

## **APPENDIX B: Survey Data Tables**

**Table B.1: Organizational Type of Responding CBJTG Initiatives***(survey question 11)*

Type of institution	Frequency (N=217)	Percent
Educational	207	95.39
WIS	10	4.61

**Table B.2: Organizational Type of Responding CBJTG Initiatives Administered by Educational Institutions***(survey question 12); (respondents checked all that applied)*

Type of educational institution	Frequency (N=207)	Percent
Community college	168	81.16
Technical college	37	17.87
Community college district	13	6.28
State community college system	24	11.59
Other	10	4.83

**Table B.3: Students/Trainees Attending Educational Institutions in 2009-2010 School Year of Responding CBJTG Initiatives Administered by Educational Institutions***(survey question 13)*

Approximate number of students/trainees	Frequency (N=207)	Percent
None	0	0.00
1-2,500	2	0.97
2,501-5,000	4	1.93
5,001-10,000	27	13.04
10,001-20,000	41	19.81
20,001-30,000	52	25.12
More than 30,000	77	37.20
Don't know	4	1.93

**Table B.4: Year Organization was Founded of Responding CBJTG Initiatives Administered by Educational Institutions***(survey question 14, 15)*

Year Range	Frequency (N=207)	Percent
After 1990	11	5.31
1960-1990	126	60.87
Before 1960	66	31.88
Don't know	4	1.93

**Table B.5: Most Recent Fiscal Year Budget of Responding CBJTG Initiatives Administered by Educational Institutions**

*(survey question 16)*

Budget Range	Frequency (N=195)	Percent
\$0	0	0.00
\$1-100,000	0	0.00
\$100,000-500,000	0	0.00
\$500,000-1,000,000	1	0.51
\$1,000,000-2,500,000	8	4.10
\$2,500,000-5,000,000	15	7.69
Over \$5,000,000	138	70.77
Don't know	33	16.92

**Table B.6: Percentage of Student Body who Received Pell Grants in 2009-2010 School Year of Responding CBJTG Initiatives Administered by Educational Institutions**

*(survey question 17)*

Percent of student body receiving a Pell Grant in the 2008-2009 school year	Frequency (N=207)	Percent
0%	1	0.48
1-25%	20	9.66
26-50%	42	20.29
51-75%	46	22.22
76-100%	22	10.63
Don't know	76	36.71

**Table B.7: Organizational Type of Responding CBJTG Initiatives Administered by Workforce Investment System Organizations**

*(survey question 12); (respondents checked all that applied)*

Type of Workforce Investment System Organization	Frequency (N=10)	Percent
Workforce investment board	6	60.00
One-Stop Career Center or One-Stop Operator	5	50.00
State workforce agency	0	0.00
Local workforce agency	4	40.00
Other	0	0.00

**Table B.8: Number of Clients Served in Most Recent Program Year of Responding CBJTG Initiatives Administered by Workforce Investment System Organizations**

*(survey question 13)*

Approximate number of clients served	Frequency (N=10)	Percent
None	0	0.00
1-500	2	20.00
501-1,000	1	10.00
1,001-2,500	1	10.00
2,501-5,000	2	20.00
5,001-10,000	1	10.00
More than 10,000	3	30.00
Don't know	0	0.00

**Table B.9: Year Organization was Founded of Responding CBJTG Initiatives Administered by Workforce Investment System Organizations**

*(survey question 14)*

Year Range	Frequency (N=10)	Percent
After 1990	4	40.00
1960-1990	4	40.00
Before 1960	2	20.00
Don't know	0	0.00

**Table B.10: Most Recent Fiscal Year Budget of Responding CBJTG Initiatives Administered by Workforce Investment System Organizations**

*(survey question 15)*

Budget for fiscal year 2009	Frequency (N=10)	Percent
\$0	0	0.00
\$1-100,000	0	0.00
\$100,000-500,000	1	10.00
\$500,000-1,000,000	0	0.00
\$1,000,000-2,500,000	0	0.00
\$2,500,000-5,000,000	3	30.00
Over \$5,000,000	5	50.00
Don't know	1	10.00

**Table B.11: Percentage of Clients Who Have Low Incomes Served in Most Recent Program of Responding CBJTG Initiatives Administered by Workforce Investment System Organizations**  
*(survey question I6)*

Percentage of clients who have low incomes	Frequency (N=10)	Percent
0%	0	0.00
1-25%	0	0.00
26-50%	0	0.00
51-75%	4	40.00
76-100%	6	60.00
Don't know	0	0.00

**Table B.12: Operational Status of Responding CBJTG Initiatives (as of September 30, 2010)**  
*(survey question B1)*

Status	Frequency (N=220)	Percent
Operational (within period of performance)	154	70.00
Not Operational (past period of performance)	66	30.00

**Table B.13: Industry of Focus Among All Survey Respondents**  
*(survey question B2); (respondents checked all that applied)*

Industry	Frequency (N=220)	Percent
Advanced Manufacturing	51	23.18
Aerospace	8	3.64
Automotive	7	3.18
Aviation	3	1.36
Biotechnology	10	4.55
Construction	19	8.64
Education	25	11.36
Energy	31	14.09
Engineering & Process Technology	9	4.09
Financial Services	0	0.00
Forestry	0	0.00
Geospatial Technology	2	0.91
Health Care	90	40.91
Hospitality	5	2.27
Information Technology	10	4.55
Logistics	3	1.36
Movie/TV Production	2	0.91
Nanotechnology	2	0.91
Non-Sector Specific	0	0.00
Security	3	1.36
Transportation	10	4.55
Welding	4	1.82
Other (self-declared)	9	4.09

**Table B.14: Contracts or Financial Arrangements with Other Organizations Among All Survey Respondents**

*(survey question B3)*

	Frequency (N=220)	Percent
Grantee operates/d <i>all</i> grant activities and has/d <i>no</i> contracts or financial arrangements for other organizations to operate grant activities	118	53.64
Grantee operates/d <i>some</i> grant activities and has/d contracts or financial arrangements with other organizations to operate <i>some</i> grant activities	98	44.55
Grantee operates/d <i>no</i> grant activities and has/d contracts or financial arrangements with other organizations to operate <i>all</i> grant activities	2	0.91
Don't know	2	0.91

**Table B.15: Percentage of CBJTG Funds Contracted Out Among Survey Respondents that have Contracts and Financial Arrangements with Other Organizations to Operate Some or All of Grant Activities**

*(survey question B3.i)*

Percent Range of CBJTG funds contracted out to other organizations	Frequency (N=100)	Percent
1-25%	50	50.00
26-50%	25	25.00
51-75%	15	15.00
76-100%	8	8.00
Don't know	2	2.00

**Table B.16: Number of Other Organizations Operating Some or All of Grant Activities Among Survey Respondents that have Contracts or Financial Arrangements with Other Organizations**

*(survey question B3.ii)*

Number of other organizations	Frequency (N=100)	Percent
One	34	34.00
Two	15	15.00
Three	16	16.00
Four	9	9.00
Five	11	11.00
More than Five	15	15.00

**Table B.17: Types of CBJTG Activities Operated or Supported by Other Organizations Among Survey Respondents that have Contracts or Financial Arrangements with Other Organizations**

*(survey question B3.iii); (respondents checked all that applied)*

Types of CBJTG activities operated or supported	Frequency (N=100)	Percent
Training programs	75	75.00
Capacity building activities	73	73.00
Other	38	38.00

**Table B.18: Type of Organizations that Operate Some or All of CBJTG Activities Among Survey Respondents that have Contracts or Financial Arrangements with Other Organizations**

*(survey question B3.iv); (respondents checked all that applied)*

Organizational Type	Frequency (N=100)	Percent
Community college	49	49.00
Community college district	6	6.00
Community-based organization	21	21.00
Employer	12	12.00
Faith-based organization	4	4.00
Independent consultant	22	22.00
Industry association	15	15.00
Technical college	11	11.00
State community college system	3	3.00
University or other four-year institution	16	16.00
Workforce investment system organization	39	39.00
Other	25	25.00

**Table B.19: Workforce Issues Addressed by CBJTG-Funded Initiatives Among All Survey Respondents**

*(survey question B4); (respondents checked all that applied)*

Workforce Issues	Survey Response					
	Yes		No		Total Freq	Total Perc
	Freq	Perc	Freq	Perc		
Insufficient supply of skilled workers	218	99.09	2	0.91	220	100
Low levels of education or skills in the community	204	92.73	16	7.27	220	100
Lack of training facilities trainers/teachers and/or equipment	201	91.36	19	8.64	220	100
Lack of available education and/or training programs for industry in the community	170	77.27	50	22.73	220	100
Poor employment opportunities especially for low-skilled or other disadvantaged workers	127	57.73	93	42.27	220	100
Other	44	20.00	176	80.00	220	100



