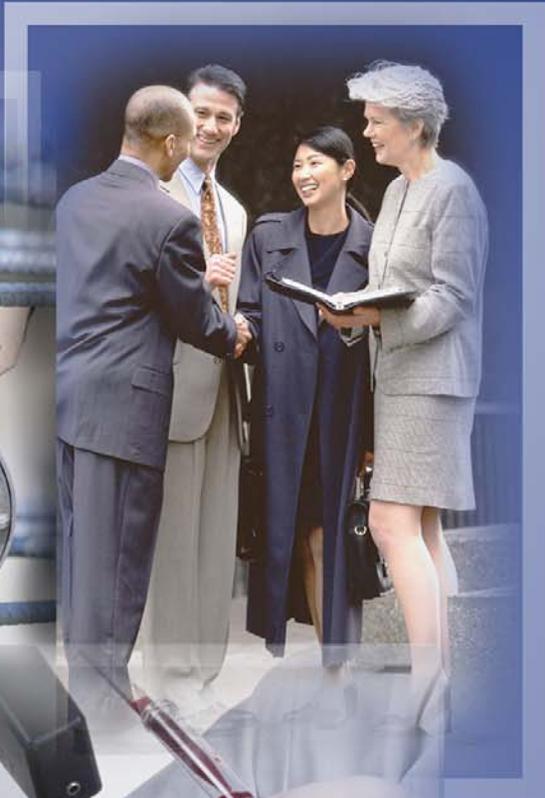


**Texas**

# Texas Workforce

*An Investment in Texas' Economy*

*December 1, 2002*



**ANNUAL REPORT**  
Workforce Investment Act:  
Program Year 2001



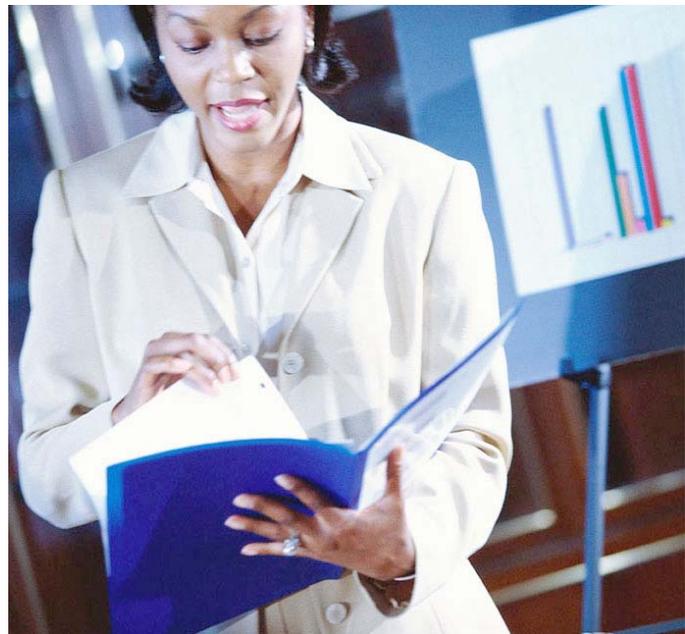
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**PART 1**  
**TEXAS WORKFORCE**

**STAKEHOLDER REPORT**  
**THE WORKFORCE INVESTMENT ACT, TITLE 1-B**

**PROGRAM YEAR 2001**



# TEXAS STAKEHOLDER REPORT

## INTRODUCTION

The principles of a customer-driven system with an integrated delivery of workforce solutions, tailored to community needs, are inherent in the Workforce Investment Act of 1998 (WIA). The same principles continue to serve Texas businesses and workers well despite an economic downturn exacerbated by the events of September 11, 2001. The workforce landscape has changed dramatically since Texas implemented WIA. Where help-wanted signs were once posted on virtually every corner, businesses are now closing their doors and workers are being laid off in large numbers. Through it all, the Texas workforce development system has tested its strength and shown its mettle. The value-added WIA model that Texas has developed works both in good times and in bad.

