



(OLA #: 044-05)

LEGISLATIVE ANALYST REPORT

To: Members of the Board of Supervisors
From: Tara H. Cohen and Adam Van de Water, Office of the Legislative Analyst
Date: September 26, 2005
RE: **Dislocated Workers** (BOS File No. 051157)

SUMMARY AND SCOPE OF REQUEST

Supervisor Maxwell, through the Board, requested the OLA research and report on career services available to dislocated workers of San Francisco manufacturing industries (such as garment, electronics, and food), specifically those provided through the City's three One Stop Centers.

EXECUTIVE SUMMARY

Dislocated workers are workers who have lost their jobs, including those who are: (1) dislocated by plant closings or mass layoffs and are unlikely to return to their previous industry or occupation, or (2) formerly self-employed individuals. Additionally, the category of "dislocated worker" includes displaced homemakers (i.e. homemakers who have been dependent on income of another family member and are no longer supported by that income).

There are a number of local, state, and federally-funded job training programs for dislocated workers in San Francisco though the majority are coordinated through the City's three One Stop career services centers.

In program year 2004/05, dislocated workers accounted for an estimated 700 visits per month to San Francisco's three One Stop Centers. The majority of these visits were to receive core services (access to online job search databases, assistance with applying for state Unemployment Insurance, workshops in resume writing and interviewing skills, etc.) though 260 eligible dislocated workers received WIA-funded job specific training at an average cost of \$7,000 per worker. Reflective of the recent layoffs in San Francisco's garment industry, last year's trainees were predominantly older, low-income Asian women with limited literacy and English proficiency that had worked at their place of employment for at least 6 years.

Trainees may select their own job fields, the top four of which were computer support, housekeeping, home health care, and medical technology. To date, less than one-quarter of 2004/05 trainees (59 of 260) have received job placements. The majority of these job placements were in housecleaning and home health care at an average wage of \$10.15/ hour.

As the administrator of federal workforce development dollars in San Francisco, the Private Industry Council (PIC) provides job readiness training to dislocated workers as well as low income adults and youth. However, a number of other stakeholders have noted that the PIC would benefit from diversifying their funding sources and/or more strategically targeting their training investment dollars. In addition, the PIC projects that it could run out of dislocated worker training dollars as early as January 2006 given decreased funding and increased training demand.

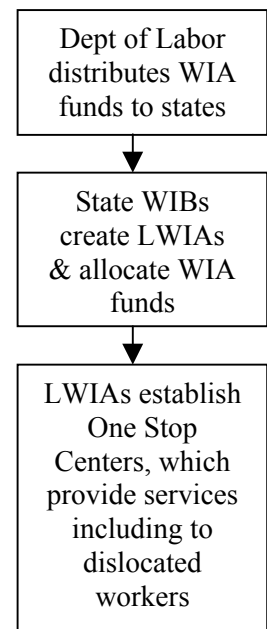
In an effort to better coordinate job training programs with broader economic development goals, in July 2005 the Mayor's Office separated the Workforce Investment Board of San Francisco (WISF) from the PIC Board and received approval from the Board of Supervisors for four new workforce development positions to support the newly constituted WISF.

BACKGROUND –WORKFORCE INVESTMENT IN SF

In an effort to better integrate economic and workforce development, in August 1998 Congress combined and replaced a number of federal job training programs with the Workforce Investment Act (WIA).

The Workforce Investment Act (WIA)

With nearly \$4 billion in annual resources, WIA is the primary source of public job seeker and employer services nationwide and provides the framework for workforce development efforts at the state and local level. WIA establishes Governor-appointed state Workforce Investment Boards (WIBs) which in turn create Local Workforce Investment Areas (LWIAs) across the state to oversee job seeker and employer services provided in local One Stop Centers. San Francisco's three One Stop Centers offer access to a number of federal, state and local programs under one roof, including state Unemployment Insurance, Welfare to Work, Food Stamps, and an array of supportive services for low income adults, dislocated workers, and eligible youth. These services include everything from universal 'core services' (assistance with resume writing, job seeking and interview skills) to targeted job training programs for workers who meet low-income thresholds or qualify as dislocated due to major layoffs and structural barriers to reemployment.



