

MINUTES OF THE MEETING
HUMAN SERVICES SUBCOMMITTEE
MONTANA STATE
HOUSE OF REPRESENTATIVES

April 19, 1985

The meeting of the Human Services Subcommittee was called to order by Chairman Cal Winslow on April 19, 1985 at 8:04 a.m. in Room 104 of the State Capitol.

ROLL CALL: All members were present, with the exception of Senator Story.

Chairman Winslow announced that today's meeting is to give the Department of Labor & Industry an opportunity to present the quarterly reports that were requested by Senator Manning in the meeting on April 11, 1985.

Dave Wanzenried (74:B:012) introduced the staff that is with him today to present these reports: Jim Foley and Christy Konigsberg.

Christy Konigsberg, Project Evaluator for the Administrative Support Bureau of the Department of Labor and Industry, referred to the introductory letter written by Dave Wanzenried to Chairman Winslow explaining all of the reports (EXHIBIT 1) and discussed this letter. She then discussed each of the monitoring and evaluation reports: Rocky Mountain Development Council (EXHIBIT 2), Draft District XII Human Resources Council in Butte (EXHIBIT 3), District IX Human Resources Development Council in Bozeman (EXHIBIT 4), Montana State AFL-CIO Project Challenge: Work Again (EXHIBIT 5), and Montana State AFL-CIO Rocky Mountain Work Project (EXHIBIT 6). She discussed the findings, reviewed procedures, potential problems, and program operator comments and concerns for each of these reports.

Chairman Winslow asked Christy Konigsberg if these are on-site reports; she said that these are on-site reports. She said that they have completed 37 of the total 61 sites, and they have 24 more to do.

Chairman Winslow asked how many desk reviews they do; they are done on a continuing basis.

Discussion followed concerning what kind of on-going communication the department has with these programs, if there are any workshops to help these programs get set up.

Jim Foley, Area Service Coordinator for the South Operations Bureau for the department, said that he looks at these audits as positive.

Senator Manning asked if these could be monitored more often; not with the resources the department has.

Senator Manning asked for further clarification on what a desk review is; Jim Foley discussed desk reviews.

Discussion followed concerning complaints by the providers and whether or not they were legitimate.

Gene Leuwer, director of the Rocky Mountain Development Council, said that the relationship between the Department of Labor & Industry and the HRDC program operators is a positive relationship.

Additional discussion followed concerning the statistic of 25 percent placement not being acceptable and a waste of money.

Discussion followed (75:A:005) concerning the placement of people who are difficult to place for a job.

Senator Manning asked Gene Leuwer what the training program at Rocky Mountain Development Council consists of, and if he has an evaluation process.

Gene Leuwer discussed the different programs for teenagers in work and jobs.

Christy Konigsberg gave the committee a packet of the Department of Labor & Industry Job Training Report. This is a comparative performance by program which is compiled cumulatively monthly (EXHIBIT 7). She discussed the figures for the Montana State AFL-CIO, the Rocky Mountain Development Council, and the Butte, Bozeman, and Missoula HRDCs. She discussed enrollment count, total terminations, placement information, current performance, the goal, actual performance, the percent achieved, and the figures for all of these.

Senator Manning asked Jim Smith, who represents the Human Resources Development Councils in Montana, and Gene Leuwer, director of the Rocky Mountain Development Council, how they feel they are doing in regard to placing people for jobs, and if they feel they are doing all they can.

Jim Smith commented that he feels they are doing a very good job in listening to people's thoughts in getting them a job.

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Gene Leuwer said he feels that the programs are doing well and everything has improved.


Senator Manning asked Jim Murry, executive secretary to the Montana State AFL-CIO, if he feels that his programs are doing all that they can and should be doing.

Jim Murry said that he has a responsibility to place 70 percent of the people in the Project Challenge: Work Again program, and that they have an obligation of placing 60 percent of the people in the Rocky Mountain Work Project, and have succeeded in doing both of those. He said the starting salary and placement figures are the highest in the nation. He said that he does not think that they are doing a very good job; he is always disappointed and never satisfied with the job that they do.

Jim Murry discussed the relationship between the department and the PIC councils.

Senator Manning said that he is satisfied that everything is being done satisfactorily.

The meeting was adjourned at 9:24 a.m.



CAL WINSLOW, Chairman

Human Services Subcommittee COMMITTEE

Date April 19, 1985

[illegible]

Exhibit 1
4-19-85

DEPARTMENT OF LABOR AND INDUSTRY
COMMISSIONER'S OFFICE



TED SCHWINDEN, GOVERNOR

STATE CAPITOL

STATE OF MONTANA

(406) 444-3661

HELENA, MONTANA 59620

April 12, 1985

TO: Representative Cal Winslow
FROM: David E. Wanzenried *[Signature]*
SUBJECT: Job Training Partnership Act Monitoring and Evaluation Reports

Enclosed are the Job Training Partnership Act Monitoring and Evaluation Reports for four of the five program operators requested by the Subcommittee:

A. Human Resources Development Councils Reports

Rocky Mountain Development Council - Helena
Draft District XII Human Resources Council - Butte
District IX Human Resources Development Council - Bozeman

B. Montana State AFL-CIO Reports

Project Challenge: Work Again
Rocky Mountain Work Project

The report on District IX Human Resources Development Council in Missoula will be available following the onsite review to be conducted June 10-13, 1985.

The Private Industry Councils are responsible for oversight of employment and training programs as required by Section 103(a) of the Job Training Partnership Act. As staff to the Councils, the Department of Labor and Industry administratively performs those responsibilities. A complete description of the Department's oversight system is enclosed.

Oversight is accomplished through evaluation and systematic monitoring.

1. Evaluation consists of desk reviews. The primary intent of desk reviews is to determine if the program is accomplishing its intended purpose and to evaluate program performance. The review involves a systematic analysis of program data on a regularly-scheduled basis - weekly, monthly, quarterly, and yearly. Through desk reviews, the Department analyzes the performance of programs based on the data provided by reporting systems, such as the Management Information System and the Fiscal Management System.

2. Onsite monitoring of subgrantees provides an opportunity to observe and investigate operations firsthand and to verify program data which was analyzed in the desk review. Monitoring provides an objective review of program activities that are not easily quantified and assists in identifying program accomplishments and deficiencies. Performance is reexamined by the monitoring team during the onsite visit. When the Department identifies poor performance, it makes recommendations for improvement and provides technical assistance.

Each report includes a section addressing specific compliance and evaluation findings. Findings include areas of noncompliance and potential problems.

1. Noncompliance indicates a breach of law, regulation, state policy or procedure, or subgrant language. Noncompliance covers a wide range of findings, from unintentional enrollment of ineligible participants to incorrectly recording a code on participant enrollment forms.
2. Potential problems may hamper achievement of a goal, plan, or objective and if uncorrected may lead to noncompliance. Potential problems include such findings as no applicant pool, no written accounting procedures, or mathematical errors.

Refer to the following pages for report findings:

1. Rocky Mountain Development Council

Report findings begin on page 3.
Performance addressed on pages 4-6.
2. Draft District XII Human Resources Council

Report findings begin on page 3.
Performance addressed on page 5.
3. District IX Human Resources Development Council

Report findings begin on page 4.
Performance addressed on page 5.
4. Montana State AFL-CIO Project Challenge: Work Again

Report findings begin on page 2.
Performance addressed on pages 3-4.
5. Montana State AFL-CIO Rocky Mountain Work Project

Report findings begin on page 3.

I recommend a meeting to review the report findings within the next two weeks, in order to provide the Department's oversight information before the legislature adjourns.

Enclosures

cc: Human Services Appropriations Subcommittee Members
Peter Blouke
Norm Rostocki

Exhibit 2
4-19-85

Rocky Mountain Development Council
Monitoring and Evaluation Report

Presented to

Concentrated Employment Program Private Industry Council

T. Gary Curtis, Administrator
Job Service and Training Division

Gene Leuwer, Executive Director
Rocky Mountain Development Council

Pam Nardinger, Counselor
Rocky Mountain Development Council

Completed by

Job Service and Training Division
Department of Labor and Industry

INTRODUCTION

The Job Service and Training Division has established monitoring and evaluation as essential parts of program management, as required by the Job Training Partnership Act and the Wagner-Peyser Act. Monitoring ensures compliance with appropriate laws, regulations, plans, subgrants, policies, and procedures. Evaluation measures the effectiveness of programs and services in meeting public objectives, program goals, and performance standards. Both work together to prevent waste, abuse, and fraud in program administration and operations.

The primary intent of monitoring and evaluation is to determine if programs and services are accomplishing their intended purpose and to improve performance. Monitoring and evaluation provide an objective review of activities and operations in order to identify existing or potential deficiencies, report them to management, and recommend corrective action to alleviate the problems.

PREFACE

On March 14-15, 1984, the monitoring team conducted the review of the Job Training Partnership Act employment and training programs operated by the Rocky Mountain Development Council. A staff of two counselors operate the program from an office on the second floor of the Neighborhood Facilities Center Building in Helena. The program serves Lewis and Clark, Broadwater, and Jefferson counties. In 1983 the average unemployment rate for these counties was 8.8 percent.

The members of the monitoring team were:

Christy Konigsberg, Project Evaluator
Administrative Support Bureau

Jim Foley, Area Service Coordinator
South Operations Bureau

Cheryl Ghilardi, Accounting Specialist
Administrative Support Bureau

Nancy Rudolf, Administrative Clerk
Administrative Support Bureau

REVIEW PROCEDURE

During the onsite review the following instruments were completed:

JTPA Program Management
Equal Employment Opportunity Compliance
Management Practices
Financial Management

Interviews were conducted with the following staff:

Joe Hancock, Counselor
Pam Nardinger, Counselor
Woody Glenny, Financial Manager
Kathy Wing, Administrative Assistant
June Fitzpatrick, Employee of Associated Management Service

Confirmation of placement activity was conducted by telephone with the following JTPA participants:

| | |
|------------------|--------------------|
| Dory Aaberg | Scott Peek |
| Steve Ballard | Karen Reed |
| Greg Belgarde | Lori Renn |
| Bryan Baxter | David Rogina |
| Mike Brewer | Pat Ryan |
| Stephanie Brewer | Mark Ross |
| Robert Hammond | Stephanie Salminen |
| Tina Johnson | Calvin Two Teeth |
| Chris Koester | Leonard Two Teeth |
| Don Jungers | Mark Wood |
| Rick Leikam | Jeanise Barbe |
| John Lundy | Ed Estrada |
| Becky Lynch | George Baker |
| Wendy McCall | Randall Galinkin |
| Donna McClue | Leslie Johnson |
| James Novey | Susan Prout |
| Mark Owen | Ray Posorski |
| Ken Platt | |

Interviews were conducted in person with the following community-based organizations:

Helena Chamber of Commerce
Rural Employment Opportunities, Inc.
Helena Indian Alliance
Foster Grandparent Program
International Union of Operating Engineers Local 400

FINDINGS

This section of the report will address specific compliance and quality issues, commendations, and recommendations dealing with areas of program management, equal opportunity compliance, management practices, and financial management. Interview summaries and placement verification findings are also included in this section. Disclosure of noncompliance indicates a violation of a law, regulation, policy, or procedure. Disclosure of potential problems indicate a less serious finding, but one which may lead to noncompliance or hamper achievement of a goal, plan, or objective.

I. JTPA PROGRAM MANAGEMENT FINDINGS

Noncompliance 1:

The Counselor stated Employability Development Plans (EDP's) for older workers are completed at the discretion of the counselor. She feels EDP's are useless for this group, because few older workers have career goals. Furthermore placement should be de-emphasized for older workers. Little employment counseling is performed. She feels companionship is needed more.

Recommendation: The purpose of JTPA should be discussed with all older worker applicants to ensure they understand the goal of the program is entry into an unsubsidized jobs. No persons should be enrolled who do not need training/retraining in order to obtain/retain employment. As required in the subgrant, EDP's must be completed for all older workers and reviewed every ninety days. Each participant must be given a copy of their EDP. The program operator must conduct and document special activities to restructure jobs and encourage alternative work patterns in order to allow access to employment opportunities for those older workers who are unable to work on a full-time basis.

Potential Problem 1:

The review of current performance standards and significant segment goals disclosed the following:

OLDER WORKER

| GOAL | PLANNED | ACTUAL | PERCENT OF CHANGE |
|---------------------|---------|--------|-------------------|
| No. enrolled | 15 | 10 | -33% |
| No. terminated | 5 | 0 | -500% |
| No. placed | 4 | 0 | -400% |
| Average wage | \$3.35 | \$0 | NA |
| Placement cost | \$2552 | \$0 | NA |
| Sex | | | |
| Male | 9 | 3 | -65% |
| Female | 6 | 1 | -83% |
| Age | | | |
| 55 and over | 15 | 4 | -73% |
| Target Group | | | |
| Handicapped | 3 | 1 | -73% |
| Offender | 1 | 0 | -100% |
| Dropout | 1 | 1 | 0% |
| Displaced homemaker | 2 | 0 | -200% |
| Veteran | 5 | 2 | -60% |
| Race | | | |
| White | 11 | 4 | -64% |
| American Indian | 4 | 0 | -400% |

Y O U T H

| GOAL | PLANNED | ACTUAL | PERCENT OF CHANGE |
|-------------------------|---------|--------|-------------------|
| No. enrolled | 50 | 48 | -4% |
| No. terminated | 15 | 0 | -1500% |
| No. placed | 8 | 0 | -800% |
| Average wage | \$3.35 | \$0 | NA |
| Cost per positive term. | \$1724 | \$0 | NA |
| Sex | | | |
| Male | 27 | 26 | -4% |
| Female | 23 | 13 | -43% |
| Age | | | |
| 21 and under | 50 | 39 | -22% |
| Target Group | | | |
| Handicapped | 4 | 1 | -75% |
| Offender | 12 | 11 | -8% |
| Dropout | 9 | 10 | +11% |
| AFDC recipient | 9 | 4 | -56% |
| Race | | | |
| White | 31 | 28 | -10% |
| Black | 1 | 0 | -100% |
| Hispanic | 4 | 1 | -75% |
| American Indian | 14 | 9 | -36% |
| Asian | 0 | 1 | +100% |

Performance standard attainment information was taken from the Job Training Report (JTR) 100 dated March 13, 1984. The significant segment information was taken from the Job Training Report (JTR) 170 dated February 22, 1984. The difference in time periods accounts for the data discrepancies.

The older worker program is slightly under-enrolled and seriously below plan on placements. The Counselor stated they had encountered numerous problems in finding eligible persons to enroll, because the receipt of Social Security payments places the applicant over the income guidelines. In addition, placement was difficult because many participants did not desire full-time work. Many participated in the program to supplement their existing income or to just keep busy.

According to the data on the JTR 100 and 170 youth enrollment was on target, but terminations and placements were seriously below planned levels. On March 19, 1984, the Executive Director of RMDC sent a memorandum stating the low termination/placement rates were due to computer process time lag. Corrected information was submitted in the memorandum. See Attachment I for a copy of the memorandum.

Recommendation: Increase recruitment efforts to reach older workers. Explore the possibility of linking more closely with the Foster Grandparent Program (operated at RMDC) to recruit disadvantaged older workers who want employment. Explore hiring an older worker part-time to facilitate service to this group. Receive technical assistance training in serving older workers. Increase job

development efforts for both youth and older workers by contacting employers. Make special efforts to reach handicapped and American Indians by contacting advocacy agencies and schools.

Potential Problem 2:

Five participant files were reviewed:

| | |
|-------------|-------------|
| 517-92-4211 | 519-80-5202 |
| 516-94-1453 | 517-80-4811 |
| 517-66-4278 | |

The following problems were disclosed:

1. Four EDP's were not dated, therefore it could not be determined if the form had been completed soon after enrollment.
2. One file had no EDP.
3. None of the files contained counseling records. Counselor stated these records are not maintained in writing.
4. One file contained no grievance procedure documentation.
5. Six files had no record of job development and placement activity.
6. Two files contained incomplete eligibility verification.
7. One file contained a Family Size and Income Questionnaire dated after the participant was enrolled. This document is the first form to be completed in the enrollment process.

Recommendation: Complete EDP's following the procedure in Chapter 2.60 of the Job Training Manual. Place emphasis on documenting the participant's plan to reach unsubsidized employment. As required in the subgrant, EDP's should be reviewed every ninety days, to ensure the plan meets the employment needs of the participant. Grievance procedure sign-off sheets must be completed and maintained in the participant's file. All eligibility items must be verified prior to enrollment.

Potential Problem 3:

The program operator has extensive linkages and good coordination with other agencies in the community, however no written agreements have been developed. The subgrant requires the agency to develop a memorandum of agreement for coordination of participant eligibility certification, referrals, services, and job placement with the local Job Service office and other JTPA program operators.

Recommendation: Develop the memorandums of agreement and submit copies to the Area Service Coordinator.

Potential Problem 4:

Counselor stated enrollment forms were submitted late.

Recommendation: All enrollment, termination, and transfer forms must be submitted the Friday following the date a participant is enrolled, terminated, or transferred as stated in the subgrant.

Potential Problem 5:

A special application for the Youth Employment Program is used in addition to the JTPA Participant Information Form. Questions address personal information such as who the youth is living with, if they have a driver's license, and if they own a vehicle.

Recommendation: State on the application form what the information will be used for and that the information will be kept confidential. A signature line should be added along with a statement that the youth signing the form understands why the information is collected, that the information will be kept confidential, and that it will not be used to discriminate against anyone.

II. EQUAL EMPLOYMENT OPPORTUNITY COMPLIANCE FINDINGS

Potential Problem 1:

There is some difficulty encountered in recruiting minorities for job vacancies, especially Native Americans.

Recommendation: Although job announcements for RMDC are posted internally for five (5) days and ten (10) days outside the agency, more efforts need to be made to send job announcements to Indian action groups.

Potential Problem 2:

RMDC uses their own job application for hiring staff. The application asks for socio-economic characteristics such as race. In addition, the application asks for social security number, date of birth, and physical disabilities. These characteristics may be appropriate for compiling statistics, however these items should not be given to persons responsible for hiring, as they might influence the hiring process. Some information may be asked on a detachable form for affirmative action/equal employment opportunity (EEO) purposes, but many of the RMDC questions are extraneous.

Recommendations: RMDC application should be revised to exclude all non-job related questions. Those questions which provide information for affirmative action/EEO purposes should be included on a detachable form.

Potential Problem 3:

EEO officer has had no training for two years.

Recommendation: EEO officer should attend training yearly to keep up to date on changes in EEO laws.

III. MANAGEMENT PRACTICES FINDINGS

There were no areas of noncompliance or potential problems identified during this review.

IV. FINANCIAL MANAGEMENT FINDINGS

Potential Problem 1:

Obligation control system was not current.

Recommendation: Maintain up-to-date information on the obligation control register.

Potential Problem 2:

Two of nine timesheets were not signed by the older worker participant (545-38-5890) and none were signed by the supervisor.

Recommendation: All timesheets must be signed by the participant and the supervisor.

Potential Problem 3:

Leave request forms could not be located in the files for leave taken by Joe Hancock and Pam Nardinger.

Recommendation: All leave request forms should be maintained in the leave record file.

Potential Problem 4:

The Financial Manager stated the programs have negative cash balances periodically, because he is negligent in requisitioning cash on a timely basis.

Recommendation: Requisitions for cash must be submitted in a timely manner.

V. JTPA PLACEMENT VERIFICATION FINDINGS

| Total Placements Examined | Verified | Invalid | Subsidized | Unverifiable |
|------------------------------|----------|---------|------------|--------------|
| 35 | 26 | 5 | 2 | 2 |

Noncompliance 1:

Refer to Attachment II for a complete description of placement verification procedure and findings.

Recommendation: As required in the subgrant, submit all enrollment and termination forms on the first Friday following the date the participant enrolls, terminates, or transfers. If the program operator chooses not to terminate a participant following placement in unsubsidized employment, they run the risk of not being able to claim a placement if the participant should lose the job prior to a termination form being completed. The Division recommends the timely completion of termination forms upon placement. Post-termination services may be given to the participant to help them retain employment. Submit accurate placement data, including the correct wage and DOT code.

Maintain good documentation of each placement, including the employer's name and address.

VI. COMMUNITY AGENCY INTERVIEW FINDINGS

Five agencies were interviewed. Two felt the working relationship between the two agencies was adequate in the area of cross referral of clients; one felt the relationship needed improvement in the exchange of program information; and two said the relationship was non-existent.

Three stated RMDC's reputation in the community was good and the agency provided needed services for youth as well as older workers. One stated RMDC was Helena's focal point for anti-poverty programs. Two gave no comment.

Helena Chamber of Commerce suggested running an ad in their newsletter advertising the program and the workers (\$35). The Chamber would also like more information about the program. The Operating Engineers said worksites for youth need closer supervision to prevent injury to workers. They were aware of some fatalities at worksites in the past, none of which were operated by RMDC however.

PROGRAM OPERATOR COMMENTS AND CONCERNS

This section contains comments and concerns voiced by the program operator to the monitoring team. The team solicited this input following the conclusion of each of the staff interviews and during the exit conference.

The Executive Director recommended the Division provide training to program operators on the issues and standards raised in the monitoring and evaluation instruments. The Division should document the allocation and budgeting process, with time lines, and distribute to all program operators. If any change is made in the placement definition, operators should be allowed to comment.

The Counselor offered several comments on the enrollment process.

1. Eligibility verification is a deterrent to enrollment. Older workers are insulted and parents of youth refuse to comply with this requirement.
2. Ensuring registration for selective service is difficult and is not the purpose of a job training program.

Both Counselors agreed the performance standards on placement are too high for older workers and youth. They recommended a twenty-five percent entered employment rate would be more realistic. Placement for older workers should be de-emphasized.

More flexibility is needed in the Employability Development Plan (EDP) review. Because wages earned in work experience may adversely affect an older worker's Social Security payment, one Counselor suggested the Private Industry Council grant a waiver to reduce the wages paid to older workers in this activity.

DRAFT

District XII Human Resources Council
Monitoring and Evaluation Report

Presented to

Concentrated Employment Program
Private Industry Council

T. Gary Curtis, Administrator
Job Service and Training Division

Corinne Shea, Executive Director
District XII Human Resources Council

Linda Moodry, Bookkeeper
District XII Human Resources Council

Don Warner, Counselor
District XII Human Resources Council

Completed by

Job Service and Training Division
Department of Labor and Industry

INTRODUCTION

The Job Service and Training Division has established monitoring and evaluation as essential parts of program management, as required by the Job Training Partnership Act and the Wagner Peyser Act. Monitoring ensures compliance with appropriate laws, regulations, plans, subgrants, policies, and procedures. Evaluation measures the effectiveness of programs and services in meeting public objectives, program goals, and performance standards. Both work together to prevent waste, abuse, and fraud in program administration and operations.

The primary intent of monitoring and evaluation is to determine if programs and services are accomplishing their intended purpose and to improve performance. Monitoring and evaluation provide an objective review of activities and operations in order to identify existing or potential deficiencies, report them to management, and recommend corrective action to alleviate the problems.

PREFACE

On March 11-13, 1985, the monitoring team conducted the review of the Job Training Partnership Act (JTPA) employment and training model program operated by the District XII Butte Human Resources Council (HRC). A staff of two counselors operate the program from an office located in the District XII HRC office at 1100 Delaware Street in Butte. The program serves Silver Bow, Beaverhead, Madison, Powell, and Deer Lodge counties. In 1984 the average annual unemployment rate for these counties was 8.5 percent.

The members of the monitoring team were:

Jim Foley, Area Service Coordinator
South Operations Bureau

Robin Strandberg, Accounting Specialist
Administrative Support Bureau

REVIEW PROCEDURE

During the onsite review the following instruments were completed

JTPA Program Management
Equal Employment Opportunity Compliance
Financial Management

Interviews were conducted with the following staff:

Linda Moodry, Bookkeeper
Don Warner, Counselor
Barbara Giovanni, Secretary/Bookkeeper

Interviews were conducted by telephone with the following community based organizations:

Butte Chamber of Commerce
Butte Probation Office
County Welfare Office
Butte Vocational Technical Center
Butte Pre-Release Center

FINDINGS

This section of the report will address specific compliance and quality issues, commendations, and recommendations dealing with areas of program management, financial management, and equal employment opportunity compliance. Community interview summaries are also included in this section. Disclosure of noncompliance indicates a violation of a law, regulations, policy, or procedure. Disclosure of potential problems indicates a less serious finding, but one which may lead to noncompliance or hamper achievement of goal, plan, or objective.

I. JTPA PROGRAM MANAGEMENT FINDINGS

Commendation 1:

The employer survey, which was sent out to assess employer needs, was very well done.

Commendation 2:

Testing, which is utilized to measure pre-employment skills, is very thorough and covers all areas required by JTPA for pre-employment skills.

Commendation 3:

The letter, which was sent to all Butte Chamber of Commerce members to develop private sector youth tryout employment positions, was very well done and generated a number of worksites as well as good public relations.

Commendation 4: Service to all target groups is within planned goals.

Potential Problem 1:

At the time of the review the only Labor Market Information provided to clients was the opportunity to read the publication Real World, which is a newspaper that addresses career opportunities in general terms.

Recommendation: Provide additional Labor Market Information (LMI) available through the Montana Career Information System (MCIS), Montana Supply Demand Report, and other available LMI provided by the Research and Analysis Bureau of the Department of Labor and Industry.

Potential Problem 2:

Program Participation Agreement in participant files makes reference to the Comprehensive Employment and Training Act (CETA).

Recommendation: Remove any reference to CETA in program participation files.

Potential Problem 3:

The completion of Employment Development Plans (EDPs) did not follow the correct procedure as outlined in Chapter 2.60 of the Job Training Manual.

Recommendation: Complete EDPs following the procedure in Chapter 2.60 of the Job Training Manual. Place emphasis on completing the participant's plan to reach unsubsidized employment. As required in the subgrant, EDPs should be reviewed every ninety days to ensure the plan meets the employment needs of the participant.

Potential Problem 4:

The review of current performance standards and significant segment goals disclosed the following:

Y O U T H

| GOAL | PLANNED | ACTUAL | PERCENT OF CHANGE |
|-------------------------|---------|--------|----------------------|
| No. enrolled | 10 | 13 | +30 |
| No. terminated | 6 | 3 | -50 |
| No. placed | 2 | 3 | +50 |
| Average wage | \$3.35 | \$3.84 | +15 |
| Cost per positive term. | \$2534 | \$3195 | -26 |
| Sex | | | |
| Male | 3 | 3 | 0 |
| Female | 4 | 4 | 0 |
| Age | | | |
| 21 and under | 7 | 7 | 0 |
| Target Group | | | |
| Handicapped | 1 | 1 | 0 |
| Offender | 2 | 2 | 0 |
| Dropout | 2 | 4 | +100 |
| AFDC Recipient | 1 | 1 | 0 |
| Race | | | |
| White | 6 | 6 | 0 |
| Black | 0 | 0 | 0 |
| Hispanic | 0 | 0 | 0 |
| American Indian | 1 | 1 | 0 |
| Asian | 0 | 0 | 0 |

Performance standard attainment information was taken from the Job Training Report (JTR) 100 dated February 14, 1985. The significant segment information was taken from the Job Training Report (JTR) 170 dated January 1, 1985. The difference in time periods accounts for data discrepancies.

According to the data on the JTR 100 and 170, youth enrollments, terminations, and placements were on target. Although enrollments were within planned levels of service, they are a very low number for this time of year with forty-three participants planned to be enrolled and three months remaining in the program year.

Recommendation: Increase enrollment efforts by contacting other Butte Chamber of Commerce members who responded to your survey to develop tryout employment sites to assist in meeting your enrollment goals. In addition, make special efforts to increase job development for youth by contacting employers to assure planned placement goals are achieved.

EQUAL EMPLOYMENT OPPORTUNITY (EEO) COMPLIANCE FINDINGS

Potential Problem 1:

EEO Officer has had no training for two years.

Recommendation: EEO Officer should attend training yearly to keep up to date on changes in EEO laws.

Potential Problem 2:

Personnel policies are incomplete.

Recommendation: Personnel policies should be written to address the following:

1. Employee education and training programs.
2. Prohibition of the employment of persons or employment practices which could result in the following:
 - conflict of interest
 - kickbacks
 - nepotism
 - political patronage
 - political activities, except where political activity is the purpose of the position
 - charging of fees
 - lobbying activities, except where lobbying activity is the purpose of the position
 - sectarian activities
 - theft or embezzlement
 - improper inducement
 - obstruction of investigation
 - violations of labor standards
 - unionization or antiunionization activities

Potential Problem 3:

Building and restrooms are not accessible to the handicapped.

Recommendation: Building and restrooms should be made handicap accessible.

