



Quarterly Report: January – March, 2009

Grant Number: WR-15405-06-60

Date: 4/30/2009

Project Name: West Alabama/East Mississippi (WAEM) WIRED Project

Grantee: Alabama Department of Economic & Community Affairs/Office of Workforce Development (ADECA/OWD)

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For brevity, the following references are used in this report: ADECA – Alabama Department of Economic and Community Affairs; TMI – The Montgomery Institute; ASCC – Alabama Southern Community College; BSCC – Beville State Community College; JCJC – Jones County Junior College; ECCC – East Central Community College; EMCC – East Central Community College; MCC – Meridian Community College; SSCC – Shelton State Community College; WCCS – Wallace Community College – Selma; MDA – Mississippi Development Authority; DOL – U.S. Dept. of Labor; ETA – DOL Employment Training Administration; USM – University of Southern Mississippi; WAEM – West Alabama and East Mississippi; WIRED – Workforce Innovation in Regional Economic Development; CRC – Career Readiness Certificate; M3 Credential – Modern Multi-skill Manufacturing Credential.

### **Summary of General Grant Activities and Successes:**

Training activity slowed during the first quarter as the economic downturn hit the WAEM Region. Numerous plants closings and layoffs were reported in both states. Intakes dropped to 256, CRCs awarded to 669, and M3 Credentials awarded to 24.

Meanwhile, WAEM WIRED moved ahead on two new initiatives growing out of the WAEM Governors' Summit. The Montgomery Institute hired Dr. Ed Snodgrass to develop healthcare talent development strategies for the region. And, the region's forest products initiative geared up for regional roundtables to begin in April 2009.

The first new business start-ups resulting from the MyBiz project were identified by survey. The WAEM.us website was completely revamped to better share information about the WAEM Regional Initiative. And, the Montgomery Institute began work with Project LEARN in Alabama, a direct outgrowth of the WAEM Regional Initiative. Project LEARN is a DOLETA Project GATE demonstration in Alabama.

On March 25, Bill Crawford presented an update of the WAEM Initiative to the Mississippi State Workforce Investment Board.

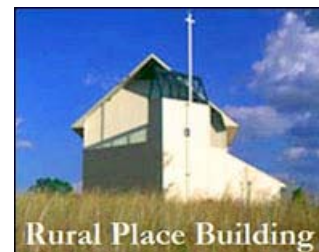
**Goal 1 – Stand-up and embed the capacity to identify key assets and strengths, target opportunities, and recruit champions to build an Enterprise-Ready region.**

Planning and preparation began this quarter for a series of forest products workshops to be conducted by a team of experts amassed by the University of Alabama Center for Economic Development. Researchers from the Mississippi State University College of Forest Resources, Auburn University Forest Products Development Center, and Biomass Resource Associates will report on the current economic conditions of the forestry industry in the WAEM Region.

Final plans for charrettes conducted by the University of Auburn Small Town Design Initiative and Mississippi MainStreet concluded this quarter. Linden, Orville, and Cuba in Alabama and Covington County, Columbus, DeKalb, Marion, Newton, and Noxapater in Mississippi will participate in the charrettes.

Other Goal 1 activities included:

- WAEM staff began recruitment for the second Mississippi WAEM Town being held in April.
- BSCC assisted the Small Town Design Initiative in conducting the third and final charrette on February 2, 2009 in Carrollton. Cheryl Morgan, Director of the Urban Studio, introduced the third and final presentation of the assets, opportunities, and recommendations for the master plan.
- On March 24, 2009 the final charrette for the community of Carthage was conducted by Mississippi MainStreet and ECCC. The final plan was presented to the community with great anticipation and enthusiasm. Short and long term goals have been established by the Carthage MainStreet Board.
- The town of Noxapater initiated place building planning with a town hall assessment meeting on March 26, 2009 in preparation for their community planning charrette in April.
- Extensive work has been done in Quitman by the JCJC team in working with elected officials and community leaders to begin the place building process. The team has been working with the citizens of Quitman to develop a place building strategy. As part of this process the Mississippi Development Authority and the Mississippi State Community Action Team will conduct asset mapping and First Impressions Assessments in Quitman. This exercise will take place in April.
- BSCC team member, Karla Quesenberry, and the mayor of Pickensville met with two associates from KPS Group of Birmingham on February 20, 2009 to discuss a Comprehensive Plan for the community. After discovering more about the WAEM Regional Initiative and the communities [Carrollton, Fayette, Pickensville, and Gordo, in a tri-county economic development region Fayette, Lamar, and Pickens counties], KPS Group offered to complete Comprehensive Plans for the all four communities for \$25,000 each (normally costs approximately \$40,000 per community). In addition, they will complete a Comprehensive Plan for the tri-county region at no additional cost. This is made possible because the four communities have or will have Small Town Design Initiative Master Plans already in place, and WAEM Staff will be able to assist in the project due to the partnership with Auburn Studio's Small Town Design Initiative and the WAEM Regional Initiative.