**Table B.20: CBJTG Training Objectives by Level of Importance Among All Survey Respondents**  
(survey question B5)

Training Objectives	Level of Importance											Total Freq	Total Perc
	1 (Not Important at All) - 4 (Very Important)												
	1		2		3		4		N/A				
Freq	Perc	Freq	Perc	Freq	Perc	Freq	Perc	Freq	Perc	Freq	Perc		
Meeting trainee enrollment goals	1	0.45	4	1.82	16	7.27	196	89.09	3	1.36	220	100	
Meeting trainee credential/certificate attainment goals	0	0.00	6	2.73	17	7.73	191	86.82	6	2.73	220	100	
Meeting graduation/completion goals	0	0.00	5	2.27	23	10.45	187	85.00	5	2.27	220	100	
Matching graduates with available jobs	3	1.36	18	8.18	54	24.55	125	56.82	20	9.09	220	100	
Increasing earnings for graduates	0	0.00	19	8.64	67	30.45	114	51.82	20	9.09	220	100	
Creating opportunities for promotion or moving up career ladders/lattices	1	0.45	18	8.18	70	31.82	116	52.73	15	6.82	220	100	
Increasing trainee satisfaction with training program	7	3.18	13	5.91	73	33.18	93	42.27	34	15.45	220	100	
Meeting employer needs	1	0.45	3	1.36	25	11.36	188	85.45	3	1.36	220	100	
Increasing skills of the workforce, including incumbent and dislocated workforce	0	0.00	7	3.18	31	14.09	179	81.36	3	1.36	220	100	
Other	11	0.05	0	0.00	2	0.91	8	3.64	199	90.45	220	100	

**Table B.21: CBJTG Capacity-Building Objectives by Level of Importance Among All Survey Respondents**  
(survey question B6)

Capacity-building Objective	Level of Importance 1 (Not Important at All) - 4 (Very Important)											Total Freq	Total Perc
	1		2		3		4		N/A				
	Freq	Perc	Freq	Perc	Freq	Perc	Freq	Perc	Freq	Perc			
Developing new educational/training programs	5	2.27	6	2.73	17	7.73	181	82.27	11	5.00	220	100	
Expanding the number of education/training slots	5	2.27	4	1.82	32	14.55	163	74.09	16	7.27	220	100	
Attracting future workers to the industry (such as creating “pipelines” of new workers or youth)	3	1.36	4	1.82	40	18.18	162	73.64	11	5.00	220	100	
Updating existing programs (including updating curriculum and upgrading equipment)	4	1.82	11	5.00	27	12.27	157	71.36	21	9.55	220	100	
Designing or implementing new instructional techniques or technologies	0	0.00	13	5.91	40	18.18	155	70.45	12	5.45	220	100	
Improving access of disadvantaged workers to educational and training opportunities	1	0.45	13	5.91	58	26.36	130	59.09	18	8.18	220	100	
Hiring or retraining faculty or instructors	6	2.73	16	7.27	59	26.82	123	55.91	16	7.27	220	100	
Hiring or retraining staff to support education/training activities	8	3.64	24	10.91	69	31.36	96	43.64	23	10.45	220	100	
Developing financial aid or scholarship programs	11	5.00	32	14.55	40	18.18	72	32.73	65	29.55	220	100	
Expanding existing financial aid or scholarship options for trainees	17	7.73	23	10.45	53	24.09	59	26.82	68	30.91	220	100	
Creating train-the-trainer programs (instructional training for faculty or other trainers)	14	6.36	35	15.91	57	25.91	50	22.73	64	29.09	220	100	
Other	11	5.00	0	0.00	1	0.45	6	2.73	202	91.82	220	100	

**Table B.22: Target Populations of CBJTG Activities Among All Survey Respondents**  
(survey question B7)

Population						
	Yes		No		Total Freq	Total Perc
	Freq	Perc	Freq	Perc		
Dislocated workers	190	86.36	30	13.64	220	100
New entry-level workers	200	90.91	20	9.09	220	100
Incumbent workers	188	85.45	32	14.55	220	100
Unemployed workers	199	90.45	21	9.55	220	100
Youth (pre-high school)	54	24.55	166	75.45	220	100
Youth (high school)	157	71.36	63	28.64	220	100
Youth (out-of-school/dropout)	94	42.73	126	57.27	220	100
People with disabilities	102	46.36	118	53.64	220	100
Veterans	170	77.27	50	22.73	220	100
Immigrants/refugees	67	30.45	153	69.55	220	100
African Americans	130	59.09	90	40.91	220	100
Hispanics	141	64.09	79	35.91	220	100
American Indians	123	55.91	97	44.09	220	100
Asian Pacific Islanders	108	49.09	112	50.91	220	100
Low-income/disadvantaged	170	77.27	50	22.73	220	100
Men	147	66.82	73	33.18	220	100
Women	148	67.27	72	32.73	220	100
Underemployed	175	79.55	45	20.45	220	100
Older Workers	117	53.18	103	46.82	220	100
Other	14	6.36	206	93.64	220	100

**Table B.23: Number of CBJTG-Funded Training/Education Programs Among All Survey Respondents**  
(survey question C1)

Number of CBJTG funded training/education programs	Frequency (N=219)	Percent
None	1	0.46
One	37	16.89
Two	28	12.79
Three	28	12.79
Four	24	10.96
Five	25	11.42
Six to Ten	48	21.92
Eleven to Twenty	18	8.22
More than Twenty	10	4.57
Don't know	0	0.00

**Table B.24: Number of CBJTG-Funded Training/Education Programs Primarily Serving Youth Among All Survey Respondents**  
(survey question C1a)

Number of CBJTG funded training/education programs	Frequency (N=218)	Percent
None	117	53.67
One	50	22.94
Two	18	8.26
Three	7	3.21
Four	4	1.83
Five	2	0.92
More than five	6	2.75
Don't know	14	6.42

**Table B.25: Number of CBJTG-Funded Training/Education Programs Primarily Serving Adults Among All Survey Respondents**  
(survey question C1b)

Number of CBJTG funded training/education programs	Frequency (N=214)	Percent
None	6	2.80
One	42	19.63
Two	26	12.15
Three	25	11.68
Four	23	10.75
Five	20	9.35
More than five	64	29.91
Don't know	8	3.74

**Table B.26: Number of CBJTG-Funded Training/Education Programs Primarily Serving Adults and Youth Among All Survey Respondents**

*(survey question C1c)*

Number of CBJTG funded training/education programs	Frequency (N=219)	Percent
None	108	49.32
One	30	13.70
Two	23	10.50
Three	9	4.11
Four	8	3.65
Five	7	3.20
More than five	19	8.68
Don't know	15	6.85

**Table B.27: Geographic Area Served by CBJTG Initiatives Among All Survey Respondents**

*(survey question C2)*

Geographic Area	Frequency (N=220)	Percent
Within one city	1	0.45
Within one county	10	4.55
From multiple counties	135	61.36
Multiple counties (across state lines)	40	18.18
All counties in a state	12	5.45
Multiple states	21	9.55
Other	1	0.45

**Table B.28: Characteristics of CBJTG Program Participants Among All Survey Respondents**  
*(survey question C3); (respondents checked all that applied)*

Participant Characteristic	Frequency (N=220)	Percent
Dislocated workers	172	78.18
New Entry-Level Workers	183	83.18
Unemployed Workers	188	85.45
Underemployed Workers	163	74.09
Incumbent Workers	163	74.09
Youth (pre-high school)	22	10.00
Youth (high school)	102	46.36
Youth (out-of-school/dropout)	48	21.82
Low-income/Disadvantaged	151	68.64
Don't know	3	1.36
Other	11	5.00

**Table B.29: CBJTG Participant Recruitment Strategies Among All Survey Respondents**  
*(survey question C4); (respondents checked all that applied)*

