
ILLINOIS	Combination of the Governor's Office and the State Workforce Agency
INDIANA	
IOWA	Combination of the Governor's Office and the State Workforce Agency
KANSAS	
KENTUCKY	
LOUISIANA	
MAINE	Combination of the Governor's Office and the State Workforce Agency
MARYLAND	
MASSACHUSETTS	
MICHIGAN	
MINNESOTA	State Workforce Agency
MISSISSIPPI	
MISSOURI	Combination of the Governor's Office and the State Workforce Agency
MONTANA	Combination of the Governor's Office and the State Workforce Agency
NEBRASKA	
NEVADA	Combination of the Governor's Office and the State Workforce Agency
NEW HAMPSHIRE	
NEW JERSEY	Combination of the Governor's Office and the State Workforce Agency
NEW MEXICO	
NEW YORK	

NORTH CAROLINA	
NORTH DAKOTA	
OHIO	
OKLAHOMA	Combination of the Governor's Office and the State Workforce Agency
OREGON	Combination of the Governor's Office and the State Workforce Agency
PENNSYLVANIA	State Workforce Agency
PUERTO RICO	
RHODE ISLAND	Combination of the Governor's Office and the State Workforce Agency
SOUTH CAROLINA	
SOUTH DAKOTA	State Workforce Agency
TENNESSEE	Combination of the Governor's Office and the State Workforce Agency
TEXAS	State Workforce Agency
UTAH	State Workforce Agency
VERMONT	State Workforce Agency
VIRGINIA	
WASHINGTON	Governor's Office
WEST VIRGINIA	
WISCONSIN	
WYOMING	State Workforce Agency

APPENDIX SEVEN – USING THE SET-ASIDE FUNDS TO IMPROVE THE COMPETITIVENESS OF THE WORKFORCE

ALABAMA	
ALASKA	Recently the SWA has supported development of a registered apprenticeship program with an Alaska Native Non-profit, Alignment of the Department of Transportation Civil Rights Office and Registered Apprenticeship and Development of Career and Technical Education programs in Alaska school districts. Currently the SWA supports operation of a disabled youth employment program, transitional employment for incarcerated youth and industry specific training in forestry (firefighting) and incumbent worker training for driller helpers. All of these activities have been aligned with creating more opportunity in Alaska's high wage, high demand occupations for disadvantaged youth and minorities.
ARIZONA	
ARKANSAS	
CALIFORNIA	California has used the state set-aside to issue competitive grants for the following initiatives: 1. Gang Reduction, Intervention, and Prevention (CalGRIP) to implement intervention and prevention strategies for youth at risk of gang involvement and include job training, supportive services, education and job placement. 2. Veterans Employment Assistance Program to address the need for veterans to transition into high-wage high growth occupations. 3. Bridges to Success funds a high school dropout prevention program for at-risk youth. The goal of these grants is to keep at-risk youth engaged by creating a link between academic learning and summer employment programs and connecting in-school learning experience to real life work activities and career pathways. 4. Regional Industry Clusters of Opportunity Grants that bolster regional economic competitiveness by building the capacity of regional collaborations to identify growing industries and to undertake strategic planning and leverage public and private resources. 5. Clean Energy Workforce Training Program promotes the use of sector strategies for training workers in occupations related to energy efficiency, water efficiency, renewable energy (distributed generation and utility-scale), and alternative and renewable transportation technologies. Program participants will receive a variety of green-related degrees and certificates. 6. California Green Jobs Corps that provides job training and community service opportunities to at-risk young adults ages 16-24 in the emerging green economy. Participants receive career training in energy/utility efficiency and sustainability, green construction, green waste, agricultural and natural resources, solar power and alternative fuel. 7. Allied Health and Nursing that focus on training in healthcare occupations to address the shortage of nurses and expanding the educational capacity of nursing programs. 8. Parolee Services to reduce the recidivism among parolee participants by providing job training and support services that increase the number of parolees entering employment.
COLORADO	
CONNECTICUT	State set-aside funds have been used for Incumbent Worker Training programs and several demonstration and pilot programs.
DELAWARE	
DC	The Mayor of the District of Columbia has stated that he wants to see a dramatic transformation of the Department of Employment Services to ensure District residents are connected to jobs during these critical economic times. The Mayor has also funded this transformation, in part, through increased local funds despite serious local budget pressures. The District will also engage other workforce development stakeholders, including the newly established Community College of the District of Columbia system, the Office of the State Superintendent of Education, the Department of Corrections, the Office of Disability Rights, the Department of Human Services, the Department of Youth and Rehabilitative Services, the Office of