- The WCCS Team and WAEM Alliance President, Dr. James Mitchell, hosted the Black Belt Action Executive Committee meeting on January 16, 2009. The meeting consisted of community leaders, mayors, regional commissioners, university directors, state representatives, and community organizers. WAEM region building topics were discussed including: M3 Credential, Dual Enrollment, CRC, Industrial Maintenance Classes, and How to Start a Small Business Module.
- ASCC sponsored the “Community Planning and Resource Development” workshop in conjunction with ADECA on March 19, 2009. There were 61 attendees.
- The third workshop for the Economic Development Association of Alabama’s (EDAA) Community Leadership Training (CLT) using BSCC’s distance learning capabilities was held on January 30, 2009. BSCC partnered with Economic Developers from seven counties (Fayette, Lamar, Pickens, Marion, Walker, Winston, and Franklin) and NW Shoals Community College in Phil Campbell to present the workshop through distance learning from 5 locations. There were 31 community leaders that attended the workshop.
- EMCC staff met with Macon MainStreet partners about using the old downtown service station as a new historical museum. The Main Street group completed the service station on their own after initial meeting with EMCC WAEM staff.
- The community of Guin has agreed to partner with the BSCC team in revising and revitalizing the city’s strategic plan (much in the same as was accomplished in Fayette, Alabama). An initial meeting was held with Mayor Segraves of Guin on February 23, 2009. It was agreed that the first step will be to recruit new goals committee members and build momentum around the strategic plan’s importance to the community. A meeting is set with the Chamber to begin that process next quarter.
- JCJC hosted the annual Economic and Technology Symposium on January 29, 2009 at the Whitehead Advanced Technology Center. The symposium focused on business success stories in Mississippi. There were approximately 350 people in attendance.
- JCJC has been working with Laurel Express to complete a Main Street Charrette. A team from Main Street visited downtown Laurel in March to begin preliminary work for the charrette to be held in July.

#### The WAEM Healthcare Initiative:

- made presentations on its Compatible Matching Technology concept as a talent development tool at the MS Primary Health Care Association’s 2009 Recruitment and Retention Workshop on March 6, 2009 and the Rural Health Professional Training Imperatives at the Annual Conference of the MS Academy of Science on February 27, 2009,
- accepted an offer from MS AHEC program office to host the 2009 AHEC symposium in Meridian (in August)...to include presenters from West Alabama.
- met with University of Alabama personnel (Dr. John Wheat, Dr. John Brandon, Monique Stallworth, and Melissa Cox) to develop a strategy for building the organization which will serve as the East Central Mississippi AHEC counterpart for West Alabama. The Rural Alabama Health Alliance will serve as the fiduciary agent. Its board of directors and/or advisory council will include the Rural Alabama Health Alliance, West Alabama Rural Action Commission, Black Belt Action Commission, Tombigbee Regional Commission, Maude Whatley Community Health Center, Black Belt Hospital Association, Black Belt Superintendent Association, West Alabama Mental Health

Center, U of A Rural Scholars Program, West Alabama Community Colleges, and the Ministerial Alliance. This group, when established, will then engage participation from Healthcare facilities at the program level as well as board level, to develop programs to be implemented across the WAEM region in tandem with the East Mississippi AHEC and East Central MS Health Network.

**Goal 2 – Cultivate community and regional entrepreneurship.**

The initial survey of MyBiz.am registered users clearly identified as living in the WAEM Region had a 10% response (we need to do better). Of the 28 respondents, however, four said they had initiated business start-ups and another seven said they would do so within the next six months. 85% of respondents said the MyBiz website was a helpful resource. Activity on the website continued to increase with over 114,000 unique hits. Registered users increased to 1,457.