The U.S. Department of Labor distributes WIA funds to each state's WIB, which:

- develops strategic plans for workforce development,
- establishes the LWIAs,
- distributes funds to and sets performance goals for the LWIAs,
- reports statewide performance results to the U.S. Department of Labor, and
- allocates reserved funds for Rapid Response efforts and statewide programs¹.

¹ Congress is expected to reauthorize WIA sometime this calendar year and could make a number of modifications to its eligibility criteria, funding streams, strategic planning horizons, and performance measures.

The Workforce Investment Board of San Francisco (WISF)

To date, the California WIB has designated 50 LWIAs statewide, including the Workforce Investment Board of San Francisco (WISF). Under WIA, the Mayor (independent of the Board of Supervisors) appoints members to the WISF board, negotiates performance measures with the state and serves as the grant recipient of all local WIA funds.

Mayor Brown officially created the WISF in February 2000 when he appointed 49 members to the board representing all One Stop partners as well as business, education, labor, community, and economic development interests (see Appendix A for a complete list of original WISF board members). As required by WIA, a member of the business community chairs the majority business board.

In February 2002, the board named the nonprofit Private Industry Council (PIC)² their Fiscal Agent and charged them with distributing WIA funds for workforce development purposes under their direction. In collaboration with a number of workforce development stakeholders, the PIC manages disbursement of WIA funds and subcontracts to provide workforce development services through San Francisco's three One Stop Centers. Mandatory stakeholders in San Francisco's workforce development include the Mayor's Office, the San Francisco Human Services Agency, the California Employment Development Department (EDD), City College, and the National Council on Aging.

In the 2005/06 Annual Appropriations Ordinance, the Board approved a proposal by the Mayor's Office of Economic and Workforce Development (MOEWD) to hire four off-budget positions to staff the WISF. According to Julian Potter, the Mayor's Director of Policy, this signals a move by MOEWD toward more strategic integration of previously disconnected economic and workforce development that will consolidate efforts to attract and retain businesses on one hand and train workers to fill available positions on the other. According to Ms. Potter, the PIC and WISF Boards were separated so that the former can focus on service delivery while the latter looks at broader economic trends.

Funding

A 2004 survey by the nonprofit American Community Partnerships (ACP) identified a total of \$108,228,465 in funds for workforce development activities in San Francisco. This included formula funds allocated directly to WISF for workforce development as well as a number of other related grants (ie, CalWorks, Food Stamps, JobCorps, HUD housing programs, etc.) to community based organizations working to promote self-sufficiency in San Francisco.

WIA provides formula grant funds to LWIAs for three primary target groups: adults, dislocated workers, and youth. In program year 2005/06 WISF received \$6.9 million in direct WIA funds from EDD, including \$2.5 million for dislocated workers³. In addition, the ACP estimates that San Francisco receives an additional average of \$1.3m per year in discretionary and Rapid

² A 501(c)3 since 1979 with an 11-member executive board and 45 FTE.

³ By law, 85% of adult and youth funds and 60% of dislocated worker funds are allocated directly to the LWIAs. The state EDD reserves 15% of adult, youth, and dislocated worker funds for statewide activities and an additional 25% of dislocated worker funds for state "rapid response" efforts and the U.S. Department of Labor reserves 20% of all dislocated worker funds for national efforts.

Response funds from the state⁴.

As grant administrator, the PIC receives \$7 million in WIA funds as well as a variety of other sources including the City and County (the Human Services Agency, Mayor's Office of Community Development, and SF Redevelopment Agency), the State of California, and the U.S. Department of Housing and Urban Development (see Appendix B for a detailed PIC budget). Additionally, in some cases, PIC of San Francisco has worked with other nearby PICs to access additional funds for training⁵. Nonetheless, various stakeholders in San Francisco's workforce development arena have characterized the PIC of San Francisco as being more heavily reliant on WIA funds than those in other Bay Area counties.