Born in 1995 as a result of visionary Texas leadership, the Texas Workforce Network, comprised of 28 local workforce boards and the Texas Workforce Commission, is an employer-focused, locally driven workforce system. It is a system that prepares workers with the skills necessary to meet current and emerging demands of local businesses. It is a system that relies on a representative group, chaired by and comprised predominantly of business representatives, to set the strategic vision of area workforce development, and empowers this group to dedicate block granted funds toward



Home Depot, a national home improvement retailer gearing up to enter the Killeen/Ft. Hood market, partnered with the Central Texas Workforce Development Board to hire more than 150 full and part-time employees—skilled and unskilled. The Central Texas Business Services team worked with Home Depot store managers to recruit, test, and screen applicants. With the closest store well over an hour's drive away, more convenient space and equipment were provided to meet hiring preparation and interviewing needs. (Up to ten department managers received Human Resources and other training prior to the interviewing process.) Through this collaboration, the store opened on time and Home Depot saved over \$15,000 in hiring costs. Said store manager Josh Mayo, "We were amazed by the invaluable help we received. Without the highly qualified applicants they provided, we could not have opened on time."

meeting that vision. It is a system that uses local labor market information to make sound decisions about the use of limited training dollars and to ensure that a labor pool skilled in demand occupations is available when businesses are ready to expand or relocate to the communities served. It is a collaborative approach to workforce solutions involving private and public sectors working together in a network of one-stop service centers, training providers, labor organizations, community service organizations, and other government agencies toward the common goal of a highly trained workforce. And it is a system held accountable for delivering on the vision.

Changes to the workforce development system in Texas came in the midst of the longest period of economic expansion and fastest growth in job creation in the state's history.

Customer demands coupled with the experience that business leaders brought to the table created a Network that is flexible and responsive, capable of moving quickly to meet the changing needs of business. The workforce infrastructure built during the economic boom proved adaptable as individual companies and industry sectors saw a rapid decline in business demand

but an increasing demand from the new pool of job seekers. Basing decisions on local labor market information and having an understanding of the skills needed in a variety of industry sectors allows local boards to quickly adjust the service strategy in each of the over 270 locally controlled Texas Workforce Centers and satellite offices to meet today's challenges.

## WIA WORKS IN TEXAS

The Texas value-added WIA model works because it applies a systemic business model rather than a social service model to the delivery of workforce services. It is a business driven system that makes the connection between industry needs and worker training—a diametric change from the program that preceded WIA and focused on the worker without consultations with employers.

Local planning and control by a Board formed predominantly from the private sector is key to ensuring unswerving dedication to the customer focus. Small businesses (those employing less than 100) account for over 97 percent of the more than 400,000 employers in Texas. These are entrepreneurial, fast growing, rapidly changing and flexible companies that compete in the global economy. The business environment, 24/7/365 with customers and competitors, is as close as the nearest computer with internet access.

In a state as diverse as Texas, customer workforce needs vary greatly. The Dallas area, with its suffering telecom corridor, demands different workforce solutions than the tourism industry in San Antonio or the oil production

companies in the Permian Basin. In large cities and rural communities, the Texas value-added WIA model ensures that available funds are used to train workers for jobs that exist in business today and provides them with portable skills for tomorrow.



The Golden Crescent Workforce Development Board, with area hospitals, colleges and WIA funding, designed a program to train targeted non-entry level, current, full-time, permanent health care workers, to upgrade their skills, advance their careers, and address the chronic nursing shortage. 139 RN and 89 LVN candidates are enrolled in the program which offers flexible learning options such as online and distance learning. This industry-driven training program will result in a larger job-ready workforce capable of meeting nursing staff demands.

Focusing on the needs of industry has resulted in the establishment of Business Service Units in each workforce development area in the state. These units are dedicated to understanding business needs and finding seamless solutions across an array of funding streams and service options. Acting as account representatives, these staff have developed a basic understanding of workforce challenges from the business perspective and many have steeped themselves in the issues of industry sectors significant to their area.

Local boards have assisted in establishing Industry Sector Committees to address the needs of specific growing and targeted industries. One example is the formation of health care industry committees to address the lack of teachers for nursing programs, answer the current shortage of nurses, and excite high school students to fill future vacancies.