IV. FINANCIAL MANAGEMENT FINDINGS

Noncompliance 1:

Inconsistencies were found between subgrant, fiscal, and Management Information System (MIS) enrollment records. The subgrant scope of services provides limited guidance on entry employment/work experience components, while the Project Operating Plan (POP) shows planned expenditures and enrollments under the tryout employment component. Each of these components have different purposes and requirements. Expenditure reports properly show costs attributed to tryout employment as training expenses. However, MIS records indicate all participants were improperly enrolled in the Employment and Training Activities category which is activity code #700 rather than the tryout employment code #755.

Recommendation: Subgrant scope of services should be modified to indicate tryout employment. Enrollment and expenditure records should be reviewed. All appropriate enrollments in tryout employment should be corrected in the MIS. All public sector enrollments should be reviewed to ensure they will end in permanent employment and then corrected in the MIS as tryout employment enrollments. Any public sector enrollments not intended to end in permanent employment are properly charged as work experience, not tryout employment. Any public sector enrollments not meeting the "permanent employment" criteria should be corrected and shown as services costs on the expenditure reports.

Potential Problem 1:

No one verifies addition of total hours shown on participant time cards. Participant time cards are brought directly to the Bookkeeper, who pays the hours the site supervisor has approved. There were several time cards with addition errors.

Recommendation: Participant time cards should be reviewed for signatures and accuracy of addition by someone other than Bookkeeper. Person doing verification should initial time cards and then route to Bookkeeper.

Potential Problem 2:

The use of travel vouchers for all supportive service requests causes several problems. The form does not give an explanation of what the supportive service actually was, why it was given, or who approved payment of the service. There also was no tracking of cumulative amounts of supportive services received by participants.

Recommendation: Form should be revised to show all pertinent participant information (name, address, social security number, component), amount of request, reason for request and comments, date of request, signature of participant, signature of program operator staff approving request, who

provided the service (vendor), date request was paid, and check number. We suggest that a cross-reference be set up to track the cumulative amount spent on each participant. An index card file with participant's name, date, amount of request, and total supportive services cost would suffice.

V. COMMUNITY AGENCY INTERVIEW FINDINGS

Five agencies were interviewed. All five felt the working relationship between the two agencies was adequate in the area of cross-reference of clients and exchange of program information. All five stated the Butte HRC's reputation in the community was good and the agency provided needed services for youth. The Butte Pre-Release Center requests more information about HRC's program.

PROGRAM OPERATOR COMMENTS AND CONCERNS

This section contains comments and concerns voiced by the program operator to the monitoring team. The team solicited this input following the conclusion of each of the staff interviews and during the exit conference.

Both the Counselor and the Bookkeeper agreed there is more flexibility needed in the Employability Development Plan (EDP) review. They also suggested revising the present EDP to gear it more toward youth sixteen to twenty-one years of age. The Counselor also stated they did not have enough money or time to get out to outlying counties, which are part of Butte HRC's service area.

Exhibit 4
4-19-85

District IX Human Resources Development Council
Monitoring and Evaluation Report

Presented To

Balance of State Private Industry Council

T. Gary Curtis, Administrator
Job Service and Training Division

Jeffrey K. Rupp, Executive Director
District IX Human Resources Development Council

Completed by

Job Service and Training Division
Department of Labor and Industry

INTRODUCTION

The Job Service and Training Division has established monitoring and evaluation as essential parts of program management, as required by the Job Training Partnership Act and the Wagner Peyser Act. Monitoring ensures compliance with appropriate laws, regulations, plans, subgrants/subagreements, policies, and procedures. Evaluation measures the effectiveness of programs and services in meeting public objectives, program goals, and performance standards. Both work together to prevent waste, abuse, and fraud in program administration and operations.

The primary intent of onsite monitoring visits is to objectively examine the program operator's systems and procedures firsthand, determine if deficiencies exist, and make recommendations for improvement. Monitoring focuses on the efficiency side of program operations, not the overall performance of a program. It is not intended to evaluate a program operator's effectiveness in meeting program goals. Overall performance is assessed at the end of the year through evaluation of subgrant/subagreement accomplishments and performance standards attainment.

PREFACE

On December 4-5, 1984, the monitoring team conducted the review of the District IX Human Resources Development Council (HRDC) Job Training Partnership Act youth and older workers employment and training programs. HRDC's youth program goal is to enhance job and career opportunities for economically disadvantaged youth. The older workers program goal is to assure the training and placement of older economically disadvantaged individuals in employment opportunities with private business concerns. The area served includes:

| SDA | County | Unemployment Rate December 1984 |
|-----|----------|------------------------------------|
| BOS | Gallatin | 5.1% |
| BOS | Park | 9.8% |
| CEP | Meagher | 10.8% |

The following staff served on the monitoring team:

T. Gary Curtis, Administrator
Job Service and Training Division

Marj Reilly, Employment & Training Specialist
Administrative Support Bureau

Tom Hayes, Administrative Assistant
Administrative Support Bureau

Mike Colbert, Area Service Coordinator
South Operations Bureau

REVIEW PROCEDURE

During the onsite review the following instruments were completed:

JTPA Program Management
Financial Management
Equal Employment Opportunity Compliance

Interviews were conducted with the following staff:

Jeffrey K. Rupp, Executive Director
Larry Watson, Employment & Training Program Manager
Betty Hastings, Fiscal Officer
Barbara McMullan, Affirmative Action Officer

Interviews were conducted in person with the following community based organizations:

SRS Rehabilitative Services Division - Pat Fandrich
Bozeman Job Service Office - Jack Boston
Youth Probation Officer - Dave Gates
Bozeman Corrective Division - Aftercare - Marge Williams
Gallatin County Welfare Department - Bob Sibrant

FINDINGS

This section of the report will address specific compliance and quality issues, commendations, and recommendations dealing with areas of JTPA program management, equal employment opportunity compliance, and financial management. Interview summaries are also included in this section. Disclosure of non-compliance indicates a violation of a law, regulation, policy, or procedure. Disclosure of potential problems indicate a less serious finding, but one which may lead to noncompliance or hamper achievements of a goal, plan, or objective. Findings will address specific employment programs or will address general issues that pertain to all employment programs operated by the agency.

I. JTPA PROGRAM MANAGEMENT FINDINGS

Commendation 1:

HRDC staff have a very good understanding of JTPA goals, policies, procedures, and how HRDC programs relate to those criteria. This understanding comes from the Executive Director's involvement as a Private Industry Council (PIC) member.

Potential Problem 1:

The review of current older worker program performance standards, significant segment goals, and financial data disclosed the following:

OLDER WORKER

| EXPENDITURES | December 1984 PLAN | October 1984 ACTUAL | PERCENT OF CHANGE |
|-------------------------|-----------------------|------------------------|----------------------|
| Administration | \$ 774 | \$ 598 | - 23% |
| Training | 5246 | 1253 | - 76% |
| Services | 2580 | 4134 | + 60% |
| Total | \$8600 | \$5985 | - 30% |
| GOAL | | | |
| No. enrolled | 5 | 6 | + 20% |
| No. terminated | 3 | 4 | + 33% |
| No. placed | 2 | 4 | +100% |
| Average wage | \$4.30 | \$3.79 | - 12% |
| Entered Employment Rate | 67% | 100% | + 49% |
| Placement cost | \$4298 | \$1496 | + 66% |
| Sex | | | |
| Male | 50% | 2 33% | - 17% |
| Female | 50% | 4 67% | + 17% |
| Age | | | |
| 55 and over | 100% | 6 100% | 0% |
| Target group | | | |
| Handicapped | 8% | 0 0% | - 8% |
| Offender | 3% | 0 0% | - 3% |
| Dropout | 1% | 2 33% | + 32% |
| Displaced Homemaker | 10% | 0 0% | - 10% |
| Veteran | 7% | 2 33% | + 26% |
| Race | | | |
| White | 93% | 6 100% | + 7% |
| American Indian | 6% | 0 0% | - 6% |
| Hispanic | 1% | 0 0% | - 1% |

No such review was conducted on the youth program, because it had only operated a short time and there was insufficient data to analyze.

Recommendation: The JTPA limitation on expenditures in the service category is being exceeded. The limit is thirty percent and the actual is at sixty-nine percent in October. Staff should develop a corrective action plan to bring the cost category in line with the JTPA limit.

The \$3.79 per hour average wage at placement is below the performance standard of \$4.30 per hour. Special effort should be taken to increase the average wage at placement to the performance standard.

II. FINANCIAL MANAGEMENT FINDINGS

Commendation 1:

The Financial Procedures Manual, dated January 1984, is a good accounting tool.

Commendation 2:

Time and attendance records are in good order. Participant files appear to be in good order with only minor instances of missing documentation or record keeping.

Potential Problem 1:

Accountant states the agency does not use accrual-based accounting system for reporting expenditures. Some known obligations are reported as accruals on the monthly Expenditure Reports.

Recommendation: All accruals should be reported on a monthly basis to accurately reflect the financial status of the program. Salaries should be accrued on the monthly expenditure report.

Potential Problem 2:

The operator does not have a written, detailed obligation control system. The program manager does estimate obligations and has discussed his method with the area service coordinator.

Recommendation: The program operator should develop a written obligation control system.

Potential Problem 3:

The administrative expenditure rate for three subgrants exceeded the allowable rate of nine percent, ranging from ten percent to 16.7 percent.

Recommendation: The program operator should more closely monitor the level of administrative expenditures to ensure the rate does not exceed nine percent. When an administrative rate does exceed nine percent, a memorandum of explanation should be submitted to the area service coordinator.

Potential Problem 4:

When group purchases of items needed for supportive services are made, documentation is not always provided in all applicable participant files.

Recommendation: Documentation should be placed in each applicable participant file.

The following suggestions are made to improve financial management:

Suggestion 1:

Void outstanding checks on a quarterly basis rather than on a semi-annual basis.

Suggestion 2:

Request cash every two weeks rather than once a month to avoid operating programs with too little or too much cash on hand.

Suggestion 3:

Ensure indirect cost changes are consistent with an approved indirect cost plan and changes are reflected in the journal/ ledger as well as workpapers so monthly Expenditure Reports accurately reflect entries in appropriate ledgers and journals.

III. EQUAL EMPLOYMENT OPPORTUNITY FINDINGS

Commendation 1:

HRDC's personnel policies and procedures manual (adopted October 1983 and amended May 1984) is current. The staff is well aware of these written provisions. The policies and procedures support equal employment opportunity.

No areas of noncompliance or potential problems were found.

IV. COMMUNITY AGENCY INTERVIEW FINDINGS

The five community organizations interviewed rated their working relationship with HRDC staff as adequate (the highest rating). Both the Corrective Division Aftercare and Youth Probation Officer expressed the need for the HRDC's program to serve more younger individuals (age 14-16) under Title IIA. All felt the agency's reputation was good. If the agency did not exist, all felt youth would not be served adequately.

Potential Problem 1:

Under the former Comprehensive Employment and Training Act (CETA), the HRDC's youth program was referred to as an in-school program and was not in conflict with CETA goals and provisions. However, JTPA goals and funding constraints have changed program emphasis to serving eligible persons who are or will be job ready. A JTPA goal is a five month average participation of all clients with a maximum of thirty months for any one client. There are many positive, social aspects of serving young offenders, but these aspects may not always correlate to JTPA goals.

Recommendation: HRDC staff should emphasize JTPA goals to interested community organizations, which have goals that differ from JTPA. This should give a better understanding to all parties concerned.

PROGRAM OPERATOR COMMENTS AND CONCERNS

The Executive Director believes there is a lack of communication between HRDC and Job Service, as both are competing for the same JTPA funds. He is also concerned with Job Service and Training Division (through the local State Job Service offices) being a program operator as well as the administrative entity.

IMU5:Fbd

Exhibit 5
4-19-85

Montana State AFL-CIO Project Challenge: Work Again
Monitoring and Evaluation Report

Presented to

Balance of State Private Industry Council

T. Gary Curtis, Administrator
Job Service and Training Division

James W. Murry, Executive Secretary
Montana State AFL-CIO

Completed by
Job Service and Training Division
Department of Labor and Industry

INTRODUCTION

The Job Service and Training Division has established monitoring and evaluation as essential parts of program management, as required by the Job Training Partnership Act and the Wagner Peyser Act. Monitoring ensures compliance with appropriate laws, regulations, plans, subgrants, policies, and procedures. Evaluation measures the effectiveness of programs and services in meeting public objectives, program goals, and performance standards. Both work together to prevent waste, abuse, and fraud in program administration and operations.

The primary intent of monitoring and evaluation is to determine if programs and services are accomplishing their intended purpose and improve performance. Monitoring and evaluation provides an objective review of activities and operations, in order to identify existing or potential deficiencies, report them to management, and recommend corrective action to alleviate the problems.

PREFACE

From October 31 - November 2, 1984, the monitoring team conducted the review of the Project Challenge: Work Again (PCWA) Program. The program is operated by the Montana State AFL-CIO from their administrative office in Helena. The program is conducted by site coordinators at five sites around Montana - Billings, Great Falls, Missoula, Kalispell, and Butte. At the time of the review the Kalispell Site Coordinator position was vacant.

The members of the monitoring team were:

Christy Konigsberg, Project Evaluator
Administrative Support Bureau

Jim Foley, Area Service Coordinator
South Operations Bureau

REVIEW PROCEDURE

During the onsite review, the following instruments were completed:

JTPA Program Management
Equal Employment Opportunity Compliance
Financial Management

Interviews were conducted with the following staff:

Pat Wise, PCWA Director
Linda Williams, State Federation Secretary/Bookkeeper
Tim Martinez, PCWA Administrative Assistant
Don Judge, Committee on Political Education Director/Equal Employment Opportunity Officer

FINDINGS

This section of the report will address specific compliance and quality issues, commendations, and recommendations dealing with areas of program management, equal opportunity compliance, and financial management. Disclosure of noncompliance indicates a violation of a law, regulation, policy, or procedure. Disclosure of potential problems indicates a less serious finding, but one which may lead to noncompliance or hamper achievement of a goal, plan, or objective.

I. JTPA PROGRAM MANAGEMENT FINDINGS

Potential Problem 1:

Site coordinators presently conduct follow-up six months after the end of the job search class. There is no interim follow-up completed unless client requests supportive services or if client happens to stop by site coordinator's office. If client is placed in a job, then the site coordinator submits a termination form showing placement. If client is placed into OJT position, then there are times when the employer "may" call to let site coordinator know what is going on with client. This system has several weaknesses: 1) Clients may not report correct information; 2) The time between when services are provided and termination is counted against thirty month time limitation in JTPA; 3) Client may only be employed part-time but is still terminated.

Recommendation: The program operator should utilize the JTPA Participant Follow-up System Revision to the Montana Job Training Manual dated November 8, 1984. This follow-up system will require gathering post program information, that is, examining the employment and earnings experiences of former participants over a 90 day period after termination (copy of follow-up system attached). In addition, site coordinators need an interim system to check on status/progress of those not yet terminated to see if the participants need any additional services or training.

Potential Problem 2:

Participant files kept in the Helena central office are incomplete. Although during the first quarter of PY '84 there are items that should be included in central office files, it should be noted in past monitoring visits to Butte and Great Falls Project Challenge: Work Again sites, in most cases participant files were complete and few problems were identified. The following items were found to be incomplete in central office files: 1) Copies of eligibility verification checkoff sheet not included in sites files except Kalispell and Great Falls; 2) No record of follow-up in files; 3) EDP's were incomplete; 4) Documentation of grievance procedure delivery not found in Missoula files; 5) No counseling or follow-up records; 6) No time and attendance records. It should further be noted that the Director had the following comments: 1) Not all sites have copiers so they wait to copy all at once; 2) Follow-up records are kept at PCWA sites; 3) EDP's are kept at sites until updated or placement takes place. This system has one potential weakness. The weakness is that verification of information in participant files will only be checked when monitoring is done at PCWA sites.

Recommendation: Project Challenge: Work Again must verify the participant files are complete at PCWA sites. Verification can be accomplished through monitoring visits by Project Director and by discussions concerning participant files at quarterly site coordinators' meetings. Site coordinators may also want to consider a checklist of items to be included in each participant files.

Potential Problem 3:

The review of current performance standards and significant segment goals disclosed the following:

| <u>GOAL</u> | <u>PLANNED</u> | <u>ACTUAL</u> | <u>PERCENT OF</u> <u>CHANGE</u> |
|---------------------|----------------|---------------|------------------------------------|
| No. Enrollment | 125 | 107 | - 14% |
| No. Termination | 122 | 47 | - 61% |
| No. Placement | 90 | 44 | - 51% |
| Average Wage | \$5.50 | \$7.67 | + 39% |
| Placement Cost | \$833.00 | \$1,582.00 | + 90% |
| Sex | | | |
| Male | 88 | 84 | - 5% |
| Female | 37 | 23 | - 38% |
| Age | | | |
| 22-44 | 75 | 82 | + 9% |
| 45-54 | 41 | 20 | - 51% |
| 55 and over | 9 | 5 | - 44% |
| Target Groups | | | |
| Handicapped | 10 | 4 | - 60% |
| Offender | 5 | 1 | - 80% |
| Dropout | 14 | 8 | - 43% |
| Displaced Homemaker | 13 | 7 | - 46% |
| AFDC Recipient | 3 | 7 | + 133% |
| Youth Welfare | 3 | 13 | + 333% |
| Veteran | 11 | 46 | + 318% |
| UI Claimant | 13 | 36 | + 177% |

| <u>GOAL</u> | <u>PLANNED</u> | <u>ACTUAL</u> | <u>PERCENT OF CHANGE</u> |
|-----------------|----------------|---------------|------------------------------|
| Race | | | |
| White | 116 | 102 | - 12% |
| Black | 1 | 0 | - 100% |
| Hispanic | 0 | 0 | ---- |
| American Indian | 8 | 5 | - 38% |
| Asian | 0 | 0 | ---- |

Recommendation: Make special recruitment efforts to reach handicapped, females, American Indians and participants 45 years of age and older by contacting other social service agencies. Increase job placement efforts in order to ensure that 73% of the participants terminated are placed. The cost per placement is low at this point, but if the 73% placement is met the cost per placement will decrease. Youth welfare recipients were planned to be served and are being served, however no youth are enrolled. Project Director should determine why this situation has occurred and correct any errors through the Division's Management Information System.

II. FINANCIAL MANAGEMENT FINDINGS

Noncompliance 1:

Fidelity bond covers specific persons in the organization:

Jim Murry, Executive Secretary, for \$355,000
Linda Casey, Secretary/Bookkeeper, for \$25,000
Beatrice Gray, Administrative Assistant, for \$25,000
Karolyn Fager, Administrative Assistant, for \$25,000
Tim Martinez, PCWA Administrative Assistant, for \$25,000

The bond does not cover PCWA site coordinators who handle JTPA funds. Coverage for PCWA program is inadequate.

Recommendation: Obtain coverage for the five site coordinators. Examine whether a blanket position bond would be a cheaper form of coverage. Refer to the Job Training Manual, Chapter 5.140 to determine the amount of coverage required under JTPA.

Potential Problem 1:

The agency's personnel policies state vacation will be accrued at the rate of one week, five working days per year. The use of vacation time must have the approval of the Executive Secretary. All vacation time accrued during one contract year must be used by the end of that same contract year. When the monitor asked to review the vacation leave records, the Director stated that records, which document the amount of employee leave earned and used, were not available. The Director further explained she records on her calendar when an employee uses his/her vacation time.

Personnel policies state time and attendance records are submitted on a weekly basis and must include the full signature of the employee. The review of time and attendance records disclosed some employees simply initialed their record. Time records were approved by the Director, but no one approved the Director's time record. The records do not reflect the use of vacation time or sick leave.

Personnel policies state employees shall be granted sick leave as is determined necessary by personnel. After five consecutive working days, a doctor's statement shall be required upon return to work. This policy leaves much to the discretion of "personnel". From the review of the agency's organizational chart there is no designated personnel officer. It is not clear what is meant by "personnel".

Recommendation: Develop and implement a system for tracking employees' vacation time earned, vacation time used, and sick leave used. Vacation and sick leave used should be reflected on the employee's time sheet. Personnel policies should be revised to clarify what is meant by the term "personnel" in approval of sick leave requests. An employee's full signature must be required on time sheets, as stated in the personnel policies. The Division further recommends the full signature of a supervisor be required on all employee time sheets.

Potential Problem 2:

Expenditure reports could not be reconciled to the general ledger and source documents. Expenditure reports reflected disbursements to date, rather than just the previous month's expenditures. No accruals were reported on the expenditure reports. Separate project operating plans and expenditure reports were submitted for JTPA Title III funds and State Build Montana funds, yet the ledger was not maintained to track these funds separately. The Director explained that a set percentage was applied to the disbursement totals to prepare the expenditure reports. Eighty-six percent of the funds are JTPA Title III, so 86 percent of the disbursements were reported on the Title III expenditure report. Fourteen percent of the funds are State Build Montana funds, so 14 percent of the funds were reported on the State Build Montana expenditure report. The PCWA Administrative Assistant typed the report and signed his name as the report preparer. The Director actually prepared the report figures.

Recommendation: Submit a subgrant modification, which eliminates the State Build Montana project operating plan. One plan is sufficient, since State funds were appropriated by the Montana legislature to be used as a portion of the matching funds required under JTPA Title III. On the remaining project operating plan note the identity and amount of the funds received from the two sources.

Submit one expenditure report for the previous month. Report only the expenditures through the end of that month. Monthly subtotals of expenditures should be made in the general ledger. These totals should be used to prepare the expenditure reports. Report accruals for OJT wages and staff wages on the expenditure reports to ensure an accurate representation of spending levels.

Person who prepares the report figures should sign the report, not the typist.

Potential Problem 3:

Separate match reports were submitted for JTPA Title III and State Build Montana funds, for the reasons stated in Problem 1. No Matching Contribution Project Operating Plan was prepared as required in the Job Training Manual. The Area Service Coordinator stated no match amount was planned, because most of the matching funds are generated by JTPA participant unemployment compensation, tracked by the Job Service and Training Division. During fiscal year 1984, Montana reported a surplus in Title III match. However, if a shortage should occur, the Division would be responsible, because no matching fund amount is specified in the PCWA subgrant.

Matching Contribution Reports were not completed properly. Planned match amount for the month was recorded in report column 2, rather than the actual match amount generated that month. This is not a serious problem, because the actual cumulative total amounts were recorded properly in report column 3. A check of the records at the Division disclosed errors in the recording of the match amounts for this program operator. The operator failed to record the grand totals on the report as well. The Administrative Assistant typed the report and signed his name as the report preparer. The Director actually prepared the report figures.

Director stated the figures reported on the match reports were estimates based on projected amounts for the entire year. Actual matching contribution figures are submitted quarterly by the site coordinators to the Director. Revised figures were then submitted to the Job Service and Training Division the following month on the required Matching Contribution Report.

Recommendation: Submit one Matching Contribution Report for the amount of matching funds generated by both Title III and Build Montana funds. Submit a Matching Contribution Project Operating Plan. Refer to Job Training Manual, Chapter 5.40 and 5.80 for instructions on how to complete the plan and report. Since the report is submitted monthly to the Division, site coordinators should submit their match figures monthly to PCWA Director as well. This would ensure the accuracy of the monthly report. Correction should be made to the Division's match records for this program operator. Person who prepares the report figures should sign the report, not the typist.

Potential Problem 4:

The agency had excess cash on-hand, because requisitions are submitted monthly. Payroll is prepared weekly.

Recommendation: Requisitions should be submitted twice a month.

Potential Problem 5:

The following problems were disclosed during the review of on-the-job training contracts.

1. No signature date on the Training Agreements
2. The Training Summary is a reproduction of an old CETA form and has several errors:

- a. refers to CETA guidelines
- b. states participant selection is from Job Service files
- c. states entry contracts must be approved by Central Office
- 3. Job at Superior Sod Farm was incorrectly coded as a pipe fitter (construction), DOT code 862.381-018. Job title was sod farm and hydromulching foreman (Agricultural Specialist). Correct DOT code 405.131-010.
- 4. Superior Sod Farm's file contained no Training Summary
- 5. Training Data Sheet disclosed incomplete payment information
 - a. no record of total hours worked and excused absences
 - b. no record of overtime hours worked
 - c. no authorized signature of the employer on final payment

Recommendation: Training Agreement forms should include a space for a signature date. Training Summary forms need to be revised to correct the language errors. Training Data Sheet forms should include the additional payment information. DOT codes must be accurate.

Potential Problem 6:

Separate cash requisitions were submitted by the agency for funds under their Title III subgrant and their six percent (technical assistance and training) subgrant. Yet the Division commingled the funds into one check. This is not a serious problem, but it does cause delays in depositing the funds in the proper account.

Recommendation: Prepare the requisition requesting separate checks for the two subgrants. The Division must provide the funds in two separate checks.

Potential Problem 7:

When the program was paying needs based payments, subsistence was also paid in cases where the participant had to remain away from home overnight to attend training. The subsistence amount was \$15.00 per day, but the Job Training Manual allows only \$7.00 per day. The Director explained that the additional \$8.00 per day was actually a supportive service provided above the subsistence amount to cover the costs of food and shelter while the participant was away from home. The entire \$15.00 amount was recorded under needs based payments in the ledger. This is not considered an overpayment.

Recommendation: Adjust the ledger to record the additional \$8.00 under the supportive service column. Adjustments should be made by drawing a line through the incorrect entry, rather than "whiting out" the error.

Potential Problem 8:

Bank reconciliations were prepared properly, however the work papers were not dated and signed by the person preparing the reconciliation.

Recommendation: Person preparing the reconciliation should sign and date the work papers.

Commendation 1:

The agency has delegated accounting responsibilities to a various staff thus ensuring adequate internal control.

Commendation 2:

On-the-job training contract was negotiated for a woman in a nontraditional occupation (apprentice carpenter) and at a high wage (\$12.09). The woman stated that her employment as an apprentice carpenter was helpful in securing her home loan.

III. EQUAL EMPLOYMENT OPPORTUNITY COMPLIANCE FINDINGS

Problems 1 and 2 were first identified in the equal employment opportunity review conducted in 1982. The problems have not been corrected and are cited again in this report.

Potential Problem 1:

Staff recruitment is done by word of mouth internally. Telephone calls are made to AFL-CIO affiliated unions, Job Service offices, two female advocacy organizations, and Native American organizations. Over the past twelve months, of 29 job vacancies, five minorities and 13 women were hired. At the time of the review, the analysis of staff utilization by category based on Montana labor force statistics disclosed a nine percent underutilization of females and an eight percent underutilization of handicapped persons. Minorities were employed above their incidence in Montana's population.

Recommendation: Job announcements should be written and at a minimum identify the specific job duties, knowledge and skill requirements, and rate of pay. Job announcements should be posted for at least two weeks. These announcements should be mailed to the various recruitment agencies, in addition to the telephone calls which are made. Recruitment efforts should be extended to handicapped advocacy organizations.

Potential Problem 2:

The agency uses the HRDI job application for hiring staff. The application asks for socio-economic characteristics such as single-parent status, race, and citizenship. These characteristics may be appropriate for compiling statistics, however these items should not be asked of potential employees as they might influence the hiring process. Some information may be asked on a detachable form for affirmative action/EEO purposes, but many of the HRDI questions are extraneous. Staff stated that applications are maintained forever.

Recommendations: HRDI application should be revised to exclude all non-job related questions. Those questions which provide information for affirmative action/EEO purposes should be included on a detachable form. Applications should be maintained no longer than three years, to ensure that women and minorities entering the work force are considered for employment.

Potential Problem 3:

Citizenship is a hiring requirement.

Recommendation: Legal aliens should be considered for hiring if they have the proper work papers.

Potential Problem 4:

Personnel policies state that employees are verbally evaluated continuously and these evaluations are reviewed by the program director and the Montana State AFL-CIO Executive Secretary. The basis for the evaluations are the subgrants.

Recommendation: Employees evaluations should be in writing and relate to the requirements of the job not the subgrant.

Potential Problem 5:

Personnel policies are incomplete.

Recommendation:

Personnel policies should be written to address the following:

1. Employee education and training programs
2. Prohibition of the employment of persons or employment practices which could result in the following:
 - conflict of interest
 - kickbacks
 - nepotism
 - political patronage
 - political activities, except where political activity is the purpose of the position
 - charging of fees
 - lobbying activities, except where lobbying activity is the purpose of the position
 - sectarian activities
 - theft or embezzlement
 - improper inducement
 - obstruction of investigation
 - violations of labor standards
 - unionization or antiunionization activities
3. What procedure to follow if a complaint or grievance is filed against the Director. Current grievance procedure states that all grievances are mailed to the Director.

Potential Problem 6:

EEO officer has had no training for four years.