	Ex-Offender Affairs, and others. Federal WIA state set-aside funds are critical to support this massive city-wide effort as these funds are designed for developing exemplary programs and implementing innovative programs for certain populations and to fund the Workforce Investment Council, which will be fully appointed in the coming months. This transformation will create a sustainable, strategic workforce development program for the entire city and any funds that are reduced will severely impact the District's ability to address chronic workforce development concerns of the District.
FLORIDA	
GEORGIA	The State WIB recommended that Georgia embrace the concept that education is the state's core business. This entails solid linkages among workforce development, education, and economic development, to ensure that the skills taught by the educational system align with the skills needed by current and emerging businesses. The Georgia Work Ready initiative is the vehicle through which this is carried out.
HAWAII	
IDAHO	These funds have helped support development of the state's sector initiative through funding of special labor market research, and development of incumbent worker training established as a result of this research and industry participation. This is a promising practice with great results. No funds will be available to support this work.
ILLINOIS	States have long served as "laboratories of innovation" in developing creative solutions to the changing needs of the workforce with a focus on new economy jobs. Since 2003, Illinois has used its 15% funding to implement innovative approaches to employment and training that connects to regional economic development efforts targeting key employment sectors. Here are five Illinois examples of State-led innovation utilizing 15% funds. • Critical Skill Shortages Initiative (CSSI): In 2003, Illinois was one of the first states to use its innovation funding, in coordination with federal and local employment and training funds, to launch regional sector initiatives. With an \$18 million initial investment, training programs linked economic, workforce development and education efforts around major sectors such as healthcare, manufacturing and information technology. Illinois has ramped up these efforts and since July 2008, has leveraged \$21 million in 15% funds to increase high-growth industry skill levels for both current workers and job seekers. • Illinois workNet®: In 2005, when USDOL's primary focus was mainly on physical co-location of workforce services, Illinois launched an online one-stop portal to expand access to education, workforce development and human services. To date Illinois has invested almost \$7 million to expand access to workforce services resulting in the portal being available to over 2 million visitors and registered users which represents 177,000 jobseekers, 4,000 workforce professionals, and 1,200 businesses. • Illinois Department of Natural Resources (IDNR) Project: In 2009 & 2010, Illinois invested nearly \$1.7 million to launch a summer youth program in cooperation with IDNR. It provided 473 youth with paid work experience at state parks and other conservation sites, learning about preservation of historic sites and stewardship of natural resources. • Community Gardens: Illinois provided almost \$2.5 million in 2009 & 2010 to give more than 637 youth on-the-job training opportunities to learn sustainable agriculture practices, garden maintenance, health food preparation and eating habits, while gaining new skills and knowledge in food distribution and marketing. • Special Population Initiatives: Since 2005, Illinois' 15% funds have supported the creation of pathways for special populations such as veterans, people with disabilities and low-skilled adults. One example is Instituto del Progreso, which has created initiatives that provide Latino disadvantaged adults and youth with career pathway programs in healthcare and manufacturing. The success of these initiatives led to the development of a high school dedicated to health sciences.
INDIANA	
IOWA	Youth employment through IJAG.
KANSAS	
KENTUCKY	
LOUISIANA	
MAINE	Each year the set-aside is used to fund several projects that promote the goals of the WIA Strategic Plan. Projects include training in promoting non-traditional occupations to raise women's wages and regional partnerships between the CareerCenters and educational programs such as Adult Education and Jobs for Maine's Graduates (promotes education and leadership for at risk, in-school youth. It has also funded support for Prisoner ReEntry projects, projects supporting New Mainers (immigrants), and to support the Federal Bonding program.
MARYLAND	
MASSACHUSETTS	
MICHIGAN	
MINNESOTA	Major investments outside of operations have been: 1)building strong regional economies based on identifying industry clusters and targeting specific industries for growth. 2) Providing incentives to local areas to do strategic planning with business, education, workforce, and economic development around labor market areas versus geo-political boundaries 3) Major investments in career laddering and bring together ABE, occupational skill training and workforce for low skilled low literacy adults. (Minnesota FastTRAC program) WIA set-aside has invested millions. 4) Mature worker programs 5) Industry Sector Projects.
MISSISSIPPI	
MISSOURI	Missouri implemented an integrated customer and staffing model known as the Next Generation Career Center. This integrated customer service model ensures all customers navigate through each one-stop using a prescribed framework. This model ensures that all customers receive welcome orientations, registration services, assessments, job search assistance, workshop opportunities, and skill training options.
MONTANA	We currently have 14 different contracts supporting Montana Workforce development. All those contracts would be closed