Type of Recruitment Strategy	Frequency (N=220)	Percent
Direct mail campaigns	91	41.36
Distribution of flyers, posters, or educational/informational materials	200	90.91
Door-to-door outreach campaigns	9	4.09
Informational websites	176	80.00
In-person presentations in the community (at schools, neighborhood centers, libraries)	191	86.82
Outreach campaigns using media (TV, radio, newspaper, advertisements on buses)	140	63.64
Partnerships with employers and industry organizations	203	92.27
Referrals from community- or faith-based organizations	113	51.36
Referrals from the workforce system	192	87.27
Toll-free informational hotlines	8	3.64
Did not have a recruitment strategy	0	0.00
Other	17	7.73

**Table B.30: CBJTG Recruitment Strategies by Level of Effectiveness Among All Survey Respondents**  
(survey question C5)

Recruitment Strategy	Level of Effectiveness							Total Freq	Total Perc
	Effective		Somewhat effective		Not Effective				
	Freq	Perc	Freq	Perc	Freq	Perc			
Direct mail campaigns	27	30	50	55	14	0	91	100	
Distribution of flyers posters or other self-produced educational/informational materials	88	44	102	51	10	5	200	100	
Door-to-door outreach campaigns	3	33.33	5	55.56	1	11.11	9	100	
Informational websites	135	70.68	54	28.27	2	1.05	191	100	
In-person presentations in the community	80	45.45	88	50	8	4.55	176	100	
Media outreach campaigns (TV radio newspapers professionally prepared ads on buses/bus shelters)	69	49.29	64	45.71	7	5	140	100	
Partnerships with employers and industry organizations	167	82.27	36	17.73	0	0	203	100	
Referrals from community- or faith-based organizations	50	44.25	60	53.10	3	2.65	113	100	
Referrals from the workforce system	119	61.98	65	33.85	8	4.17	192	100	
Toll-free informational hotlines	2	25	3	37.50	3	37.50	8	100	
Other	13	76.47	2	11.76	2	11.76	17	100	

**Table B.31: Potential Factors Affecting Recruitment or Enrollment of CBJTG Program Participants by Level of Challenge Among all Survey Respondents**

(survey question C6)

Potential Recruitment Factor	Level of Challenge											Total Freq	Total Perc
	1 (Was a Problem) - 4 (Was Not a Problem)												
	1		2		3		4		N/A				
Freq	Perc	Freq	Perc	Freq	Perc	Freq	Perc	Freq	Perc	Freq	Perc		
Adverse economic and labor market conditions	75	34.09	53	24.09	39	17.73	52	23.64	1	0.45	220	100	
Difficulties with identifying and finding eligible participants	14	6.36	61	27.73	63	28.64	79	35.91	3	1.36	220	100	
Insufficient referrals from partner community-based organizations	15	6.82	40	18.18	63	28.64	84	38.18	18	8.18	220	100	
Insufficient referrals from partner employers/employer organizations	10	4.55	39	17.73	64	29.09	95	43.18	12	5.45	220	100	
Insufficient referrals from partners in the workforce system	19	8.64	45	20.45	46	20.91	104	47.27	6	2.73	220	100	
Insufficient resources devoted to outreach and recruitment	9	4.09	25	11.36	55	25.00	125	56.82	6	2.73	220	100	
Lack of effectiveness of selected outreach strategies	8	3.64	34	15.45	67	30.45	105	47.73	6	2.73	220	100	
Low or inadequate basic skill levels of applicants	48	21.82	60	27.27	76	34.55	33	15.00	3	1.36	220	100	
Participants' difficulties with transportation	18	8.18	55	25.00	71	32.27	62	28.18	14	6.36	220	100	
Other	7	3.18	4	1.82	1	0.45	1	0.45	207	94.09	220	100	



**Table B.32: Education and Training Components Included in CBJTG Initiatives Among All Survey Respondents**

*(survey question C9); (respondents checked all that applied)*

Education/Training Component	Frequency (N=220)	Percent
Classroom-based occupational/instruction other than college level	131	59.55
Cooperative education or work-study program	46	20.91
Distance learning or online tutorials	135	61.36
English as a second language classes	26	11.82
For credit courses that lead to a degree or certificate	195	88.64
Job shadowing	57	25.91
Longer term on-the-job training experiences (including registered apprenticeships)	29	13.18
Mentorships	37	16.82
Non-credit college-level courses	101	45.91
Other preparatory classes (e.g., pre-apprenticeship)	32	14.55
Part of an established career pathway/ladder	149	67.73
Remedial/basic education classes (e.g. adult basic education)	66	30.00
Short-term on-the-job training experience (e.g., internships)	105	47.73
Other	38	17.27

**Table B.33: Support Services Available to CBJTG Program Participants Among All Survey Respondents**

*(survey question C11); (respondents checked all that applied)*

Type of Support Service	Frequency (N=220)	Percent
Child care assistance	34	15.45
Coordination with public assistance	73	33.18
“Critical friend,” coach, or mentor	60	27.27
Emergency assistance (e.g., rental or utility assistance)	32	14.55
Financial aid	166	75.45
Financial counseling	75	34.09
Peer support groups	65	29.55
Personal/family counseling	38	17.27
Transportation assistance	58	26.36
None	24	10.91
Other	42	19.09

**Table B.34: Workforce Services Available to CBJTG Program Participants Among All Survey Respondents**

(survey question C12); (respondents checked all that applied)

Workforce Service	Frequency (N=220)	Percent
Employment/career counseling	171	77.73
Interviewing/resume workshops	170	77.27
Job search assistance	157	71.36
Referrals to job openings	189	85.91
None	9	4.09
Other	14	6.36

**Table B.35: CBJTG-Initiative Experiences by Level of Ease Among All Survey Respondents**

(survey question C13)

Experience	Ease of Experience 1 (Very Difficult) - 4 (Very Easy)											Total Freq	Total Perc
	1		2		3		4		N/A				
	Freq	Perc	Freq	Perc	Freq	Perc	Freq	Perc	Freq	Perc			
Finding appropriate curriculum	10	4.55	39	17.73	45	20.45	114	51.82	12	5.45	220	100	
Having applicants with basic skill levels needed to enter the training program	23	10.45	67	30.45	82	37.27	47	21.36	1	0.45	220	100	
Having enough qualified faculty or trainers	36	16.36	58	26.36	65	29.55	61	27.73	0	0.00	220	100	
Having the proper training facilities and equipment	24	10.91	49	22.27	62	28.18	82	37.27	3	1.36	220	100	
Placing trainees in jobs after program completion	35	15.91	54	24.55	63	28.64	43	19.55	25	11.36	220	100	
Receiving referrals from partner organizations	15	6.82	38	17.27	75	34.09	77	35.00	15	6.82	220	100	
Recruiting eligible participants	9	4.09	58	26.36	73	33.18	76	34.55	4	1.82	220	100	
Retaining trainees in the program	14	6.36	52	23.64	104	47.27	41	18.64	9	4.09	220	100	

**Table B.36: Accomplishments of CBJTG-Initiatives by Level of Success Among All Survey Respondents**  
(survey question C14)

Accomplishments	Level of Success 1 (Not Successful) - 4 (Very Successful)													Total Freq	Total Perc
	1		2		3		4		Too Soon to Tell		N/A				
	Freq	Perc	Freq	Perc	Freq	Perc	Freq	Perc	Freq	Perc	Freq	Perc			
Meeting enrollment goals	2	0.91	6	2.73	50	22.73	150	68.18	10	4.55	2	0.91	220	100	
Achieving high graduation/completion rates	0	0.00	11	5.00	91	41.36	90	40.91	26	11.82	2	0.91	220	100	
Matching graduates with available jobs	1	0.45	23	10.45	92	41.82	54	24.55	32	14.55	18	8.18	220	100	
Increasing earnings for graduates	0	0.00	14	6.36	65	29.55	78	35.45	38	17.27	25	11.36	220	100	
Creating opportunities for promotion or moving up career ladders/lattices	1	0.45	11	5.00	69	31.36	81	36.82	37	16.82	21	9.55	220	100	
Meeting employer needs	0	0.00	0	0.00	51	23.18	144	65.45	24	10.91	1	0.45	220	100	
Increasing trainee satisfaction	0	0.00	1	0.45	50	22.73	131	59.55	18	8.18	20	9.09	220	100	
Other	1	0.45	2	0.91	0	0.00	8	3.64	3	1.36	206	93.64	220	100	

**Table B.37: Original Types of Training Goals Among All Survey Respondents**  
*(survey question C15); (respondents checked all that applied)*