Recommendation: EEO officer should attend training yearly to keep up-to-date on changes in EEO laws.

Potential Problem 7:

Restrooms are not accessible to the handicapped.

Recommendations: Restrooms should be made handicap accessible.

Potential Problem 8:

The necessary state and federal posters were not displayed.

Recommendation: Display the necessary posters as soon as copies are obtained.

PROGRAM OPERATOR COMMENTS AND CONCERNS

This section contains comments and concerns voiced by the program operator to the monitoring team. The team solicited this input following the conclusion of each of the staff interviews and during the exit conference.

The Director stated there was a conflict on cost category information as identified by the monitoring team and what was stated in the Division's 1983 Request for Proposal (RFP). There is confusion as to what may be charged to training and services. The Director said it would be helpful if Division staff would attend PCWA site coordinator meetings when appropriate. Eligibility verification and needs based payments have presented some problems to this operator. Verification is a timeliness issue. Requiring verification prior to enrollment acts as a deterrent to participation, since PCWA classes are one week in duration. Six dollars a day for needs based payments is not adequate to support a participant while in long-term training. The Director recommends increasing needs based payments. More flexibility is needed when obtaining documentation of eligibility to allow participants to submit the verification following enrollment.

PEU10:Orr

Exhibit 6
4-19-85

Montana State AFL-CIO Rocky Mountain Work Project
Monitoring and Evaluation Report

Presented to

Balance of State Private Industry Council

Concentrated Employment Program Private Industry Council

T. Gary Curtis, Administrator
Job Service and Training Division

James W. Murry, Executive Secretary
Montana State AFL-CIO

Dan Newman, Director
Rocky Mountain Work Project

Completed by

Job Service and Training Division
Department of Labor and Industry

INTRODUCTION

The Job Service and Training Division has established monitoring and evaluation as essential parts of program management, as required by the Job Training Partnership Act and the Wagner Peyser Act. Monitoring ensures compliance with appropriate laws, regulations, plans, subgrants, subagreements, policies, and procedures. Evaluation measures the effectiveness of programs and services in meeting public objectives, program goals, and performance standards. Both work together to prevent waste, abuse, and fraud in program administration and operations.

The primary intent of onsite monitoring visits is to objectively examine the program operator's systems and procedures firsthand, determine if deficiencies exist, and make recommendations for improvement. Monitoring focuses on the efficiency side of program operations, not the overall performance of a program. It is not intended to evaluate a program operator's effectiveness in meeting program goals. Overall performance is assessed at the end of the year through evaluation of subgrant/subagreement accomplishments and performance standards attainment.

PREFACE

On February 21-22, 1985, the monitoring team conducted the review of the Rocky Mountain Work Project (RMWP). The project is an eight state program for dislocated workers funded under the Job Training Partnership Act Title III discretionary funds. The Montana State AFL-CIO submitted the grant application for the project on behalf of the eight state labor federations which compose the Rocky Mountain Labor School Board of Control.

The Rocky Mountain Labor School Board of Control serves as the administrative body for the project. The Montana State AFL-CIO Executive Secretary serves as the project manager. A project director, research staff, and support staff are based in the Montana State AFL-CIO office. The RMWP has a state coordinator in each of the other seven states.

RMWP provides training, retraining, and placement activities for dislocated workers in Montana, Arizona, Colorado, Idaho, New Mexico, Nevada, Utah, and Wyoming. The Project also provides a research component to gather information on plant closure issues and worker training and retraining needs.

The Montana Department of Labor and Industry is the grant recipient. The period of performance for the grant is September 29, 1983, through April 29, 1985. A letter of agreement was entered into between the Administrator of the Job Service and Training Division and the Executive Secretary of the Montana State AFL-CIO. Under this letter of agreement the entire amount of the grant, \$818,600, was made available to operate the RMWP from October 1, 1983, through June 30, 1985.

The following staff served on the monitoring team:

Christy Konigsberg, Project Evaluator
Administrative Support Bureau

Jim Foley, Area Service Coordinator
South Operations Bureau

REVIEW PROCEDURE

During the onsite review the following instruments were completed:

JTPA Program Management
Financial Management

The Equal Employment Opportunity Instrument was not completed during this onsite review, because an equal employment opportunity compliance review had recently been conducted of this agency when the Job Service and Training Division completed its review of the Montana State AFL-CIO Project Challenge: Work Again.

The letter of agreement for the Rocky Mountain Work Project required the Montana State AFL-CIO to be responsible for spending funds in accordance with the Job Training Partnership Act and regulations. In accordance with this provision, the review procedures concentrated on compliance issues set forth in the Act and appropriate regulations. The Project was not reviewed with respect to State policies or procedures, which are documented in the Montana Job Training Manual.

Furthermore, allegations of illegal political activity supported with federal funds were not investigated during the review. The Job Service and Training Division has relinquished its responsibilities for investigation into these allegations to the Office of Inspector General for the U.S. Department of Labor.

Interviews were conducted with the following staff:

Dan Newman, Director/Montana Site Coordinator
Beatrice Gray, Administrative Assistant

FINDINGS

This section of the report will address specific compliance and quality issues, commendations, and recommendations dealing with areas of program management and financial management. Disclosure of noncompliance indicates a violation of a law, regulation, policy, or procedure. Disclosure of potential problems indicates a less serious finding, but one which may lead to noncompliance or hamper achievement of a goal, plan, or objective.

I. JTPA PROGRAM MANAGEMENT FINDINGS

Commendation 1:

The Director and eight (8) field staff have done an excellent job in the recruitment of women for RMWP.

Commendation 2:

The participant files were complete. Each item requested during the onsite in regard to verification was well documented and concise.

Commendation 3:

RMWP Director works effectively with the seven state coordinators, as well as participants, as evidenced by overall performance. Previous end of month cumulative data for RMWP shows higher than planned enrollment and job placement rate.

Noncompliance 1:

The philosophy of the RMWP and Montana State AFL-CIO is that all ineligible applicants for RMWP who request to audit a job search class, especially those who are most in need of services, be allowed to audit the Job Search Assistance class. Staff of RMWP did not understand that providing any service to ineligible applicants, whether through classroom instruction or counseling, should not be done.

Recommendation: Stop allowing ineligible participants to audit the Job Search Assistance class. Restructure enrollment procedures to refer ineligible applicants to other appropriate agencies or use non-JPTA funds to support all costs associated with serving ineligible participants for services they receive. If possible, determine the number of ineligible applicants who audited the Job Search Assistance class for the entire operation period. Determine the cost of serving these persons. Include this information in the corrective action plan.

Potential Problem 1:

The program operator currently has a small number of JTPA persons in the applicant pool.

Recommendation: If the RMWP is refunded, there should be outreach goals developed for the subgrant period. Outreach is more productive if advertised in advance and if it is conducted on a regular basis. Increased outreach to rural areas should increase the applicant pool for future recruitment.

Potential Problem 2:

The Employability Development Plans (EDPs) reviewed did not document a clear plan to reach unsubsidized employment. In addition there was little evidence of periodic review of the EDP.

Recommendation: Complete EDPs following the procedure in Chapter 2 of the Job Training Manual. Place emphasis on documenting the participant's plan to reach unsubsidized employment. Document any problems, the activities to solve the problems, who will provide the solutions, and the dates the activities will start and end.

II. FINANCIAL MANAGEMENT FINDINGS

Commendation 1:

Financial records were well ordered and up-to-date. Only one mathematical error was found. Adequate documentation was found for most payments and the audit trail was clear.

Commendation 2:

Since January, 1985, the Director and Administrative Assistant have worked closely with the seven other state coordinators in an effort to obligate and expend the remaining funds. Weekly feedback has been obtained from site coordinators on their spending rate. Staff are commended for maintaining good communication channels especially given the de-centralized nature of this project.

Noncompliance 1:

The fidelity bond covers specific persons in the organization. Beatrice Gray, the Administrative Assistant for the RMWP, is bonded up to \$25,000. The monitor examined cash advances in the amounts of \$59,162 and \$46,721. Current bonding coverage is inadequate. A telephone conversation with the insurer, Burrington Insurance Agency, Inc., confirmed that additional coverage (for example, Jim Murry's coverage for \$355,000 or Tim Martinez's coverage for \$25,000) could only be used if it was proven they were involved in a crime.

Recommendation: If the Project were refunded, coverage should be obtained in an amount equal to the highest advance received through check during the preceding grant year or \$100,000, whichever is the lower. In addition, it is recommended the agency explore the possibility of purchasing a blanket bond rather than a name schedule bond.

Noncompliance 2:

The period of performance for the grant awarded to the Division differs from the period of performance cited in the letter of agreement with the Montana State AFL-CIO.

Recommendation: The Division should modify the period of performance in the letter of agreement to coincide with the grant from the U.S. Department of Labor.

Potential Problem 1:

Vacations are not mandatory for accounting personnel. There is no reasonable rotation of duties among accounting personnel.

Recommendation: To ensure adequate internal control accounting personnel should take vacations. During their absence their duties should be assumed by another staff person. Duties should also be rotated periodically among accounting personnel.

Potential Problem 2:

The RMWP has no written accounting procedures.

Recommendation: If the Project were to be refunded, accounting procedures should be written.

Potential Problem 3:

Two problems were identified in the budgeting process for the sites. First, the amount determined for administrative costs such as rent, utilities, supplies, telephone, janitor, and equipment lease is not clearly documented. In some cases the costs are a direct charge, but in other cases a set fee is charged. The Director stated a cost study had been prepared by the Chief Bookkeeper to determine the appropriate amount to charge for rent and janitorial services at the Montana State AFL-CIO office and this amount had been used for the other sites.

Second, an obligation control system was not implemented until January 1985. Such a system should be in use throughout the grant period in order to ensure against under-expenditure as well as over-expenditure. The Project will expend its administrative funds by March 6, 1985, but will have approximately \$60,000 remaining in training funds.

Recommendation: If the Project were to be refunded, the amount reported in administrative costs at each site should be clearly documented. In addition, an obligation control system should be implemented.

Potential Problem 4:

Currently the agency has no system for documenting the amount of leave time earned, used, and the balance remaining. However, the Director stated if the Project were refunded such a system would be implemented.

Recommendation: No further recommendation necessary.

Potential Problem 5:

In lieu of pre-numbered purchase orders, the agency uses a Fiscal Control Form. The Form is not pre-numbered.

Recommendation: The Form should be pre-numbered and the sequence of used Forms accounted for.

Potential Problem 6:

One mathematical error was found during the reconciliation of the January, 1985, Expenditure Report and was discussed with the Administrative Assistant. No accruals were reported on the reports.

Recommendation: Correct error. If the Project were refunded, accruals, such as salary, on-the-job training contract costs, etc., should be reported each month to accurately reflect the financial status of the grant.

Potential Problem 7:

Bank reconciliation was completed properly, but the workpapers were not signed and dated by the Administrative Assistant.

Recommendation: Sign and date workpapers.

Potential Problem 8:

Excess cash was accumulated. The program had approximately \$52,938 at the end of January, 1985.

Recommendation: Requisition cash to meet program needs for two weeks. Requisition twice a month for smaller amounts.

Potential Problem 9:

Ten on-the-job training contracts were reviewed. The contracts were representative of the eight states.

| | | | |
|----------------------|------------|------------------------------|--------------|
| Racca, Inc. | - Arizona | Sykes Bros. Partnership | - Montana |
| Golden Bear | - Colorado | Oro Tech. Industries | - Nevada |
| Kwik Kafe of Idaho | - Idaho | Mirabal Surveying | - New Mexico |
| McCall Computer | - Idaho | AJ Perea and Associates | - Utah |
| Dr. Michael Bergkamp | - Montana | J & C Electric Motor Service | - Wyoming |

The following problems were identified:

1. Mathematical errors in the calculation of the number of weeks/hours stated on two contracts.
2. It was not clear on four contracts how the contract cost was calculated.
3. Three contracts had no collective bargaining concurrence and consultation form attached.
4. Seven contracts had no raise at completion negotiated.
5. Five contracts had vague job descriptions/training outlines.
6. No signature date or title of the signatory were included on the contracts.

Recommendation: If the Project were refunded, the problems stated above should be resolved or monitored internally.

PROGRAM OPERATOR COMMENTS AND CONCERNS

The Administrative Assistant had no suggestions for changing the Job Service and Training Division's financial management policies and procedures. She had no technical assistance or training needs.

The Director stated if the project is refunded the Employability Development Plan (EDP), which is presently utilized by most operators, should be modified to be more realistic. He had no technical assistance or training needs.

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DATE OF
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STATE OF MONTANA
DEPARTMENT OF LABOR AND INDUSTRY
JOB TRAINING REPORT

OPERATOR CODE: 004
NAME: ROCKY MTN DEV COUNCIL
MONTH: MAR FY: 1985

COMPARATIVE PERFORMANCE BY PROGRAM
CUMULATIVE MONTHLY

| SOURCE - | ACTIVITY | ** ENROLL | * NON-FCQN | ** TOTAL | ** PLACEMENT INFORMATION | ** COMP | YOUTH TERMINATION COUNTS | ** ALL OTHER |
|----------|-----------|-----------|------------|-----------|--------------------------|------------|--------------------------|--------------|
| | ** COUNTS | ** DISADV | ** TERMS | ** COUNTS | * AVG WGE | * COST PER | * ENHANCE | * TOT PMS |
| | | | | | | | * COST PER | * TERMS |

310 000
- IJA YOUTH
UNDUPLICATED SOURCE COUNTS

| | | |
|---------------|---------|---------|
| PLANNED | 25 | 1 |
| ACTUAL | 39 | 1 |
| PERCENT (A/P) | 156.0 % | 100.0 % |
| RATE | | 2.5 % |

| | |
|-------|-----|
| 4 | 0 |
| 100.0 | 0.0 |
| 2 | 2 |

310 700
- IIA YOUTH
SERVICES

| | | |
|--------|----|-------|
| ACTUAL | 21 | 1 |
| RATE | | 4.7 % |

28.5
2x

310 720
- IIA YOUTH
WORK EXPERIENCE

ACTUAL RATE

50-0
17

320 CC
- OLDER WORKER 3 X
UNDUPLICATED SOURCE COUNTS

| | | | |
|---------------|------|-----|-----|
| PLANNED | 9 | | |
| ACTUAL | 7 | | |
| PERCENT (A/P) | 77.7 | | |
| RATE | | 0.0 | 0.0 |
| | | % | % |

[illegible]

320 715
- OLDER WORKER 3 %
ON-THE-JOB TRAINING

| ACTUAL RATE | 1 | 0 | 0.0% |
|----------------|---|---|------|
|----------------|---|---|------|

0.0
0.2

Exhibit 7
4-19-85

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STATE OF MONTANA
DEPARTMENT OF LABOR AND INDUSTRY
JCR TRAINING REPORT

OPERATOR CODE: 084
NAME: ROCKY MTN DEV COUNCIL
MONTH: MAR FY: 1985

| ***** | | | | | | | | | |
|------------------------------------|-----------|-------------|----------|--------------------------|-----------------------------|--------------|---------|-----------|-------------------------------|
| COMPARATIVE PERFORMANCE BY PROGRAM | | | | | ***** | | | | |
| CUMULATIVE MONTHLY | | | | | | | | | |
| SOURCE - ACTIVITY | ** ENROLL | ** NON-FCON | ** TOTAL | ** PLACEMENT INFORMATION | ** YOUTH TERMINATION COUNTS | ** ALL OTHER | | | |
| ** COUNTS | ** COUNTS | DISADV | ** TERMS | ** COUNTS | * AVG WGE | * COST PER | ** COMP | * ENHANCE | * TOT POS - COST PER ** TERMS |
| 320 | 720 | | | | | | | | |
| - OLDER WORKER | 3 % | | | | | | | | |
| WORK EXPERIENCE | | | | | | | | | |
| ACTUAL | 6 | 0 | 0 | 5 | 3 % | 4.13 | 0 | 0 | 0 |
| RATE | | 0.0 % | | | 60.0 % | | | 0.0 % | 40.0 % |

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STATE OF MONTANA
DEPARTMENT OF LABOR AND INDUSTRY
JOB TRAINING REPORT

OPERATOR CODE: 084
NAME: ROCKY MTN DEV COUNCIL
QUARTER ENDING: MAP 31 FY: 1985

COMPARATIVE PERFORMANCE BY SIGNIFICANT SEGMENT

| SIGNIFICANT SEGMENT ** | ** ENROLLED: | PLANNED PERCENT | ACTUAL COUNT | ACTUAL PERCENT | ** PLACED: ** IN JOBS | ACTUAL COUNT | ACTUAL PERCENT | ** AVG. WAGE | ** TOT POS PERCENT | ** TOT OTHER PERCENT |
|---------------------------|--------------|--------------------|-----------------|-------------------|--------------------------|-----------------|-------------------|--------------------|-----------------------|-------------------------|
| IIA YOUTH | | 100 % | 39 | 100.0 % | | 4 | 100.0 % | 4.03 | 100.0 % | 100.0 % |
| MALF | | 50 % | 27 | 69.2 % | | 4 | 100.0 % | 4.03 | 69.2 % | 0.0 % |
| FEMALE | | 50 % | 12 | 30.7 % | | 0 | 0.0 % | 0.00 | 30.7 % | 0.0 % |
| 21 AND UNDER | | 100 % | 39 | 100.0 % | | 4 | 100.0 % | 4.03 | 100.0 % | 0.0 % |
| 22 - 44 | | 0 % | 0 | 0.0 % | | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % |
| 45 - 54 | | 0 % | 0 | 0.0 % | | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % |
| 55 AND OVER | | 0 % | 0 | 0.0 % | | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % |
| HANDICAPPED | | 15 % | 4 | 10.2 % | | 0 | 0.0 % | 0.00 | 10.2 % | 0.0 % |
| OFFENDER | | 30 % | 15 | 38.4 % | | 4 | 100.0 % | 4.03 | 38.4 % | 0.0 % |
| DROPOUT | | 30 % | 14 | 35.8 % | | 1 | 25.0 % | 3.35 | 35.8 % | 0.0 % |
| GENERAL ASSISTANCE | | 10 % | 6 | 15.3 % | | 1 | 25.0 % | 5.25 | 15.3 % | 0.0 % |
| DISPLACED HOMEMAKER | | 0 % | 0 | 0.0 % | | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % |
| AFDC RECIPIENT | | 15 % | 2 | 5.1 % | | 0 | 0.0 % | 0.00 | 5.1 % | 0.0 % |
| VETERAN | | 0 % | 1 | 2.5 % | | 0 | 0.0 % | 0.00 | 2.5 % | 0.0 % |
| UI CLAIMANT | | 0 % | 0 | 0.0 % | | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % |
| WHITE | | 85 % | 31 | 79.4 % | | 4 | 100.0 % | 4.03 | 79.4 % | 0.0 % |
| BLACK | | 0 % | 0 | 0.0 % | | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % |
| HISPANIC | | 0 % | 1 | 2.5 % | | 0 | 0.0 % | 0.00 | 2.5 % | 0.0 % |
| ATL CAN | | 15 % | 7 | 17.9 % | | 0 | 0.0 % | 0.00 | 17.9 % | 0.0 % |
| ASIAN & PI | | 0 % | 0 | 0.0 % | | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % |

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STATE OF MONTANA
DEPARTMENT OF LABOR AND INDUSTRY
JOE TRAINING REPORT

OPERATOR CODE: 084
NAME: ROCKY MTN DEV COUNCIL
QUARTER ENDING: MAP 31 FY: 1985

| ***** | | | | | | | | | |
|---|------------------------------------|-----------------|-------------------|--------------------------------|-------------------|--------------------|-----------------------|-------------------|------------------------|
| COMPARATIVE PERFORMANCE BY SIGNIFICANT SEGMENT CUMULATIVE QUARTERLY | | | | | | | | | |
| ***** | | | | | | | | | |
| SIGNIFICANT SEGMENT ** | ** ENROLLED: PLANNED PERCENT | ACTUAL COUNT | ACTUAL PERCENT | ** PLACED: IN JOBS COUNT | ACTUAL PERCENT | ** AVG. WAGE | ** TOT POS PERCENT | ** TOT PERCENT | OTHER TERMS PERCENT |
| CLDEF WORKER 3 % | 100 % | 7 | 100.0 % | 3 | 100.0 % | 4.13 | 100.0 % | 100.0 % | 100.0 % |
| MALE | 50 % | 3 | 42.8 % | 1 | 33.3 % | 5.70 | 42.8 % | 0.0 % | 0.0 % |
| FEMALE | 50 % | 4 | 57.1 % | 2 | 66.6 % | 3.35 | 57.1 % | 0.0 % | 0.0 % |
| 21 AND UNDER | 0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | 0.0 % |
| 22 - 44 | 0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | 0.0 % |
| 45 - 54 | 0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | 0.0 % |
| 55 AND OVER | 100 % | 7 | 100.0 % | 3 | 100.0 % | 4.13 | 100.0 % | 0.0 % | 0.0 % |
| HANDICAPPED | 9 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | 0.0 % |
| OFFENDER | 3 % | 1 | 14.2 % | 0 | 0.0 % | 0.00 | 14.2 % | 0.0 % | 0.0 % |
| DROPOUT | 1 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | 0.0 % |
| GENERAL ASSISTANCE | 2 % | 1 | 14.2 % | 0 | 0.0 % | 0.00 | 14.2 % | 0.0 % | 0.0 % |
| DISPLACED HOME MAKER | 10 % | 3 | 42.8 % | 1 | 33.3 % | 3.35 | 42.8 % | 0.0 % | 0.0 % |
| AFDC RECIPIENT | 2 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | 0.0 % |
| VETERAN | 7 % | 3 | 42.8 % | 1 | 33.3 % | 5.70 | 42.8 % | 0.0 % | 0.0 % |
| UI CLAIMANT | 0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | 0.0 % |
| WHITE | 98 % | 7 | 100.0 % | 3 | 100.0 % | 4.13 | 100.0 % | 0.0 % | 0.0 % |
| BLACK | 0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | 0.0 % |
| HISPANIC | 0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | 0.0 % |
| AI & AN | 2 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | 0.0 % |
| ASIAN & PI | 0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | 0.0 % |

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DATE OF
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STATE OF MONTANA
DEPARTMENT OF LABOR AND INDUSTRY
JOB TRAINING REPORT

OPERATOR CODE: 086
NAME: RUTTE HRDC
MONTH: MAR FY: 1985

COMPARATIVE PERFORMANCE BY PROGRAM
CUMULATIVE MONTHLY

SOURCE - ACTIVITY ** ENROLL * NON-FCO ** TOTAL ** PLACEMENT INFORMATION ** COMP * ENHANCE * TOT POS - COST PER ** ALL OTHER
** COUNTS DISADV ** TERMS ** COUNTS * AVG WGE * COST PER **

310 000
- IIA YOUTH
UNDUPLICATED SOURCE COUNTS

| | | | | | | | | | | |
|---------------|---------|-------|--------|---------|---------|-------|---------|---|---|-------|
| PLANNED | 29 | 0 | 10 | 6 | \$ 3.35 | 0 | 5 | 0 | 0 | 0 |
| ACTUAL | 37 | 0 | 5 | 5 | \$ 3.86 | 0 | 5 | 0 | 0 | 0 |
| PERCENT (A/P) | 103.4 % | 0.0 % | 50.0 % | 83.3 % | | 0.0 % | 100.0 % | | | 0.0 % |
| RATE | | 0.0 % | | 100.0 % | | | | | | |

310 700
- IIA YOUTH
SERVICES

| | | | | | | | | | | |
|--------|----|-------|---|--------|---------|---|--------|---|---|--------|
| ACTUAL | 25 | 0 | 6 | 5 | \$ 3.86 | 0 | 5 | 0 | 0 | 1 |
| RATE | | 0.0 % | | 83.3 % | | | 83.3 % | | | 16.6 % |

310 720
- IIA YOUTH
WORK EXPERIENCE

| | | | | | | | | | | |
|--------|---|-------|---|-------|---------|---|-------|---|---|-------|
| ACTUAL | 6 | 0 | 0 | 0 | \$ 0.00 | 0 | 0 | 0 | 0 | 0 |
| RATE | | 0.0 % | | 0.0 % | | | 0.0 % | | | 0.0 % |

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STATE OF MONTANA
DEPARTMENT OF LABOR AND INDUSTRY
JOB TRAINING REPORT

OPERATOR CODE: 086
NAME: RUTTE HRDC
QUARTER ENDING: MAR 31 FY: 1985

| ***** | | | | | | | | | |
|--|------------------------------------|-----------------|-------------------|-----------------------------------|-------------------|--------------------|-----------------------|-------------------|------------------------|
| COMPARATIVE PERFORMANCE BY SIGNIFICANT SEGMENT | | | | | | | | | |
| ***** | | | | | | | | | |
| SIGNIFICANT SEGMENT | ** ENROLLED: PLANNED PERCENT | ACTUAL COUNT | ACTUAL PERCENT | ** PLACED: ** IN JOBS COUNT | ACTUAL PERCENT | ** AVG. WAGE | ** TOT POS PERCENT | ** TOT PERCENT | OTHER TERMS PERCENT |
| IIA YOUTH | 100 % | 30 | 100.0 % | 5 | 100.0 % | 3.86 | 100.0 % | 100.0 % | 100.0 % |
| MALE | 50 % | 11 | 36.6 % | 3 | 60.0 % | 3.98 | 36.6 % | 0.0 % | 0.0 % |
| FEMALE | 50 % | 19 | 63.3 % | 2 | 40.0 % | 3.69 | 63.3 % | 0.0 % | 0.0 % |
| 21 AND UNDER | 100 % | 30 | 100.0 % | 5 | 100.0 % | 3.86 | 100.0 % | 0.0 % | 0.0 % |
| 22 - 44 | 0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | 0.0 % |
| 45 - 54 | 0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | 0.0 % |
| 55 AND OVER | 0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | 0.0 % |
| HANDICAPPED | 8 % | 1 | 3.3 % | 1 | 20.0 % | 4.02 | 3.3 % | 0.0 % | 0.0 % |
| OFFENDER | 3 % | 9 | 30.0 % | 1 | 20.0 % | 4.45 | 30.0 % | 0.0 % | 0.0 % |
| DROPOUT | 2 % | 3 | 10.0 % | 2 | 40.0 % | 3.75 | 10.0 % | 0.0 % | 0.0 % |
| GENERAL ASSISTANCE | 2 % | 3 | 10.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | 0.0 % |
| DISPLACED HOME | 0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | 0.0 % |
| AFDC RECIPIENT | 2 % | 5 | 16.6 % | 1 | 20.0 % | 3.50 | 16.6 % | 0.0 % | 0.0 % |
| VETERAN | 0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | 0.0 % |
| UI CLAIMANT | 0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | 0.0 % |
| WHITE | 85 % | 27 | 90.0 % | 4 | 80.0 % | 3.72 | 90.0 % | 0.0 % | 0.0 % |
| BLACK | 0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | 0.0 % |
| HISPANIC | 0 % | 1 | 3.3 % | 0 | 0.0 % | 0.00 | 3.3 % | 0.0 % | 0.0 % |
| ASIAN | 15 % | 2 | 6.6 % | 1 | 20.0 % | 4.45 | 6.6 % | 0.0 % | 0.0 % |
| ASIAN & OI | 0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | 0.0 % |

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DATE OF RUN: 04/10/85
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STATE OF MONTANA
DEPARTMENT OF LABOR AND INDUSTRY
JOB TRAINING REPORT

OPERATOR CODE: 088
NAME: ROZEMAN HPDC
MONTH: MAR FY: 1985

| ***** | | | | | | | | | |
|------------------------------------|-----------|-------------|----------|--------------|----------|---------|------------|------------|--------------|
| COMPARATIVE PERFORMANCE BY PROGRAM | | | | | | | | | |
| ***** | | | | | | | | | |
| CUMULATIVE MONTHLY | | | | | | | | | |
| ***** | | | | | | | | | |
| SOURCE - ACTIVITY | ** ENROLL | ** NON-ECON | ** TOTAL | ** PLACEMENT | ** YOUTH | ** COMP | ** ENHANCE | ** TOT POS | ** ALL OTHER |
| ** COUNTS | ** COUNTS | DISADV | TERMS | COUNTS | AVG WGE | PER | TERMS | PER | TERMS |

315 000
- 6 x YOUTH INCENTIVES
UNDUPLICATED SOURCE COUNTS

| | | | | | | | | | |
|---------------|---------|-------|-------|-------|-------|-------|-------|-------|-------|
| PLANNED | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| ACTUAL | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| PERCENT (A/P) | 200.0 % | 0.0 % | 0.0 % | 0.0 % | 0.0 % | 0.0 % | 0.0 % | 0.0 % | 0.0 % |
| RATE | | 0.0 % | | 0.0 % | | | | | |