Other Goal 2 highlights for the quarter include:

- ASCC secured five Resource Partners for the MyBiz Entrepreneurial Network: Alabama Development Office of Small Business Development, City of Thomasville Planning and Development; Grove Hill Area Chamber of Commerce, Choctaw County Public Library, and Waste Reduction and Technology Transfer Foundation.
- TMI and the ASCC WAEM staff conducted MyBiz Network Navigator Training in Butler on March 17, 2009. The Choctaw County Chamber of Commerce and the Choctaw County Public Library received the training.
- ASCC secured the Choctaw Public Library as a MyBiz Community Connector. The library has agreed to be the connector for all seven communities in Choctaw County.
- One Hundred additional Start-It! Cards were printed for the Mississippi Band of Choctaw Indians which has been including a card in information packets given to small business prospects. A Connector Log Book was placed at the Tribal Council Office at the request of DeeSandra Ben, the MBCI Small Business Coordinator. This is in addition to the log book currently at her office.
- Fifty additional Start-It cards were printed for the City of Morton, located in the ECCC service area. A Community Connector was also added in Morton. Tito Echiburu, a native of Chile and longtime resident of Morton and Senior Vice President of the Bank of Morton will serve as a Connector for the Hispanic population in the area.
- ECCC added seven resource partners: Union Public Library, Carthage-Leake County Public Library, Newton Public Library, Philadelphia-Neshoba County Public Library, and the WIN Centers in Philadelphia, Newton, and Louisville.
- Start-It! Cards for all EMCC communities were placed at the Small Business Development Center at Mississippi State University to provide entrepreneurs with start-up information when they come in for assistance with business plans.

- The ASCC WAEM Team was a presenter at the “Essentials of Marketing and growing your Home Based/Small Business” luncheon on February 25, 2009. The luncheon was co-hosted by Alabama Southern Community College, The Women’s Business Center, and the Monroeville Area Chamber of Commerce. There were 25 attendees.
- MCC partnered with the Meridian/Lauderdale County Public Library, a new MyBiz Resource Partner, in developing a display of information for entrepreneurs. The information includes Start-It! Cards, “How to Start a Business” seminars, and information on retraining with the CRC and M3.
- WCCS partnered with Jonathan Daniels Community Development to host the first Entrepreneur Workshop on January 9, 2009 as part of the Community Conferences being offered during the Bridge Crossing Jubilee. Over 60 participants received key information on starting a business.
- WCCS hosted entrepreneur training on January 16, 2009 for 16 participants. One participant followed up with the team for additional assistance in starting a business.

**Goal 3 – Credential, certify, and transform to a regionally-branded workforce.**

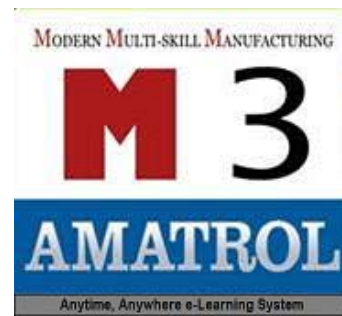
Wanda Land with the Mississippi Development Authority visited the M3/Amatrol programs at EMCC and ECCC. She reported to the Mississippi State Workforce Investment Board that these innovative programs were “outstanding.”

Other Goal 3 highlights include:

- As a reaction to the recent economic situations, the MCC welding instructor conducted a free welding course for eight individuals from the region. The opportunity for these individuals to investigate a new skill when they were or are about to be laid off was greatly appreciated by all of the participants. In the next quarter, three additional courses in welding will be offered under this same operation serving other displaced workers.
- WCCS enrolled 27 students in its new the Industrial Maintenance Class.
- BSCC enrolled 89 persons in Amatrol online courses as of March 31, 2009. None have completed the M3 due to the lack of completion of the training center in Jasper, AL.
- BSCC announced it will stand up a training center at its Carrollton campus.
- EMCC staff presented the M3 Credential to local industries. The current group of M3 participants includes 15 from a local industry that has recently announced lay-offs.
- JCJC opened a new computer lab at the Jasper County Learning Center. The lab consists of ten computers that can be used to access the Amatrol “anytime anywhere” system to work toward the M3 Certification. As a result of increased testing in the new lab, JCJC used WIRED funds to hire a new coordinator to assist with these testing efforts.



- JCJC received approval from ADECA and DOL for the purchase of new equipment to outfit a mobile Amatrol Lab. The need for the mobile lab is a result of the economic downturn in the area and the significant number of lay-offs in the area. The lab will be available for individuals to demonstrate skills to complete the Basic and Advanced Production M3 Certifications.
- Twenty-six students completed aircraft assembly operations training and eight students attended basic welding course training at MCC. These trainings include several of the M3 credential skills.
- Basic aircraft operator trainees, at MCC, continue to be registered in the Amatrol training program. This allows these individuals the opportunity to continue to strive toward the M3 Credential after they complete their specific training programs.
- Communications with Mississippi Rail Car last quarter has lead to the implementation of an advanced welding training program. A portable welding lab will be available on site at the company. The MCC welding instructor will aid with this training to ensure M3 standards are achieved wherever possible in this program.