SERVICES AT THE ONE STOP CENTERS

San Francisco's One Stop Centers provide universal employment services (i.e., to anyone who walks in the door) in three locations: a "full service" center at 3120 Mission Street⁶ and two satellites at 801 Turk Street in the Tenderloin and 1800 Oakdale Avenue in the Bayview. A Consortium, comprised of four mandated partners – the San Francisco Human Services Agency, City College of San Francisco, National Council on Aging, and the California EDD – oversees the operation and funding of the One Stop Centers⁷. EDD houses the Turk Street One Stop Center and the San Francisco Human Services Agency houses both the Mission and Oakdale Centers. A number of partners provide services, including the Consortium partners and a host of other community agencies.

Services are provided to both job seekers and potential employers. Job seeker services are further broken down into three progressive categories: core services, intensive services, and training.

1. Core Services

Each of the three One Stop Centers offers the following free on-site services to all job seekers regardless of eligibility:

- Office equipment (computers, typewriters, video monitors, telephones, fax and copier)
- Internet access for job-related web sites
- Job seeking skills workshops
- Job seeking books & video library
- Disability Insurance information
- Unemployment Insurance information
- Job skills/interest testing

⁴ Based on interviews with local agencies receiving federal workforce development funds in the fall of 2004. Contained in "San Francisco: A Systems Approach to Economic and Workforce Development Final Report." American Community Partnerships. Fall 2004, p. 44.

⁵ After airport layoffs following 9/11, SF PIC accessed funds through the PIC of San Mateo.

⁶ WIA requires each LWIA to have at least one "full service" One Stop Center with all mandatory partners co-located at the center. In SF, these include the San Francisco Human Services Agency, City College of San Francisco, National Council on Aging, and California's Employment Development Department.

⁷ The four mandatory partners provide over 95% of the costs of operating the three One Stop Centers, with WIA funds contributing the balance of the cost.

- Labor market & community information
- Academic assessment & skill building
- Information/referral (including referrals to specialized services)
- Computer skills classes
- Disability & vocational counseling
- On-site childcare
- Follow-up services to help customers keep their jobs once placed

These collectively constitute “core” services and are available to anyone age 18 or older. According to PIC staff, the majority of customers at the One Stop Centers utilize only these core services, particularly self-service research and/or one-on-one assistance with equipment or brief job counseling from on-site staff.

In fiscal year 2004/05,⁸ the three One Stop Centers had a total of 126,113 customer visits, or 11,465 customer visits per month. In May 2005, the three centers served 4,417 unduplicated customers, most of which came from maintenance, administrative, food, lodging, construction, and sales backgrounds. During the same period, partners and customers of the three centers reported a total of 2,411 job placements as a result of utilizing core or intensive services.

2. Intensive Services

Intensive services require more staff involvement and include:

- More comprehensive assessments
- Development of individual employment plans
- Group and individual counseling
- Case management
- Short-term pre-vocational services
- Funding for childcare or transportation

To receive intensive services, individuals must have been unable to obtain or retain employment through core services and must need intensive services to obtain or retain employment.

3. Training

If an individual still cannot obtain or retain employment after utilizing core and intensive services, they may be eligible to receive job-specific training, ideally linked to local area employment opportunities. Trainings must come from one of the hundreds of state-certified agencies on the current Eligible Training Provider List (ETPL) maintained by EDD and can include occupational skills training, on-the-job training (OJT), entrepreneurial training, skill upgrading, job readiness training, and adult education and literacy activities. These are typically provided off-site, by post-secondary institutions such as City College, Arriba Juntos, Positive Resource Center, Mission Language and Vocational School, Haight Ashbury Food Program, and Jewish Vocational Services.⁹

⁸ These figures account for July 1, 2004 – May 31, 2005.