315 700
- 6 x YOUTH INCENTIVES
SERVICES

| | | | | | | | | | |
|--------|---|-------|---|-------|---|---|---|---|---------|
| ACTUAL | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| RATE | | 0.0 % | | 0.0 % | | | | | 100.0 % |

315 720
- 6 x YOUTH INCENTIVES
WORK EXPERIENCE

| | | | | | | | | | |
|--------|---|-------|---|-------|---|---|---|---|-------|
| ACTUAL | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| RATE | | 0.0 % | | 0.0 % | | | | | 0.0 % |

320 000
- OLDER WORKER 3 x
UNDUPLICATED SOURCE COUNTS

| | | | | | | | | | |
|---------------|---------|-------|---------|---------|---------|---------|---------|---------|-------|
| PLANNED | 9 | 0 | 5 | 4 | 4 | 4 | 4 | 4 | 0 |
| ACTUAL | 10 | 0 | 6 | 6 | 6 | 6 | 6 | 6 | 0 |
| PERCENT (A/P) | 111.1 % | 0.0 % | 120.0 % | 150.0 % | 150.0 % | 150.0 % | 150.0 % | 150.0 % | 0.0 % |
| RATE | | 0.0 % | | 0.0 % | | | | | |

320 700
- OLDER WORKER 3 x
SERVICES

| | | | | | | | | | |
|--------|---|-------|---|-------|---|---|---|---|---------|
| ACTUAL | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| RATE | | 0.0 % | | 0.0 % | | | | | 100.0 % |

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STATE OF MONTANA
DEPARTMENT OF LABOR AND INDUSTRY
JOB TRAINING REPORT

OPERATOR CODE: 088
NAME: BCTFMAN HRDC
MONTH: MAR FY: 1985

COMPARATIVE PERFORMANCE BY PROGRAM
CUMULATIVE MONTHLY

| SOURCE - ACTIVITY | ** ENROLL * | ** NON-ECON | ** TOTAL ** | PLACEMENT INFORMATION | ** COMP | YOUTH TERMINATION COUNTS | ** ALL OTHER |
|--|-------------|-------------|-------------|-----------------------|------------|--------------------------|--------------|
| ** COUNTS | ** DISADV | ** TERMS | ** COUNTS * | * AVG WGE * | * COST PER | * TOT POS - COST PER | ** TERMS |
| 320 710 - OLDER WORKER 3 % CLASSROOM TRAINING | 1 | 0.0 % | 1 | 1 \$ 4.05 | 0 | 0 0.0 % | 0 0.0 % |
| 320 715 - OLDER WORKER 3 % ON-THE-JOB TRAINING | 1 | 0.0 % | 0 | 0 \$ 0.00 | 0 | 0 0.0 % | 0 0.0 % |
| 320 720 - OLDER WORKER 3 % WORK EXPERIENCE | 7 | 0.0 % | 5 | 5 \$ 3.70 | 0 | 0 0.0 % | 0 0.0 % |

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STATE OF MONTANA
DEPARTMENT OF LABOR AND INDUSTRY
JOB TRAINING REPORT

OPERATOR CODE: 088
NAME: BOZEMAN HRDC
QUARTER ENDING: MAR 31 FY: 1985

| ***** | | | | | | | | | | |
|--|--------------|--------------------|-----------------|-------------------|--------------------------|-----------------|----------------------|--------------|--------------------------------|-------------------------------|
| COMPARATIVE PERFORMANCE BY SIGNIFICANT SEGMENT CUMULATIVE QUARTERLY | | | | | | | | | | |
| ***** | | | | | | | | | | |
| SIGNIFICANT SEGMENT ** | ** ENROLLED: | PLANNED PERCENT | ACTUAL COUNT | ACTUAL PERCENT | ** PLACED: ** IN JOBS | ACTUAL COUNT | ACTUAL PERCENT ** | AVG. WAGE | ** TOT POS TERMS PERCENT ** | ** TOT OTHER TERMS PERCENT |
| IIA YOUTH | 100 % | 100.0 % | 39 | 100.0 % | 13 | 100.0 % | 3.67 | | 100.0 % | 100.0 % |
| MALE | 50 % | 43.5 % | 17 | 53.8 % | 7 | 53.8 % | 3.68 | | 43.5 % | 0.0 % |
| FEMALE | 50 % | 56.4 % | 22 | 46.1 % | 6 | 46.1 % | 3.67 | | 56.4 % | 0.0 % |
| 21 AND UNDER | 100 % | 100.0 % | 39 | 100.0 % | 13 | 100.0 % | 3.67 | | 100.0 % | 0.0 % |
| 22 - 44 | 0 % | 0.0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | | 0.0 % | 0.0 % |
| 45 - 54 | 0 % | 0.0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | | 0.0 % | 0.0 % |
| 55 AND OVER | 0 % | 0.0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | | 0.0 % | 0.0 % |
| HANDICAPPED OFFENDER | 10 % | 5.1 % | 2 | 7.6 % | 1 | 7.6 % | 3.35 | | 5.1 % | 0.0 % |
| DROPOUT | 25 % | 17.9 % | 7 | 23.0 % | 3 | 23.0 % | 3.28 | | 17.9 % | 0.0 % |
| GENERAL ASSISTANCE | 20 % | 30.7 % | 12 | 38.4 % | 5 | 38.4 % | 3.80 | | 30.7 % | 0.0 % |
| DISPLACED HOME MAKER | 0 % | 0.0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | | 0.0 % | 0.0 % |
| AFDC RECIPIENT | 2 % | 2.5 % | 1 | 0.0 % | 0 | 0.0 % | 0.00 | | 2.5 % | 0.0 % |
| VETERAN | 0 % | 12.8 % | 5 | 7.6 % | 1 | 7.6 % | 4.68 | | 12.8 % | 0.0 % |
| UI CLAIMANT | 0 % | 0.0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | | 0.0 % | 0.0 % |
| WHITE | 94 % | 97.4 % | 38 | 92.3 % | 12 | 92.3 % | 3.72 | | 97.4 % | 0.0 % |
| BLACK | 0 % | 0.0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | | 0.0 % | 0.0 % |
| HISPANIC | 0 % | 2.5 % | 1 | 7.6 % | 1 | 7.6 % | 3.15 | | 2.5 % | 0.0 % |
| AI & AN | 6 % | 0.0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | | 0.0 % | 0.0 % |
| ASIAN & PI | 0 % | 0.0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | | 0.0 % | 0.0 % |

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STATE OF MONTANA
DEPARTMENT OF LABOR AND INDUSTRY
JOB TRAINING REPORT

OPERATOR CODE: 098
NAME: BOZEMAN HRDC
QUARTER ENDING: MAR 31 FY: 1985

COMPARATIVE PERFORMANCE BY SIGNIFICANT SEGMENT
CUMULATIVE QUARTERLY

| SIGNIFICANT SEGMENT | ** ENROLLED: | PLANNED PERCENT | ACTUAL COUNT | ACTUAL PERCENT | ** PLACED: | ACTUAL COUNT | ACTUAL PERCENT | ** AVG. WAGE | ** TOT POS PERCENT | ** TOT OTHER TERMS PERCENT |
|---------------------|--------------|-----------------|--------------|----------------|------------|--------------|----------------|--------------|--------------------|----------------------------|
|---------------------|--------------|-----------------|--------------|----------------|------------|--------------|----------------|--------------|--------------------|----------------------------|

| | | | | | | | | | | |
|----------------------|-------|---|---------|---|---------|------|---------|------|---------|---------|
| 6 % YOUTH INCENTIVES | 100 % | 2 | 100.0 % | 0 | 100.0 % | 0.00 | 100.0 % | 0.00 | 100.0 % | 100.0 % |
| MALE | 0 % | 1 | 50.0 % | 0 | 0.0 % | 0.00 | 50.0 % | 0.00 | 50.0 % | 0.0 % |
| FEMALE | 50 % | 1 | 50.0 % | 0 | 0.0 % | 0.00 | 50.0 % | 0.00 | 50.0 % | 0.0 % |
| 21 AND UNDER | 100 % | 2 | 100.0 % | 0 | 0.0 % | 0.00 | 100.0 % | 0.00 | 100.0 % | 0.0 % |
| 22 - 44 | 0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.00 | 0.0 % | 0.0 % |
| 45 - 54 | 0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.00 | 0.0 % | 0.0 % |
| 55 AND OVER | 0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.00 | 0.0 % | 0.0 % |
| HANDICAPPED | 0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.00 | 0.0 % | 0.0 % |
| OFFENDER | 3 % | 1 | 50.0 % | 0 | 0.0 % | 0.00 | 50.0 % | 0.00 | 50.0 % | 0.0 % |
| DROPOUT | 2 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.00 | 0.0 % | 0.0 % |
| GENERAL ASSISTANCE | 2 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.00 | 0.0 % | 0.0 % |
| DISPLACED HOME MAKER | 10 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.00 | 0.0 % | 0.0 % |
| AFDC RECIPIENT | 10 % | 1 | 50.0 % | 0 | 0.0 % | 0.00 | 50.0 % | 0.00 | 50.0 % | 0.0 % |
| VETERAN | 0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.00 | 0.0 % | 0.0 % |
| UI CLAIMANT | 0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.00 | 0.0 % | 0.0 % |
| WHITE | 100 % | 2 | 100.0 % | 0 | 0.0 % | 0.00 | 100.0 % | 0.00 | 100.0 % | 0.0 % |
| BLACK | 0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.00 | 0.0 % | 0.0 % |
| HISPANIC | 0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.00 | 0.0 % | 0.0 % |
| AI & AN | 0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.00 | 0.0 % | 0.0 % |
| ASIAN & PI | 0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.00 | 0.0 % | 0.0 % |

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STATE OF MONTANA
DEPARTMENT OF LABOR AND INDUSTRY
JOB TRAINING REPORT

OPERATOR CODE: 088
NAME: ROZEMAN HRDC
QUARTER ENDING: MAR 31 FY: 1985

| COMPARATIVE PERFORMANCE BY SIGNIFICANT SEGMENT | | | | | | | | | | |
|--|--------------|--------------------|-----------------|-------------------|--------------------------|-----------------|-------------------|-----------------|-----------------------|----------------------------------|
| ***** | | | | | | | | | | |
| SIGNIFICANT SEGMENT | ** ENROLLED: | PLANNED PERCENT | ACTUAL COUNT | ACTUAL PERCENT | ** PLACED: ** IN JOBS | ACTUAL COUNT | ACTUAL PERCENT | ** AVG. WAGE | ** TOT POS PERCENT | ** TOT OTHER TERMS PERCENT |
| OLDER WORKER 3 % | 100 % | 100.0 % | 10 | 100.0 % | 6 | 100.0 % | 3.76 | 100.0 % | 100.0 % | 100.0 % |
| MALE | 50 % | 40.0 % | 4 | 33.3 % | 2 | 33.3 % | 3.43 | 40.0 % | 0.0 % | 0.0 % |
| FEMALE | 50 % | 60.0 % | 6 | 66.6 % | 4 | 66.6 % | 3.93 | 60.0 % | 0.0 % | 0.0 % |
| 21 AND UNDER | 0 % | 0.0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | 0.0 % |
| 22 - 44 | 0 % | 0.0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | 0.0 % |
| 45 - 54 | 0 % | 0.0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | 0.0 % |
| 55 AND OVER | 100 % | 100.0 % | 10 | 100.0 % | 6 | 100.0 % | 3.76 | 100.0 % | 0.0 % | 0.0 % |
| HANDICAPPED | 8 % | 0.0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | 0.0 % |
| OFFENDER | 3 % | 0.0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | 0.0 % |
| DROPOUT | 1 % | 40.0 % | 4 | 33.3 % | 2 | 33.3 % | 3.35 | 40.0 % | 0.0 % | 0.0 % |
| GENERAL ASSISTANCE | 12 % | 0.0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | 0.0 % |
| DISPLACED HOME/MAKER | 12 % | 0.0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | 0.0 % |
| AFDC RECIPIENT | 7 % | 0.0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | 0.0 % |
| VETERAN | 5 % | 30.0 % | 3 | 33.3 % | 2 | 33.3 % | 3.70 | 30.0 % | 0.0 % | 0.0 % |
| UI CLAIMANT | | 10.0 % | 1 | 16.6 % | 1 | 16.6 % | 4.67 | 10.0 % | 0.0 % | 0.0 % |
| WHITE | 93 % | 100.0 % | 10 | 100.0 % | 6 | 100.0 % | 3.76 | 100.0 % | 0.0 % | 0.0 % |
| BLACK | 0 % | 0.0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | 0.0 % |
| HISPANIC | 1 % | 0.0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | 0.0 % |
| AI & AN | 6 % | 0.0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | 0.0 % |
| ASIAN & PI | 0 % | 0.0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | 0.0 % |

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DATE OF RUN: 04/10/85
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STATE OF MONTANA
DEPARTMENT OF LABOR AND INDUSTRY
JOB TRAINING REPORT

OPERATOR CODE: 081
NAME: MISSOULA HRDC
QUARTER ENDING: MAP 31 FY: 1985

| ***** | | | | | | | | | |
|--|-------------------------|-----------------|-------------------|--------------------------|-----------------|-------------------|--------------------|-------------------|----------------------------------|
| COMPARATIVE PERFORMANCE BY SIGNIFICANT SEGMENT | | | | | | | | | |
| ***** | | | | | | | | | |
| CUMULATIVE QUARTERLY | | | | | | | | | |
| ***** | | | | | | | | | |
| SIGNIFICANT SEGMENT | ** ENROLLED: PERCENT | ACTUAL COUNT | ACTUAL PERCENT | ** PLACED: ** IN JOBS | ACTUAL COUNT | ACTUAL PERCENT | ** AVG. WAGE | ** TOT PERCENT | ** TOT OTHER TERMS PERCENT |
| IIA YOUTH | 100 % | 10 | 100.0 % | 0 | 100.0 % | 0.00 | 0.00 | 100.0 % | 100.0 % |
| MALE | NA | 5 | 50.0 % | 0 | 0.0 % | 0.00 | 0.00 | 0.0 % | 50.0 % |
| FEMALE | NA | 5 | 50.0 % | 0 | 0.0 % | 0.00 | 0.00 | 0.0 % | 50.0 % |
| 21 AND UNDER | NA | 10 | 100.0 % | 0 | 0.0 % | 0.00 | 0.00 | 0.0 % | 100.0 % |
| 22 - 44 | NA | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.00 | 0.0 % | 0.0 % |
| 45 - 54 | NA | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.00 | 0.0 % | 0.0 % |
| 55 AND OVER | NA | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.00 | 0.0 % | 0.0 % |
| HANDICAPPED | NA | 2 | 20.0 % | 0 | 0.0 % | 0.00 | 0.00 | 0.0 % | 20.0 % |
| OFFENDER | NA | 3 | 30.0 % | 0 | 0.0 % | 0.00 | 0.00 | 0.0 % | 30.0 % |
| DROPOUT | NA | 2 | 20.0 % | 0 | 0.0 % | 0.00 | 0.00 | 0.0 % | 20.0 % |
| GENERAL ASSISTANCE | NA | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.00 | 0.0 % | 0.0 % |
| DISPLACED HOMEMAKER | NA | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.00 | 0.0 % | 0.0 % |
| AFDC RECIPIENT | NA | 2 | 20.0 % | 0 | 0.0 % | 0.00 | 0.00 | 0.0 % | 20.0 % |
| VETERAN | NA | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.00 | 0.0 % | 0.0 % |
| UI CLAIMANT | NA | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.00 | 0.0 % | 0.0 % |
| WHITE | NA | 7 | 70.0 % | 0 | 0.0 % | 0.00 | 0.00 | 0.0 % | 70.0 % |
| BLACK | NA | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.00 | 0.0 % | 0.0 % |
| HISPANIC | NA | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.00 | 0.0 % | 0.0 % |
| AT & AN | NA | 1 | 10.0 % | 0 | 0.0 % | 0.00 | 0.00 | 0.0 % | 10.0 % |
| ASIAN & PT | NA | 2 | 20.0 % | 0 | 0.0 % | 0.00 | 0.00 | 0.0 % | 20.0 % |

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STATE OF MONTANA
DEPARTMENT OF LABOR AND INDUSTRY
JOB TRAINING REPORT

OPERATOR CODE: 081
NAME: MISSOULA HRDC
QUARTER ENDING: MAR 31 FY: 1985

COMPARATIVE PERFORMANCE BY SIGNIFICANT SEGMENT

| SIGNIFICANT SEGMENT ** | ENROLLED: ** | PLANNED PERCENT | ACTUAL COUNT | ACTUAL PERCENT | ** PLACED ** IN JOBS | ACTUAL COUNT | ACTUAL PERCENT ** | AVG. WAGE | ** TOT PDS PERCENT ** | ** TOT PERCENT ** | OTHER TERMS PERCENT |
|---------------------------|-----------------|--------------------|-----------------|-------------------|-------------------------|-----------------|----------------------|--------------|--------------------------|----------------------|------------------------|
| OLDER WORKER | 3 X | 100 X | 9 | 100.0 X | 2 | 100.0 X | 4.49 | 100.0 X | 100.0 X | 100.0 X | |
| MALE | | 50 X | 3 | 33.3 X | 0 | 0.0 X | 0.00 | 20.0 X | 20.0 X | 50.0 X | |
| FEMALE | | 50 X | 6 | 66.6 X | 2 | 100.0 X | 4.49 | 80.0 X | 80.0 X | 50.0 X | |
| 21 AND UNDER | | 0 X | 0 | 0.0 X | 0 | 0.0 X | 0.00 | 0.0 X | 0.0 X | 0.0 X | |
| 22 - 44 | | 0 X | 0 | 0.0 X | 0 | 0.0 X | 0.00 | 0.0 X | 0.0 X | 0.0 X | |
| 45 - 54 | | 0 X | 0 | 0.0 X | 0 | 0.0 X | 0.00 | 0.0 X | 0.0 X | 0.0 X | |
| 55 AND OVER | | 100 X | 9 | 100.0 X | 2 | 100.0 X | 4.49 | 100.0 X | 100.0 X | 100.0 X | |
| HANDICAPPED | | 3 X | 3 | 33.3 X | 0 | 0.0 X | 0.00 | 20.0 X | 20.0 X | 50.0 X | |
| OFFENDER | | 3 X | 0 | 0.0 X | 0 | 0.0 X | 0.00 | 0.0 X | 0.0 X | 0.0 X | |
| DROPOUT | | 1 X | 2 | 22.2 X | 0 | 0.0 X | 0.00 | 20.0 X | 20.0 X | 25.0 X | |
| GENERAL ASSISTANCE | | 10 X | 1 | 11.1 X | 0 | 0.0 X | 0.00 | 0.0 X | 0.0 X | 25.0 X | |
| DISPLACED HOME MAKER | | 10 X | 0 | 0.0 X | 0 | 0.0 X | 0.00 | 0.0 X | 0.0 X | 0.0 X | |
| AFDC RECIPIENT | | 12 X | 3 | 33.3 X | 0 | 0.0 X | 0.00 | 20.0 X | 20.0 X | 50.0 X | |
| VETERAN | | 7 X | 0 | 0.0 X | 0 | 0.0 X | 0.00 | 0.0 X | 0.0 X | 0.0 X | |
| UI CLAIMANT | | 5 X | 0 | 0.0 X | 0 | 0.0 X | 0.00 | 0.0 X | 0.0 X | 0.0 X | |
| WHITE | | 93 X | 7 | 77.7 X | 2 | 100.0 X | 4.49 | 80.0 X | 80.0 X | 75.0 X | |
| BLACK | | 0 X | 0 | 0.0 X | 0 | 0.0 X | 0.00 | 0.0 X | 0.0 X | 0.0 X | |
| HISPANIC | | 0 X | 0 | 0.0 X | 0 | 0.0 X | 0.00 | 0.0 X | 0.0 X | 0.0 X | |
| AI & AN | | 6 X | 1 | 11.1 X | 0 | 0.0 X | 0.00 | 0.0 X | 0.0 X | 25.0 X | |
| ASIAN & PI | | 1 X | 1 | 11.1 X | 0 | 0.0 X | 0.00 | 20.0 X | 20.0 X | 0.0 X | |

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STATE OF MONTANA
DEPARTMENT OF LABOR AND INDUSTRY
JOB TRAINING REPORT

OPERATOR CODE: 093
NAME: MONTANA STATE AFL-CIO
MONTH: MAR FY: 1985

COMPATIVE PERFORMANCE BY PROGRAM
CUMULATIVE MONTHLY

| SOURCE | - | ACTIVITY | ** | ENROLL | * | NON-ECON | ** | TOTAL | ** | PLACEMENT INFORMATION | ** | YOUTH TERMINATION COUNTS | ** | ALL OTHER |
|--------|---|----------|----|--------|---|----------|----|--------|----|-----------------------|----|--------------------------|-----|-----------|
| | | | ** | COUNTS | | DISADV | ** | TEPM'S | ** | COUNTS | * | COMP | * | TERMS |
| | | | ** | | | | ** | | ** | WGE | * | ENHANCE | * | |
| | | | ** | | | | ** | | ** | | * | TOT | POS | - |
| | | | ** | | | | ** | | ** | | * | COST | PER | ** |
| | | | ** | | | | ** | | ** | | * | COST | PER | ** |

330 000
- III DISLOCATED WORKER
UNDULICATED SOURCE COUNTS

[illegible]

330 700
- III DISLCCATED WORKER
SERVICES

| 12 | 12 | 10 | 2 | 0 | 0 | 8 |
|--------|---------|--------|---------|---|---|--------|
| ACTUAL | 100.0 % | 20.0 % | \$ 9.80 | 0 | 0 | 80.0 % |
| RATE | | | | | | |

330 710
- III DISLCCATED WORKER
CLASSROOM TRAINING

[illegible]

330 715
- III DISLOCATED WORKER
ON-THE-JOB TRAINING

| ACTUAL DATE | 8 | 9 | 7 | 7 | 0 | 0 | 0 |
|----------------|---------|---------|---------|------|---|---|-------|
| | 100.0 % | 100.0 % | 100.0 % | 5.96 | 0 | 0 | 0.0 % |

360 000
- TITLE III STATE BUILD MONT
UNDIRECTED SOURCE COUNTS

| | | | | | | | | | |
|---------------|---------|---------|--------|--------|----|------|-------|-------|--------|
| PLANNED | 345 | 280 | 320 | 224 | \$ | 5.50 | | | |
| ACTUAL | 370 | 360 | 177 | 132 | \$ | 7.22 | 0 | 0 | 45 |
| PERCENT (A/P) | 107.2 % | 131.7 % | 55.3 % | 58.9 % | | | | | |
| RATE | | 99.7 % | | 74.5 % | | | 0.0 % | 0.0 % | 25.4 % |

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DATE OF FUN: 04/10/85
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STATE OF MONTANA
DEPARTMENT OF LABOR AND INDUSTRY
JOB TRAINING REPORT

OPERATOR CODE: 093
NAME: MONTANA STATE AFL-CIO
MONTH: MAR FY: 1985

COMPARATIVE PERFORMANCE BY PROGRAM
CUMULATIVE MONTHLY

[illegible]

| 360 | 700 | STATE BUILD MONT | | | | | | | |
|------------|-----------|------------------|---------|-----|--------|----|------|-------|---------|
| - | TITLE III | 402 | 401 | 398 | 127 | \$ | 7.16 | 0 | 0 |
| SERVICES | | | 99.7 % | | 32.7 % | | | 0.0 % | 261 |
| ACTUAL | | | | | | | | | 67.2 % |
| RATE | | | | | | | | | |
| 360 | 710 | | | | | | | | |
| - | TITLE III | | | | | | | | |
| CLASSROOM | TRAINING | | | | | | | | |
| ACTUAL | | 15 | 15 | 3 | 0 | \$ | 0.00 | 0 | 0 |
| RATE | | | 100.0 % | | 0.0 % | | | 0.0 % | 100.0 % |
| 360 | 715 | | | | | | | | |
| - | TITLE III | | | | | | | | |
| ON-THE-JOB | TRAINING | | | | | | | | |
| ACTUAL | | 17 | 17 | 7 | 5 | \$ | 8.65 | 0 | 0 |
| RATE | | | 100.0 % | | 71.4 % | | | 0.0 % | 28.5 % |

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STATE OF MONTANA
DEPARTMENT OF LABOR AND INDUSTRY
JOB TRAINING REPORT

OPERATOR CODE: 093
NAME: MONTANA STATE AFL-CIO
QUARTER ENDING: MAR 31 FY: 1985

| ***** COMPARATIVE PERFORMANCE BY SIGNIFICANT SEGMENT CUMULATIVE QUARTERLY ***** | | | | | | | | | |
|---|----------------|-----------------|--------------|----------------|--------------|--------------|----------------|-----------------------|-------------------------------|
| SIGNIFICANT SEGMENT | ** ENROLLED ** | PLANNED PERCENT | ACTUAL COUNT | ACTUAL PERCENT | ** PLACED ** | ACTUAL COUNT | ACTUAL PERCENT | ** TOT POS PERCENT ** | ** TOT OTHER TERMS PERCENT ** |
| III DISLOCATED WORKER | 100 % | 100.0 % | 21 | 100.0 % | 9 | 100.0 % | 6.81 | 100.0 % | 100.0 % |
| MALE | NA | NA | 13 | 61.9 % | 6 | 66.6 % | 6.45 | 76.4 % | 0.0 % |
| FEMALE | NA | NA | 8 | 38.0 % | 3 | 33.3 % | 7.53 | 23.5 % | 100.0 % |
| 21 AND UNDER | NA | NA | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % |
| 22 - 44 | NA | NA | 18 | 85.7 % | 9 | 100.0 % | 6.81 | 98.2 % | 75.0 % |
| 45 - 54 | NA | NA | 3 | 14.2 % | 0 | 0.0 % | 0.00 | 11.7 % | 25.0 % |
| 55 AND OVER | NA | NA | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % |
| HANDICAPPED | NA | NA | 1 | 4.7 % | 0 | 0.0 % | 0.00 | 5.8 % | 0.0 % |
| OFFENDER | NA | NA | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % |
| DROPOUT | NA | NA | 4 | 19.0 % | 0 | 0.0 % | 0.00 | 11.7 % | 50.0 % |
| GENERAL ASSISTANCE | NA | NA | 5 | 23.8 % | 1 | 11.1 % | 5.50 | 17.6 % | 50.0 % |
| DISPLACED HOMEWORKER | NA | NA | 1 | 4.7 % | 0 | 0.0 % | 0.00 | 0.0 % | 25.0 % |
| AFDC RECIPIENT | NA | NA | 1 | 4.7 % | 0 | 0.0 % | 0.00 | 5.8 % | 0.0 % |
| VETERAN | NA | NA | 2 | 9.5 % | 0 | 0.0 % | 0.00 | 11.7 % | 0.0 % |
| UI CLAIMANT | NA | NA | 6 | 28.5 % | 2 | 22.2 % | 9.80 | 29.4 % | 25.0 % |
| WHITE | NA | NA | 20 | 95.2 % | 9 | 100.0 % | 6.81 | 94.1 % | 100.0 % |
| BLACK | NA | NA | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % |
| HISPANIC | NA | NA | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % |
| AI & AN | NA | NA | 1 | 4.7 % | 0 | 0.0 % | 0.00 | 5.8 % | 0.0 % |
| ASIAN & PI | NA | NA | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % |

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STATE OF MONTANA
DEPARTMENT OF LABOR AND INDUSTRY
JOB TRAINING REPORT