**Best Practice:** Shelton State Community college augmented its Ready to Work Program with the WAEM Amatrol Anytime, Anywhere e-Learning System and training systems. Phifer, Inc. reports the augmented programs gets excellent results and improves retention. Phifer said its hiring process has greatly improved “by validating skills through WorkKeys assessments and teaching manufacturing skills through Amatrol such as precision measurement and statistical process control...Amatrol opens many doors for pre and post-employment training. Our goal is to expand Amatrol training to the current legacy workforce as we prepare employees for technical jobs.”

**Goal 4 – Engage high schools and youth in regional branding and Enterprise-Ready activities.**

As the WAEM WIRED grant entered its final year, planned staff reductions began. Mason Bonner and Lyn Brown were key staffers working at TMI with partners on Goal 4. They laid the groundwork for the continuing important activities for this goal:

- Since signing the Memorandum of Understanding, Thomasville High School has added the M3 Basic Production Level to their curriculum. Through the partnership with the ASCC WAEM Initiative, Thomasville High School students visit the campus every two weeks to conduct hands on training and assessment. Currently eight students are working towards their M3 Credential.
- ASCC assisted in providing AlabamaREAL training sessions during the quarter. The first was held in Linden for the Marengo County Career-Tech faculty on January 29, 2009. The second was held in Thomasville for the Thomasville High School Career-Tech faculty on February 16, 2009.
- The Southern Entrepreneurship Program’s second retreat, “I am my own boss,” was held on January 22, 2009 at EMCC’s Mayhew Campus. Forty high school students from Bay Springs, Stringer, and Columbus listened to several presentations on entrepreneurship.

- JCJC has been working with the Jones County Young Professionals Organization to promote mentoring to the youth entrepreneurship classes. Several discussions have been held with members of the organization to set up mentoring opportunities for the 2009-2010 school year.
- MCC presented information on entrepreneurship during Career Day at Clarkdale Attendance Center on February 11, 2009. Sixty-one high school students were given information on “how to become an entrepreneur.” Many students expressed an interest in have more in-depth information. The MCC facilitator provide each of these students with folders from the college’s “Basic for Starting a Business” class as well as sample business plans and Start It! Cards for the City of Meridian.+
- MCC’s maintenance technician instructor conducted training for nine juniors and seniors at Southeast Lauderdale High school. The training contains elements of the M3 Credential.
- Southeast Lauderdale High school, through partnership with MCC, is now using the Amatrol training curricula as part of their electrician training program for students over the age of 16.

#### **Update on Leveraged Resources in Support of WIRED Activities:**

Meridian Community College reported \$16,035 in leveraged funds from non-federal sources. These funds, received from the State Board from Community and Junior Colleges, provided training for the new Industrial Maintenance/M3 instructor -- \$931.20; material for Advanced Manufacturing/M3 training (welding and aircraft maintenance programs) -- \$9,490.06; and customized on-site training for incumbent workers using some M3 modules -- \$5,613.82.

**Challenges to Project Process:** Nothing to report.

#### **Other Promising Innovation Processes and Success Stories:**

Amidst high tech training for PACCAR, American Eurocopter, and Severstahl at EMCC’s Mayhew Center, three unemployed ladies referred by the Columbus WIN Job Center show up daily to receive one-on-one advanced manufacturing training. “The training systems WAEM has put in place make it possible for us to work with people at whatever level whenever they show up,” said Dr. Raj Shaunak, EMCC Vice President for Workforce and Business Development. The accessible training lab, the “anytime, anywhere” Amatrol e-Learning system, and the willingness of EMCC’s instructors to spend time with any and all needing assistance make this unique access possible. The ladies were learning to use a drill press when MDA’s Wanda Land visited the center.

**APPENDIX** – An Appendix showing the Community Involvement Matrix from each community and junior college partner for the region is provided as a separate document.