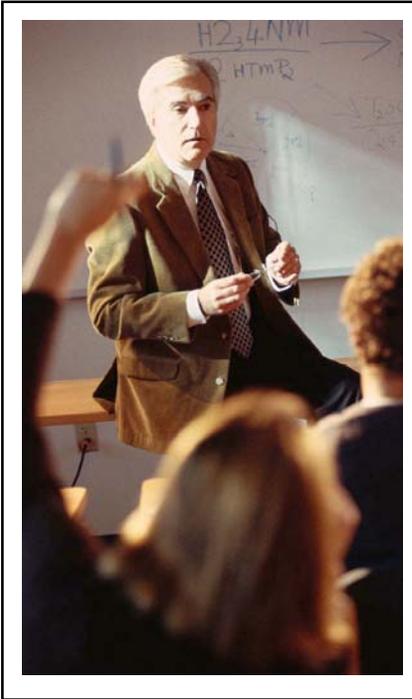
Special performance grants were made available to local boards on a competitive basis to train future and incumbent workers in targeted industry sectors and occupations. These grants from WIA statewide funds included \$6.8 million in Achieving Performance Excellence (APEX) Grants to enhance current worker skills, \$5 million for high tech training initiatives for current workers and \$1 million to train educators to prepare

today's youth for the high tech world of tomorrow.

Training for demand occupations means that limited funds are targeted where the worker shortages exist. For example, like most of the country, shortages of qualified teachers are being felt throughout Texas. The Network attacked the problem with programs to provide laid off high tech workers with accelerated training to meet the qualification as science or math teachers. Looking further into the root problems creating the shortages, the Texas Workforce Commission provided \$3 million in WIA funds to Texas Beginning Educator Support System (TxBESS), a highly successful mentoring program that supports new teachers and keeps more of them in the profession.

WIA goes to great lengths to ensure that the training provided to individuals gives them the skills needed to succeed in the local economy. Within the scope of targeted occupations, individuals are empowered to choose the training provider that best addresses their particular set of circumstances. To assist with these decisions, the law established a certification process which requires that training providers track and publish information on how well graduates have been prepared to meet employment demands.

And WIA demands results—from the individuals who receive services, from the training provider community, from every local



Working with its industry partners and a \$598,068 APEX (Achieving Performance Excellence) incumbent worker training grant from WIA statewide funds, the Gulf Coast Workforce Development Board will provide 707 local school teachers, many of them first-year instructors, with training to enhance their mathematics and science instruction skills. Partnering organizations include the 18-member aerospace consortium, Region IV Education Service Center, Clear Lake Area Economic Development Foundation, Houston Area Technology Advancement Center, Aerospace Academy for Engineering and Teacher Education, 13 school districts, and nine community college districts.

"The success of the schools in filling many of their critical vacancies has created a large percentage of new teachers in many areas. The school districts state that these are some of their most enthusiastic teachers, ones most likely to take this training back to the classroom and make connections between what they learn and how to apply it in their teaching. Their enthusiasm is also inspiring to the other teachers." *Dr. Marie Dalton, Exec. VP, The Aerospace Academy, San Jacinto College District.*

board, and from the state as a whole. It is a system that provides flexibility and personal choice, ensures results by requiring that all standards be met, provides incentive awards for success, provides technical assistance when needed, and allows for sanctions when problems occur.

## TEXAS ADDS VALUE TO THE WIA MODEL

While the Workforce Investment Act of 1998 challenged states to develop a locally driven workforce system and administer multiple programs with seamless delivery, Texas had already taken the concept further with the earlier enactment of State legislation. Grandfather provisions under WIA allowed Texas to maintain its earlier gains.

Local workforce boards were block granted over \$722.8 million in state fiscal year 2002 funds, including \$211.3 million in WIA funds, to plan and implement a workforce development system responsive to area business needs. Each of the 28 local boards in Texas is responsible for planning, monitoring and evaluating service strategy and delivery for WIA, TANF Choices employment and training services, subsidized child care, Welfare-to-Work, and Food Stamp Employment and Training. In addition, boards set the strategic direction and integration of the

Wagner-Peyser Employment Services function and work closely with the Texas Workforce Commission to integrate other state-run programs at local workforce centers. The resulting system is a bottom-up planning and implementation process that cuts across program lines to deliver on the promise of a locally controlled, employer driven system with no wrong door to access workforce solutions.

Recognizing the demand that the traditional rapid response model of multiple contractual agreements and separate accounting requirements placed on local boards, the Texas Workforce Commission streamlined the process. Today only minimal amounts of funding are retained at the state level as a contingency for unexpected layoffs while the majority of funding and the resulting responsibility for rapid response have been transferred to the local boards. This action creates further integration of services when employers are facing downsizing and when workers need Network services the most.