Type of Training Goal	Frequency (N=220)	Percent
Enrollment	198	90
Program completion/graduation	192	87.27
Credential attainment	181	82.27
Employment or job placement	147	66.82
Employment/job retention	95	43.18
Other	13	5.91
No original training/education goals	1	0.45

**Table B.38: Original Training Goals Met Among Non-Operational CBJTG Survey Respondents**  
*(survey question C17); (respondents checked all that applied)*

Training Goal	Frequency	Percent
Enrollment (N=58)	50	86.21
Program completion/ graduation (N=59)	44	74.58
Credential attainment (N=49)	39	79.59
Employment or job placement (N=41)	26	63.41
Employment/job retention (N=27)	20	74.07
Other (N=3)	3	100.00

**Table B.39: Original Training Goals Met to Date Among Operational CBJTG Survey Respondents**  
*(survey question C17); (respondents checked all that applied)*

Training Goal	Frequency	Percent
Enrollment (N=140)	84	60.00
Program completion/graduation (N=133)	44	33.08
Credential attainment (N=132)	40	30.30
Employment or job placement (N=106)	14	13.21
Employment/job retention (N=68)	12	17.65
Other (N=10)	4	40.00

**Table B.40: Number of Operational Initiatives that Anticipate Meeting Training Goals by the End of the Period of Performance**  
*(survey question C18); (respondents checked all that applied)*

Training Goal	Frequency	Percent
Enrollment (N=56)	36	64.29
Program completion/graduation (N=89)	52	58.43
Credential attainment (N=62)	39	62.90
Employment or job placement (N=92)	38	41.30
Employment/job retention (N=56)	27	48.21
Other (N=6)	2	33.33

**Table B.41: Number Setting Training Goals for Youth Participants Among All Survey Respondents**  
*(survey question C19); (respondents checked all that applied)*

Youth Training Goal	Frequency (N = 220)	Percent
Enrollment	51	23.18
Placement in employment or post-secondary education	30	13.64
Attainment of a credential or degree	27	12.27
Increase in one or more education functioning levels	20	9.09
Employment or education retention	15	6.82
Earnings	5	2.27
Completion of basic skills education or other work readiness activities	22	10
Other	20	9.09
No specific youth goals	97	44.09

**Table B.42: Original Training Goals for Youth Met Among Non-Operational CBJTG Survey Respondents with Youth Goals**

*(survey question C20); (respondents checked all that applied)*

Training Goal	Frequency	Percent
Enrollment (N=17)	17	100.00
Placement in employment or post-secondary education (N=10)	6	60.00
Attainment of a credential or degree (N=6)	3	50.00
Increase in one or more education functioning levels (N=5)	3	60.00
Employment or education retention (N=4)	2	50.00
Earnings (N=1)	0	0.00
Completion of basic skills education or other work readiness activities (N=6)	4	66.67
Other	5	71.43

**Table B.43: Original Youth Training Goals Met to Date Among Operational CBJTG Survey Respondents with Youth Goals**

*(survey question C20);(respondents checked all that applied)*

Training Goal	Frequency	Percent
Enrollment (N=34)	20	58.82
Placement in employment or post-secondary education (N=20)	11	55.00
Attainment of a credential or degree (N=21)	7	33.33
Increase in one or more education functioning levels (N=15)	8	53.33
Employment or education retention (N=11)	4	36.36
Earnings (N=4)	4	100.00
Completion of basic skills education or other work readiness activities (N=16)	16	100.00
Other (N=13)	4	30.77

**Table B.44: Anticipated Completion of Original Youth Training Goals Among Operational CBJTG Survey Respondents with Youth Goals**

*(survey question C21);(respondents checked all that applied)*

Training Goal	Frequency	Percent
Enrollment (N=34)	20	58.82
Placement in employment or post-secondary education (N=20)	3	15.00
Attainment of a credential or degree (N=21)	9	42.86
Increase in one or more education functioning levels (N=15)	4	26.67
Employment or education retention (N=11)	2	18.18
Earnings (N=4)	1	25.00
Completion of basic skills education or other work readiness activities (N=16)	4	25.00
Other (N=13)	3	23.08

**Table B.45: CBJTG Capacity-Building Activities Among All Survey Respondents**

*(survey question D1); (respondents checked all that applied)*

Capacity-Building activity	Frequency (N=220)	Percent
Certification program development	145	65.91
Curriculum development	185	84.09
Degree program development	116	52.73
Dual enrollment, articulation, or other programs that link secondary and post-secondary programs	99	45.00
Hiring or retraining staff to support education/training activities	167	75.91
Improvement or expansion of existing training program	170	77.27
Installation and use of new instructional techniques or technologies	180	81.82
New training program	131	59.55
Programs to attract future workers to the industry	134	60.91
Program to share faculty from business or other sectors	51	23.18
Training of new or incumbent faculty or instructors	128	58.18
Other	19	8.64

**Table B.46: Goal Number of Training Slots to be Created per Program Year Among Survey Respondents Implementing Certificate Programs, Degree Program and/or Dual-Enrollment Programs**

*(survey question D1b.a)*

Number of training slots	Frequency (N=156)	Percent
0	9	5.77
1-100	67	42.95
101-300	41	26.28
301-500	20	12.82
501-1000	11	7.05
1000+	8	5.13

**Table B.47: Number of Training Slots Created per Program Year (as of September 30, 2010) Among Survey Respondents Implementing Certificate Programs and/or Curriculum**

*(survey question D1b.b)*

Number of Training Slots	Frequency (N=148)	Percent
0	13	8.78
1-100	60	40.54
101-300	43	29.05
301-500	12	8.11
501-1000	13	8.78
1000+	7	4.73

**Table B.48: Development of Certificate Programs and/or Curriculum Among All Survey Respondents**

*(survey question D1)*

	Frequency (N=220)	Percent
Developing a degree and/or certificate with CBJTG funds	185	84.09
Not developing a degree and/or certificate with CBJTG funds	35	15.91

**Table B.49: Types of Credentials Created Among Survey Respondents Developing Degree and/or Certificate Programs**

*(survey question D1c); (respondents checked all that applied)*

Credential	Frequency (N=185)	Percent
Associate's degree	124	67.03
Industry-recognized certificate	107	57.84
Occupational certificate	87	47.03
Occupational license	28	15.14
Other	39	21.08
None	7	3.78

**Table B.50: Curriculum Development Methods Among Survey Respondents Implementing New Training Programs**

*(survey question D1d); ( checked all that applied)*

Curriculum Development Method	Frequency (N = 131)	Percent
Adapted from pilot courses funded through the grant	17	12.98
Based on industry-recognized standards	66	50.38
Based on input from employers and/or industry	65	49.62
Developed in collaboration with other colleges or state education systems	36	27.48
Used available ETA products/materials (e.g., curriculum available on ETA's knowledge-sharing and e-learning platform <a href="http://www.workforce3one.org">www.workforce3one.org</a> )	5	3.82
Used "off the shelf" curriculum or curriculum already in use elsewhere	29	22.14
Used standard process (e.g., DACUM)	15	11.45
Other	8	6.11

**Table B.51: Target Populations to Attract Pipeline of Future Workers Among Survey Respondents Implementing CBJTG Initiatives to Attract Future Workers to the Industry**

*(survey question D1e); (respondents checked all that applied)*

Target Population	Frequency (N=134)	Percent
Elementary school students	5	3.73
Middle school students	8	5.97
High school students	31	23.13
Out-of-school youth	24	17.91
Dislocated (laid-off) workers	38	28.36
Unemployed workers	36	26.87
Other	12	8.96



**Table B.52: Products Resulting from CBJTG Capacity-Building Activities Among All Survey Respondents**  
*(survey question D2); (respondents checked all that applied)*

Type of Product	Frequency (N = 220)	Percent
Assessment tools	56	25.45
Distance learning programs	85	38.64
Formal career ladder/lattice models	79	35.91
New or improved web sites	93	42.27
New or revised curricula and course materials	188	85.45
Outreach or recruitment materials	160	72.73
Reports on or analyses of CBJTG-funded efforts	64	29.09
Training curricula blended with basic skills education or training	68	30.91
Training program designs and tools	76	34.55
CBJTG-funded activities did not result in any products	10	4.55
Other	13	5.91

**Table B.53: Survey Respondents Sharing CBJTG Products with Other Organizations**  
*(survey question D3)*

	Frequency (N=210)	Percent
Sharing grant-funded products with other organization	105	50.0
Not sharing grant-funded products with other organization	105	50.0