**METRICS** – See Metrics beginning on next page.

**WORKFORCE INNOVATION FOR REGIONAL ECONOMIC DEVELOPMENT (WIRED)  
WAEM METRICS PROGRESS REPORT ADDENDUM TEMPLATE**

<b>GRANTEE IDENTIFYING INFORMATION</b>	
<b>1. Grantee Name:</b> Alabama Dept. of Economic & Community Affairs/Office of Workforce Development (ADECA/OWD)	<b>2. Grant Number:</b> WR-15405-06-60
<b>3. Program/Project Name:</b> West Alabama/East Mississippi (WAEM) WIRED Project	
<b>4. Grantee Address:</b> P O Box 5690  City <u>Montgomery</u> State <u>AL 36103-5690</u>	<b>5. Report Quarter End Date:</b> 3/31/2009 <b>6. Report Due Date:</b> 4/15/2009

**GRANTEE RESULTS**

<b>Progress Report Performance Categories and Measures</b>	<b>1/31/2010 Target</b>	<b>Previous Quarters</b>	<b>Current Quarter</b>	<b>Cumulative Grant-to-Date</b>
<b>Category 1: Education/Training/Assessment</b>	WAEM WIRED targeted advanced manufacturing (education, training, credentialing) and entrepreneurship (networking, training, support) as its top priorities.			
1 <b>Total Number of Intakes into Advanced Manufacturing or Entrepreneurship Workforce Education/Training Programs and M3 Assessments Using WIRED Funds.</b>	<b>5315</b>	<b>1065</b>	<b>256</b>	<b>1321</b>
2 <b>Total Number Beginning Training in Advanced Manufacturing or Entrepreneurship Workforce Education/Training Programs Using WIRED Funds. (Sum of 2a and 2b)</b>	<b>4855</b>	<b>939</b>	<b>63</b>	<b>1002</b>
a. Number beginning Advanced Manufacturing education/training	4500	744	63	807
b. Number beginning Entrepreneur education/training	355	51	0	51
3 <b>Total Number Completing Training in Advanced Manufacturing or Entrepreneurship Workforce Education/Training Using WIRED Funds. (Sum of 3a and 3b)</b>	<b>2627</b>	<b>132</b>	<b>24</b>	<b>156</b>
a. Number completing Advanced Manufacturing education/training	2451	93	24	117
b. Number completing Entrepreneur education/training	176	39	0	39
4 <b>Number of Entrepreneurs Completing Education/Training Who Create Their Own Businesses, as Identified by Survey.</b>	<b>80</b>	<b>0</b>	<b>1</b>	<b>1</b>
5 <b>Total Number Beginning Assessment toward an M3 Credential Using WIRED Funds (M3 is a national standards based, modern multi-skill manufacturing credential based on assessed competency).</b>	<b>3065</b>	<b>1144</b>	<b>266</b>	<b>1410</b>
a. Number beginning M3 Production Level assessment	3065	1065	266	1331
b. Number beginning M3 Advanced Production Level assessment (subset of 5a)	832	313	148	461
6 <b>Total Number Attaining an M3 Credential Using WIRED Funds.</b>	<b>2160</b>	<b>76</b>	<b>24</b>	<b>100</b>
a. Number attaining Production Level M3 Credential	1620	55	20	75
b. Number attaining Advanced Production Level M3 Credential (subset of 6a)	540	21	4	25
7 <b>Investment in WAEM WIRED Education/Training/Assessment. (Sum of 7a and 7b)</b>	<b>\$4,430,000</b>	<b>\$4,099,099</b>	<b>\$ 549,410</b>	<b>\$4,648,509</b>
a. Investment of WIRED Funds in education/training/assessment	\$4,430,000	\$3,239,909	\$ 533,375	\$3,773,284
b. Federal Funds Leveraged by Partners for education/training/assessment		\$0	\$0	\$0
c. Non-Federal Funds Leveraged by Partners for education/training/assessment		\$859,190	\$ 16,035	\$875,225
<b>Category 2: Capacity Building</b>				
8 <b>Other Funds Leveraged by WIRED Partners (excluding 7b), see quarterly reports for details.</b>		<b>\$4,188,433</b>		<b>\$4,188,433</b>
9 <b>Region Building Activities -- WAEM WIRED was challenged to build the capacity of its partners while at the same time building a sense of region in 37 mostly rural counties in West Alabama and East Mississippi.</b>				
a. Number of WAEM WIRED staff training events	<b>48</b>	<b>45</b>	<b>1</b>	<b>46</b>
b. Number of outreach/networking events (regional roundtables, WAEM Town retreats, summits, conferences, community roll-outs, teacher/business leader sessions, etc.)	<b>42</b>	<b>68</b>	<b>14</b>	<b>82</b>
c. Number attending outreach/networking events	<b>2760</b>	<b>3766</b>	<b>1068</b>	<b>4834</b>