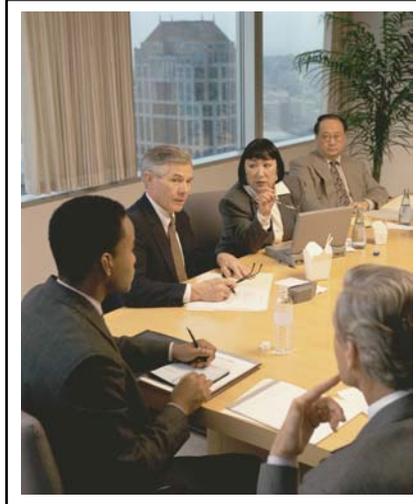
At a time when every training dollar must be stretched and every resource accessed, the broadened scope of services allows local boards to eliminate duplication, streamline services, cut service delivery costs, augment funding, and enhance performance outcomes. And that means more opportunities for the businesses and workers of Texas.

Supporting the integrated service delivery and flexibility that WIA embraces is a statewide integration of workforce services available 24/7/365 via the Internet. Programs such as the new WorkInTexas.com, a real-time job matching system integrated with labor market and ca-

reer development information, will allow customers to connect without ever interacting with a workforce professional, saving the customer time and maximizing the Network's resources.

Additional value is added by the 20 member Texas Council on Workforce and Economic Competitiveness that is charged with certain

workforce strategic planning and evaluation functions and serves as the state's WIA Workforce Investment Board. One of the key responsibilities of the Council is the development of a single strategic plan that establishes the framework for the budgeting and operation of the workforce development system. Another key responsibility is one of monitoring the system to ensure effectiveness in achieving state and local goals.



The Dallas-Fort Worth Regional Workforce Development Cluster Initiative was developed with local employers, educational institutions, chambers of commerce and workforce Boards to address the overwhelming need for skilled workers in technology, healthcare, finance, and aerospace. This collaborative approach will increase the number of students pursuing careers in these fields, and will result in a larger job-ready workforce capable of meeting these industries' workforce demands.

## SUCCESS IN TEXAS

The numbers tell the story of our success.

- Texas exceeded the fifteen WIA core performance measures for PY 2001, and is awaiting clarification and guidance from the United States Department of Labor (DOL) on the two customer satisfaction measures.
- Over 642,312 Texans received core services that prepared them to meet the needs of local businesses in PY 2001. This represents a 50% increase from PY 2000 when the Network served just over 400,000 Texans.
- Employer and participant customers were satisfied with the level of services they received as evidenced by survey scores more than 10% above the state's WIA contracted targets.
- Texas received a \$3 million WIA Incentive Award for the second straight year based on our distinct successes.

- Over 4,500 training programs, delivered by 600 certified training providers, are available across the state to deliver the skills needed by local employers.

## NEXT STEPS

Texas has played a leading role in developing and expanding the WIA model, and the workforce leaders of the state are once again pushing the envelope. Recently, the U.S. Department of Labor (DOL) extended an invitation to states to submit requests for waivers to the WIA program that would allow for increased flexibility. Texas was not shy in making requests that would significantly improve funding flexibility and the agility of the workforce system in meeting business needs. Specifically, Texas asked DOL to consider:

- A waiver that would remove the cap on the transfer between adult and dislocated funding streams to allow the Network to meet the high demand for services from dislocated workers. This change would allow the local boards to be more responsive in extreme cases such as Enron.
- A waiver of the limits on the statewide reserve of WIA funds that would allow TWC to allocate more flexible funds to local boards, allowing them to meet business needs, assist incumbent workers and provide seed money for workforce initiatives.
- A waiver of the Eligible Training Provider (ETP) performance reporting requirements for subsequent eligibility determination that would exempt providers with programs currently approved by the Texas Higher Education Coordinating Board (THECB) from certain performance reporting requirements. As provided for in WIA §122 (b)(1), these programs are exempted from submitting performance data at the time of initial eligibility application. This waiver would apply to submission of specified performance data at the time of subsequent eligibility application.
- A waiver of the requirement to competitively procure all training providers for Older and Out-of-School Youth. With this flexibility,

Local Workforce Development Boards would have the option to use the Eligible Training Provider system as well as locally procured vendors to provide training for these two youth populations.

- A waiver to change the required 50% employer match for customized training to a match based on a sliding scale. Through this approach, the employer match would range from 10 to 50 percent based on certain desirable quality characteristics of the training and the transferability of the skills to be attained by the worker.