**Table B.54: CBJTG Capacity-Building Objectives by Level of Success Among All Survey Respondents**  
*(survey question D4)*

Capacity-Building Objective	Level of Success 1 (Not Successful) - 4 (Very Successful)													
	1		2		3		4		Too Soon to Tell		N/A		Total Freq	Total Perc
	Freq	Perc	Freq	Perc	Freq	Perc	Freq	Perc	Freq	Perc	Freq	Perc		
Developing new training programs	1	0.45	11	5.00	27	12.27	154	70.00	3	1.36	24	10.91	220	100
Expanding the number of training slots	2	0.91	10	4.55	41	18.64	142	64.55	4	1.82	21	9.55	220	100
Hiring or funding new faculty or instructors	2	0.91	14	6.36	44	20.00	122	55.45	1	0.45	37	16.82	220	100
Hiring or funding new staff to support training programs	4	1.82	20	9.09	37	16.82	115	52.27	1	0.45	43	19.55	220	100
Developing financial aid or scholarship options for trainees	13	5.91	18	8.18	40	18.18	85	38.64	2	0.91	62	28.18	220	100
Designing or implementing new instructional techniques or technologies	0	0.00	13	5.91	44	20.00	133	60.45	5	2.27	25	11.36	220	100
Creating train-the-trainer programs	4	1.82	23	10.45	31	14.09	43	19.55	5	2.27	114	51.82	220	100
Attracting future workers to the industry	0	0.00	12	5.45	68	30.91	114	51.82	18	8.18	8	3.64	220	100
Improving access to education and training opportunities for disadvantaged populations	0	0.00	18	8.18	73	33.18	99	45.00	7	3.18	23	10.45	220	100
Other	1	0.45	0	0.00	2	0.91	6	2.73	3	1.36	208	94.55	220	100

**Table B.55: Partnership Status Among All Survey Respondents**  
(survey question E1)

	Frequency (N=220)	Percent
Partner(ed) with other organizations for CBJTG activities	216	98.18
Did not partner with other organizations for CBJTG activities	4	1.82

**Table B.56: Partnerships by Partner Organization Among All Survey Respondents**  
(survey question E1); (respondents marked all that applied)

Partner Organization	Frequency	Percent of All Respondents (N=220)	Percent of Respondents with Partnerships (N = 216)
Career or job centers (other than One-Stop Career Centers)	105	47.73	48.61
Community colleges, community college consortia, community college districts, or workforce development departments within community colleges	159	72.27	73.61
Community-based organizations or other social services agencies	133	60.45	61.57
Economic development organizations	112	50.91	51.85
Faith-based organizations	60	27.27	27.78
Industry associations, employers, or chambers of commerce	152	69.09	70.37
Local government	75	34.09	34.72
One-Stop Career Centers	156	70.91	72.22
Philanthropic community (e.g., foundations)	36	16.36	16.67%
School districts	179	81.36	82.87
Seed and venture capital organizations or individuals, investor networks, or entrepreneurs	10	4.55	4.63
State government	86	39.09	39.81
Technical colleges	56	25.45	25.93
Unions	29	13.18	13.43
Universities or other four-year colleges	98	44.55	45.37
Vocational schools	47	21.36	21.76
Workforce investment boards	158	71.82	73.15
None	4	1.82	NA
Other	6	2.73	2.78

**Table B.57: Partner Organization Type Among All Survey Respondents**  
*(survey question E1); (respondents marked all that applied)*

Type of Partner Organization	Frequency	Percent of All Respondents (N=220)	Percent of Respondents with Partnerships (N=216)
<b>Workforce Investment System</b> (Career or Job Centers, One-Stop Centers, and Workforce Investment Boards (state or local))	204	92.73	94.44
<b>Business/Industry</b> (Industry associations, employers, or chambers of commerce; Economic Development Organizations; Seed and venture capital organizations or individuals, investor networks, or entrepreneurs)	173	78.64	80.09
<b>CFBOs</b> (Community-based organizations or other social services agencies; Faith-based organizations)	143	65.00	66.20
<b>Educational Institutions, Secondary</b> (School districts)	179	81.36	82.87
<b>Educational Institutions, Post-Secondary</b> (Community colleges, community college consortia, community college districts, or workforce development departments within community colleges; Technical Colleges; Universities or other four-year schools; Vocational schools)	196	89.09	90.74
<b>Other Government</b> (Local government, State Government)	112	50.91	51.85
<b>Other</b>	61	27.73	28.24
<b>None</b>	4	1.82	N/A

**Table B.58: Partnerships During the Planning Stages of CBJTG Activities Among All Survey Respondents**

*(survey question E2); (respondents marked all that applied)*

Partner Organization	Frequency	Percent of Respondents with Partnership Type	Percent of all Respondents with Partnerships (N = 216)
Career or job centers (other than One-Stop Career Centers) (N=105)	58	55.24	26.85
Community colleges, community college consortia, community college districts, or workforce development departments within community colleges (N=159)	135	84.91	62.50
Community-based organizations or other social services agencies (N=133)	83	62.41	38.43
Economic development organizations (N=112)	88	78.57	40.74
Faith-based organizations (N=60)	29	48.33	13.43
Industry associations, employers, or chambers of commerce (N=139)	115	82.73	53.24
Local government (N=75)	46	61.33	21.30
One-Stop Career Centers (N=156)	113	72.44	52.31
Philanthropic community (e.g., foundations) (N=36)	13	36.11	6.02
School districts (N=179)	133	74.3	61.57
Seed and venture capital organizations or individuals, investor networks, or entrepreneurs (N=10)	4	40	1.85
State government (N=86)	55	63.95	25.46
Technical colleges (N=56)	45	80.36	20.83
Unions (N=29)	19	65.52	8.80
Universities or other four-year colleges (N=98)	62	63.27	28.70
Vocational schools (N=47)	26	55.32	12.04
Workforce investment boards (N=158)	0	0	0.00
Other (N=33)	29	87.88	13.43

**Table B.59: Partnerships Organization Type During the Planning Stages of CBJTG Activities Among All Survey Respondents**

*(survey question E2); (respondents marked all that applied)*

Type of Partner Organization	Frequency	Percent of All Respondents (N=220)	Percent of Respondents with Partnerships (N=216)
<b>Workforce Investment System</b> (Career or Job Centers, One-Stop Centers, and Workforce Investment Boards (state or local))	136	61.82	62.96
<b>Business/Industry</b> (Industry associations, employers, or chambers of commerce; Economic Development Organizations; Seed and venture capital organizations or individuals, investor networks, or entrepreneurs)	153	69.55	70.83
<b>CFBOs</b> (Community-based organizations or other social services agencies; Faith-based organizations)	94	42.73	43.52
<b>Educational Institutions, Secondary</b> (School districts)	133	60.45	61.57
<b>Educational Institutions, Post-Secondary</b> (Community colleges, community college consortia, community college districts, or workforce development departments within community colleges; Technical Colleges; Universities or other four-year schools; Vocational schools)	172	78.18	79.63
<b>Other Government</b> (Local government, State Government)	76	34.55	35.19
<b>Other</b>	57	25.91	26.39

**Table B.60: Partnerships During the Implementation Stages of CBJTG Activities Among All Survey Respondents**

*(survey question E3); (respondents marked all that applied)*

Partner Organization	Frequency	Percent of Respondents with Partnership Type	Percent of all Respondents with Partnerships (N = 216)
Career or job centers (other than One-Stop Career Centers) (N=105)	87	82.86	40.28
Community colleges, community college consortia, community college districts, or workforce development departments within community colleges (N=159)	146	91.82	67.59
Community-based organizations or other social services agencies (N=133)	109	81.95	50.46
Economic development organizations (N=112)	94	83.93	43.52
Faith-based organizations (N=60)	50	83.33	23.15
Industry associations, employers, or chambers of commerce (N=139)	131	94.24	60.65
Local government (N=75)	63	84	29.17
One-Stop Career Centers (N=156)	152	97.44	70.37
Philanthropic community (e.g., foundations) (N=36)	31	86.11	14.35
School districts (N=179)	171	95.53	79.17
Seed and venture capital organizations or individuals, investor networks, or entrepreneurs (N=10)	6	60	2.78
State government (N=86)	79	91.86	36.57
Technical colleges (N=56)	44	78.57	20.37
Unions (N=29)	23	79.31	10.65
Universities or other four-year colleges (N=98)	87	88.78	40.28
Vocational schools (N=47)	41	87.23	18.98
Workforce investment boards (N=158)	144	91.14	66.67
Other (N=33)	30	90.91	13.89