⁹ Examples include: on-the-job training for ex-offenders at the Northern California Service League, certified nursing assistant, culinary, office technician programs at the Mission Language and Vocational School, and culinary training for homeless individuals at the Haight Ashbury Food Program.

Training can be quite expensive and is therefore limited to individuals of very low income and/or those individuals who have been recently laid off and face significant barriers to re-employment. PIC allocates WIA funds for both an Adult Low Income training program¹⁰ and a Dislocated Workers training program. Dislocated workers are eligible to receive training if they:

- were laid off due to no fault of their own (part of a major layoff or plant closure),
- held a permanent position at their place of employment, and
- either need to upgrade skills or are unable to return to the same industry due to a decline in or elimination of jobs in their industry¹¹.

During program year 2004/05, PIC provided training to approximately 260 dislocated workers at an average cost of \$7,000 per worker¹². PIC staff estimates that, given the recent garment and food industry layoffs as well as this year's reduced WIA funding amounts, PIC will exhaust all of its WIA dislocated worker training funds by January or February 2006.

4. Employer Services

In addition to services for job seekers, each One Stop Center has staff dedicated to employer services. These services include tax credit information, job posting systems (such as First Source)¹³, skill assessment of current employees, referrals of pre-screened candidates for employment, and customized on-the-job training (OJT) programs. OJT programs involve a 50% subsidy from the employer toward the training program for incumbent or incoming employees, while the PIC covers the remaining 50% of training costs.

FOCUS ON DISLOCATED WORKERS

Federal law¹⁴ requires employers with 100 or more employees with expected plant closures or mass layoffs of 50 or more employees to provide 60-day advance notice to each affected employee, the state EDD, and the chief local elected official in the affected locality. This is often the first public notice of a pending plant closure or major layoff and activates the PIC's Rapid Response team.

Rapid Response

The Rapid Response team – a collaboration of the PIC, EDD, DHS, City College, and labor or other organizations – works with the employer and all employees scheduled for layoff to schedule on-site orientations to describe the services available to them through the One Stop

¹⁰ The Adult Low-Income training program eligibility criteria require that total earnings in six months prior to application do not exceed \$4,655 for a one-person household (\$766/month), or \$14,400 for a 5-person household (\$2,366/month).

¹¹ May also be a “displaced homemaker.”

¹² WIA funds only. According to PIC staff, first priority is given to those individuals laid off by a San Francisco-based company as well as San Francisco residents laid off by non-San Francisco firms. Additionally, PIC considers the length of time for which an individual has been unemployed, which may signal that an individual faces significant challenges in returning to the workforce.

¹³ First Source requires any company that does business with the City of San Francisco to alert the One Stop Centers of job openings at least 10 days in advance of publicly posting these openings.

¹⁴ Worker Adjustment & Retraining Notification Act (WARN).

Centers. The team provides printed materials – in Spanish, Chinese, and/or English as appropriate – to both the employer and soon-to-be-dislocated employees outlining the One Stop Center programs as well as pension and health care coverage and how to claim state Unemployment Insurance¹⁵. Orientations can also be given in non-English languages. For example, in July 2005 EDD approved \$542,000 in Governor’s discretionary dislocated worker funds to provide ‘wrap-around’ case management, job development, placement, retention, and supportive services in Cantonese to 100 dislocated San Francisco garment workers.

This funding was in addition to the \$750,000 EDD granted to City College in June to pilot a customized vocational education and training program for dislocated San Francisco garment workers. All spaces are now full and the program began August 17, 2005.

An estimated 80% of employees facing layoffs attend these orientations, which are likely the primary means dislocated workers first hear about the services available in One Stop Centers.

Estimating Their Number – Nearly 700 Visits Per Month to One Stop Centers

Dislocated workers represent an estimated six percent of One Stop Center annual visits¹⁶ and come from a variety of industries, most notably garment workers (27%) and general office clerks (6%) (See Appendix C for a list of job titles at time of dislocation). This translates to 688 visits per month or 7,567 visits per year (may be duplicated clients).