OPERATOR CODE: 093
NAME: MONTANA STATE AFL-CIO
QUARTER ENDING: MAR 31 FY: 1985

COMPARATIVE PERFORMANCE BY SIGNIFICANT SEGMENT
CUMULATIVE QUARTERLY

SIGNIFICANT ** ENROLLED: PLANNED PERCENT ACTUAL COUNT ** PLACED: ACTUAL COUNT ** AVG. WAGE ** TOT POS TERMS ** TOT OTHER TERMS **

| | | | | | | | | |
|---------------------------|-------|-----|---------|-----|---------|------|---------|---------|
| TITLE III STATE BUILD MDN | 100 % | 370 | 100.0 % | 132 | 100.0 % | 7.22 | 100.0 % | 100.0 % |
| MALE | 70 % | 306 | 82.7 % | 112 | 84.8 % | 7.51 | 83.3 % | 77.7 % |
| FEMALE | 30 % | 64 | 17.2 % | 20 | 15.1 % | 5.56 | 16.6 % | 22.2 % |
| 21 AND UNDER | 0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % |
| 22 - 44 | 60 % | 283 | 76.4 % | 104 | 78.7 % | 7.28 | 76.3 % | 77.7 % |
| 45 - 54 | 33 % | 60 | 16.2 % | 22 | 16.6 % | 7.49 | 16.0 % | 17.7 % |
| 55 AND OVER | 7 % | 27 | 7.2 % | 6 | 4.5 % | 5.04 | 7.6 % | 4.4 % |
| HANDICAPPED | 8 % | 15 | 4.0 % | 1 | 0.7 % | 9.00 | 3.3 % | 8.8 % |
| OFFENDER | 4 % | 10 | 2.7 % | 2 | 1.5 % | 7.00 | 2.4 % | 4.4 % |
| DROPOUT | 11 % | 45 | 12.1 % | 12 | 9.0 % | 6.44 | 12.6 % | 8.8 % |
| GENERAL ASSISTANCE | 10 % | 29 | 7.8 % | 3 | 2.2 % | 4.38 | 6.7 % | 15.5 % |
| DISPLACED HOMEMAKER | 10 % | 17 | 4.5 % | 7 | 5.3 % | 3.91 | 4.9 % | 2.2 % |
| AFDC RECIPIENT | 12 % | 18 | 4.8 % | 5 | 3.7 % | 8.15 | 4.3 % | 8.8 % |
| VETERAN | 9 % | 156 | 42.1 % | 61 | 46.2 % | 7.75 | 43.0 % | 35.5 % |
| UI CLAIMANT | 10 % | 144 | 38.9 % | 53 | 40.1 % | 8.08 | 40.0 % | 31.1 % |
| WHITE | 93 % | 340 | 91.8 % | 123 | 93.1 % | 7.40 | 92.3 % | 88.8 % |
| BLACK | 1 % | 2 | 0.5 % | 0 | 0.0 % | 0.00 | 0.6 % | 0.0 % |
| HISPANIC | 0 % | 5 | 1.3 % | 2 | 1.5 % | 4.29 | 1.5 % | 0.0 % |
| AI & AN | 6 % | 20 | 5.4 % | 4 | 3.0 % | 4.87 | 4.6 % | 11.1 % |
| ASIAN & PI | 0 % | 3 | 0.8 % | 3 | 2.2 % | 4.63 | 0.9 % | 0.0 % |

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STATE OF MONTANA
DEPARTMENT OF LABOR AND INDUSTRY
JOB TRAINING REPORT

OPERATOR CODE: 999
NAME: RCS SUMMARY
MONTH: MAR FY: 1985

COMPARATIVE PERFORMANCE BY PROGRAM
CUMULATIVE MONTHLY

SOURCE - ACTIVITY ** ENROLL * NON-ECON ** TOTAL ** PLACEMENT INFORMATION ** YOUTH TERMINATION COUNTS ** ALL OTHER
DISADV ** TERMS ** COUNTS * AVG WGE * COST PER ** COMP * ENHANCE * TOT POS - CCST PER ** TERMS

305 000
- IIA ADULT
UNDULPLICATED SOURCE COUNTS

| | | | | | | | | | |
|---------------|--------|--------|--------|--------|---------|-------|-------|-------|--------|
| PLANNED | 1831 | 83 | 1277 | 860 | \$ 4.91 | 0 | 0 | 0 | 347 |
| ACTUAL | 1830 | 48 | 1152 | 805 | \$ 4.71 | 0 | 0 | 0 | 347 |
| PERCENT (A/P) | 99.9 % | 57.8 % | 90.2 % | 93.6 % | | 0.0 % | 0.0 % | 0.0 % | 30.1 % |
| RATE | | 2.6 % | | 69.8 % | | | | | |

305 700
- IIA ADULT
SERVICES

| | | | | | | | | | |
|--------|----|-------|----|--------|---------|-------|-------|-------|--------|
| ACTUAL | 47 | 1 | 42 | 30 | \$ 5.05 | 0 | 0 | 0 | 12 |
| RATE | | 2.1 % | | 71.4 % | | 0.0 % | 0.0 % | 0.0 % | 28.5 % |

305 710
- IIA ADULT
CLASSROOM TRAINING

| | | | | | | | | | |
|--------|-----|-------|-----|--------|---------|-------|-------|-------|--------|
| ACTUAL | 360 | 28 | 150 | 82 | \$ 4.97 | 0 | 0 | 0 | 68 |
| RATE | | 7.7 % | | 54.6 % | | 0.0 % | 0.0 % | 0.0 % | 45.3 % |

305 715
- IIA ADULT
ON-THE-JOB TRAINING

| | | | | | | | | | |
|--------|-----|-------|-----|--------|---------|-------|-------|-------|--------|
| ACTUAL | 498 | 13 | 371 | 272 | \$ 5.15 | 0 | 0 | 0 | 99 |
| RATE | | 2.6 % | | 73.3 % | | 0.0 % | 0.0 % | 0.0 % | 26.6 % |

305 720
- IIA ADULT
WORK EXPERIENCE

| | | | | | | | | | |
|--------|-----|-------|-----|--------|---------|-------|-------|-------|--------|
| ACTUAL | 135 | 2 | 126 | 61 | \$ 4.66 | 0 | 0 | 0 | 65 |
| RATE | | 1.4 % | | 48.4 % | | 0.0 % | 0.0 % | 0.0 % | 51.5 % |

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STATE OF MONTANA
DEPARTMENT OF LABOR AND INDUSTRY
JOB TRAINING REPORT

OPERATOR CODE: 999 SUMMARY
NAME: RCS
MONTH: MAR FY: 1985

COMPARATIVE PERFORMANCE BY PROGRAM

| SOURCE - ACTIVITY | ** ENROLL * | ** NON-ECON | ** TOTAL | ** PLACEMENT INFORMATION | ** YOUTH TERMINATION COUNTS | ** ALL OTHER |
|--|-------------|-------------|-----------|--------------------------|--|---------------|
| ** COUNTS | ** DISADV | ** TERMS | ** COUNTS | ** AVG WGE * COST PER | ** COMP * ENHANCE * TOT POS - COST PER | ** TERMS |
| 305 725 - IIA ADULT JOB CLUB | 263 | 4 1.5 % | 262 | 142 \$ 4.21 54.1 % | 0 0 0.0 % | 120 45.8 % |
| 305 730 - IIA ADULT WORLD OF WORK | 353 | 5 1.4 % | 330 | 103 \$ 4.35 31.2 % | 0 0 0.0 % | 227 68.7 % |
| 305 735 - IIA ADULT MOBILE JOB SEARCH ASSIST | 93 | 1 1.0 % | 80 | 32 \$ 4.77 40.0 % | 0 0 0.0 % | 48 60.0 % |
| 305 740 - IIA ADULT DISPLACED HOME/MAKER | 379 | 5 1.4 % | 200 | 114 \$ 4.22 57.0 % | 0 0 0.0 % | 86 43.0 % |
| 305 745 - IIA ADULT BASIC EDUCATION | 28 | 1 3.5 % | 26 | 6 \$ 4.43 23.0 % | 0 0 0.0 % | 20 76.9 % |

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STATE OF MONTANA
DEPARTMENT OF LABOR AND INDUSTRY
JOB TRAINING REPORT

OPERATOR CODE: 999 SUMMARY
NAME: RRS
MONTH: MAR FY: 1985

***** COMPARATIVE PERFORMANCE BY PROGRAM CUMULATIVE MONTHLY *****

SOURCE - ACTIVITY ** ENROLL * NON-ECON ** TOTAL ** PLACEMENT INFORMATION ** YOUTH TERMINATION COUNTS ** ALL OTHER
** COUNTS ** DISADV ** TERMS ** COUNTS * AVG WGE * COST PER ** COMP * ENHANCE * TOT POS - COST PER ** TERMS

310 000
- IIA YOUTH
UNDUPLICATED SOURCE COUNTS

| | | | | | | | | |
|---------------|--------|--------|--------|---------|---|----|--------|--------|
| PLANNED | 997 | 29 | 386 | \$ 3.80 | 3 | 56 | 427 | 101 |
| ACTUAL | 967 | 20 | 368 | \$ 4.12 | | | | |
| PERCENT (A/P) | 96.9 % | 68.9 % | 95.3 % | | | | 80.8 % | 19.1 % |
| RATE | | 2.0 % | 69.6 % | | | | | |

310 700
- IIA YOUTH
SERVICES

| | | | | | | | | |
|--------|----|-------|--------|---------|---|---|--------|--------|
| ACTUAL | 93 | 3 | 42 | \$ 3.74 | 0 | 3 | 45 | 32 |
| RATE | | 3.2 % | 54.5 % | | | | 58.4 % | 41.5 % |

310 710
- IIA YOUTH
CLASSROOM TRAINING

| | | | | | | | | |
|--------|----|-------|--------|---------|---|---|--------|--------|
| ACTUAL | 70 | 0 | 12 | \$ 4.11 | 0 | 0 | 12 | 22 |
| RATE | | 0.0 % | 35.2 % | | | | 35.2 % | 64.7 % |

310 715
- IIA YOUTH
ON-THE-JOB TRAINING

| | | | | | | | | |
|--------|-----|-------|--------|---------|---|----|--------|--------|
| ACTUAL | 346 | 6 | 139 | \$ 4.39 | 1 | 12 | 152 | 62 |
| RATE | | 1.7 % | 64.9 % | | | | 71.0 % | 28.9 % |

310 720
- IIA YOUTH
WORK EXPERIENCE

| | | | | | | | | |
|--------|-----|-------|--------|---------|---|----|--------|--------|
| ACTUAL | 313 | 4 | 72 | \$ 4.16 | 1 | 22 | 95 | 79 |
| RATE | | 1.2 % | 41.3 % | | | | 54.5 % | 45.4 % |

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STATE OF MONTANA
DEPARTMENT OF LABOR AND INDUSTRY
JOB TRAINING REPORT

OPERATOR CODE: 999
NAME: BCS SUMMARY
MONTH: MAR
FY: 1985

COMPARATIVE PERFORMANCE BY PROGRAM
CUMULATIVE MONTHLY

| SOURCE - ACTIVITY | ** ENROLL * | ** NON-ECON | ** TOTAL | ** PLACEMENT INFORMATION | ** COMP | ** YOUTH | ** TERMINATION | ** COUNTS | ** ALL OTHER |
|--|-------------|-------------|-----------|--------------------------|-------------|------------|----------------|-------------|--------------|
| ** COUNTS | DISADV | ** TERMS | ** COUNTS | ** AVG WGE | ** COST PER | ** ENHANCE | ** TOT POS | ** COST PER | ** TERMS |
| 310 725 - IIA YOUTH JOB CLUB | 74 | 1.3 % | 72 | 37 \$ 3.70 51.3 % | 1 | 6 | 44 | 38.8 % | 28 |
| 310 730 - IIA YOUTH WORLD OF WORK | 152 | 4.6 % | 147 | 46 \$ 3.94 31.2 % | 0 | 10 | 56 | 61.9 % | 91 |
| 310 735 - IIA YOUTH MOBILE JOB SEARCH ASSIST | 39 | 0.0 % | 38 | 15 \$ 4.78 39.4 % | 0 | 2 | 17 | 55.2 % | 21 |
| 310 740 - IIA YOUTH DISPLACED HOME MAKER | 1 | 0.0 % | 0 | 0 \$ 0.00 0.0 % | 0 | 0 | 0 | 0.0 % | 0 |
| 310 745 - IIA YOUTH BASIC EDUCATION | 31 | 0.0 % | 22 | 5 \$ 3.81 22.7 % | 0 | 1 | 6 | 72.7 % | 16 |

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STATE OF MONTANA
DEPARTMENT OF LABOR AND INDUSTRY
JOB TRAINING REPORT

OPERATOR CODE: 999
NAME: RDS SUMMARY
MONTH: MAR FY: 1985

COMPARATIVE PERFORMANCE BY PROGRAM
CUMULATIVE MONTHLY

SOURCE - ACTIVITY ** ENROLL * NON-ECON ** TOTAL ** PLACEMENT INFORMATION ** YOUTH TERMINATION COUNTS ** ALL OTHER
** COUNTS ** DISADV ** TERMS ** COUNTS * AVG WGE * COST PER ** COMP * ENHANCE * TOT POS - COST PER ** TERMS

315 000
- 6 * YOUTH INCENTIVES
UNDULATED SOURCE COUNTS

| | | | | | | | | | | | |
|---------------|--------|-------|-------|---|---------|-------|-------|-------|-------|-------|-------|
| PLANNED | 12 | 0 | 2 | 1 | \$ 4.13 | 0 | 0 | 0 | 0 | 0 | 0 |
| ACTUAL | 16.6 % | 0.0 % | 0.0 % | 0 | \$ 0.00 | 0.0 % | 0.0 % | 0.0 % | 0.0 % | 0.0 % | 0 |
| PERCENT (A/P) | | 0.0 % | 0.0 % | | | | | | | | 0.0 % |
| RATE | | 0.0 % | 0.0 % | | | | | | | | 0.0 % |

315 700
- 6 * YOUTH INCENTIVES
SERVICES

| | | | | | | | | | | | |
|--------|---|-------|-------|---|---------|-------|-------|-------|-------|-------|---------|
| ACTUAL | 1 | 0 | 1 | 0 | \$ 0.00 | 0.0 % | 0 | 0 | 0 | 0 | 1 |
| RATE | | 0.0 % | 0.0 % | | | | 0.0 % | 0.0 % | 0.0 % | 0.0 % | 100.0 % |

315 720
- 6 * YOUTH INCENTIVES
WORK EXPERIENCE

| | | | | | | | | | | | |
|--------|---|-------|-------|---|---------|-------|-------|-------|-------|-------|-------|
| ACTUAL | 2 | 0 | 0 | 0 | \$ 0.00 | 0.0 % | 0 | 0 | 0 | 0 | 0 |
| RATE | | 0.0 % | 0.0 % | | | | 0.0 % | 0.0 % | 0.0 % | 0.0 % | 0.0 % |

317 000
- 6 * ADULT INCENTIVES
UNDULATED SOURCE COUNTS

| | | | | | | | | | | | |
|---------------|---------|-------|---------|---|---------|--------|--------|-------|-------|-------|--------|
| PLANNED | 11 | 0 | 2 | 2 | \$ 4.92 | 2 | 1 | 0 | 0 | 0 | 1 |
| ACTUAL | 12 | 0 | 2 | 2 | \$ 4.00 | 50.0 % | 50.0 % | 0.0 % | 0.0 % | 0.0 % | 50.0 % |
| PERCENT (A/P) | 109.0 % | 0.0 % | 100.0 % | | | | | | | | |
| RATE | | 0.0 % | 0.0 % | | | | | | | | |

317 715
- 6 * ADULT INCENTIVES
ON-THE-JOB TRAINING

| | | | | | | | | | | | |
|--------|----|-------|-------|---|---------|--------|--------|-------|-------|-------|--------|
| ACTUAL | 11 | 0 | 2 | 1 | \$ 4.00 | 50.0 % | 1 | 0 | 0 | 0 | 1 |
| RATE | | 0.0 % | 0.0 % | | | | 50.0 % | 0.0 % | 0.0 % | 0.0 % | 50.0 % |

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STATE OF MONTANA
DEPARTMENT OF LABOR AND INDUSTRY
JOB TRAINING REPORT

OPERATOR CODE: 999
NAME: BCS
MONTH: MAR
SUMMARY
FY: 1985

COMPARATIVE PERFORMANCE BY PROGRAM
CUMULATIVE MONTHLY

| SOURCE - | ACTIVITY | ENROLL | * NON-ECON | TOTAL | PLACEMENT | YOUTH TERMINATION | ALL OTHER |
|----------|-----------|-----------|------------|-----------|-------------|-------------------|----------------------|
| | ** COUNTS | ** DISADV | ** TERMS | ** COUNTS | * AVG WGE | * ENHANCE | * TOT POS - COST PER |
| | | | | | ** COST PER | ** COMP | ** TERMS |

335 000
- STATE DISPLACED HCMFMAKER
UNDUPLICATED SOURCE COUNTS

| | | |
|---------------|-----|--------|
| PLANNED | NA | NA |
| ACTUAL | 220 | 194 |
| PERCENT (A/P) | NA | NA |
| RATE | | 38.1 % |

| | | | |
|-----|----|------|------|
| NA | NA | NA | NA |
| 128 | 71 | \$ | 4.60 |
| NA | NA | 55.4 | % |

| | | | |
|-----|-----|------|----|
| 0 | 0 | 0 | 57 |
| 0.0 | 0.0 | 44.5 | 2 |

335 740
- STATE DISPLACED HOMEMAKER
DISPLACED HOMEMAKER

| | | |
|----------------|------|--------|
| ACTUAL RATE | 22.0 | 194 |
| | | 98.1 % |

| | | |
|-----|--------|---------|
| 128 | 71 | \$ 4.60 |
| | 55.4 % | |

| | | | | |
|---|---|------|-------|----|
| 0 | 0 | 0.0% | 44.5% | 57 |
|---|---|------|-------|----|

340 - QCO
STATE START-UP TRAINING
UNDUPLICATED SOURCE COUNTS

| | | |
|---------------|----|--------|
| PLANNED | NA | NA |
| ACTUAL | 71 | 35 |
| PERCENT (A/P) | NA | NA |
| RATE | | 40.2 % |

NA 45 NA 20 NA 4.57
NA 44.4 %

| | | |
|----|---|---|
| 25 | 0 | 0 |
| 25 | 0 | 0 |
| 25 | 0 | 0 |

340 710
- STATE START-UP TRAINING
CLASSROOM TRAINING

| ACTUAL RATE | 71 | 35 |
|----------------|-------|----|
| | 49.2% | |

45 19 42.2% \$ 4.62

| | | | |
|---|---|------|-------|
| 0 | 0 | 0% | 26 |
| 0 | 0 | 0.0% | 57.7% |

340 715
- STATE START-UP TRAINING
ON-THE-JOB TRAINING

| | | |
|--------|-------|---|
| ACTUAL | 1 | 1 |
| RATE | 100.0 | % |

| | | | |
|---|---------|---|---------|
| 1 | 100.0 % | 1 | \$ 3.80 |
|---|---------|---|---------|

0
0
0
0
0
0
0
0

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STATE OF MONTANA
DEPARTMENT OF LABOR AND INDUSTRY
JOB TRAINING REPORT

OPERATOR CODE: 999
NAME: BOS SUMMARY
MONTH: MAR FY: 1985

COMPARATIVE PERFORMANCE BY PROGRAM
CUMULATIVE MONTHLY

SOURCE - ACTIVITY ** ENROLL * NON-FCOM ** TOTAL ** PLACEMENT INFORMATION ** YOUTH TERMINATION COUNTS ** ALL OTHER
** COUNTS ** DISADV ** TERMS ** COUNTS * AVG WGE * COST PER ** COMP * ENHANCE * TOT PDS - COST PER ** TERMS

360 700
- TITLE III STATE BUILD MONT
SERVICES

ACTUAL 402 401 389 127 \$ 7.16 0 0 0.0 % 0 261
RATE 99.7 % 32.7 % 0.0 % 67.2 %

360 710
- TITLE III STATE BUILD MONT
CLASSROOM TRAINING

ACTUAL 15 15 3 0 \$ 0.00 0 0 0.0 % 0 3
RATE 100.0 % 0.0 % 0.0 % 100.0 %

360 715
- TITLE III STATE BUILD MONT
ON-THE-JOB TRAINING

ACTUAL 69 34 40 28 \$ 5.62 0 0 0.0 % 0 12
RATE 49.2 % 70.0 % 0.0 % 30.0 %

360 720
- TITLE III STATE BUILD MONT
WORK EXPERIENCE

ACTUAL 2 0 0 0 \$ 0.00 0 0 0.0 % 0 0
RATE 0.0 % 0.0 % 0.0 % 0.0 %

422 000
- IVC VETERANS
UNDUPLICATED SOURCE COUNTS

PLANNED NA NA NA NA
ACTUAL 12 0 3 6 \$ 4.50 0 0 0.0 % 0 2
PERCENT (A/P) NA NA 75.0 % 25.0 %
RATE C.3 %

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STATE OF MONTANA
 DEPARTMENT OF LABOR AND INDUSTRY
 JOB TRAINING REPORT

OPERATOR CODE: 999
 NAME: DOS SUMMARY
 MONTH: MAR FY: 1985

 COMPARTATIVE PERFORMANCE BY PROGRAM
 CUMULATIVE MONTHLY

SOURCE - ACTIVITY ** ENROLL * NON-ECON ** TOTAL ** PLACEMENT INFORMATION ** YOUTH TERMINATION COUNTS ** ALL OTHER
 ** COUNTS ** TERMS ** COUNTS * AVG WGE * COST PER ** COMP * ENHANCE * TOT POS - COST PER ** TERMS

422 715
 - IVC VETERANS
 ON-THE-JCB TRAINING

| | | | | | | | | |
|----|---|---|---|------|---|---|-------|--------|
| 12 | 0 | 8 | 6 | 4.59 | 0 | 0 | 0.0 % | 25.0 % |
|----|---|---|---|------|---|---|-------|--------|

ACTUAL
 RATE

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STATE OF MONTANA
DEPARTMENT OF LABOR AND INDUSTRY
JOB TRAINING REPORT

OPERATOR CODE: 900
NAME: RGS SUMMARY
QUARTER ENDING: MAR 31 FY: 1985

| ***** | | | | | | | | | |
|--|------------------------------------|-----------------|-------------------|-----------------------------------|----------------------|--------------|--------------------------|----------------------|------------------------|
| COMPARATIVE PERFORMANCE BY SIGNIFICANT SEGMENT | | | | | | | | | |
| ***** | | | | | | | | | |
| CUMULATIVE QUARTERLY | | | | | | | | | |
| ***** | | | | | | | | | |
| SIGNIFICANT SEGMENT ** | ** ENROLLED: PLANNED PERCENT | ACTUAL COUNT | ACTUAL PERCENT | ** PLACED: ** IN JOBS COUNT | ACTUAL PERCENT ** | AVG. WAGE | ** TOT POS PERCENT ** | ** TOT PERCENT ** | OTHER TERMS PERCENT |
| IIA ADULT | 100 % | 1830 | 100.0 % | 805 | 100.0 % | 4.71 | 100.0 % | 100.0 % | |
| MALE | 50 % | 790 | 43.1 % | 375 | 46.5 % | 5.15 | 44.8 % | 36.0 % | |
| FEMALE | 50 % | 1040 | 56.8 % | 430 | 53.4 % | 4.32 | 55.1 % | 63.9 % | |
| 21 AND UNDER | 0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | |
| 22 - 44 | 75 % | 1613 | 88.1 % | 714 | 88.6 % | 4.70 | 88.8 % | 85.3 % | |
| 45 - 54 | 19 % | 165 | 9.0 % | 69 | 8.4 % | 4.89 | 8.3 % | 11.8 % | |
| 55 AND OVER | 7 % | 52 | 2.8 % | 23 | 2.8 % | 4.27 | 2.8 % | 2.8 % | |
| HANDICAPPED | 9 % | 391 | 21.3 % | 117 | 14.5 % | 4.96 | 22.7 % | 15.5 % | |
| OFFENDER | 3 % | 88 | 4.8 % | 46 | 5.7 % | 4.98 | 4.5 % | 5.7 % | |
| DROPOUT | 1 % | 259 | 14.1 % | 114 | 14.1 % | 4.64 | 13.2 % | 18.1 % | |
| GENERAL ASSISTANCE | 2 % | 132 | 7.2 % | 51 | 6.3 % | 4.99 | 6.8 % | 8.9 % | |
| DISPLACED HOME/MAKER | 10 % | 427 | 23.3 % | 161 | 20.0 % | 4.33 | 22.1 % | 28.5 % | |
| AFDC RECIPIENT | 2 % | 381 | 20.8 % | 146 | 18.1 % | 4.07 | 18.9 % | 24.8 % | |
| VETERAN | 7 % | 294 | 16.0 % | 141 | 17.5 % | 5.11 | 16.7 % | 12.9 % | |
| UI CLAIMANT | 5 % | 182 | 9.9 % | 97 | 12.0 % | 4.83 | 11.1 % | 4.8 % | |
| WHITE | 97 % | 1594 | 87.1 % | 727 | 90.3 % | 4.69 | 88.8 % | 79.5 % | |
| BLACK | 1 % | 11 | 0.6 % | 12 | 0.3 % | 4.50 | 0.6 % | 0.5 % | |
| HISPANIC | 0 % | 3 | 0.2 % | 1 | 0.1 % | 5.78 | 1.8 % | 1.4 % | |
| AI & AN | 6 % | 197 | 10.8 % | 62 | 7.7 % | 4.74 | 8.4 % | 17.8 % | |
| ASIAN & PT | 0 % | 5 | 0.2 % | 1 | 0.1 % | 3.35 | 0.2 % | 0.5 % | |

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STATE OF MONTANA
DEPARTMENT OF LABOR AND INDUSTRY
JOB TRAINING REPORT

OPERATOR CODE: 999
NAME: RCS SUMMARY
QUARTER ENDING: MAR 31 FY: 1985

| ***** | | | | | | | | | |
|--|-------------------------|-----------------|-------------------|--------------------------|-----------------|-------------------|--------------------|-----------------------|-------------------------------|
| COMPARATIVE PERFORMANCE BY SIGNIFICANT SEGMENT | | | | | | | | | |
| ***** | | | | | | | | | |
| SIGNIFICANT SEGMENT ** | ** ENROLLED: PERCENT | ACTUAL COUNT | ACTUAL PERCENT | ** PLACED: ** IN JOBS | ACTUAL COUNT | ACTUAL PERCENT | ** AVG. WAGE | ** TOT POS PERCENT | ** TOT OTHER TERMS PERCENT |
| IIA YOUTH | 100 % | 967 | 100.0 % | 368 | 100.0 % | 4.12 | 100.0 % | 100.0 % | 100.0 % |
| MALE | 50 % | 459 | 47.4 % | 191 | 51.9 % | 4.31 | 48.1 % | 41.5 % | 41.5 % |
| FEMALE | 50 % | 508 | 52.5 % | 177 | 48.0 % | 3.91 | 51.8 % | 58.4 % | 58.4 % |
| 21 AND UNDER | 100 % | 967 | 100.0 % | 368 | 100.0 % | 4.12 | 100.0 % | 100.0 % | 100.0 % |
| 22 - 44 | 0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | 0.0 % |
| 45 - 54 | 0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | 0.0 % |
| 55 AND OVER | 0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | 0.0 % |
| HANDICAPPED | 8 % | 33 | 3.4 % | 15 | 4.0 % | 3.81 | 3.3 % | 3.3 % | 3.3 % |
| OFFENDER | 3 % | 72 | 7.4 % | 21 | 5.7 % | 4.41 | 7.0 % | 7.0 % | 7.0 % |
| DROPOUT | 1 % | 231 | 23.8 % | 78 | 21.1 % | 3.93 | 23.3 % | 23.3 % | 23.3 % |
| GENERAL ASSISTANCE | 2 % | 49 | 5.0 % | 11 | 2.9 % | 3.63 | 4.8 % | 4.8 % | 4.8 % |
| DISPLACED HOMEWORKER | 0 % | 9 | 0.9 % | 4 | 1.0 % | 4.10 | 1.0 % | 1.0 % | 1.0 % |
| AFDC RECIPIENT | 2 % | 80 | 8.2 % | 17 | 4.6 % | 4.00 | 7.2 % | 7.2 % | 7.2 % |
| VETERAN | 0 % | 24 | 2.4 % | 10 | 2.7 % | 4.00 | 2.4 % | 2.4 % | 2.4 % |
| UI CLAIMANT | 0 % | 46 | 4.7 % | 20 | 5.4 % | 4.34 | 4.9 % | 4.9 % | 4.9 % |
| WHITE | 93 % | 787 | 81.3 % | 320 | 86.9 % | 4.13 | 81.9 % | 81.9 % | 81.9 % |
| BLACK | 1 % | 6 | 0.6 % | 3 | 0.8 % | 3.67 | 0.6 % | 0.6 % | 0.6 % |
| HISPANIC | 0 % | 48 | 4.9 % | 17 | 4.6 % | 3.95 | 4.9 % | 4.9 % | 4.9 % |
| AI & AN | 0 % | 11 | 1.1 % | 24 | 6.5 % | 4.26 | 11.3 % | 11.3 % | 11.3 % |
| ASIAN & PI | 0 % | 11 | 1.1 % | 4 | 1.0 % | 3.45 | 1.0 % | 1.0 % | 1.0 % |

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STATE OF MONTANA
DEPARTMENT OF LABOR AND INDUSTRY
JRB TRAINING REPORT