**Table B.61: Partnership Organization Type During the Implementation Stages of CBJTG Activities Among All Survey Respondents**

*(survey question E3); (respondents marked all that applied)*

Type of Partner Organization	Frequency	Percent of All Respondents (N=220)	Percent of Respondents with Partnerships (N=216)
<b>Workforce Investment System</b> (Career or Job Centers, One-Stop Centers, and Workforce Investment Boards (state or local))	198	90.00	91.67
<b>Business/Industry</b> (Industry associations, employers, or chambers of commerce; Economic Development Organizations; Seed and venture capital organizations or individuals, investor networks, or entrepreneurs)	162	73.64	75.00
<b>CFBOs</b> (Community-based organizations or other social services agencies; Faith-based organizations)	119	54.09	55.09
<b>Educational Institutions, Secondary</b> (School districts)	171	77.73	79.17
<b>Educational Institutions, Post-Secondary</b> (Community colleges, community college consortia, community college districts, or workforce development departments within community colleges; Technical Colleges; Universities or other four-year schools; Vocational schools)	181	82.27	83.80
<b>Other Government</b> (Local government, State Government)	101	45.91	46.76
<b>Other</b>	68	30.91	31.48



**Table B.62: Top Five Most Active or Significant Partners in Developing or Implementing the CBJTG-Funded Initiative by Partner Type Among All Survey Respondents**

(survey questions E4 and E5)

Grantee Partner, Type of Organization	Frequency (N=220)	Percent
<b>Career or job centers (other than One-Stop Career Centers)</b>		
One Active Partner of This Type	49	22.27
Two	11	5.00
Three	3	1.36
Four	1	0.45
Five	2	0.91
None	154	70.00
<b>Community-based organizations or other social services agencies</b>		
One Active Partner of This Type	50	22.73
Two	8	3.64
Three	3	1.36
Four	3	1.36
Five	2	0.91
None	154	70.00
<b>Economic development organizations</b>		
One Active Partner of This Type	53	24.09
Two	10	4.55
Three	3	1.36
Four	0	0.00
Five	2	0.91
None	152	69.09
<b>Faith-based organizations</b>		
One Active Partner of This Type	17	7.73
Two	1	0.45
Three	0	0.00
Four	0	0.00
Five	0	0.00
None	202	91.82
<b>Industry associations, employers, or chambers of commerce</b>		
One Active Partner of This Type	62	28.18
Two	20	9.09
Three	11	5.00
Four	8	3.64
Five	2	0.91
None	117	53.18
<b>Local government</b>		
One Active Partner of This Type	26	11.82
Two	6	2.73
Three	1	0.45
Four	2	0.91
Five	1	0.45
None	184	83.64
<b>One-Stop Career Centers</b>		
One Active Partner of This Type	77	35.00
Two	9	4.09

**Table B.62: Top Five Most Active or Significant Partners in Developing or Implementing the CBJTG-Funded Initiative by Partner Type Among All Survey Respondents**

*(survey questions E4 and E5)*

Grantee Partner, Type of Organization	Frequency (N=220)	Percent
Three	1	0.45
Four	0	0.00
Five	0	0.00
None	133	60.45
<b>Philanthropic community (e.g., foundations)</b>		
One Active Partner of This Type	18	8.18
Two	0	0.00
Three	0	0.00
Four	0	0.00
Five	0	0.00
None	202	91.82
<b>School districts</b>		
One Active Partner of This Type	85	38.64
Two	7	3.18
Three	3	1.36
Four	2	0.91
Five	0	0.00
None	123	55.91
<b>Seed and venture capital organizations or individuals, investor networks, or entrepreneurs</b>		
One Active Partner of This Type	9	4.09
Two	4	1.82
Three	1	0.45
Four	0	0.00
Five	0	0.00
None	206	93.64
<b>State government</b>		
One Active Partner of This Type	34	15.45
Two	7	3.18
Three	3	1.36
Four	2	0.91
Five	7	3.18
None	173	78.64
<b>Technical colleges</b>		
One Active Partner of This Type	35	15.91
Two	6	2.73
Three	3	1.36
Four	0	0.00
Five	0	0.00
None	176	80.00
<b>Unions</b>		
One Active Partner of This Type	11	5.00
Two	3	1.36
Three	0	0.00
Four	0	0.00

**Table B.62: Top Five Most Active or Significant Partners in Developing or Implementing the CBJTG-Funded Initiative by Partner Type Among All Survey Respondents**

*(survey questions E4 and E5)*

Grantee Partner, Type of Organization	Frequency (N=220)	Percent
Five	0	0.00
None	206	93.64
<b>Universities or other four-year colleges</b>		
One Active Partner of This Type	43	19.55
Two	7	3.18
Three	0	0.00
Four	0	0.00
Five	0	0.00
None	170	77.27
<b>Vocational schools</b>		
One Active Partner of This Type	27	12.27
Two	4	1.82
Three	1	0.45
Four	0	0.00
Five	0	0.00
None	188	85.45
<b>Workforce investment boards</b>		
One Active Partner of This Type	92	41.82
Two	9	4.09
Three	1	0.45
Four	0	0.00
Five	0	0.00
None	118	53.64
<b>Other</b>	86	39.09

**Table B.63: Resources and Services Provided by Workforce Investment System Partners Among All Survey Respondents**

*(survey question E6); (respondents checked all that applied)*

Type of Resource/Service Provided	Frequency (N=220)	Percent
Access to financial aid (e.g. Pell grants)	71	32.27
Access to support services	151	68.64
Advisory committee/steering committee participation	142	64.55
Connections to employers or industry associations	139	63.18
Curriculum development	19	8.64
Direct funding/training contracts	69	31.36
Internships	6	2.73
Job placement services	104	47.27
Job shadowing	7	3.18
Mentoring	11	5
Operation of training activities	19	8.64
Referral to or assistance developing apprenticeships	9	4.09
Referrals to your training programs	160	72.73
Use of facilities	48	21.82
Use of Individual Training Accounts (ITAs)	68	30.91
Use of staff as trainers	25	11.36
None	6	2.73
Other	16	7.27

**Table B.64: Resources and Services Provided by Employers or Industry Association Partners Among All Survey Respondents**

*(survey question E7); (respondents checked all that applied)*

Type of Resource/Service Provided	Frequency (N=220)	Percent
Advisory committee/steering committee participation	204	92.73
Apprenticeships	30	13.64
Curriculum development	131	59.55
Financial resources for training	73	33.18
Internships	96	43.64
Interviews of program graduates	121	55
Job shadowing opportunities	63	28.64
Mentoring	43	19.55
Operation of training programs	32	14.55
Paid time for incumbent workers in training, or other incentives to workers for training	84	38.18
Referrals of employees to your training program	158	71.82
Referrals of individuals outside partner organization to your training program	80	36.36
Support services	42	19.09
Use of facilities	114	51.82
Use of staff/employees as trainers	96	43.64
None	2	0.91
Other	19	8.64

**Table B.65: Resources and Services Provided by Other Partners Among All Survey Respondents**  
*(survey question E8); (respondents checked all that applied)*

Type of Resource/Service Provided	Frequency (N=220)	Percent
Access to financial aid (e.g., Pell grants)	45	20.45
Advisory committee/steering committee participation	180	81.82
Apprenticeships	16	7.27
Curriculum development	103	46.82
Direct funding/training contracts	30	13.64
Employment services	60	27.27
Internships	36	16.36
Job shadowing opportunities	24	10.91
Mentoring	26	11.82
Operation of training programs	57	25.91
Referrals to your training program	144	65.45
Support services	74	33.64
Use of facilities	87	39.55
Use of staff	74	33.64
None	6	2.73
Other	7	3.18

**Table B.66: Likelihood of Partnerships After the Period of Performance by Partner Organization Among Operational Survey Respondents**  
*(survey question E9); (respondents checked all that applied)*