260 Have Received Training

In program year 2004/05, a total of 260 dislocated workers received WIA-funded training¹⁷. Due largely to recent layoffs in the garment industry, at the time of dislocation these trainees were largely:

- female (80%),
- Asian (80%),
- non-native English speakers (72% were limited in English proficiency),
- deficient in basic literacy skills (92%),
- low-income (61%),
- advanced in their careers (32% were ages 30-44; 36% were ages 45-54; 32% were ages 55-61),and
- had worked at their place of employment for at least 6 years (36%).

Self Selection of Job Field

Trainees may select their own job fields but must complete a local labor market survey to identify at least six available jobs in that field prior to receiving training. PY 2004/05 training programs represented a variety of fields (see appendix D for a complete list), with the top four representing:

¹⁵ The UI telephones, which are available at the One Stop Centers for placing claims with EDD, have buttons that allow callers to access information in Spanish, Chinese, Vietnamese, and English

¹⁶ Approximation based on the percentage of visitors seeking state Unemployment Insurance (UI) at the Mission Career Link Center (433 of 6,763 visits in May 2005). According to PIC staff, the number of UI seekers closely corresponds to the number of dislocated workers.

¹⁷ WIA Title 1B formula funding. According to Wes Dixon, interim president of the PIC, “many more have utilized the variety of services offered by other partners at the centers and/or entered training funded by another partner.”

- Computer Support Specialists (20%),
- Maids and Housekeeping Cleaners (17%),
- Home Health Care Workers (16%), and
- Medical and Clinical Laboratory Technicians (12%).

59 Have Received Jobs to Date

To date, 59 of 260 PY 2004/05 trainees have received job placements while the remainder are still in long-term training programs. As shown in Table 1 below, the majority of these job placements were in housecleaning (61%) and home health care (24%). All 59 of those trainees who were placed into jobs received jobs relevant to their training, receiving an average wage of \$10.15/ hour.

Table 1: Type of Job Placement, by Title, PY 2004/05

| Job Title | # of Dislocated Workers |
|---------------------------------------|--------------------------------|
| Maids and Housekeeping Cleaners | 36 |
| Home Health Care Workers | 14 |
| Bartenders | 1 |
| Cooks Restaurant | 1 |
| Health Service Workers NEC | 1 |
| Hotel Desk Clerks | 1 |
| Janitors Cleaners Except Maids | 1 |
| Proofreaders and Copy Makers | 1 |
| Traffic Shipping and Receiving Clerks | 1 |
| Truck Drivers Heavy | 1 |
| Workers Precision NEC | 1 |
| TOTAL | 59 |

State Performance Measures

The state negotiates annual performance goals with each LWIA. As of July 19, 2005, the PIC had exceeded its performance goals for Dislocated Workers in employment entrance rates, retention rates, and in credential/diploma rates (see Table 2 below). However, the PIC falls short in meeting the 87.4% state-proposed performance goal for “earnings change/earnings replacement in six month.” According to interim PIC president Wes Dixon, this is due to both a slow regional economic recovery and a heavy load of monolingual former garment workers.

Table 2: PY 2004/2005 WISF Dislocated Worker Performance Outcomes

| | State Proposed SF Performance Goals | Actual Performance Goals | Status |
|---|--|---------------------------------|---------------|
| Enter Employment Rate | 77.9% | 83.97% | Exceed |
| Retention Rate | 88.4% | 94.09% | Exceed |
| Earnings Change/ Replacement in Six Months | 87.4% | 72.08% | -15.32% |

| | | | |
|--------------------------------|-------|--------|--------|
| Credential/Diploma Rate | 58.0% | 77.01% | Exceed |
|--------------------------------|-------|--------|--------|

(as of 7/19/2005)

CONCLUSION

The Private Industry Council (PIC), and their partners at the One Stop Centers, provide a variety of job readiness services to the hundreds of dislocated workers in San Francisco each year. In the last year, this has included core services provided to over 8,000 dislocated worker visits, direct training to 260 dislocated workers, 59 of which have received jobs in their newly trained fields to date.