Within the next year, key functions of the Trade Act as well as reemployment services for ex-offenders (Project RIO) will be integrated into the portfolio of services offered by local boards, further streamlining service delivery.

Recognizing that the Texas Workforce Network cannot reach its potential until there is an underlying awareness by customers of the system and the services offered, the Texas Workforce Commission recently kicked off and set aside resources to finance an aggressive three-year public outreach campaign. The objective is to provide customers with an understanding of and appreciation for the integrated system of workforce solutions in Texas that results in increased use of the system.

Also, recognizing the important role workforce plays in economic development, the Texas Workforce Commission and local boards are working closely with economic development partners to jump-start the Texas economy. For example, joint efforts to develop a pitch package to a major manufacturer selling the concept that locating a plant in Texas would stimulate the local economy and add high paying jobs, is one way the Texas Workforce Commission participates in paving the way for further economic and workforce development initiatives. The Texas Council on Workforce and Economic Competitiveness is an excellent resource for this effort as its member agencies include the Texas Department of Economic Development, Texas

Education Agency, Texas Higher Education Coordinating Board, Texas Department of Human Services, as well as the Texas Workforce Commission.

Texas knows that the WIA model of business focused, locally driven solutions, works. As reauthorization of this law is discussed, it is our belief that Congress recognizes the utmost importance and high value of the system that the Workforce Investment Act initiated across the nation. Therefore, we encourage Congress to continue to look for opportunities to integrate funding streams more fully and to further develop this critical system that not only offers workforce solutions to our nation's businesses, but also bolsters our nation's economy. Today,

more than ever, the principles of WIA provide the framework to integrate service delivery and improve on all of our success.

Texas believes the challenges of the future can be met with strong partnerships, with the employer driven business model of workforce development inherent in WIA, and with the continued support of state and federal leaders. We are proud of our accomplishments and look forward to the opportunities yet to come.

**PART 2**  
**TEXAS WORKFORCE**

**PERFORMANCE OVERVIEW**  
**THE WORKFORCE INVESTMENT ACT, TITLE 1-B**  
**PROGRAM YEAR 2001**

# STATE OF TEXAS WORKFORCE

## PROGRAM YEAR 2001

### WIA PERFORMANCE ACCOMPLISHMENTS

The Workforce Investment Act of 1998 (WIA) created a new, comprehensive workforce investment system that is customer focused and outcome driven. The intent of this new system is to help employers find qualified labor by helping prepare workers with the skills needed to obtain employment. The goal of the Act is to increase employment entry, retention and earnings of participants, and in so doing, enhance the quality of the workforce to stimulate economic growth. In an effort to meet this goal, the WIA core performance measures were created. Embedded in the WIA performance measures are outcomes that support a business driven workforce system, and the ability to meet performance illustrates successful WIA implementation.

Texas' performance on the required 17-core performance measures provides substantial evidence that WIA has been successfully implemented. With the completion of the third year of operation under WIA, Texas can report a significant number of performance related achievements. Texas exceeded the 15 WIA core performance measures for PY 2001, and is awaiting clarification and guidance from the United States Department of Labor

(DOL) on the two customer satisfaction measures. In addition to exceeding performance, Texas continues to enhance the performance management, evaluation and reporting system. With these continual improvements, Texas focuses on meeting the workforce needs of employers and participants.

WIA performance is measured on negotiated statewide rates. In Texas, these performance rates are comprised of the performance of the state's 28 local workforce boards. **Figure 1** below outlines the local workforce development areas in Texas. The Texas Workforce Network provides services at 270 one-stop centers and satellite offices throughout the state. The establishment of the one-stop delivery system for workforce development is the cornerstone of WIA implementation. Through the use of this system, TWC and local communities are able to integrate multiple workforce programs and resources for individuals. The Texas Workforce Centers streamline access to numerous workforce and educational opportunities and provide enhanced services to individuals seeking assistance.



## WIA PERFORMANCE REPORTING

On a monthly basis, the Texas Workforce Commission reports on local board and statewide performance in two monthly reports, the *Monthly Program Report (MPR)* and the *Monthly Financial Report (MFR)*. The *MPR* provides information on various workforce and welfare programs administered at the local level. These programs include WIA, Welfare-to-Work, TANF Choices, Food Stamp Employment and Training, and Wagner-Peyser Employment Services. The *MFR* includes data on average costs, year to date expenditures and funds available for the various programs. Due to the variety and complexity of funding sources, funding cycles, program years, and administrative designs for the multiple programs, TWC has developed monthly reports to assist the local boards in managing their programs. A brief description of the two reports follows.