Partner Organization	Likelihood Partnership Will Continue (N=154)											
	Will not continue		Not likely to continue		Unsure		Likely to continue		Will continue		Total Freq	Total Perc
	Freq	Perc	Freq	Perc	Freq	Perc	Freq	Perc	Freq	Perc		
Career or job centers (other than One-Stop Career Centers)	5	3.79	2	1.52	25	18.94	31	23.48	69	52.27	132	100
Community-based organizations or other social services agencies	2	1.45	2	1.45	10	7.25	24	17.39	100	72.46	138	100
Economic development organizations	2	1.56	1	0.78	24	18.75	38	29.69	63	49.22	128	100
Faith-based organizations	13	11.11	4	3.42	58	49.57	19	16.24	23	19.66	117	100
Industry associations, employers, or chambers of commerce	1	0.72	1	0.72	16	11.59	31	22.46	89	64.49	138	100
Local government	2	1.63	1	0.81	30	24.39	33	26.83	57	46.34	123	100
One-Stop Career Centers	3	2.16	1	0.72	16	11.51	33	23.74	86	61.87	139	100
Philanthropic community (e.g., foundations)	10	8.93	4	3.57	44	39.29	21	18.75	33	29.46	112	100
School districts	1	0.68	2	1.37	13	8.9	42	28.77	88	60.27	146	100
Seed and venture capital organizations or individuals, investor networks, or entrepreneurs	19	18.10	3	2.86	66	62.86	5	4.76	12	11.43	105	100
State government	6	4.96	0	0	35	28.93	30	24.79	50	41.32	121	100
Technical colleges	13	10.92	2	1.68	40	33.61	20	16.81	44	36.97	119	100
Unions	18	15.93	2	1.77	62	54.87	9	7.96	22	19.47	113	100
Universities or other four-year colleges	11	8.73	2	1.59	20	15.87	22	17.46	71	56.35	126	100
Vocational schools	12	10.26	0	0	45	38.46	23	19.66	37	31.62	117	100
Workforce Investment Boards	3	2.13	0	0	18	12.77	32	22.7	88	62.41	141	100
Other	16	20.51	0	0	47	60.26	1	1.28	14	17.95	78	100

**Table B.67: Reason Partnership Will Probably End Among Survey Respondents Whose Programs Are Operational**

*(survey question E10); (respondents checked all that applied)*

Reason for Probable Partnership End	Frequency (N=154)	Percent
Changing economic conditions	28	18.1
Conflicting goals between respondent organization and partner organization	14	9.1
Funding levels in partner organization	28	18.1
Reached end of MOU, contract or financial arrangement	39	25.3
Staff turnover in partner organization	15	9.7
Other	48	31.2

**Table B.68: Reason Partnership Ended Among Survey Respondents Whose Programs Are Nonoperational**

*(survey question E10); (respondents checked all that applied)*

Reason for Partnership End	Frequency (N=66)	Percent
Changing economic conditions	13	19.7
Conflicting goals between respondent organization and partner organization	0	0.0
Funding levels in partner organization	7	10.6
Reached end of MOU, contract or financial arrangement	19	28.8
Staff turnover in partner organization	3	4.6
Other	20	30.3

**Table B.69: Partnerships that Continued After the Period of Performance by Partnership Organization Among Non-Operational Survey Respondents**

*(survey question E9); (respondents checked all that applied)*

Partner Organization	Partnership Continued	
	Yes	Percent
Career or job centers (other than One-Stop Career Centers) (N=39)	28	71.79
Community-based organizations or other social services agencies (N=56)	52	92.86
Economic development organizations (N=45)	32	71.11
Faith-based organizations (N=28)	7	25.00
Industry associations, employers, or chambers of commerce (N=53)	43	81.13
Local government (N=36)	20	55.56
One-Stop Career Centers (N=55)	48	87.27
Philanthropic community (e.g., foundations) (N=32)	14	43.75
School districts (N=53)	45	84.91
Seed and venture capital organizations or individuals, investor networks, or entrepreneurs (N=29)	8	27.59
State government (N=38)	26	68.42
Technical colleges (N=37)	23	62.16
Unions (N=31)	8	25.81
Universities or other four-year colleges (N=38)	24	63.16
Vocational schools (N=31)	16	51.61
Workforce Investment Boards (N=48)	40	83.33
Other (N=29)	12	41.38



**Table B.70: Type of Partner Experience by Ease of Partnering Among All Survey Respondents**  
(survey question E11)

Type of Experience	Ease 1 (Very Difficult) - 5 (Very Easy)													
	1		2		3		4		5		N/A		Total Freq	Total Perc
	Freq	Perc	Freq	Perc	Freq	Perc	Freq	Perc	Freq	Perc	Freq	Perc		
Accessing planned leveraged resources	8	3.64	28	12.73	50	22.73	83	37.73	45	20.45	6	2.73	220	100
Engaging partners throughout the grant period	6	2.73	21	9.55	57	25.91	78	35.45	57	25.91	1	0.45	220	100
Communicating with partners	2	0.91	9	4.09	45	20.45	85	38.64	78	35.45	1	0.45	220	100
Working with partners during changing economic times	14	6.36	27	12.27	56	25.45	79	35.91	40	18.18	4	1.82	220	100
Other	3	1.36	0	0	3	1.36	2	0.91	2	0.91	210	95.45	220	100

**Table B.71: Type of Partner Organization by Level of Success Strengthening and Supporting Partnership Among All Survey Respondents**  
(survey question E12)

Type of Partner Organization	Level of Success 1 (Not Successful) - 4 (Very Successful)															
	1		2		3		4		5		Too Soon to Tell		N/A		Total Freq	Total Perc
	Freq	Perc	Freq	Perc	Freq	Perc	Freq	Perc	Freq	Perc	Freq	Perc	Freq	Perc		
Educational institutions	0	0	0	0	11	5	49	22.27	145	65.91	7	3.18	8	3.64	220	100
Employers or industry associations	1	0.45	0	0	19	8.64	42	19.09	152	69.09	6	2.73	0	0	220	100
Public workforce system	4	1.82	13	5.91	35	15.91	52	23.64	103	46.82	9	4.09	4	1.82	220	100
Other organizations	0	0	3	1.36	19	8.64	48	21.82	70	31.82	13	5.91	67	30.45	220	100

**Table B.72: Amount of Leveraged Resources Proposed in Application for CBJTG Activities Among All Survey Respondents**

(survey question F1)

Amount of Proposed Leveraged Resources	Frequency	Percent (N = 206)
\$0	10	4.85
\$1 - 499,000	37	17.96
\$500,000 - 999,999	43	20.87
\$1,000,000 – 1,999,999	55	26.70
\$2,000,000 – 4,999,999	37	17.96
\$5,000,000 or more	20	9.71
Don't know	4	1.94

**Table B.73: Proposed Financial Contributions from the CBJTG-Awarded Organization Among All Survey Respondents**

(survey question F1.a)

Amount of Proposed Financial Contributions	Frequency	Percent (N=199)
\$0	89	44.72
\$1 - 499,000	75	37.69
\$500,000 - 999,999	12	6.03
\$1,000,000 – 1,999,999	4	2.01
\$2,000,000 – 4,999,999	4	2.01
\$5,000,000 or more	3	1.51
Don't know	12	6.03

**Table B.74: Proposed Financial Contributions from Partner Organizations Among All Survey Respondents**

(survey question F1.b)

Amount of Proposed Financial Contributions	Frequency	Percent (N=189)
\$0	60	31.75
\$1 - 499,000	77	40.74
\$500,000 - 999,999	18	9.52
\$1,000,000 – 1,999,999	11	5.82
\$2,000,000 – 4,999,999	4	2.12
\$5,000,000 or more	6	3.17
Don't know	13	6.88

**Table B.75: Proposed Amount of “In-Kind” Resources from the CBJTG-Awarded Organization Among All Survey Respondents**

(survey question F1.c)

Amount of “In-Kind” Resources	Frequency	Percent (N=184)
\$0	25	13.59
\$1 - 499,000	95	51.63
\$500,000 - 999,999	20	10.87
\$1,000,000 – 1,999,999	17	9.24
\$2,000,000 – 4,999,999	12	6.52
\$5,000,000 or more	3	1.63
Don’t know	12	6.52

**Table B.76: Proposed Amount of “In-Kind” Resources from Partner Organizations Among All Survey Respondents**

(survey question F1.d)

Amount of “In-Kind” Resources	Frequency	Percent (N=184)
\$0	26	14.13
\$1 - 499,000	81	44.02
\$500,000 - 999,999	22	11.96
\$1,000,000 – 1,999,999	18	9.78
\$2,000,000 – 4,999,999	15	8.15
\$5,000,000 or more	7	3.80
Don’t know	15	8.15

**Table B.77: Type of Proposed Leveraged Resource by Proportion Received (as of September 30, 2010) Among All Survey Respondents**