However, there are at least two broad issues the Board of Supervisors may wish to monitor going forward. These include:

1. Implementation of new efforts to coordinate economic and workforce development efforts between the state EDD, the PIC, the WISF Board, One Stop Center partners, and the MOEWD, and
2. Possible funding shortages for dislocated worker training resulting from reduced federal funding allocations and continued high demand for training. The PIC already lacks the resources to meet this demand. With the recent closure of two International Baking plants and several San Francisco garment manufacturers, the PIC has projected that it could exhaust its WIA funds as early as January 2006. This could necessitate the identification of new workforce development funding sources and/or create the need for new ways to retrain this vulnerable population.

Appendix A: WISF Board Membership

NOTE: The following are the original and, officially, still current members of the WISF Board even though some members have retired or been replaced by other members of their organization. As the Mayor expects to appoint new members sometime during the 2005 calendar year the list has not yet been updated and republished. Known changes are italicized and shown in parentheses.

| Last | First | Organization |
|---------------|--------------|---|
| Ackerman | Arlene | S.F. Unified School District |
| Agnos | Irene | UCSF |
| Allen | William | BrooksAllen & Associates |
| Arcelona | Steve | Res Care, Inc. <i>(now with the SF Human Services Agency)</i> |
| Blecker | Michael | Swords to Plowshares |
| Bradford-Bell | Shelley | Bayview Opera House |
| Bulach | Rosalie A. | Name-Finders Lists, Inc. |
| Bunim* | Lynn | SBC/Pacific Bell |
| Calloway | Pamela S. | Private Industry Council of S.F., Inc. <i>(resigned)</i> |
| Chung | Anni | Self Help for the Elderly |
| Citron | Kathye | Lifeprint |
| Cochrane | Ann | San Francisco Conservation Corps |
| Cousin | Kim | Wells Fargo |
| David | Pamela | Mayor's Ofc of Community Dev <i>(replaced by Dwayne Jones)</i> |
| Day | Dr. Philip | City College of S.F. |
| de Lorenzo | Nicholas L. | National Council on Aging |
| Edington | Mary | Goodwill Industries <i>(retired. replaced by Deborah Alvarez-Rodrigues)</i> |
| Ellington | David | BlueLaser Holdings, LLC |
| Feeley | Theresa | San Francisco Works |
| Fong | Corliss | Macy's |
| Fortner | Gregg | S.F. Housing Authority |
| Gallegos | Sally | United Indian Nations, Inc. |
| Hauge | Scott | Cal Insurance/Job Network |
| Hernandez | Aileen | Aileen C. Hernandez Assoc |
| Hernandez | Dr. Sandra | The San Francisco Foundation |
| Jones | Andrea | Catellus Development Corp |
| Jones | Dwayne | Young Community Developers <i>(now with MOCD)</i> |
| Killacky | John | Yerba Buena Center for the Arts |
| King | Craig | San Francisco Vocational Svcs <i>(resigned)</i> |
| Kirschner | Curt | O'Melveny & Myers |
| Lewis | Linda | Charles Schwab |
| Luttgens | Leslie L. | B.L.T.F. Deputies |
| Martin | Craig K. | Solo Practitioner |
| Last | First | Organization |