	and discontinued. Our 1st estimate show there would be only enough support those required activities.
NEBRASKA	
NEVADA	A portion of the state set-aside funds have been used to support and improve infrastructure. Additionally, the majority of the 10% set-aside funds have historically been used to fund various youth programs and services.
NEW HAMPSHIRE	
NEW JERSEY	We have funded various studies geared towards increasing the participation of woman and minorities in the labor force. Also we are currently funding various entrepreneurship programs, youth programs, and are providing funding to the New Jersey's network of Small Business Development Centers.
NEW MEXICO	
NEW YORK	
NORTH CAROLINA	
NORTH DAKOTA	
OHIO	Enhanced Ohio's apprenticeship program. Provide Incumbent worker services. Launched OhioMeansJobs.com a robust job matching system with specialized features for targeted populations including veterans, incarcerated individuals, long-term unemployed. Provided strong training and technical assistance resources for Boards and partners. Tested pilot programs including an entry-level manufacturing certification and job matching program provided through industry partners and career centers. Created partnerships with entities including Chambers of Commerce and National Federation of Independent Businesses. Initiated a regional, data-driven sectoral approach (Ohio Skills Bank). Piloted a youth peer educator program for young parents. Augment Local Area funds for waiting list reduction for dislocated workers. Launched a number of innovative programs identified in the next question.
OKLAHOMA	Industry sector work; comprehensive sector skill gap analysis; career pathways; on line tools such as Key Train, EMSI, www.okcareerplanner.com; pilot and demonstration projects such as the program wizard and data integration; research such as employer surveys and focus groups; skills development/ assessment (Work Keys) Leveraging other funds from partners and grants; state board operations; development of strategic plans; support of local summits and sector work; support of business service teams locally.
OREGON	We have focused much of our reserve on sector strategy, green job and high growth high demand jobs. This included initiatives around health care for example.
PENNSYLVANIA	Training for high priority occupations. Development and support of career pathway and education grants to local areas. Incentive grants to improve performance.
PUERTO RICO	
RHODE ISLAND	State set-aside has been used to fund sector-based industry-partnerships and their analysis of skill gaps. This investment has led to the development of initiatives and curriculum designed to meet the needs of RI employers and thereby increasing competitiveness. This investment has leveraged additionally and has proven to be successful and will place RI workers in a better position as the state emerges from the recession.
SOUTH CAROLINA	
SOUTH DAKOTA	South Dakota has focused our statewide resources on the Governor's Workforce 2025 Initiative. Utilizing statewide funds for workforce development benefits individuals, business, and the state. In addition to required elements, funds have been directed to projects on healthcare, manufacturing and other growth industries in our state.
TENNESSEE	Providing incentives to our local areas, resulting in high performance and a national ranking of 4th in the nation for last year. Increasing graduation rates and preparing high school seniors for work and post-secondary education. Providing skill assessments that enhance the job seekers ability to gain employment and the employers' ability to select the best candidates for the job. Creating over 5,000 new jobs through On-the-job training, (only 700 actually are served.) Saving over 1750 jobs through Incumbent Worker Training Grants offered out of statewide funds.
TEXAS	The State's set-aside funds have supported numerous initiatives to support a competitive workforce—from initiatives that focus on the workforce of the future through our support of Science, Technology, Engineering and Math (STEM) projects, to initiatives that foster growth and development in support of the Governor's industry cluster initiative which was designed to support the workforce needs of industries that offer the best promise of future job growth.
UTAH	Please see 3e for a description of UCAP, which is a partnership that improves the state's vision for a competitive workforce. We also recently used set-aside funds for a project with the Utah National Federation for the Blind, which provided several opportunities for Blind Youth to become engaged in education and career possibilities. The Blind population has a very high rate of unemployment and we feel we have helped open up opportunities for these Youth to have a more full and self-sufficient life through education that will lead to employment. We have also had sufficient funds to run an Incumbent Worker Training Program. In addition we have been able to provide support for our State Energy Sector Partnership (SESP) grant. We recently identified self-employment/entrepreneurial assistance as a need for the state. Without set-aside funding we will not be able to pursue this project.
VERMONT	Governor's Career Ready Certificate Program, designed to provide work skills and a credential to un- and under-employed Vermonters Modular Home program, providing work skills for incarcerated women, specific to employment in nontraditional jobs Female Offender Re-entry Grant, creating transitional employment opportunities for Female Offenders Extended work experience opportunities for at-risk youth.
VIRGINIA	
WASHINGTON	At the Governor's direction, Washington has used state set-aside funds to support employment with key industries in the