(survey question F2)

Type of Proposed Leveraged Resources and Source	Level of Resources Received 1 (None) - 5 (All)											Total Freq	Total Perc
	1		2		3 (Half)		4		5				
	Freq	Perc	Freq	Perc	Freq	Perc	Freq	Perc	Freq	Perc			
Financial contribution or grant (not “in-kind” resources) from grantee organization	17	11.89	26	18.18	15	10.49	25	17.48	60	41.96	143	100	
Financial contribution or grant (not “in-kind” resources) from partner organizations	28	17.5	38	23.75	13	8.13	32	20	49	30.63	160	100	
“In-kind” donations from grantee organization	8	4.19	25	13.09	27	14.14	47	24.61	84	43.98	191	100	
“In-kind” donations from partner organizations	14	7.25	40	20.73	29	15.03	45	23.32	65	33.68	193	100	

**Table B.78: Types of “In-Kind” Resources Provided to CBJTG-Funded Initiatives Among All Survey Respondents**

*(survey question F3); (respondents checked all that applied)*

Type of In-Kind Resource	Frequency (N=220)	Percent
Curriculum	91	41.36
Expert consultants	126	57.27
Staff time	190	86.36
Supplies	135	61.36
Training facility or space	181	82.27
Training/office equipment	145	65.91
Other	32	14.55

**Table B.79: Status of Securing Leveraged Resources Among All Survey Respondents**

*(survey question F4, F5)*

	Frequency (N=220)	Percent
Have met, or are on track to meet, original goal for amount of leveraged resources		
Yes	184	83.64
No	36	16.36
Leveraged funds came, or are coming, from the planned sources listed in original application/project plan		
Yes	182	82.73
No	38	17.27

**Table B.80: New Training Slots Maintenance Status After the Period of Performance Among All Survey Respondents**

*(survey question G1)*

	Frequency (N=194)	Percent
Maintaining, or planning to maintain, the number of new training slots after the end of the grant period	157	80.93
Not maintaining, or not planning to maintain, the number of new training slots after the end of the grant period	37	19.07

**Table B.81: CBJTG Training and Education Programs Continuing or Planned to Continue After the the Period of Performance Among All Survey Respondents**  
(survey question G2)

Number of grant-funded training/education program(s)	Frequency (N=185)	Percent
None	3	1.62
One	31	16.76
Two	30	16.22
Three	25	13.51
Four	21	11.35
Five	14	7.57
Six to Ten	40	21.62
Eleven to Twenty	14	7.57
More than Twenty	6	3.24
Don't know	1	0.54

**Table B.82: Proportion of Training Programs Sustained or Expected to Sustain by Operational Status**  
(survey questions C1 and G2)

Proportion of Training Programs Sustained or Expected to Sustain	Operational Initiatives (N=125)	Non-Operational Initiatives (N=58)
0%	0.8	3.5
1-49%	1.6	3.5
50-79%	17.6	10.3
80-99%	6.4	15.5
100%	73.6	67.2
<b>Total</b>	100	100

**Table B.83: Major Challenges to Sustaining CBJTG Education and Training Programs After the Period of Performance Among All Survey Respondents**

*(survey question G3); (respondents checked all that applied)*

Type of Challenge	Frequency (N=220)	Percent
Changes in the industry of focus	53	24.09
Insufficient funding	135	61.36
Insufficient partner support	26	11.82
Lack of potential participants/students	46	20.91
No major changes	22	10.00
Other	18	8.18
Economy	9	4.09
Faculty or Staff Shortage	6	2.73
Recruiting Challenges	3	1.36

**Table B.84: Resources/Services Provided by Workforce Investment System Partners For Sustaining Programming After the Period of Performance Among All Survey Respondents**

*(survey question G4); (respondents checked all that applied)*

Type of Resource/Service Provided	Frequency (N=220)	Percent
Access to financial aid (such as Pell Grants)	66	30
Access to support services	93	42.27
Advisory Committee/Steering Committee	76	34.55
Connections to employers or industry associations	97	44.09
Curriculum development	6	2.73
Direct funding for training	57	25.91
Internships	11	5
Job placement services	88	40
Job shadowing	10	4.55
Mentorships	8	3.64
Operation of training activities	13	5.91
Referral to or assistance developing apprenticeships	18	8.18
Referrals to grantee training programs	126	57.27
Use of facilities	24	10.91
Use of Individual Training Accounts (ITA)	47	21.36
Use of staff as trainers	17	7.73
None	6	2.73
Other	4	1.82

**Table B.85: Resources or Services Provided by Employer or Industry Association Partners For Sustaining Programming After the Period of Performance Among All Survey Respondents**

*(survey question G5); (respondents checked all that applied)*

Type of Resource/Service Provided	Frequency (N=220)	Percent
Advisory Committee/Steering Committee	133	60.45
Apprenticeships	36	16.36
Curriculum development	76	34.55
Financial resources for training	58	26.36
Internships	87	39.55
Job shadowing	94	42.73
Mentorships	38	17.27
Operation of training activities	19	8.64
Paid release time for workers in training	74	33.64
Referrals of employees to grantee training program	117	53.18
Referrals of individuals outside partner organization to grantee training program	73	33.18
Support services	28	12.73
Use of facilities	80	36.36
Use of staff as trainers	78	35.45
None	2	0.91
Other	6	2.73

**Table B.86: Resources or Services Provided by Other Organizations For Sustaining Programming After the Period of Performance Among All Survey Respondents**

*(survey question G6); (respondents checked all that applied)*

Type of Resource/Service Provided	Frequency (N=220)	Percent
Access to financial aid (e.g., Pell grants)	61	27.73
Advisory committee/steering committee participation	148	67.27
Apprenticeships	18	8.18
Curriculum development	64	29.09
Direct funding/training contracts	39	17.73
Employment services	75	34.09
Internships	54	24.55
Job shadowing opportunities	34	15.45
Mentorships	24	10.91
Operation of training programs	37	16.82
Referrals to your training program	149	67.73
Support services	70	31.82
Use of facilities	80	36.36
Use of staff	65	29.55
None	18	8.18
Other	4	1.82

**Table B.87: Sustainability Plan Development for Various CBJTG Activities Among Operational Survey Respondents**

(survey question G7)

Program Areas	Sustainability Plan Development Status							
	Sustainability plan developed		Sustainability plan will be developed		Sustainability plan will not be developed		Total Freq	Total Perc
	Freq	Perc	Freq	Perc	Freq	Perc		
Capacity-building initiatives	67	60.91	6	5.45	37	33.64	110	100
Organizational/institutional partnerships	77	70	3	2.73	30	27.27	110	100
Recruitment	80	72.73	4	3.64	26	23.64	110	100
Training initiatives	75	68.18	7	6.36	28	25.45	110	100
Other	16	14.55	32	29.09	62	56.36	110	100

**Table B.88: Sustaining CBJTG Activities Among Non-Operational Survey Respondents**

(survey question G8, G9)

	Frequency (N=66)	Percent
Prior to grant completion, developed plans for continuing grant activities beyond the grant end date		
Yes	62	93.94
No	4	6.06
Have continued at least part of grant activities after the grant end date		
Yes	64	96.97
No	2	3.03

**Table B.89: Type of CBJTG Activity Continued by Level of Effort Among Non-Operational Survey Respondents**

(survey question G10)

Type of Activity	Level of Effort Compared to During the Grant Period											
	Same level of effort		Greater level of effort		Smaller/modified effort		Not sustained at all		N/A		Total Freq	Total Perc
	Freq	Perc	Freq	Perc	Freq	Perc	Freq	Perc	Freq	Perc		
Capacity building initiatives	21	35.59	6	10.17	31	52.54	0	0	1	1.69	59	100
Organizational/institutional partnerships	23	38.33	12	20	22	36.67	2	3.33	1	1.67	60	100
Recruitment	23	38.33	9	15	25	41.67	1	1.67	2	3.33	60	100
Training initiatives	27	45	12	20	19	31.67	0	0	2	3.33	60	100
Other	2	3.64	3	5.45	2	3.64	0	0	48	87.27	55	100



**Table B.90: Funding Sources to Sustain Programming Among Non-Operational Survey Respondents**  
*(survey question G11)*

Sources	Frequency (N=61)	Percent
All new funding and resources developed	6	9.84
New funding and resources developed but previous ones still used	23	37.7
Same funding and resources still used and no new ones developed	16	26.23
Don't know	16	26.23