| | | |
|----------------|-----------|---|
| Mason | Nate | Economic Opportunity Council of S.F., Inc. |
| Murphy | Brian | San Francisco Urban Inst, SFSU (<i>now President of DeAnza College</i>) |
| Narbutas | Kes | KTB Realty Partners, Inc. |
| Nayman | Nathan | Committee on Jobs |
| Piasente | Carol | Chamber of Commerce |
| Poremba | John | Calif. Employment Development Dept. |
| Revenko | Victor J. | Chevron Corporation |
| Rhorer | Trent | S.F. Dept. of Human Services |
| Rutkowski | Darlene | Department of Rehabilitation |
| Ryan | Tom | S.F. Labor Council |
| Seltsam | Ave M. | Corporate Security Service, Inc. |
| Snay | Abby | Jewish Vocational Service |
| Standish | Marion | The California Endowment |
| Warren | Stan | S.F. Bldg & Const Trades Council (<i>deceased. replaced by Micheal Theriault</i>) |
| Whooley | Dan | S.F. Electrical Training Trust |
| * Chair | | |

Appendix B: PIC Budget, Program Year 2005/06

| Budgeted Expenditures | PY 05-06 Budget |
|--|------------------------|
| WIA Formula (DoL through EDD) | \$6,926,588 |
| CalWORKs/PAES (SF HSA, Welfare to Work) | 2,062,711 |
| WIA 15%/25% (DoL funds to EDD for statewide and Rapid Response activities) | 1,276,278 |
| Homeless Employment Collaborative (HUD) | 1,149,994 |
| Redevelopment Agency Consortium (City and County of SF) | 1,062,666 |
| Refugee employment training (State) | 572,071 |
| HOPE House (HUD & DOL, housing and job training to the chronically homeless) | 544,658 |
| Youth Opportunity Grant (DOL through EDD) | 203,414 |
| First Source (CCSF, Mission Bay construction jobs) | 200,000 |
| Mayor's Office of Community Development (tax credits for employment in SF) | 70,000 |
| Other | 273,167 |
| TOTAL GRANT AWARDS | \$14,341,547 |

Appendix C: Job Titles of PY 2004/2005 Dislocated Worker Trainees at Time of Job Dislocation

| Job Title | # of Dislocated Workers |
|--|--------------------------------|
| Administrative Services Managers | 6 |
| Advertising Clerks | 1 |
| Artists And Related Workers | 1 |
| Assemblers Fabricators Ex Mach Elect | 4 |
| Bindery Machine Operators | 1 |
| Bookkeeping Accounting Clerks | 6 |
| Camera Operators Television & Motion Picture | 1 |
| Carpenters | 2 |
| Carpet Installers | 1 |
| Cashiers | 1 |
| Civil Engineering Technicians | 1 |
| Cleaning Washing Pickling Equipment | 2 |
| Clerical Administrative Support Work | 1 |
| Combined Food Preparation And Service | 2 |
| Computer Programmers | 4 |
| Cooks Restaurant | 1 |
| Cooks Specialty Fast Food | 1 |
| Counter And Rental Clerks | 1 |
| Custom Tailors And Sewers | 1 |
| Cutters And Trimmers Hand | 4 |
| Cutting Forming Fabricating Process | 1 |
| Cutting Slicing Machine Setters Setup | 1 |
| Data Entry Keyers Ex Composing | 4 |
| Data Processing Equipment Repairers | 1 |
| Dental Assistants | 1 |
| Driver Sales Workers | 1 |
| Electrical And Electronic Assemblers | 7 |
| Electronic Home Entertainment Repair | 1 |
| Engineers NEC | 2 |
| Estimators And Drafters Utilities | 1 |
| File Clerks | 3 |
| Film Editors | 2 |
| Firstline Sup Mgr Production | 1 |
| Firstline Sup Mgr Service Workers NEC | 1 |
| Food Preparation Workers | 5 |
| Food Service Workers NEC | 3 |
| General Office Clerks | 15 |
| Guards And Watch Guards | 1 |
| Hand Packers And Packagers | 9 |
| Job Title | # of Dislocated Workers |