OPERATOR CODE: 999
NAME: RRS SUMMARY
QUARTER ENDING: MAR 31 FY: 1985

COMPARATIVE PERFORMANCE BY SIGNIFICANT SEGMENT

| SIGNIFICANT SEGMENT | ** ENROLLED: | PLANNED PERCENT | ACTUAL COUNT | ACTUAL PERCENT | ** PLACED: ** IN JOBS | ACTUAL COUNT | ACTUAL PERCENT | ** AVG. WAGE | ** TOT POS PERCENT | ** TOT PERCENT | OTHER TERMS PERCENT |
|------------------------|--------------|--------------------|-----------------|-------------------|--------------------------|-----------------|-------------------|--------------------|-----------------------|-------------------|---------------------------|
| 6 % YOUTH INCENTIVES | 100 % | 100.0 % | 2 | 100.0 % | 0 | 100.0 % | 0.00 | 0.00 | 100.0 % | 100.0 % | 0.0 % |
| MALE | 50 % | 50.0 % | 1 | 50.0 % | 0 | 0.0 % | 0.00 | 0.00 | 50.0 % | 50.0 % | 0.0 % |
| FEMALE | 50 % | 50.0 % | 1 | 50.0 % | 0 | 0.0 % | 0.00 | 0.00 | 50.0 % | 50.0 % | 0.0 % |
| 21 AND UNDER | 100 % | 100.0 % | 2 | 100.0 % | 0 | 0.0 % | 0.00 | 0.00 | 100.0 % | 100.0 % | 0.0 % |
| 22 - 44 | 0 % | 0.0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.00 | 0.0 % | 0.0 % | 0.0 % |
| 45 - 54 | 0 % | 0.0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.00 | 0.0 % | 0.0 % | 0.0 % |
| 55 AND OVER | 0 % | 0.0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.00 | 0.0 % | 0.0 % | 0.0 % |
| HANDICAPPED | 8 % | 0.0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.00 | 0.0 % | 0.0 % | 0.0 % |
| OFFENDER | 3 % | 0.0 % | 1 | 50.0 % | 0 | 0.0 % | 0.00 | 0.00 | 50.0 % | 50.0 % | 0.0 % |
| DROPOUT | 1 % | 0.0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.00 | 0.0 % | 0.0 % | 0.0 % |
| GENERAL ASSISTANCE | 2 % | 0.0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.00 | 0.0 % | 0.0 % | 0.0 % |
| DISPLACED HOMEOWNER | 0 % | 0.0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.00 | 0.0 % | 0.0 % | 0.0 % |
| AFDC RECIPIENT | 2 % | 0.0 % | 1 | 50.0 % | 0 | 0.0 % | 0.00 | 0.00 | 50.0 % | 50.0 % | 0.0 % |
| VETERAN | 0 % | 0.0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.00 | 0.0 % | 0.0 % | 0.0 % |
| UI CLAIMANT | 0 % | 0.0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.00 | 0.0 % | 0.0 % | 0.0 % |
| WHITE | 93 % | 100.0 % | 2 | 100.0 % | 0 | 0.0 % | 0.00 | 0.00 | 100.0 % | 100.0 % | 0.0 % |
| BLACK | 1 % | 0.0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.00 | 0.0 % | 0.0 % | 0.0 % |
| HISPANIC | 0 % | 0.0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.00 | 0.0 % | 0.0 % | 0.0 % |
| ALBANIAN | 6 % | 0.0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.00 | 0.0 % | 0.0 % | 0.0 % |
| ASIAN & PI | 0 % | 0.0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.00 | 0.0 % | 0.0 % | 0.0 % |

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STATE OF MONTANA
DEPARTMENT OF LABOR AND INDUSTRY
JOB TRAINING REPORT

OPERATOR CODE: 999
NAME: BCS SUMMARY
QUARTER ENDING: MAR 31 FY: 1985

| ***** | | | | | | | | | | | |
|--|-------------------------|-----------------|-------------------|-----------------------|-----------------|-------------------|----|--------------|-----------------------|-------------------------|------------------|
| COMPARATIVE PERFORMANCE BY SIGNIFICANT SEGMENT | | | | | | | | | | | |
| CUMULATIVE QUARTERLY | | | | | | | | | | | |
| ***** | | | | | | | | | | | |
| SIGNIFICANT SEGMENT | ** ENROLLED: PERCENT | ACTUAL COUNT | ACTUAL PERCENT | ** PLACED: IN JOBS | ACTUAL COUNT | ACTUAL PERCENT | ** | AVG. WAGE | ** TOT POS PERCENT | ** TOT OTHER PERCENT | TERMS PERCENT |
| ----- | | | | | | | | | | | |
| 6 % ADULT INCENTIVES | 100 % | 12 | 100.0 % | | 1 | 100.0 % | | 4.00 | 100.0 % | | 100.0 % |
| MALE | 50 % | 5 | 41.6 % | | 0 | 0.0 % | | 0.00 | 36.3 % | | 100.0 % |
| FEMALE | 50 % | 7 | 58.3 % | | 1 | 100.0 % | | 4.00 | 63.6 % | | 0.0 % |
| 21 AND UNDER | 0 % | 0 | 0.0 % | | 0 | 0.0 % | | 0.00 | 0.0 % | | 0.0 % |
| 22 - 44 | 75 % | 12 | 100.0 % | | 1 | 100.0 % | | 4.00 | 100.0 % | | 100.0 % |
| 45 - 54 | 18 % | 0 | 0.0 % | | 0 | 0.0 % | | 0.00 | 0.0 % | | 0.0 % |
| 55 AND OVER | 7 % | 0 | 0.0 % | | 0 | 0.0 % | | 0.00 | 0.0 % | | 0.0 % |
| HANDICAPPED | 8 % | 1 | 8.3 % | | 1 | 100.0 % | | 4.00 | 9.0 % | | 0.0 % |
| OFFENDER | 3 % | 0 | 0.0 % | | 0 | 0.0 % | | 0.00 | 0.0 % | | 0.0 % |
| DROPOUT | 1 % | 0 | 0.0 % | | 0 | 0.0 % | | 0.00 | 0.0 % | | 0.0 % |
| GENERAL ASSISTANCE | 12 % | 0 | 0.0 % | | 0 | 0.0 % | | 0.00 | 0.0 % | | 0.0 % |
| DISPLACED HOMEOWNER | 10 % | 0 | 0.0 % | | 0 | 0.0 % | | 0.00 | 0.0 % | | 0.0 % |
| AFDC RECIPIENT | 12 % | 3 | 25.0 % | | 0 | 0.0 % | | 0.00 | 27.2 % | | 0.0 % |
| VETERAN | 7 % | 0 | 0.0 % | | 0 | 0.0 % | | 0.00 | 0.0 % | | 0.0 % |
| UI CLAIMANT | 5 % | 2 | 16.6 % | | 0 | 0.0 % | | 0.00 | 18.1 % | | 0.0 % |
| WHITE | 93 % | 11 | 91.6 % | | 1 | 100.0 % | | 4.00 | 90.0 % | | 100.0 % |
| BLACK | 1 % | 0 | 0.0 % | | 0 | 0.0 % | | 0.00 | 0.0 % | | 0.0 % |
| HISPANIC | 0 % | 0 | 0.0 % | | 0 | 0.0 % | | 0.00 | 0.0 % | | 0.0 % |
| AI & AN | 6 % | 1 | 8.3 % | | 0 | 0.0 % | | 0.00 | 9.0 % | | 0.0 % |
| ASIAN & PI | 0 % | 0 | 0.0 % | | 0 | 0.0 % | | 0.00 | 0.0 % | | 0.0 % |

STATE OF MONTANA
DEPARTMENT OF LABOR AND INDUSTRY
JOB TRAINING REPORT

OPERATOR CODE: 999
NAME: BRS SUMMARY
QUARTER ENDING: MAR 31 FY: 1985

COMPARATIVE PERFORMANCE BY SIGNIFICANT SEGMENT
CUMULATIVE QUARTERLY

SIGNIFICANT ** ENROLLED: PLANNED ACTUAL ACTUAL ** PLACED: ACTUAL ** AVG. ** TOT POS TERMS ** TOT OTHER TERMS
SEGMENT ** ** PERCENT COUNT PERCENT COUNT IN JOBS COUNT WAGE PERCENT PERCENT PERCENT

| | | | | | | | | | |
|---------------------|-------|----|---------|----|---------|------|---------|---------|---------|
| OLDER WORKER 3 % | 100 % | 65 | 100.0 % | 18 | 100.0 % | 4.37 | 100.0 % | 100.0 % | 100.0 % |
| MALE | NA | 31 | 47.6 % | 8 | 44.4 % | 5.08 | 48.3 % | 40.0 % | 40.0 % |
| FEMALE | NA | 34 | 52.3 % | 10 | 55.5 % | 3.79 | 51.6 % | 60.0 % | 60.0 % |
| 21 AND UNDER | NA | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | 0.0 % |
| 22 - 44 | NA | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | 0.0 % |
| 45 - 54 | NA | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | 0.0 % |
| 55 AND OVER | NA | 65 | 100.0 % | 18 | 100.0 % | 4.37 | 100.0 % | 100.0 % | 100.0 % |
| HANDICAPPED | NA | 7 | 10.7 % | 0 | 0.0 % | 0.00 | 6.6 % | 60.0 % | 60.0 % |
| OFFENDER | NA | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | 0.0 % |
| DROPOUT | NA | 22 | 33.8 % | 8 | 44.4 % | 3.85 | 35.0 % | 20.0 % | 20.0 % |
| GENERAL ASSISTANCE | NA | 3 | 4.6 % | 0 | 0.0 % | 0.00 | 3.3 % | 20.0 % | 20.0 % |
| DISPLACED HOMEMAKER | NA | 3 | 4.6 % | 0 | 0.0 % | 0.00 | 3.3 % | 20.0 % | 20.0 % |
| AFDC RECIPIENT | NA | 24 | 36.9 % | 1 | 5.5 % | 6.00 | 3.3 % | 40.0 % | 40.0 % |
| VETERAN | NA | 5 | 7.6 % | 2 | 11.1 % | 5.18 | 36.6 % | 40.0 % | 40.0 % |
| UI CLAIMANT | NA | 5 | 7.6 % | 2 | 11.1 % | 4.01 | 8.3 % | 0.0 % | 0.0 % |
| WHITE | NA | 56 | 86.1 % | 17 | 94.4 % | 4.42 | 86.6 % | 80.0 % | 80.0 % |
| BLACK | NA | 1 | 1.5 % | 0 | 0.0 % | 0.00 | 1.6 % | 0.0 % | 0.0 % |
| HISPANIC | NA | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | 0.0 % |
| AI & AN | NA | 7 | 10.7 % | 1 | 5.5 % | 3.35 | 10.0 % | 20.0 % | 20.0 % |
| ASIAN & PI | NA | 1 | 1.5 % | 0 | 0.0 % | 0.00 | 1.6 % | 0.0 % | 0.0 % |

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STATE OF MONTANA
DEPARTMENT OF LABOR AND INDUSTRY
JOB TRAINING REPORT

OPERATOR CODE: 999 SUMMARY
NAME: ROS
QUARTER ENDING: MAR 31 FY: 1985

| ***** | | | | | | | | | |
|--|-------------------------|-----------------|-------------------|-----------------------|-------------------|--------------------|-----------------------------|-------------------------------|--|
| COMPARATIVE PERFORMANCE BY SIGNIFICANT SEGMENT | | | | | | | | | |
| ***** | | | | | | | | | |
| SIGNIFICANT SEGMENT | ** ENROLLED: PERCENT | ACTUAL COUNT | ACTUAL PERCENT | ** PLACED: IN JOBS | ACTUAL PERCENT | ** AVG. WAGE | ** TOT BOS TERMS PERCENT | ** TOT OTHER TERMS PERCENT | |
| IIR SYETP | 100 % | 0 | 100.0 % | 0 | 100.0 % | 0.00 | 100.0 % | 100.0 % | |
| MALE | 50 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | |
| FEMALE | 50 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | |
| 21 AND UNDER | 100 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | |
| 22 - 44 | 0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | |
| 45 - 54 | 0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | |
| 55 AND OVER | 0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | |
| HANDICAPPED | 9 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | |
| OFFENDER | 3 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | |
| DROPOUT | 1 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | |
| GENERAL ASSISTANCE | 2 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | |
| DISPLACED HOMEOWNER | 0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | |
| AFDC RECIPIENT | 2 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | |
| VETERAN | 0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | |
| UI CLAIMANT | 0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | |
| WHITE | 93 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | |
| BLACK | 1 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | |
| HISPANIC | 0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | |
| AI & AN | 6 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | |
| ASIAN & PI | 0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | |

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STATE OF MONTANA
DEPARTMENT OF LABOR AND INDUSTRY
JOB TRAINING REPORT

OPERATOR CODE: 999 SUMMARY
NAME: ROS
QUARTER ENDING: MAR 31 FY: 1985

| ***** | | | | | | | | | |
|--|-------------------------|-----------------|-------------------|-----------------------|-----------------|-------------------|--------------------|-----------------------|----------------------------------|
| COMPARATIVE PERFORMANCE BY SIGNIFICANT SEGMENT | | | | | | | | | |
| ***** | | | | | | | | | |
| CUMULATIVE QUARTERLY | | | | | | | | | |
| SIGNIFICANT SEGMENT | ** ENROLLED: PERCENT | ACTUAL COUNT | ACTUAL PERCENT | ** PLACED: IN JOBS | ACTUAL COUNT | ACTUAL PERCENT | ** AVG. WAGE | ** TOT ROS PERCENT | ** TOT OTHER TERMS PERCENT |
| III DISLOCATED WORKER | 100 % | 25 | 100.0 % | | 12 | 100.0 % | 6.60 | 100.0 % | 100.0 % |
| MALE | NA | 17 | 68.0 % | | 9 | 75.0 % | 6.29 | 80.0 % | 0.0 % |
| FEMALE | NA | 9 | 32.0 % | | 3 | 25.0 % | 7.53 | 19.0 % | 100.0 % |
| 21 AND UNDER | NA | 0 | 0.0 % | | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % |
| 22 - 44 | NA | 22 | 88.0 % | | 12 | 100.0 % | 6.60 | 90.4 % | 75.0 % |
| 45 - 54 | NA | 3 | 12.0 % | | 0 | 0.0 % | 0.00 | 9.5 % | 25.0 % |
| 55 AND OVER | NA | 0 | 0.0 % | | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % |
| HANDICAPPED | NA | 1 | 4.0 % | | 0 | 0.0 % | 0.00 | 4.7 % | 0.0 % |
| OFFENDER | NA | 0 | 0.0 % | | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % |
| PROBOUT | NA | 4 | 16.0 % | | 0 | 0.0 % | 0.00 | 9.5 % | 50.0 % |
| GENERAL ASSISTANCE | NA | 5 | 20.0 % | | 1 | 8.3 % | 5.50 | 14.2 % | 50.0 % |
| DISPLACED HOME MAKER | NA | 1 | 4.0 % | | 0 | 0.0 % | 0.00 | 0.0 % | 25.0 % |
| AFDC RECIPIENT | NA | 1 | 4.0 % | | 0 | 0.0 % | 0.00 | 4.7 % | 0.0 % |
| VETERAN | NA | 4 | 16.0 % | | 2 | 16.6 % | 6.50 | 19.0 % | 0.0 % |
| UI CLAIMANT | NA | 9 | 36.0 % | | 4 | 33.3 % | 7.87 | 38.0 % | 25.0 % |
| WHITE | NA | 24 | 96.0 % | | 12 | 100.0 % | 6.60 | 95.2 % | 100.0 % |
| BLACK | NA | 0 | 0.0 % | | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % |
| HISPANIC | NA | 0 | 0.0 % | | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % |
| AI & AN | NA | 1 | 4.0 % | | 0 | 0.0 % | 0.00 | 4.7 % | 0.0 % |
| ASIAN & PI | NA | 0 | 0.0 % | | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % |

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STATE OF MONTANA
DEPARTMENT OF LABOR AND INDUSTRY
JOB TRAINING REPORT

OPERATOR CODE: 000
NAME: RCS SUMMARY
QUARTER ENDING: MAR 31 FY: 1985

| ***** | | | | | | | | | | |
|--|-----------------|--------------------|-----------------|-------------------|-------------------------|-----------------|-------------------|--------------------|--------------------------------------|----------------------------------|
| COMPARATIVE PERFORMANCE BY SIGNIFICANT SEGMENT | | | | | | | | | | |
| ***** | | | | | | | | | | |
| SIGNIFICANT SEGMENT ** | ENROLLED: ** | PLANNED PERCENT | ACTUAL COUNT | ACTUAL PERCENT | ** PLACED ** IN JOBS | ACTUAL COUNT | ACTUAL PERCENT | ** AVG. WAGE | ** TOT POS TERMS ** PERCENT ** | TOT OTHER TERMS PERCENT |
| ----- | | | | | | | | | | |
| STATE DISPLACED HOMEWORKER | 100 % | | 220 | 100.0 % | | 71 | 100.0 % | 4.60 | 100.0 % | 100.0 % |
| MALE | NA | | 2 | 0.9 % | | 2 | 2.8 % | 4.37 | 1.2 % | 0.0 % |
| FEMALE | NA | | 218 | 99.0 % | | 69 | 97.1 % | 4.61 | 98.7 % | 100.0 % |
| ----- | | | | | | | | | | |
| 21 AND UNDER | NA | | 28 | 12.7 % | | 8 | 11.2 % | 3.57 | 9.2 % | 22.8 % |
| 22 - 44 | NA | | 139 | 63.1 % | | 48 | 67.6 % | 4.62 | 66.8 % | 52.6 % |
| 45 - 54 | NA | | 39 | 17.7 % | | 11 | 15.4 % | 5.27 | 17.1 % | 19.2 % |
| 55 AND OVER | NA | | 14 | 6.3 % | | 4 | 5.6 % | 4.65 | 6.7 % | 5.2 % |
| ----- | | | | | | | | | | |
| HANDICAPPED | NA | | 5 | 2.2 % | | 1 | 1.4 % | 4.69 | 2.4 % | 1.7 % |
| OFFENDER | NA | | 1 | 0.4 % | | 0 | 0.0 % | 0.00 | 0.6 % | 0.0 % |
| DROPOUT | NA | | 18 | 8.1 % | | 3 | 4.2 % | 4.27 | 6.7 % | 12.2 % |
| GENERAL ASSISTANCE | NA | | 4 | 1.8 % | | 1 | 1.4 % | 4.50 | 1.2 % | 3.5 % |
| DISPLACED HOMEWORKER | NA | | 220 | 100.0 % | | 71 | 100.0 % | 4.60 | 100.0 % | 100.0 % |
| AFDC RECIPIENT | NA | | 20 | 9.0 % | | 2 | 2.8 % | 4.70 | 7.3 % | 14.0 % |
| VETERAN | NA | | 7 | 3.1 % | | 2 | 2.8 % | 6.50 | 3.0 % | 3.5 % |
| UI CLAIMANT | NA | | 15 | 6.8 % | | 6 | 8.4 % | 4.70 | 7.9 % | 3.5 % |
| ----- | | | | | | | | | | |
| WHITE | NA | | 209 | 95.0 % | | 69 | 97.1 % | 4.61 | 94.4 % | 96.4 % |
| BLACK | NA | | 0 | 0.0 % | | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % |
| HISPANIC | NA | | 1 | 0.4 % | | 0 | 0.0 % | 0.00 | 0.6 % | 0.0 % |
| AI & AN | NA | | 9 | 4.0 % | | 2 | 2.8 % | 4.33 | 4.2 % | 3.5 % |
| ASIAN & PI | NA | | 1 | 0.4 % | | 0 | 0.0 % | 0.00 | 0.6 % | 0.0 % |

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STATE OF MONTANA
DEPARTMENT OF LABOR AND INDUSTRY
JOB TRAINING REPORT

OPERATOR CODE: 999
NAME: RCS SUMMARY
QUARTER ENDING: MAP 31 FY: 1985

COMPARATIVE PERFORMANCE BY SIGNIFICANT SEGMENT
CUMULATIVE QUARTERLY

| SIGNIFICANT SEGMENT | ** ENROLLED: | PLANNED PERCENT | ACTUAL COUNT | ACTUAL PERCENT | ** PLACED: ** IN JOBS | ACTUAL COUNT | ACTUAL PERCENT | ** AVG. WAGE | ** TOT POS PERCENT | ** TOT OTHER PERCENT |
|------------------------|--------------|--------------------|-----------------|-------------------|--------------------------|-----------------|-------------------|-----------------|-----------------------|-------------------------|
|------------------------|--------------|--------------------|-----------------|-------------------|--------------------------|-----------------|-------------------|-----------------|-----------------------|-------------------------|

| | | | | | | | | | | |
|-------------------------|-------|----|---------|----|---------|------|---------|---------|---------|--|
| STATE START-UP TRAINING | 100 % | 71 | 100.0 % | 20 | 100.0 % | 4.57 | 100.0 % | 100.0 % | 100.0 % | |
|-------------------------|-------|----|---------|----|---------|------|---------|---------|---------|--|

| | | | | | | | | | | |
|--------|----|----|--------|----|--------|------|--------|--------|--|--|
| MALE | NA | 33 | 46.4 % | 8 | 40.0 % | 4.49 | 47.8 % | 44.0 % | | |
| FEMALE | NA | 38 | 53.5 % | 12 | 60.0 % | 4.64 | 52.1 % | 56.0 % | | |

| | | | | | | | | | | |
|--------------|----|----|--------|----|--------|------|--------|--------|--|--|
| 21 AND UNDER | NA | 13 | 18.3 % | 5 | 25.0 % | 4.66 | 21.7 % | 12.0 % | | |
| 22 - 44 | NA | 52 | 73.2 % | 14 | 70.0 % | 4.59 | 73.9 % | 72.0 % | | |
| 45 - 54 | NA | 4 | 5.6 % | 0 | 0.0 % | 0.00 | 2.1 % | 12.0 % | | |
| 55 AND OVER | NA | 2 | 2.8 % | 1 | 5.0 % | 4.00 | 2.1 % | 4.0 % | | |

| | | | | | | | | | | |
|----------------------|----|----|--------|---|--------|------|--------|--------|--|--|
| HANDICAPPED | NA | 2 | 2.8 % | 0 | 0.0 % | 0.00 | 4.3 % | 0.0 % | | |
| OFFENDER | NA | 1 | 1.4 % | 0 | 0.0 % | 0.00 | 0.0 % | 4.0 % | | |
| DROPOUT | NA | 20 | 29.1 % | 5 | 25.0 % | 4.31 | 30.4 % | 24.0 % | | |
| GENERAL ASSISTANCE | NA | 13 | 18.3 % | 3 | 15.0 % | 5.33 | 19.5 % | 16.0 % | | |
| DISPLACED HOME MAKER | NA | 17 | 23.9 % | 0 | 0.0 % | 0.00 | 2.1 % | 24.0 % | | |
| AFDC RECIPIENT | NA | 5 | 7.0 % | 2 | 10.0 % | 3.63 | 4.3 % | 12.0 % | | |
| VETERAN | NA | 5 | 7.0 % | 1 | 5.0 % | 4.54 | 8.6 % | 4.0 % | | |
| UI CLAIMANT | NA | 4 | 5.6 % | 1 | 5.0 % | 6.00 | 4.6 % | 0.0 % | | |

| | | | | | | | | | | |
|------------|----|----|--------|----|--------|------|--------|--------|--|--|
| WHITE | NA | 25 | 35.2 % | 13 | 65.0 % | 3.99 | 43.4 % | 20.0 % | | |
| BLACK | NA | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | | |
| HISPANIC | NA | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | | |
| AI & AN | NA | 46 | 64.7 % | 7 | 35.0 % | 5.66 | 56.5 % | 80.0 % | | |
| ASIAN & PI | NA | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | | |

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STATE OF MONTANA
DEPARTMENT OF LABOR AND INDUSTRY
JOB TRAINING REPORT

OPERATOR CODE: 999
NAME: RCS SUMMARY
QUARTER ENDING: MAR 31 FY: 1985

| ***** | | | | | | | | | | |
|---|----------------|-----------------|--------------|----------------|--------------|--------------|----------------|-----------------|-----------------------|-------------------------------|
| COMPARATIVE PERFORMANCE BY SIGNIFICANT SEGMENT CUMULATIVE QUARTERLY | | | | | | | | | | |
| ***** | | | | | | | | | | |
| SIGNIFICANT SEGMENT | ** ENROLLED ** | PLANNED PERCENT | ACTUAL COUNT | ACTUAL PERCENT | ** PLACED ** | ACTUAL COUNT | ACTUAL PERCENT | ** AVG. WAGE ** | ** TOT POS PERCENT ** | ** TOT OTHER TERMS PERCENT ** |
| EMERGENCY JOBS BILL | 100 % | | 28 | 100.0 % | | 12 | 100.0 % | 5.42 | 100.0 % | 100.0 % |
| MALE | NA | | 14 | 50.0 % | | 5 | 41.6 % | 6.28 | 52.0 % | 33.3 % |
| FEMALE | NA | | 14 | 50.0 % | | 7 | 58.3 % | 4.91 | 48.0 % | 66.6 % |
| 21 AND UNDER | NA | | 0 | 0.0 % | | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % |
| 22 - 44 | NA | | 26 | 92.9 % | | 11 | 91.6 % | 5.53 | 92.0 % | 100.0 % |
| 45 - 54 | NA | | 2 | 7.1 % | | 1 | 8.3 % | 4.25 | 8.0 % | 0.0 % |
| 55 AND OVER | NA | | 0 | 0.0 % | | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % |
| HANDICAPPED | NA | | 2 | 7.1 % | | 1 | 8.3 % | 4.84 | 8.0 % | 0.0 % |
| OFFENDER | NA | | 1 | 3.5 % | | 0 | 0.0 % | 0.00 | 4.0 % | 0.0 % |
| DROPOUT | NA | | 2 | 7.1 % | | 0 | 0.0 % | 0.00 | 8.0 % | 0.0 % |
| GENERAL ASSISTANCE | NA | | 1 | 3.5 % | | 1 | 8.3 % | 5.00 | 4.0 % | 0.0 % |
| DISPLACED HOME MAKER | NA | | 2 | 7.1 % | | 0 | 0.0 % | 0.00 | 8.0 % | 0.0 % |
| AEDC RECIPIENT | NA | | 4 | 14.2 % | | 1 | 8.3 % | 5.50 | 16.0 % | 0.0 % |
| VETERAN | NA | | 3 | 10.7 % | | 2 | 16.6 % | 5.03 | 12.0 % | 0.0 % |
| UI CLAIMANT | NA | | 7 | 25.0 % | | 5 | 41.6 % | 6.09 | 24.0 % | 33.3 % |
| WHITE | NA | | 26 | 92.9 % | | 12 | 100.0 % | 5.42 | 96.0 % | 66.6 % |
| BLACK | NA | | 0 | 0.0 % | | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % |
| HISPANIC | NA | | 0 | 0.0 % | | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % |
| AI & AN | NA | | 0 | 0.0 % | | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % |
| ASIAN & PI | NA | | 2 | 7.1 % | | 0 | 0.0 % | 0.00 | 4.0 % | 33.3 % |

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STATE OF MONTANA
DEPARTMENT OF LABOR AND INDUSTRY
JOB TRAINING REPORT

OPERATOR CODE: 999
NAME: RDS SUMMARY
QUARTER ENDING: MAR 31 FY: 1985

COMPARATIVE PERFORMANCE BY SIGNIFICANT SEGMENT

SIGNIFICANT ** ENROLLED: PLANNED PERCENT ACTUAL COUNT ACTUAL PERCENT ** PLACED: ACTUAL COUNT ACTUAL PERCENT ** TOT POS TERMS ** TOT OTHER TERMS
SEGMENT ** ** ** **

| | | | | | | | |
|---------------------------------|-----|---------|-----|---------|------|---------|---------|
| TITLE III STATE BUILD MON 100 % | 437 | 100.0 % | 156 | 100.0 % | 7.01 | 100.0 % | 100.0 % |
| MALE | 346 | 79.1 % | 126 | 80.7 % | 7.45 | 79.2 % | 78.4 % |
| FEMALE | 91 | 20.8 % | 30 | 19.2 % | 5.14 | 20.7 % | 21.5 % |
| 21 AND UNDER | 343 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % |
| 22 - 44 | 64 | 78.4 % | 126 | 80.7 % | 6.88 | 78.2 % | 80.3 % |
| 45 - 54 | 30 | 14.6 % | 23 | 14.7 % | 7.87 | 14.5 % | 15.6 % |
| 55 AND OVER | 30 | 6.8 % | 7 | 4.4 % | 6.40 | 7.2 % | 3.9 % |
| HANDICAPPED | 19 | 4.3 % | 3 | 1.9 % | 6.00 | 3.8 % | 7.8 % |
| OFFENDER | 16 | 3.6 % | 3 | 1.9 % | 6.67 | 3.1 % | 7.8 % |
| DROPOUT | 54 | 12.3 % | 15 | 9.6 % | 6.12 | 12.9 % | 7.8 % |
| GENERAL ASSISTANCE | 32 | 7.3 % | 4 | 2.5 % | 4.44 | 6.2 % | 15.6 % |
| DISPLACED HOMEMAKER | 21 | 4.8 % | 7 | 4.4 % | 3.91 | 4.9 % | 3.9 % |
| AFDC RECIPIENT | 31 | 7.0 % | 11 | 7.0 % | 6.09 | 6.7 % | 9.8 % |
| VETERAN | 170 | 38.9 % | 67 | 42.9 % | 7.93 | 39.3 % | 35.2 % |
| UI CLAIMANT | 158 | 36.1 % | 58 | 37.1 % | 7.96 | 37.3 % | 27.4 % |
| WHITE | 398 | 91.0 % | 144 | 92.3 % | 7.15 | 91.7 % | 86.2 % |
| BLACK | 2 | 0.4 % | 0 | 0.0 % | 0.00 | 0.5 % | 0.0 % |
| HISPANIC | 5 | 1.1 % | 2 | 1.2 % | 4.29 | 1.2 % | 0.0 % |
| AI & AN | 28 | 6.4 % | 7 | 4.4 % | 5.95 | 5.4 % | 13.7 % |
| ASIAN & PT | 4 | 0.9 % | 3 | 1.9 % | 4.63 | 1.0 % | 0.0 % |