	state, including new companies expanding operations to Washington. For example, the Governor has provided training for new and incumbent workers in the growing aerospace industry to meet the specific needs of manufacturers and suppliers. In order to provide this training, funds have been allocated to developing and expanding training programs, providing essential equipment for instruction, and paying tuition. The state has also invested in industry-specific panels to ensure that community and technical college workforce training in growing industries meets the specifications of those industries.
WEST VIRGINIA	
WISCONSIN	
WYOMING	State set-aside monies have been instrumental in improving Wyoming's vision for a competitive workforce. Please see information in 3a regarding Industry Partnership Solutions. Industry Partnership Solutions continue to provide needed attention to the arena of high growth, high demand industry, particularly within the healthcare and energy realms.

APPENDIX EIGHT – WILL THERE BE A REDUCTION IN STAFF?

ALABAMA	
ALASKA	
ARIZONA	No
ARKANSAS	No
CALIFORNIA	No
COLORADO	
CONNECTICUT	Yes, a reduction in the foreseeable future – six full-time staff representing a 37 percent reduction.
DELAWARE	
DC	No
FLORIDA	
GEORGIA	Yes, a reduction in the foreseeable future – 5-6 staff
HAWAII	
IDAHO	Yes, a reduction in the foreseeable future – 10 positions.
ILLINOIS	Yes, a reduction in the foreseeable future.
INDIANA	
IOWA	Yes, a reduction in the foreseeable future – number unknown until all the sources of funding and the cuts are identified.
KANSAS	
KENTUCKY	
LOUISIANA	
MAINE	Yes, a reduction in the foreseeable future – 3 positions.
MARYLAND	
MASSACHUSETTS	
MICHIGAN	
MINNESOTA	Yes, a reduction in the foreseeable future –number unsure but at least 11 will be laid off from the 10% reduction.
MISSISSIPPI	
MISSOURI	Unknown at this point.
MONTANA	
NEBRASKA	
NEVADA	No
NEW HAMPSHIRE	
NEW JERSEY	Yes, a reduction in the foreseeable future – Unable to determine the size at this time.
NEW MEXICO	
NEW YORK	
NORTH CAROLINA	
NORTH DAKOTA	
OHIO	Uncertain
OKLAHOMA	Yes, a reduction in the foreseeable future - estimate of one half of current FTE.
OREGON	Yes, a reduction in the foreseeable future – 7 minimally (out of 25 FTE)
PENNSYLVANIA	No
PUERTO RICO	
RHODE ISLAND	Yes, a reduction in the foreseeable future – 4 to 6 positions or 50%.
SOUTH CAROLINA	
SOUTH DAKOTA	Undetermined
TENNESSEE	Yes, a reduction in the foreseeable future – 5 positions are frozen and 3-5 positions may be eliminated.
TEXAS	Yes, a reduction in the foreseeable future –number unknown at this time.
UTAH	Yes, a reduction in the foreseeable future – probably not for the first year as long as there is carry-over, but if the reduction continues there will be an evaluation of a reduction in staff.
VERMONT	Yes, a reduction in the foreseeable future – 4 to 8 staff representing 8% of state staff.

VIRGINIA	
WASHINGTON	Yes, a reduction in the foreseeable future – potential reductions of up to 40 full-time employees who perform WIA monitoring, technical assistance, policy development, funds management, and evaluations of system performance.
WEST VIRGINIA	
WISCONSIN	
WYOMING	No