The *MPR* looks at WIA performance in terms of the 17 required core performance indicators at both the state and board level. The *MPR* presents Unemployment Insurance Wage Records (UI Wages) WIA performance data for the performance year (October - September) for the 13 UI wage based measures, and the 4 non-UI wage based performance measures for the non-UI measure program year (July - June).

The following table (**Figure 2**), is a sample of what is provided to each of the 28 local boards in the *MPR*. This table demonstrates a local board's current WIA performance for the previous months for each of the 17 WIA performance measures and indicates whether a local board is meeting its negotiated targets.

**FIGURE 2. SAMPLE PAGE FROM MONTHLY PROGRAM REPORT  
WIA PERFORMANCE FOR PY 2001  
FOR ONE OF THE STATE'S LOCAL WORKFORCE BOARDS.**

<b>WIA CONTRACTED PERFORMANCE MEASURES</b>				
Performance Year 2001				
Entered Employment rate covers 10/01/00-09/30/01				
Retention and Earnings Gains/Replacement rate covers 10/01/00-06/30/01				
Credential Rates cover 10/01/00-09/30/01				
Measure	Contracted Goal	Year to Date Actual	Program Status	
Adult Entered Employment Rate	74.82%	78.53%	Meeting	
<i>Number Served</i>	N/A	545	N/A	
Adult Retention Rate	56.66%	82.10%	Meeting	
<i>Number Served</i>	N/A	352	N/A	
Adult Earnings Gains	\$2,900	\$3,047	Meeting	
<i>Number Served</i>	N/A	352	N/A	
Adult Employment & Credential Rate	45.00%	59.58%	Meeting	
<i>Number Served</i>	N/A	428	N/A	
Youth Ages 19-21 Entered Employment Rate	44.64%	73.85%	Meeting	
<i>Number Served</i>	N/A	65	N/A	
Youth Ages 19-21 Retention Rate	49.51%	83.33%	Meeting	
<i>Number Served</i>	N/A	24	N/A	
Youth Ages 19-21 Earnings Gains	\$0	\$4,129	Meeting	
<i>Number Served</i>	N/A	24	N/A	
Older Youth Credential Rate	45.00%	47.73%	Meeting	
<i>Number Served</i>	N/A	88	N/A	
Younger Youth Retention Rate	51.00%	48.21%	Meeting	
<i>Number Served</i>	N/A	56	N/A	
Dislocated Worker Entered Employment Rate	67.20%	83.74%	Meeting	
<i>Number Served</i>	N/A	744	N/A	
Dislocated Worker Retention Rate	74.38%	88.04%	Meeting	
<i>Number Served</i>	N/A	418	N/A	
Dislocated Worker Earnings Replacement Rate	41.14%	86.32%	Meeting	
Dislocated Worker Employment & Credential Rate	45.00%	72.70%	Meeting	
<i>Number Served</i>	N/A	282	N/A	