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STATE OF MONTANA
DEPARTMENT OF LABOR AND INDUSTRY
JOB TRAINING REPORT

OPERATOR CODE: 999
NAME: BCS SUMMARY
QUARTER ENDING: MAR 31 FY: 1985

| ***** | | | | | | | | | |
|---|---------------------------------|-----------------|-------------------|-----------------------------|-------------------|--------------|-------------------|-------------------|------------------------|
| COMPARATIVE PERFORMANCE BY SIGNIFICANT SEGMENT CUMULATIVE QUARTERLY | | | | | | | | | |
| ***** | | | | | | | | | |
| SIGNIFICANT SEGMENT ** | ENROLLED: PLANNED PERCENT | ACTUAL COUNT | ACTUAL PERCENT | PLACED: IN JOBS COUNT | ACTUAL PERCENT | AVG. WAGE | ** TOT PERCENT | ** TOT PERCENT | OTHER TERMS PERCENT |
| IVC VETERANS | 100 % | 12 | 100.0 % | 6 | 100.0 % | 4.59 | 100.0 % | 100.0 % | |
| MALE | NA | 11 | 91.6 % | 6 | 100.0 % | 4.59 | 90.0 % | 100.0 % | |
| FEMALE | NA | 1 | 8.3 % | 0 | 0.0 % | 0.00 | 10.0 % | 0.0 % | |
| 21 AND UNDER | NA | 11 | 91.6 % | 6 | 100.0 % | 4.59 | 90.0 % | 100.0 % | |
| 22 - 44 | NA | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | |
| 45 - 54 | NA | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | |
| 55 AND OVER | NA | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | |
| HANDICAPPED | NA | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | |
| OFFENDER | NA | 1 | 8.3 % | 1 | 16.6 % | 4.00 | 10.0 % | 0.0 % | |
| DROPOUT | NA | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | |
| GENERAL ASSISTANCE | NA | 1 | 8.3 % | 0 | 0.0 % | 0.00 | 10.0 % | 0.0 % | |
| DISPLACED HOME MAKER | NA | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | |
| AFDC RECIPIENT | NA | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | |
| VETERAN | NA | 12 | 100.0 % | 6 | 100.0 % | 4.59 | 100.0 % | 100.0 % | |
| UI CLAIMANT | NA | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | |
| WHITE | NA | 10 | 83.3 % | 4 | 66.6 % | 4.94 | 80.0 % | 100.0 % | |
| BLACK | NA | 2 | 16.6 % | 2 | 33.3 % | 3.90 | 20.0 % | 0.0 % | |
| HISPANIC | NA | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | |
| AI & AN | NA | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | |
| ASIAN & PI | NA | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | |

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STATE OF MONTANA
DEPARTMENT OF LABOR AND INDUSTRY
JOB TRAINING REPORT

OPERATOR CODE: 998
NAME: CFP SUMMARY
MONTH: MAR
FY: 1985

COMPARATIVE PERFORMANCE BY PROGRAM
CUMULATIVE MONTHLY

| SOURCE - ACTIVITY | ** ENROLL * | ** NON-ECON | ** TOTAL | ** PLACEMENT | ** YOUTH TERMINATION | ** ALL OTHER |
|---|-------------|-------------|-----------|--------------|----------------------|--------------------------------|
| ** CCOUNTS | ** DISADV | ** TERMS | ** COUNTS | ** AVG WGE | ** COMP * ENHANCE | ** TOT POS - COST PER ** TERMS |
| 305 000 - IIA ADULT UNDULATED SOURCE COUNTS | | | | | | |
| PLANNED | 399 | 27 | 330 | 222 \$ 4.77 | 0 | 0 |
| ACTUAL | 607 | 30 | 325 | 242 \$ 5.00 | 0 | 0 |
| PERCENT (A/P) | 152.1 % | 111.1 % | 98.4 % | 109.0 % | 0.0 % | 0.0 % |
| RATE | | 4.9 % | | 74.4 % | | 25.5 % |
| 305 700 - IIA ADULT SERVICES | | | | | | |
| ACTUAL | 56 | 0 | 49 | 43 \$ 5.03 | 0 | 0 |
| RATE | | 0.0 % | | 87.7 % | 0.0 % | 12.2 % |
| 305 710 - IIA ADULT CLASSROOM TRAINING | | | | | | |
| ACTUAL | 154 | 12 | 98 | 30 \$ 4.50 | 0 | 0 |
| RATE | | 7.7 % | | 30.6 % | 0.0 % | 69.3 % |
| 305 715 - IIA ADULT ON-THE-JOB TRAINING | | | | | | |
| ACTUAL | 158 | 9 | 97 | 62 \$ 5.44 | 0 | 0 |
| RATE | | 5.6 % | | 71.2 % | 0.0 % | 28.7 % |
| 305 720 - IIA ADULT WORK EXPERIENCE | | | | | | |
| ACTUAL | 44 | 2 | 28 | 11 \$ 4.52 | 0 | 0 |
| RATE | | 4.5 % | | 39.2 % | 0.0 % | 60.7 % |

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STATE OF MONTANA
DEPARTMENT OF LABOR AND INDUSTRY
JOB TRAINING REPORT

OPERATOR CODE: 99R
NAME: CEP SUMMARY
MONTH: MAR FY: 1985

| ***** | | | | | | | | | |
|------------------------------------|-----------|-------------|-----------|--------------------------|-----------------------------|--------------|---|---|--------|
| COMPARATIVE PERFORMANCE BY PROGRAM | | | | | | | | | |
| ***** | | | | | | | | | |
| CUMULATIVE MONTHLY | | | | | | | | | |
| ***** | | | | | | | | | |
| SOURCE - ACTIVITY | ** ENROLL | ** NON-ECON | ** TOTAL | ** PLACEMENT INFORMATION | ** YOUTH TERMINATION COUNTS | ** ALL OTHER | | | |
| ** CCOUNTS | ** DISADV | ** TERMS | ** COUNTS | * AVG WGE | * COST PER | * CCST PER | | | |
| ***** | | | | | | | | | |
| 305 725 | | | | | | | | | |
| - IIA ADULT | | | | | | | | | |
| JOB CLUB | | | | | | | | | |
| ACTUAL | 28 | 1 | 28 | 18 \$ 4.71 | 0 | 0 | 0 | 0 | 10 |
| RATE | | 3.5 % | | 64.2 % | | 0.0 % | | | 35.7 % |
| 305 730 | | | | | | | | | |
| - IIA ADULT | | | | | | | | | |
| WORLD OF WORK | | | | | | | | | |
| ACTUAL | 224 | 13 | 216 | 53 \$ 4.76 | 0 | 0 | 0 | 0 | 163 |
| RATE | | 5.8 % | | 24.5 % | | 0.0 % | | | 75.4 % |
| 305 735 | | | | | | | | | |
| - IIA ADULT | | | | | | | | | |
| MOBILE JOB SEARCH ASSIST | | | | | | | | | |
| ACTUAL | 10 | 1 | 10 | 5 \$ 4.29 | 0 | 0 | 0 | 0 | 5 |
| RATE | | 10.0 % | | 50.0 % | | 0.0 % | | | 50.0 % |
| 305 740 | | | | | | | | | |
| - IIA ADULT | | | | | | | | | |
| DISPLACED HOMEMAKER | | | | | | | | | |
| ACTUAL | 40 | 0 | 24 | 21 \$ 5.61 | 0 | 0 | 0 | 0 | 3 |
| RATE | | 0.0 % | | 97.5 % | | 0.0 % | | | 12.5 % |
| 305 745 | | | | | | | | | |
| - IIA ADULT | | | | | | | | | |
| BASIC EDUCATION | | | | | | | | | |
| ACTUAL | 35 | 3 | 30 | 5 \$ 3.73 | 0 | 0 | 0 | 0 | 25 |
| RATE | | 8.5 % | | 16.6 % | | 0.0 % | | | 83.3 % |

STATE OF MONTANA
DEPARTMENT OF LABOR AND INDUSTRY
JOB TRAINING REPORT

OPERATOR CODE: 998 SUMMARY
NAME: CEP
MONTH: MAR FY: 1985

COMPARATIVE PERFORMANCE BY PROGRAM
CUMULATIVE MONTHLY

| SOURCE - ACTIVITY | ** ENROLL * | NON-ECON | ** TOTAL ** | PLACEMENT INFORMATION | ** COUNTS ** | AVG WGE | * COST PER | ** COMP | * ENHANCE * | YOUTH TERMINATION COUNTS | ** ALL OTHER |
|----------------------------|-------------|----------|-------------|-----------------------|--------------|-----------|------------|-----------|-------------|--------------------------|--------------|
| ** COUNTS | ** TERMS | ** TERMS | ** COUNTS | ** COUNTS | ** COUNTS | ** COUNTS | ** COUNTS | ** COUNTS | ** COUNTS | ** COUNTS | ** COUNTS |
| 310 CCC | | | | | | | | | | | |
| - IIA YOUTH | | | | | | | | | | | |
| UNDUPLICATED SOURCE COUNTS | | | | | | | | | | | |
| PLANNED | 259 | 6 | 174 | 107 | \$ 4.02 | | | | | | |
| ACTUAL | 322 | 5 | 141 | 101 | \$ 4.03 | | | | | | |
| PERCENT (A/P) | 124.3 % | 83.3 % | 81.0 % | 94.3 % | | | | | | | |
| RATE | | 1.5 % | | 71.6 % | | | | | | | |
| 310 700 | | | | | | | | | | | |
| - IIA YOUTH | | | | | | | | | | | |
| SERVICES | | | | | | | | | | | |
| ACTUAL | 85 | 1 | 49 | 40 | \$ 3.72 | | | | | | |
| RATE | | 1.1 % | | 81.6 % | | | | | | | |
| 310 710 | | | | | | | | | | | |
| - IIA YOUTH | | | | | | | | | | | |
| CLASSROOM TRAINING | | | | | | | | | | | |
| ACTUAL | 70 | 2 | 41 | 11 | \$ 4.34 | | | | | | |
| RATE | | 2.8 % | | 26.8 % | | | | | | | |
| 310 715 | | | | | | | | | | | |
| - IIA YOUTH | | | | | | | | | | | |
| ON-THE-JOB TRAINING | | | | | | | | | | | |
| ACTUAL | 70 | 2 | 27 | 17 | \$ 4.17 | | | | | | |
| RATE | | 2.8 % | | 62.9 % | | | | | | | |
| 310 720 | | | | | | | | | | | |
| - IIA YOUTH | | | | | | | | | | | |
| WORK EXPERIENCE | | | | | | | | | | | |
| ACTUAL | 54 | 0 | 17 | 5 | \$ 3.70 | | | | | | |
| RATE | | 0.0 % | | 29.4 % | | | | | | | |

21 14.8 % 120 85.1 % 19 14.8 % 0 85.1 % 5 91.8 % 4 8.1 % 3 34.1 % 14 65.8 % 0 34.1 % 1 66.6 % 9 33.3 % 4 52.9 % 9 47.0 %

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STATE OF MONTANA
DEPARTMENT OF LABOR AND INDUSTRY
JOB TRAINING REPORT

OPERATOR CODE: 998 SUMMARY
NAME: CEP
MONTH: MAR FY: 1985

COMPARATIVE PERFORMANCE BY PROGRAM

CUMULATIVE MONTHLY

SOURCE - ACTIVITY ** ENROLL * NON-ECON ** TOTAL ** PLACEMENT INFORMATION ** YOUTH TERMINATION COUNTS ** ALL OTHER
** COUNTS ** DISADV ** TERMS ** COUNTS * AVG WGE * COST PER ** COMP * ENHANCE * TOT POS - COST PER ** TERMS

317 000
- 6 % ADULT INCENTIVES
UNPLICATED SOURCE COUNTS

| | | | | | | | | | | |
|---------------|------|----------|----------|--------------|-------|-------|-------|-------|-------|-------|
| PLANNED | NA 1 | NA 0 | NA 0 | NA C \$ 0.00 | 0 | 0 | 0 | 0 | 0 | 0 |
| ACTUAL | NA | NA 0 | NA 0 | NA 0.00 | 0 | 0 | 0 | 0 | 0 | 0 |
| PERCENT (A/P) | NA | NA 0.0 % | NA 0.0 % | NA 0.0 % | 0.0 % | 0.0 % | 0.0 % | 0.0 % | 0.0 % | 0.0 % |
| RATE | | | | | | | | | | |

317 730
- 6 % ADULT INCENTIVES
WORLD OF WORK

| | | | | | | | | | | |
|--------|---|-------|-------|-----------|-------|-------|-------|-------|-------|---------|
| ACTUAL | 1 | 0 | 1 | 0 \$ 0.00 | 0 | 0 | 0 | 0 | 0 | 1 |
| RATE | | 0.0 % | 0.0 % | 0.0 % | 0.0 % | 0.0 % | 0.0 % | 0.0 % | 0.0 % | 100.0 % |

320 000
- OLDER WORKER 3 %
UNPLICATED SOURCE COUNTS

| | | | | | | | | | | |
|---------------|------|----------|------------|--------------|-------|-------|-------|-------|-------|-------|
| PLANNED | NA 7 | NA 0 | NA 3 | NA 3 \$ 4.13 | 0 | 0 | 0 | 0 | 0 | 0 |
| ACTUAL | NA | NA 0 | NA 3 | NA 4.13 | 0 | 0 | 0 | 0 | 0 | 0 |
| PERCENT (A/P) | NA | NA 0.0 % | NA 100.0 % | NA 100.0 % | 0.0 % | 0.0 % | 0.0 % | 0.0 % | 0.0 % | 0.0 % |
| RATE | | | | | | | | | | |

320 715
- OLDER WORKER 3 %
ON-THE-JOB TRAINING

| | | | | | | | | | | |
|--------|---|-------|-------|-----------|-------|-------|-------|-------|-------|-------|
| ACTUAL | 1 | 0 | 0 | 0 \$ 0.00 | 0 | 0 | 0 | 0 | 0 | 0 |
| RATE | | 0.0 % | 0.0 % | 0.0 % | 0.0 % | 0.0 % | 0.0 % | 0.0 % | 0.0 % | 0.0 % |

320 720
- OLDF WORKER 3 %
WORK EXPERIENCE

| | | | | | | | | | | |
|--------|---|-------|--------|-----------|-------|-------|-------|-------|-------|--------|
| ACTUAL | 6 | 0 | 5 | 3 \$ 4.13 | 0 | 0 | 0 | 0 | 0 | 2 |
| RATE | | 0.0 % | 60.0 % | 3 \$ 4.13 | 0.0 % | 0.0 % | 0.0 % | 0.0 % | 0.0 % | 40.0 % |

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STATE OF MONTANA
DEPARTMENT OF LABOR AND INDUSTRY
JOB TRAINING REPORT

OPERATOR CODE: 99R
NAME: CEF
MONTH: MAR
SUMMARY
FY: 1985

| ***** | | | | | | | | | |
|------------------------------------|-----------|------------|-----------|-----------|-------------|-------------|-----------|-----------------|--------------|
| COMPARATIVE PERFORMANCE BY PROGRAM | | | | | | | | | |
| ***** | | | | | | | | | |
| CUMULATIVE MONTHLY | | | | | | | | | |
| ***** | | | | | | | | | |
| SOURCE - ACTIVITY | ** ENROLL | * NON-ECON | ** TOTAL | ** COUNTS | * PLACEMENT | ** COST PER | ** COMP | * YOUTH ENHANCE | ** ALL OTHER |
| ** COUNTS | ** DISADV | ** TERMS | ** COUNTS | ** COUNTS | ** AVG WGE | ** COST PER | ** COUNTS | ** TOT POS | ** COST PER |
| ***** | | | | | | | | | |
| 330 000 | | | | | | | | | |
| - III DISLOCATED WORKER | | | | | | | | | |
| UNDULICATED SOURCE COUNTS | | | | | | | | | |
| PLANNED | NA 8 | NA 6 | NA 6 | NA 6 | NA 5.47 | | 0 | 0 | 0 |
| ACTUAL | NA | NA | NA | NA | NA | | 0.0 % | 0.0 % | 0.0 % |
| PERCENT (A/P) | | | | | | | | | |
| RATE | | 75.0 % | | 100.0 % | | | | | |
| 330 715 | | | | | | | | | |
| - III DISLOCATED WORKER | | | | | | | | | |
| ON-THE-JOB TRAINING | | | | | | | | | |
| ACTUAL | 8 | 6 | 6 | 6 | 5.47 | | 0 | 0 | 0 |
| RATE | | 75.0 % | | 100.0 % | | | 0.0 % | 0.0 % | 0.0 % |
| 335 000 | | | | | | | | | |
| - STATE DISPLACED HOME MAKER | | | | | | | | | |
| UNDULICATED SOURCE COUNTS | | | | | | | | | |
| PLANNED | NA 19 | NA 19 | NA 10 | NA 9 | NA 6.72 | | 0 | 0 | 1 |
| ACTUAL | NA | NA | NA | NA | NA | | 0.0 % | 0.0 % | 10.0 % |
| PERCENT (A/P) | | | | | | | | | |
| RATE | | 100.0 % | | 90.0 % | | | | | |
| 335 740 | | | | | | | | | |
| - STATE DISPLACED HOME MAKER | | | | | | | | | |
| DISPLACED HOME MAKER | | | | | | | | | |
| ACTUAL | 19 | 19 | 10 | 9 | 6.72 | | 0 | 0 | 1 |
| RATE | | 100.0 % | | 90.0 % | | | 0.0 % | 0.0 % | 10.0 % |

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STATE OF MONTANA
DEPARTMENT OF LABOR AND INDUSTRY
JOB TRAINING REPORT

OPERATOR CODE: 998
NAME: CEP
MONTH: MAR
FY: 1985

COMPARATIVE PERFORMANCE BY PROGRAM
CUMULATIVE MONTHLY

SOURCE - ACTIVITY ** ENROLL ** NON-CON ** TOTAL ** PLACEMENT INFORMATION ** YOUTH TERMINATION COUNTS ** ALL OTHER
** COUNTS ** DISADV ** TERMS ** COUNTS ** AVG WGE * COST PER ** COMP * ENHANCE * TOT POS - COST PER ** TERMS

340 000
- STATE START-UP TRAINING
UNDUPLICATED SOURCE COUNTS

| | | | | | | | | | | |
|---------------|----|--------|----|----|--------|-------|---|---|---|--------|
| PLANNED | NA | NA | NA | NA | NA | 0 | 0 | 0 | 0 | 8 |
| ACTUAL | 27 | 15 | 17 | 9 | 3.74 | | | | | |
| PERCENT (A/P) | NA | NA | NA | NA | 52.9 % | | | | | 47.0 % |
| RATE | | 55.5 % | | | | 0.0 % | | | | |

340 710
- STATE START-UP TRAINING
CLASSROOM TRAINING

| | | | | | | | | | | |
|--------|----|--------|----|--------|------|-------|--|--|--|--------|
| ACTUAL | 27 | 15 | 20 | 9 | 3.74 | | | | | 11 |
| RATE | | 55.5 % | | 45.0 % | | 0.0 % | | | | 55.0 % |

340 715
- STATE START-UP TRAINING
ON-THE-JOB TRAINING

| | | | | | | | | | | |
|--------|---|---------|---|-------|------|-------|--|--|--|-------|
| ACTUAL | 2 | 2 | 0 | 0 | 0.00 | | | | | 0 |
| RATE | | 100.0 % | | 0.0 % | | 0.0 % | | | | 0.0 % |

360 000
- TITLE III STATE BUILD MONT
UNDUPLICATED SOURCE COUNTS

| | | | | | | | | | | |
|---------------|----|--------|----|----|--------|-------|---|---|---|--------|
| PLANNED | NA | NA | NA | NA | NA | 0 | 0 | 0 | 0 | 2 |
| ACTUAL | 42 | 35 | 20 | 18 | 7.44 | | | | | |
| PERCENT (A/P) | NA | NA | NA | NA | 90.0 % | | | | | 10.0 % |
| RATE | | 83.3 % | | | | 0.0 % | | | | |

360 700
- TITLE III STATE BUILD MONT
SERVICES

| | | | | | | | | | | |
|--------|---|---------|---|-------|------|-------|--|--|--|---------|
| ACTUAL | 1 | 1 | 1 | 0 | 0.00 | | | | | 1 |
| RATE | | 100.0 % | | 0.0 % | | 0.0 % | | | | 100.0 % |

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STATE OF MONTANA
DEPARTMENT OF LABOR AND INDUSTRY
JOB TRAINING REPORT

OPERATOR CODE: 998 SUMMARY
NAME: CEP
MONTH: MAP FY: 1985

| ***** | | | | | | | | | |
|------------------------------------|-----------|-------------|-----------|--------------------------|-------------|--------------------------|--------------|----------|--------|
| COMPARATIVE PERFORMANCE BY PROGRAM | | | | | | | | | |
| ***** | | | | | | | | | |
| CUMULATIVE MONTHLY | | | | | | | | | |
| ***** | | | | | | | | | |
| SOURCE - ACTIVITY | ** ENROLL | ** NON-ECON | ** TOTAL | ** PLACEMENT INFORMATION | ** COMP | YOUTH TERMINATION COUNTS | ** ALL OTHER | | |
| ** CCOUNTS | ** DISADV | ** TERMS | ** COUNTS | ** AVG WGE | ** COST PER | ** TCT POS | ** COST PER | ** TERMS | |
| 360 710 | | | | | | | | | |
| - TITLE III STATE BUILD MONT | | | | | | | | | |
| CLASSROOM TRAINING | | | | | | | | | |
| ACTUAL | 16 | 14 | 2 | \$ 15.45 | 0 | 0 | 0 | 0 | 0 |
| RATE | 87.5 % | | 100.0 % | | 0.0 % | | | | 0.0 % |
| 360 715 | | | | | | | | | |
| - TITLE III STATE BUILD MONT | | | | | | | | | |
| ON-THE-JOB TRAINING | | | | | | | | | |
| ACTUAL | 25 | 20 | 18 | \$ 6.44 | 0 | 0 | 0 | 0 | 2 |
| RATE | 80.0 % | | 88.8 % | | 0.0 % | | | | 11.1 % |

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STATE OF MONTANA
DEPARTMENT OF LABOR AND INDUSTRY
JOB TRAINING REPORT

OPERATOR CODE: 998 SUMMARY
NAME: CEP
QUARTER ENDING: MAR 31 FY: 1985

| ***** | | | | | | | | | |
|--|--------------------|--------------------|-----------------|-------------------|--------------------------|-----------------|-------------------|--------------------|---|
| COMPARATIVE PERFORMANCE BY SIGNIFICANT SEGMENT | | | | | | | | | |
| ***** | | | | | | | | | |
| CUMULATIVE QUARTERLY | | | | | | | | | |
| ***** | | | | | | | | | |
| SIGNIFICANT SEGMENT | ** ENROLLED: ** | PLANNED PERCENT | ACTUAL COUNT | ACTUAL PERCENT | ** PLACED: ** IN JOBS | ACTUAL COUNT | ACTUAL PERCENT | ** AVG. WAGE | ** TOT POS PERCENT ** TOT PERCENT |
| IIA ADULT | 100 % | 100.0 % | 607 | 100.0 % | 242 | 100.0 % | 4.99 | 100.0 % | 100.0 % |
| MALE | 50 % | 51.9 % | 315 | 51.9 % | 133 | 54.9 % | 5.44 | 52.2 % | 49.3 % |
| FEMALE | 50 % | 48.1 % | 292 | 48.1 % | 109 | 45.0 % | 4.43 | 47.7 % | 50.6 % |
| 21 AND UNDER | 0 % | 0.0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % |
| 22 - 44 | 78 % | 90.4 % | 549 | 90.4 % | 218 | 90.0 % | 4.90 | 91.2 % | 85.5 % |
| 45 - 54 | 17 % | 8.0 % | 49 | 8.0 % | 19 | 7.8 % | 6.17 | 7.0 % | 14.4 % |
| 55 AND OVER | 5 % | 1.4 % | 9 | 1.4 % | 5 | 2.0 % | 4.21 | 1.7 % | 0.0 % |
| HANDICAPPED | 8 % | 5.6 % | 34 | 5.6 % | 15 | 6.1 % | 4.19 | 4.7 % | 10.8 % |
| OFFENDER | 3 % | 25.7 % | 156 | 25.7 % | 47 | 19.4 % | 4.80 | 25.9 % | 24.0 % |
| DROPOUT | 2 % | 12.6 % | 77 | 12.6 % | 27 | 11.1 % | 4.64 | 11.6 % | 19.2 % |
| GENERAL ASSISTANCE | 2 % | 6.4 % | 39 | 6.4 % | 19 | 7.8 % | 4.58 | 6.1 % | 6.4 % |
| DISPLACED HOME MAKER | 10 % | 13.5 % | 82 | 13.5 % | 31 | 12.8 % | 5.17 | 12.9 % | 16.8 % |
| AFDC RECIPIENT | 2 % | 16.8 % | 82 | 16.8 % | 29 | 11.9 % | 4.84 | 12.7 % | 18.0 % |
| VETERAN | 7 % | 16.9 % | 102 | 16.9 % | 52 | 21.4 % | 6.11 | 17.1 % | 14.4 % |
| UI CLAIMANT | 5 % | 6.9 % | 42 | 6.9 % | 25 | 10.3 % | 5.56 | 7.0 % | 6.0 % |
| WHITE | 97 % | 86.8 % | 527 | 86.8 % | 222 | 91.7 % | 5.00 | 88.1 % | 78.3 % |
| BLACK | 1 % | 0.8 % | 5 | 0.8 % | 1 | 0.4 % | 3.50 | 0.7 % | 1.2 % |
| HISPANIC | 0 % | 3.6 % | 22 | 3.6 % | 7 | 2.8 % | 5.20 | 3.8 % | 2.4 % |
| AI & AN | 2 % | 8.5 % | 52 | 8.5 % | 12 | 4.9 % | 4.68 | 7.2 % | 16.8 % |
| ASIAN & PI | 0 % | 0.1 % | 1 | 0.1 % | 0 | 0.0 % | 0.00 | 0.0 % | 1.2 % |

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STATE OF MONTANA
DEPARTMENT OF LABOR AND INDUSTRY
JOB TRAINING REPORT