d	Number of communities initiating Place-Building planning (including strategic planning, entrepreneur support planning, and Small Town Design Initiative and related MainStreet planning)	53	77	4	81
e	Number of Place-Building plans completed	25	20	1	21
f	Number of community leader contacts by Community College/Junior College (CCJC) staff (duplicated)	3135	3857	1006	4863
g	Number of newsletters published	15	12	1	13
h	Number of presentations on WAEM initiatives and innovations at conferences	12	15	3	18
10	<b>Total Number of WAEM Partners</b> -- WAEM WIRED is heavily dependent upon Partners to accomplish its mission...indeed, building the bi-state partner network for this rural region is one of the main transformation goals. <b>(Sum of 10a - 10k)</b>	<b>571</b>	<b>735</b>	<b>51</b>	<b>786</b>
a.	Number of college, university, state, and federal agency partners	18	21	1	22
b.	Number of WAEM region Mayors participating in the WAEM Mayors' Network	80	26	1	27
c	Number of Place Building partners (MainStreet, Urban Center, tourism, etc. excluding university and agency depts. included in 10a)	21	32	7	39
d	Number of MyBiz Entrepreneur Network partners	3	6	0	6
e	Number of MyBiz Resource Partners added to network	100	197	8	205
f	Number of MyBiz Community Connectors recruited and trained	163	174	8	182
g	Number of MyBiz Network Navigators identified and trained	48	21	3	24
h	Number of Workforce partners (SWIBs, Local WIBs, one-stops, etc.)	21	41	9	50
i	Number of business and industry training partners	40	171	14	185
j	Number of high schools and youth program partners that have agreed to offer WAEM skills in their programs	61	46	0	46
k	Number of business partners receiving Governors' Seal awards	16	0	0	0
11	<b>Entrepreneur Development Activities</b> -- WAEM WIRED connects communities to entrepreneurs to local, regional, state and national resources and training opportunities.				
a.	Total unique hits to MyBiz.am entrepreneur referral website	50000	243781	114449	358230
b.	Total registered users of MyBiz.am	27800	1015	442	1457
c	Total times MyBiz.am Resource Navigator accessed	25000	87930	31378	119308
d	Total MyBiz Users self-reporting they started their own business within the WAEM Region	90	0	4	4
e	Total number of communities for which MyBiz Community Start It Cards have been developed and distributed	146	147	1	148
f	Total Community Connector referrals	660	448	196	644
12	<b>Other Workforce Education/Training, Assessment Outcomes</b> -- Including activities emphasized and encouraged by WIRED but for which WIRED dollars were not expended.				
a.	Total number of Career Readiness Certificates (CRCs) Awarded in the WAEM Region by state workforce agencies	3335	3909	669	4578
b.	Total number of individuals registered in the Amatrol "anytime, anywhere" on-line advanced manufacturing training system	4275	1805	285	2090
c	Total number of M3 Assessment labs opened at WAEM colleges	8	8	0	8
13	<b>Youth (16+) Enterprise Ready Activities</b> -- A goal of WAEM WIRED is to engage youth in WAEM Skills programs while still in high school.				
a.	Total number of students reached by schools implementing WAEM Skills programs	350	353	88	441
b.	Total number of high school students dual-enrolled in WAEM Skills programs in community and junior colleges.	79	48	26	74
<b>Category 3: Economic Indicators - Annual Figures</b>		<b>2007 Baseline</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>
14	<b>Employment by Targeted Industry Cluster</b>				
a.	Advanced Manufacturing Clusters (including non-manufacturing employment related to clusters)	78,073			
b.	Entrepreneurship	Data not available			
15	<b>Average Wage by Industry Cluster</b>				
a.	Advanced Manufacturing Clusters	\$19.43			
b.	Entrepreneurship	Data not available			
16	<b>Unemployment Rate</b>	5.49%	6.68%		

17	<b>Performance Improvement on Common Measures by WIRED Participants Region Wide as Reported by the Workforce Investment System</b>				
a.	Entered Employment Rate (adult common measure)	ADECA			
b.	Employment Retention Rate (adult common measure)	ADECA			
c.	Average Earnings (adult common measure)	ADECA			
18	<b>Number Receiving a Degree or Certificate from a WAEM Community or Junior College in one of the WAEM Target Areas</b>				
a.	Advanced Manufacturing	<i>in process</i>			
b.	Entrepreneurship	0			
19	<b>Number of New Business Startups or Expansions</b>	713			