| | |
|--|--------------------------------|
| Health Service Workers NEC | 1 |
| Home Health Care Workers | 8 |
| Inspectors Testers And Graders Precis | 5 |
| Janitors Cleaners Except Maids | 2 |
| Laundry Drycleaning Machine Operators | 2 |
| Machine Assemblers | 1 |
| Machinery Maintenance Mechanics NEC | 1 |
| Maids And Housekeeping Cleaners | 2 |
| Managers And Administrators NEC | 4 |
| Marketing Advertising Public Relation | 1 |
| Mechanic And Repairer Helpers NEC | 1 |
| Mechanical Engineering Technicians | 4 |
| Medical And Clinical Laboratory Technician | 1 |
| Medical Assistants | 1 |
| Misc Helpers Laborers Hand NEC | 3 |
| New Accounts Clerks | 2 |
| Office Machine Operators NEC | 1 |
| Operations System Researchers Ex Comp | 1 |
| Order Fillers Wholesale And Retail Sales | 1 |
| Other Professional Paraprofessional T | 3 |
| Photographic Process Machine Operator | 1 |
| Postal Service Clerks | 1 |
| Pressers Hand | 2 |
| Pressing Machine Operators Textile An | 1 |
| Printing Binding Related Machine Operator | 1 |
| Printing Press Machine Operators And | 1 |
| Printing Press Setters Setup Operator | 1 |
| Printing Workers NEC Precision | 1 |
| Producers Directors Actors | 3 |
| Production Planning Expediting Clerks | 1 |
| Proofreaders And Copy Markers | 1 |
| Receptionists And Information Clerks | 2 |
| Sales Representatives Service NEC | 4 |
| Sewers Hand | 1 |
| Sewing Machine Operator Garment | 71 |
| Stock Clerks Stockroom Warehouse | 1 |
| Switchboard Operators | 1 |
| Systems Analysts Electronic Data Proc | 2 |
| Tax Preparers | 1 |
| Telephone And Cable Television Installers | 1 |
| Tellers | 1 |
| Textile Operators Tenders Wind Twist | 1 |
| Job Title | # of Dislocated Workers |

| | |
|---------------------------------------|------------|
| Traffic Shipping And Receiving Clerks | 1 |
| Travel Agents | 1 |
| Urban And Regional Planners | 1 |
| US Marshals | 1 |
| Waiters and Waitresses | 8 |
| N/A | 1 |
| TOTAL | 260 |

Appendix D: Dislocated Worker Training Types by Enrollment for PY 2004/2005

| Type Of Training | # Of Dislocated Workers |
|---|--------------------------------|
| Aircraft Pilots Flight Engineers | 1 |
| Audio Visual Specialists | 2 |
| Bartenders | 1 |
| Billing Cost And Rate Clerks | 3 |
| Bookkeeping Accounting Clerks | 6 |
| Broadcast Technicians | 3 |
| Clerical Administrative Support Work | 11 |
| Computer Programmers | 5 |
| Computer Support Specialists | 9 |
| Cooks Restaurant | 52 |
| Cooks Short Order | 2 |
| Dental Assistants | 2 |
| Financial Specialists NEC | 1 |
| Food Service And Lodging Managers | 2 |
| General Managers Top Executives | 1 |
| General Office Clerks | 2 |
| Hairdressers And Hairstylists | 6 |
| Health Service Workers NEC | 1 |
| Home Health Care Workers | 42 |
| Hotel Desk Clerks | 1 |
| Maids And Housekeeping Cleaners | 44 |
| Medical And Clinical Laboratory Technician | 5 |
| Medical Assistants | 32 |
| Medical Records Technicians | 1 |
| Nurse Aides Orderlies Attendants | 5 |
| Paralegal Personnel | 1 |
| Personnel Training Labor Relations Specialist | 1 |
| Pharmacy Technicians | 4 |
| Physical Therapy Assistants And Aides | 1 |
| Radiologic Technologists | 1 |
| Secretaries Medical | 2 |
| Systems Analysts Electronic Data Processing | 1 |
| Teachers Preschool | 1 |
| Teachers Vocational Education & Training | 3 |
| Travel Agents | 1 |
| Truck Drivers Heavy | 4 |
| Total | 260 |