OPERATOR CODE: 998
NAME: CEP SUMMARY
QUARTER ENDING: MAR 31 FY: 1985

| ***** | | | | | | | | | | |
|--|--------------------|--------------------|-----------------|-------------------|---------------------------|-----------------|-------------------|--------------------|-----------------------------------|-------------------------------|
| COMPARATIVE PERFORMANCE BY SIGNIFICANT SEGMENT | | | | | | | | | | |
| ***** | | | | | | | | | | |
| SIGNIFICANT SEGMENT | ** ENROLLED: ** | PLANNED PERCENT | ACTUAL COUNT | ACTUAL PERCENT | ** PLACED : ** IN JOBS | ACTUAL COUNT | ACTUAL PERCENT | ** AVG. WAGE | ** TOT POS TERMS ** PERCENT | ** TOT OTHER TERMS PERCENT |
| ----- | | | | | | | | | | |
| I1A YOUTH | 100 % | 100 % | 322 | 100.0 % | 101 | 100.0 % | 4.03 | 100.0 % | 100.0 % | 100.0 % |
| MALE | 50 % | 45.3 % | 146 | 44.5 % | 45 | 44.5 % | 4.16 | 45.5 % | 42.8 % | 42.8 % |
| FEMALE | 50 % | 54.6 % | 176 | 55.4 % | 56 | 55.4 % | 3.93 | 54.4 % | 57.1 % | 57.1 % |
| ----- | | | | | | | | | | |
| 21 AND UNDER | 100 % | 100.0 % | 322 | 100.0 % | 101 | 100.0 % | 4.03 | 100.0 % | 100.0 % | 100.0 % |
| 22 - 44 | 0 % | 0.0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | 0.0 % |
| 45 - 54 | 0 % | 0.0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | 0.0 % |
| 55 AND OVER | 0 % | 0.0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | 0.0 % |
| ----- | | | | | | | | | | |
| HANDICAPPED | 8 % | 4.6 % | 15 | 4.9 % | 5 | 4.9 % | 4.00 | 4.9 % | 0.0 % | 0.0 % |
| OFFENDER | 3 % | 17.3 % | 56 | 13.8 % | 14 | 13.8 % | 4.69 | 17.6 % | 14.2 % | 14.2 % |
| DROPOUT | 2 % | 26.3 % | 85 | 26.7 % | 29 | 26.7 % | 3.68 | 25.2 % | 42.8 % | 42.8 % |
| GENERAL ASSISTANCE | 2 % | 5.2 % | 17 | 1.9 % | 2 | 1.9 % | 4.75 | 5.3 % | 4.7 % | 4.7 % |
| DISPLACED HOME MAKER | 0 % | 2.1 % | 7 | 1.9 % | 2 | 1.9 % | 4.18 | 1.6 % | 9.5 % | 9.5 % |
| AFDC RECIPIENT | 2 % | 14.2 % | 46 | 9.9 % | 10 | 9.9 % | 3.83 | 12.9 % | 33.3 % | 33.3 % |
| VETERAN | 0 % | 2.7 % | 9 | 4.9 % | 5 | 4.9 % | 4.33 | 2.9 % | 0.0 % | 0.0 % |
| UI CLAIMANT | 0 % | 0.6 % | 2 | 0.9 % | 1 | 0.9 % | 4.00 | 0.6 % | 0.0 % | 0.0 % |
| ----- | | | | | | | | | | |
| WHITE | 97 % | 87.5 % | 282 | 90.0 % | 91 | 90.0 % | 4.04 | 89.0 % | 66.6 % | 66.6 % |
| BLACK | 1 % | 0.3 % | 1 | 0.0 % | 0 | 0.0 % | 0.00 | 0.3 % | 0.0 % | 0.0 % |
| HISPANIC | 0 % | 4.6 % | 15 | 4.9 % | 5 | 4.9 % | 4.02 | 4.3 % | 9.5 % | 9.5 % |
| AL & AN | 2 % | 7.4 % | 24 | 4.9 % | 5 | 4.9 % | 3.86 | 6.3 % | 23.8 % | 23.8 % |
| ASIAN & PI | 0 % | 0.0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | 0.0 % |

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STATE OF MONTANA
DEPARTMENT OF LABOR AND INDUSTRY
JOB TRAINING REPORT

OPERATOR CODE: 998
NAME: CEP
QUARTER ENDING: MAR 31 FY: 1985

COMPARATIVE PERFORMANCE BY SIGNIFICANT SEGMENT
CUMULATIVE QUARTERLY

SIGNIFICANT ** ENROLLED: PLANNED PERCENT ** ACTUAL COUNT ** PLACED: ACTUAL COUNT ** ACTUAL PERCENT ** AVG. WAGE ** TOT POS TERMS ** TOT OTHER TERMS PERCENT

| | | | | | | | | |
|----------------------|-------|---|---------|---|---------|------|---------|---------|
| 6 * YOUTH INCENTIVES | 100 % | 0 | 100.0 % | 0 | 100.0 % | 0.00 | 100.0 % | 100.0 % |
| MALE | 50 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % |
| FEMALE | 50 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % |
| 21 AND UNDER | 100 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % |
| 22 - 44 | 0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % |
| 45 - 54 | 0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % |
| 55 AND OVER | 0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % |
| HANDICAPPED | 0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % |
| OFFENDER | 0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % |
| DROPOUT | 0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % |
| GENERAL ASSISTANCE | 0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % |
| DISPLACED HOME MAKER | 0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % |
| AFDC RECIPIENT | 0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % |
| VETERAN | 0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % |
| UI CLAIMANT | 0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % |
| WHITE | 97 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % |
| BLACK | 1 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % |
| HISPANIC | 0 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % |
| AI & AN | 2 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % |
| ASIAN & PI | 3 % | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % |

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STATE OF MONTANA
DEPARTMENT OF LABOR AND INDUSTRY
JOB TRAINING REPORT

OPERATOR CODE: 998
NAME: CDP SUMMARY
QUARTER ENDING: MAR 31 FY: 1985

| ***** | | | | | | | | | |
|--|-------------------------|-----------------|-------------------|-----------------------|-----------------|-------------------|--------------------|-----------------------|----------------------------------|
| COMPARATIVE PERFORMANCE BY SIGNIFICANT SEGMENT | | | | | | | | | |
| ***** | | | | | | | | | |
| SIGNIFICANT SEGMENT ** | ** ENROLLED: PERCENT | ACTUAL COUNT | ACTUAL PERCENT | ** PLACED: IN JOBS | ACTUAL COUNT | ACTUAL PERCENT | ** AVG. WAGE | ** TOT POS PERCENT | ** TOT OTHER TERMS PERCENT |
| 6 X ADULT INCENTIVES | 100 X | 1 | 100.0 X | 0 | 0 | 100.0 X | 0.00 | 100.0 X | 100.0 X |
| MALE | NA | 1 | 100.0 X | 0 | 0 | 0.0 X | 0.00 | 100.0 X | 0.0 X |
| FEMALE | NA | 0 | 0.0 X | 0 | 0 | 0.0 X | 0.00 | 0.0 X | 0.0 X |
| 21 AND UNDER | NA | 0 | 0.0 X | 0 | 0 | 0.0 X | 0.00 | 0.0 X | 0.0 X |
| 22 - 44 | NA | 1 | 100.0 X | 0 | 0 | 0.0 X | 0.00 | 100.0 X | 0.0 X |
| 45 - 54 | NA | 0 | 0.0 X | 0 | 0 | 0.0 X | 0.00 | 0.0 X | 0.0 X |
| 55 AND OVER | NA | 0 | 0.0 X | 0 | 0 | 0.0 X | 0.00 | 0.0 X | 0.0 X |
| HANDICAPPED | NA | 0 | 0.0 X | 0 | 0 | 0.0 X | 0.00 | 0.0 X | 0.0 X |
| OFFENDER | NA | 1 | 100.0 X | 0 | 0 | 0.0 X | 0.00 | 100.0 X | 0.0 X |
| DROPOUT | NA | 0 | 0.0 X | 0 | 0 | 0.0 X | 0.00 | 0.0 X | 0.0 X |
| GENERAL ASSISTANCE | NA | 0 | 0.0 X | 0 | 0 | 0.0 X | 0.00 | 0.0 X | 0.0 X |
| DISPLACED HOMEOWNER | NA | 0 | 0.0 X | 0 | 0 | 0.0 X | 0.00 | 0.0 X | 0.0 X |
| AFDC RECIPIENT | NA | 0 | 0.0 X | 0 | 0 | 0.0 X | 0.00 | 0.0 X | 0.0 X |
| VETERAN | NA | 0 | 0.0 X | 0 | 0 | 0.0 X | 0.00 | 0.0 X | 0.0 X |
| UI CLAIMANT | NA | 0 | 0.0 X | 0 | 0 | 0.0 X | 0.00 | 0.0 X | 0.0 X |
| WHITE | NA | 0 | 0.0 X | 0 | 0 | 0.0 X | 0.00 | 0.0 X | 0.0 X |
| BLACK | NA | 0 | 0.0 X | 0 | 0 | 0.0 X | 0.00 | 0.0 X | 0.0 X |
| HISPANIC | NA | 0 | 0.0 X | 0 | 0 | 0.0 X | 0.00 | 0.0 X | 0.0 X |
| ALLEGIAN | NA | 1 | 100.0 X | 0 | 0 | 0.0 X | 0.00 | 100.0 X | 0.0 X |
| ASIAN & PI | NA | 0 | 0.0 X | 0 | 0 | 0.0 X | 0.00 | 0.0 X | 0.0 X |

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STATE OF MONTANA
DEPARTMENT OF LABOR AND INDUSTRY
JOB TRAINING REPORT

OPERATOR CODE: 09R SUMMARY
NAME: CFB
QUARTER ENDING: MAR 31 FY: 1985

COMPARATIVE PERFORMANCE BY SIGNIFICANT SEGMENT
CUMULATIVE QUARTERLY

| SIGNIFICANT SEGMENT | ** ENROLLED: PERCENT | ACTUAL COUNT | ACTUAL PERCENT | ** PLACED: IN JOBS | ACTUAL COUNT | ACTUAL PERCENT | ** WAGE | ** TOT POS PERCENT | ** TOT PERCENT | OTHER TERMS PERCENT |
|------------------------|-------------------------|-----------------|-------------------|-----------------------|-----------------|-------------------|------------|-----------------------|-------------------|------------------------|
| OLDER WORKER 3 % | 100 % | 7 | 100.0 % | 3 | 100.0 % | 4.13 | 100.0 % | 100.0 % | 100.0 % | |
| MALE | NA | 3 | 42.8 % | 1 | 33.3 % | 5.70 | 42.8 % | 42.8 % | 0.0 % | |
| FEMALE | NA | 4 | 57.1 % | 2 | 66.6 % | 3.35 | 57.1 % | 57.1 % | 0.0 % | |
| 21 AND UNDER | NA | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | 0.0 % | |
| 22 - 44 | NA | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | 0.0 % | |
| 45 - 54 | NA | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | 0.0 % | |
| 55 AND OVER | NA | 7 | 100.0 % | 3 | 100.0 % | 4.13 | 100.0 % | 100.0 % | 0.0 % | |
| HANDICAPPED | NA | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | 0.0 % | |
| OFFENDER | NA | 1 | 14.2 % | 0 | 0.0 % | 0.00 | 14.2 % | 14.2 % | 0.0 % | |
| DROPOUT | NA | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | 0.0 % | |
| GENERAL ASSISTANCE | NA | 1 | 14.2 % | 0 | 0.0 % | 0.00 | 14.2 % | 14.2 % | 0.0 % | |
| DISPLACED HOME/MAKER | NA | 3 | 42.8 % | 1 | 33.3 % | 5.35 | 42.8 % | 42.8 % | 0.0 % | |
| AFDC RECIPIENT | NA | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | 0.0 % | |
| VETERAN | NA | 3 | 42.8 % | 1 | 33.3 % | 5.70 | 42.8 % | 42.8 % | 0.0 % | |
| UI CLAIMANT | NA | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | 0.0 % | |
| WHITE | NA | 7 | 100.0 % | 3 | 100.0 % | 4.13 | 100.0 % | 100.0 % | 0.0 % | |
| BLACK | NA | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | 0.0 % | |
| HISPANIC | NA | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | 0.0 % | |
| AI & AN | NA | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | 0.0 % | |
| ASIAN & PT | NA | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | 0.0 % | |

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STATE OF MONTANA
DEPARTMENT OF LABOR AND INDUSTRY
JOB TRAINING REPORT

OPERATOR CODE: 998
NAME: CED
QUARTER ENDING: MAR 31 FY: 1985

COMPARATIVE PERFORMANCE BY SIGNIFICANT SEGMENT
CUMULATIVE QUARTERLY

| SIGNIFICANT SEGMENT ** | ** ENROLLED: PLANNED PERCENT | ACTUAL COUNT | ACTUAL PERCENT | ** PLACED: IN JCBS COUNT | ACTUAL PERCENT | ** AVG. WAGE | ** TOT POS PERCENT | ** TOT PERCENT | OTHER TERMS PERCENT |
|---------------------------|------------------------------------|-----------------|-------------------|--------------------------------|-------------------|--------------------|-----------------------|-------------------|------------------------|
|---------------------------|------------------------------------|-----------------|-------------------|--------------------------------|-------------------|--------------------|-----------------------|-------------------|------------------------|

III DISLOCATED WORKER

| | | | | | | | | | |
|------|-------|---|---------|---|---------|------|---------|---------|--|
| MALE | 100 X | 8 | 100.0 X | 6 | 100.0 X | 5.47 | 100.0 X | 100.0 X | |
|------|-------|---|---------|---|---------|------|---------|---------|--|

FEMALE

| | | | | | | | | | |
|--|----|---|--------|---|--------|------|--------|-------|--|
| | NA | 6 | 75.0 X | 4 | 56.6 X | 4.65 | 75.0 X | 0.0 X | |
| | NA | 2 | 25.0 X | 2 | 33.3 X | 7.13 | 25.0 X | 0.0 X | |

21 AND UNDER

| | | | | | | | | | |
|--|----|---|--------|---|--------|------|--------|-------|--|
| | NA | 1 | 12.5 X | 1 | 16.6 X | 5.00 | 12.5 X | 0.0 X | |
|--|----|---|--------|---|--------|------|--------|-------|--|

22 - 44

| | | | | | | | | | |
|--|----|---|--------|---|--------|------|--------|-------|--|
| | NA | 7 | 87.5 X | 5 | 83.3 X | 5.57 | 87.5 X | 0.0 X | |
|--|----|---|--------|---|--------|------|--------|-------|--|

45 - 54

| | | | | | | | | | |
|--|----|---|-------|---|-------|------|-------|-------|--|
| | NA | 0 | 0.0 X | 0 | 0.0 X | 0.00 | 0.0 X | 0.0 X | |
|--|----|---|-------|---|-------|------|-------|-------|--|

55 AND OVER

| | | | | | | | | | |
|--|----|---|-------|---|-------|------|-------|-------|--|
| | NA | 0 | 0.0 X | 0 | 0.0 X | 0.00 | 0.0 X | 0.0 X | |
|--|----|---|-------|---|-------|------|-------|-------|--|

HANDICAPPED

| | | | | | | | | | |
|--|----|---|-------|---|-------|------|-------|-------|--|
| | NA | 0 | 0.0 X | 0 | 0.0 X | 0.00 | 0.0 X | 0.0 X | |
|--|----|---|-------|---|-------|------|-------|-------|--|

OFFENDER

| | | | | | | | | | |
|--|----|---|-------|---|-------|------|-------|-------|--|
| | NA | 0 | 0.0 X | 0 | 0.0 X | 0.00 | 0.0 X | 0.0 X | |
|--|----|---|-------|---|-------|------|-------|-------|--|

DROPOUT

| | | | | | | | | | |
|--|----|---|--------|---|--------|------|--------|-------|--|
| | NA | 1 | 12.5 X | 1 | 16.6 X | 4.50 | 12.5 X | 0.0 X | |
|--|----|---|--------|---|--------|------|--------|-------|--|

GENERAL ASSISTANCE

| | | | | | | | | | |
|--|----|---|-------|---|-------|------|-------|-------|--|
| | NA | 0 | 0.0 X | 0 | 0.0 X | 0.00 | 0.0 X | 0.0 X | |
|--|----|---|-------|---|-------|------|-------|-------|--|

DISPLACED HOME MAKER

| | | | | | | | | | |
|--|----|---|-------|---|-------|------|-------|-------|--|
| | NA | 0 | 0.0 X | 0 | 0.0 X | 0.00 | 0.0 X | 0.0 X | |
|--|----|---|-------|---|-------|------|-------|-------|--|

AFDC RECIPIENT

| | | | | | | | | | |
|--|----|---|-------|---|-------|------|-------|-------|--|
| | NA | 0 | 0.0 X | 0 | 0.0 X | 0.00 | 0.0 X | 0.0 X | |
|--|----|---|-------|---|-------|------|-------|-------|--|

VETERAN

| | | | | | | | | | |
|--|----|---|--------|---|--------|------|--------|-------|--|
| | NA | 1 | 12.5 X | 1 | 16.6 X | 5.40 | 12.5 X | 0.0 X | |
|--|----|---|--------|---|--------|------|--------|-------|--|

UI CLAIMANT

| | | | | | | | | | |
|--|----|---|--------|---|-------|------|--------|-------|--|
| | NA | 1 | 12.5 X | 0 | 0.0 X | 0.00 | 12.5 X | 0.0 X | |
|--|----|---|--------|---|-------|------|--------|-------|--|

WHITE

| | | | | | | | | | |
|--|----|---|---------|---|---------|------|---------|-------|--|
| | NA | 8 | 100.0 X | 6 | 100.0 X | 5.47 | 100.0 X | 0.0 X | |
|--|----|---|---------|---|---------|------|---------|-------|--|

BLACK

| | | | | | | | | | |
|--|----|---|-------|---|-------|------|-------|-------|--|
| | NA | 0 | 0.0 X | 0 | 0.0 X | 0.00 | 0.0 X | 0.0 X | |
|--|----|---|-------|---|-------|------|-------|-------|--|

HISPANIC

| | | | | | | | | | |
|--|----|---|-------|---|-------|------|-------|-------|--|
| | NA | 0 | 0.0 X | 0 | 0.0 X | 0.00 | 0.0 X | 0.0 X | |
|--|----|---|-------|---|-------|------|-------|-------|--|

AI & AN

| | | | | | | | | | |
|--|----|---|-------|---|-------|------|-------|-------|--|
| | NA | 0 | 0.0 X | 0 | 0.0 X | 0.00 | 0.0 X | 0.0 X | |
|--|----|---|-------|---|-------|------|-------|-------|--|

ASIAN & PI

| | | | | | | | | | |
|--|----|---|-------|---|-------|------|-------|-------|--|
| | NA | 0 | 0.0 X | 0 | 0.0 X | 0.00 | 0.0 X | 0.0 X | |
|--|----|---|-------|---|-------|------|-------|-------|--|

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DATE OF PUN: 04/10/85
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STATE OF MONTANA
DEPARTMENT OF LABOR AND INDUSTRY
JOB TRAINING REPORT

OPERATOR CODE: 998
NAME: CFP SUMMARY
QUARTER ENDING: MAR 31 FY: 1985

COMPARATIVE PERFORMANCE BY SIGNIFICANT SEGMENT
CUMULATIVE QUARTERLY

| SIGNIFICANT SEGMENT | ** ENROLLED: ** | PLANNED PERCENT | ACTUAL COUNT | ACTUAL PERCENT | ** PLACED: ** IN JOBS | ACTUAL PERCENT | ** AVG. WAGE | ** TOT POS PERCENT | ** TOT PERCENT | OTHER TERMS PERCENT |
|------------------------|--------------------|--------------------|-----------------|-------------------|--------------------------|-------------------|--------------------|-----------------------|-------------------|------------------------|
|------------------------|--------------------|--------------------|-----------------|-------------------|--------------------------|-------------------|--------------------|-----------------------|-------------------|------------------------|

| | | | | | | | | | | |
|---------------------------|-------|----|---------|---|---------|------|---------|---------|---------|--|
| STATE DISPLACED HOMEMAKER | 100 % | 19 | 100.0 % | 9 | 100.0 % | 6.72 | 100.0 % | 100.0 % | 100.0 % | |
|---------------------------|-------|----|---------|---|---------|------|---------|---------|---------|--|

MALE
FEMALE

| | | | | | | | | | |
|----|----|--------|--------|---|-------|--------|---------|---------|--|
| NA | 1 | 5.2 % | 11.1 % | 1 | 10.00 | 5.5 % | 0.0 % | 0.0 % | |
| NA | 18 | 94.7 % | 88.8 % | 8 | 6.31 | 94.4 % | 100.0 % | 100.0 % | |

21 AND UNDER
22 - 44
45 - 54
55 AND OVER

| | | | | | | | | | |
|----|----|---------|---------|---|------|---------|---------|---------|--|
| NA | 0 | 0.0 % | 0.0 % | 0 | 0.00 | 0.0 % | 0.0 % | 0.0 % | |
| NA | 19 | 100.0 % | 100.0 % | 9 | 6.72 | 100.0 % | 100.0 % | 100.0 % | |
| NA | 0 | 0.0 % | 0.0 % | 0 | 0.00 | 0.0 % | 0.0 % | 0.0 % | |
| NA | 0 | 0.0 % | 0.0 % | 0 | 0.00 | 0.0 % | 0.0 % | 0.0 % | |

HANDICAPPED
OFFENDER
DROPOUT
GENERAL ASSISTANCE
DISPLACED HOMEMAKER
AFDC RECIPIENT
VETERAN
UI CLAIMANT

| | | | | | | | | | |
|----|----|---------|---------|---|------|---------|---------|---------|--|
| NA | 0 | 0.0 % | 0.0 % | 0 | 0.00 | 0.0 % | 0.0 % | 0.0 % | |
| NA | 0 | 0.0 % | 0.0 % | 0 | 0.00 | 0.0 % | 0.0 % | 0.0 % | |
| NA | 1 | 5.2 % | 11.1 % | 1 | 5.25 | 5.5 % | 0.0 % | 0.0 % | |
| NA | 19 | 100.0 % | 100.0 % | 9 | 6.72 | 100.0 % | 100.0 % | 100.0 % | |
| NA | 1 | 5.2 % | 0.0 % | 0 | 0.00 | 5.5 % | 0.0 % | 0.0 % | |
| NA | 0 | 0.0 % | 0.0 % | 0 | 0.00 | 0.0 % | 0.0 % | 0.0 % | |

WHITE
BLACK
HISPANIC
AI & AN
ASIAN & PI

| | | | | | | | | | |
|----|----|--------|---------|---|------|--------|---------|---------|--|
| NA | 18 | 94.7 % | 100.0 % | 9 | 6.72 | 94.4 % | 100.0 % | 100.0 % | |
| NA | 0 | 0.0 % | 0.0 % | 0 | 0.00 | 0.0 % | 0.0 % | 0.0 % | |
| NA | 0 | 0.0 % | 0.0 % | 0 | 0.00 | 0.0 % | 0.0 % | 0.0 % | |
| NA | 1 | 5.2 % | 0.0 % | 0 | 0.00 | 5.5 % | 0.0 % | 0.0 % | |

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DATE OF RUN: 04/10/85
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STATE OF MONTANA
DEPARTMENT OF LABOR AND INDUSTRY
JOB TRAINING REPORT

OPERATOR CODE: 99A
NAME: CEP
QUARTER ENDING: MAR 31
SUMMARY
FY: 1985

COMPARATIVE PERFORMANCE BY SIGNIFICANT SEGMENT CUMULATIVE QUARTERLY

| SIGNIFICANT | ** | ENPOLLED: | PLANNED | ACTUAL | ACTUAL | ** | PLACED : | ACTUAL | ACTUAL | ** | AVG. | ** | TOT | POS | TERMS | ** | TOT | OTHER | TERMS |
|-------------|----|-----------|---------|--------|---------|----|----------|---------|--------|---------|------|------|-----|---------|-------|---------|-----|---------|-------|
| SEGMENT | ** | PERCENT | PERCENT | COUNT | PERCENT | ** | PERCENT | PERCENT | COUNT | PERCENT | ** | WAGE | ** | PERCENT | ** | PERCENT | ** | PERCENT | |

| STATE | START-UP | TRAINING | 100 % | 27 | 100.0 % | 9 | 100.0 % | 3.74 | 100.0 % |
|-------|----------|----------|-------|----|---------|---|---------|------|---------|
| STATE | START-UP | TRAINING | 100 % | 27 | 100.0 % | 9 | 100.0 % | 3.74 | 100.0 % |

| | | | | | | | | |
|--------|----|----|--------|---|--------|------|--------|--------|
| MALE | NA | 21 | 77.7 % | 5 | 55.5 % | 4.05 | 79.9 % | 75.0 % |
| FEMALE | NA | 6 | 22.2 % | 4 | 44.4 % | 3.35 | 21.0 % | 25.0 % |

| | | | | | | | | |
|--------------|----|----|------|---|------|------|------|------|
| 21 AND UNDER | NA | 7 | 25.9 | 3 | 33.3 | 3.58 | 31.5 | 12.5 |
| 22 - 44 | NA | 17 | 62.9 | 5 | 55.5 | 3.91 | 52.6 | 87.5 |
| 45 - 54 | NA | 7 | 11.1 | 1 | 11.1 | 3.35 | 15.7 | 0.0 |
| 55 AND OVER | NA | 0 | 0.0 | 0 | 0.0 | 0.00 | 0.0 | 0.0 |

[illegible]

| WHITE | BLACK | HISPANIC | AI & AN | ASIAN & PI |
|-------|-------|----------|---------|------------|
| 24 | 88.5 | 77.7 | 7 | 89.4 |
| 0 | 0.0 | 0.0 | 0 | 0.0 |
| 1 | 3.7 | 11.1 | 1 | 2.0 |
| 2 | 7.4 | 11.1 | 1 | 5.5 |
| 0 | 0.0 | 0.0 | 0 | 0.0 |
| | | | | 12.5 |
| | | | | 10.0 |
| | | | | 87.5 |

JTR170
DATE OF RUN: 04/10/95
PAGE 159

STATE OF MONTANA
DEPARTMENT OF LABOR AND INDUSTRY
JOB TRAINING REPORT

OPERATOR CODE: 998
NAME: CFP SUMMARY
QUARTER ENDING: WAP 31 FY: 1985

COMPARATIVE PERFORMANCE BY SIGNIFICANT SEGMENT

| SIGNIFICANT SEGMENT | ** ENROLLED: PLANNED PERCENT | ACTUAL COUNT | ACTUAL PERCENT | ** PLACED: ** IN JOBS COUNT | ACTUAL PERCENT | ** AVG. WAGE | ** TOT POS PERCENT | ** TOT PERCENT | OTHER TERMS PERCENT |
|---------------------------------|------------------------------------|-----------------|-------------------|-----------------------------------|-------------------|--------------------|-----------------------|-------------------|------------------------|
| TITLE III STATE BUILD MON 100 % | 27 | 100.0 % | 16 | 100.0 % | 6.44 | 100.0 % | 100.0 % | 100.0 % | |
| MALE | 23 | 85.1 % | 13 | 91.2 % | 6.77 | 88.0 % | 50.0 % | 50.0 % | |
| FEMALE | 4 | 14.8 % | 3 | 18.7 % | 5.01 | 12.0 % | 50.0 % | 50.0 % | |
| 21 AND UNDER | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | 0.0 % | |
| 22 - 44 | 21 | 77.7 % | 12 | 75.0 % | 6.04 | 76.0 % | 100.0 % | 100.0 % | |
| 45 - 54 | 5 | 18.5 % | 3 | 18.7 % | 7.18 | 20.0 % | 0.0 % | 0.0 % | |
| 55 AND OVER | 1 | 3.7 % | 1 | 6.2 % | 9.00 | 4.0 % | 0.0 % | 0.0 % | |
| HANDICAPPED | 1 | 3.7 % | 0 | 0.0 % | 0.00 | 4.0 % | 0.0 % | 0.0 % | |
| OFFENDER | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | 0.0 % | |
| DROPOUT | 7 | 25.9 % | 5 | 31.2 % | 7.06 | 24.0 % | 50.0 % | 50.0 % | |
| GENERAL ASSISTANCE | 1 | 3.7 % | 1 | 6.2 % | 4.50 | 4.0 % | 0.0 % | 0.0 % | |
| DISPLACED HOME MAKER | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | 0.0 % | |
| AFDC RECIPIENT | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | 0.0 % | |
| VETERAN | 12 | 44.4 % | 7 | 43.7 % | 6.11 | 44.0 % | 50.0 % | 50.0 % | |
| UI CLAIMANT | 9 | 33.3 % | 7 | 43.7 % | 7.29 | 36.0 % | 0.0 % | 0.0 % | |
| WHITE | 27 | 100.0 % | 16 | 100.0 % | 6.44 | 100.0 % | 100.0 % | 100.0 % | |
| BLACK | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | 0.0 % | |
| HISPANIC | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | 0.0 % | |
| AI & AN | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | 0.0 % | |
| ASIAN & PI | 0 | 0.0 % | 0 | 0.0 % | 0.00 | 0.0 % | 0.0 % | 0.0 % | |

VISITORS' REGISTER

Human Services Subcommittee COMMITTEEBILL NO. _____ DATE April 19, 1985

SPONSOR _____

| NAME (please print) | RESIDENCE | SUPPORT | OPPOSE |
|---------------------|-----------|---------|--------|
| Dave Wanzenreid | DL + J | | |
| Jim Foley | DL + J | | |
| Christy Konigsberg | DL + J | | |
| Jim Smith | HRDC | | |
| Gene Leuwer | RMDC | | |
| Jim Murry | AFL-CIO | | |
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IF YOU CARE TO WRITE COMMENTS, ASK SECRETARY FOR WITNESS STATEMENT FORM.

PLEASE LEAVE PREPARED STATEMENT WITH SECRETARY.