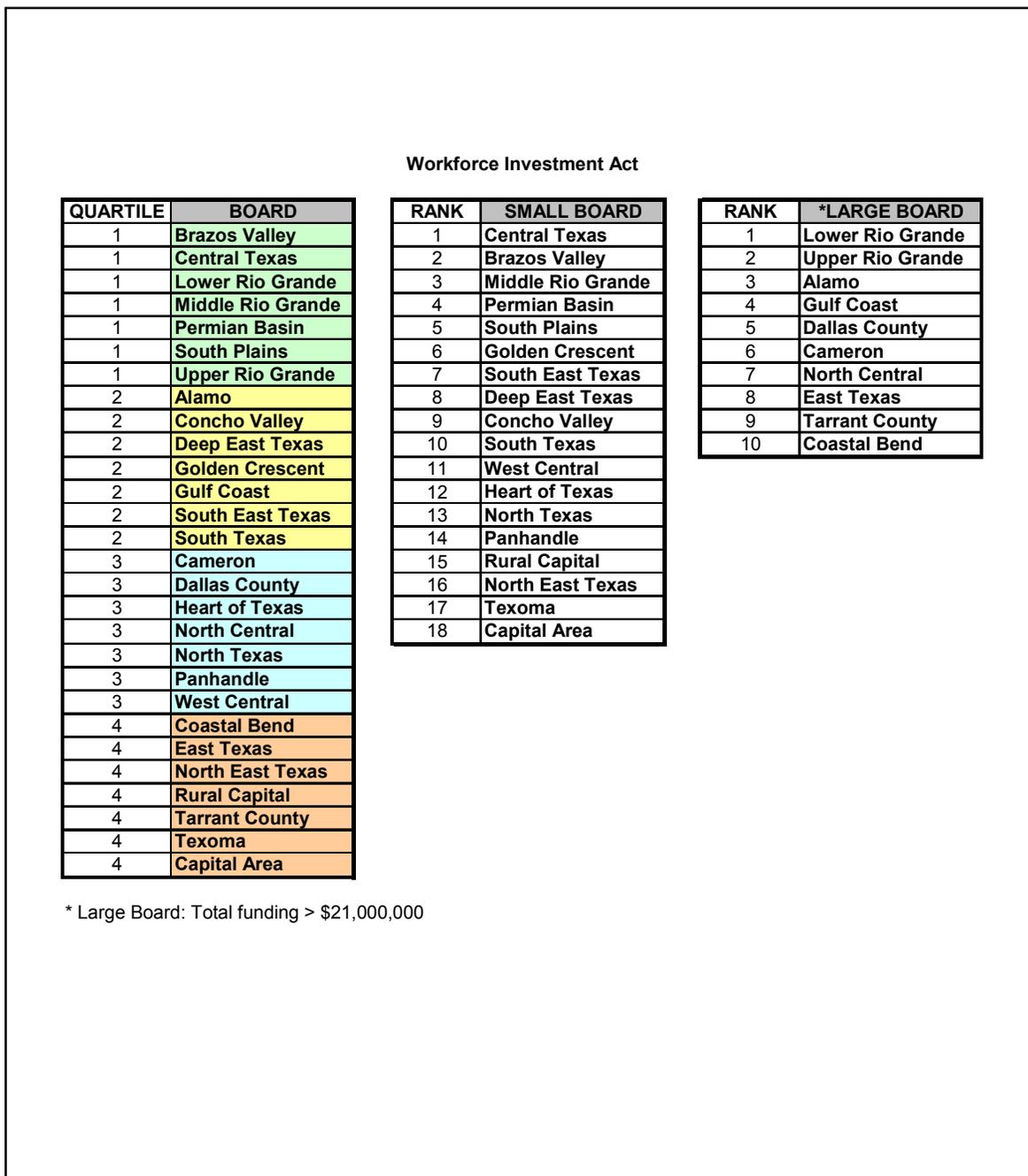
  

<b>WIA CONTRACTED PERFORMANCE MEASURES</b>				
Program Year 2001 covers July 2001-June 2002				
Employer & Participant Customer Satisfaction results are based on 3 qtrs				
Measure	Contracted Goal	Current Month Actual / Quarter	Year to Date Actual	Program Status
Younger Youth Skill Attainment Rate	70.00%	N/A	87.41%	Meeting
<i>Number Served</i>	N/A	N/A	5917	N/A
Younger Youth Diploma or Equivalent Attainment	40.00%	N/A	54.24%	Meeting
<i>Number Served</i>	N/A	N/A	295	N/A
Employer Customer Satisfaction Survey	66.00%	68.40%	68.93%	Meeting
<i>Response Rate</i>	70.00%	62.46%	62.74%	N/A
<i>Percent of Bad Numbers</i>	N/A	6.05%	7.49%	N/A
Participant Customer Satisfaction Survey	68.00%	74.06%	72.40%	Meeting
<i>Response Rate</i>	70.00%	44.99%	50.29%	N/A
<i>Percent of Bad Numbers</i>	N/A	33.81%	30.58%	N/A

The scorecard (Figure 3) is also provided in the MPR. This scorecard allows local boards to compare their WIA performance to other local boards throughout the state. WIA performance is ranked by calculating the percentage of each goal achieved by the local boards, averaging the results,

and then organizing the boards in alphabetical order within quartiles. Large and small boards are then separated by total funding and ranked. A similar table is provided to the local boards for other workforce programs they administer.

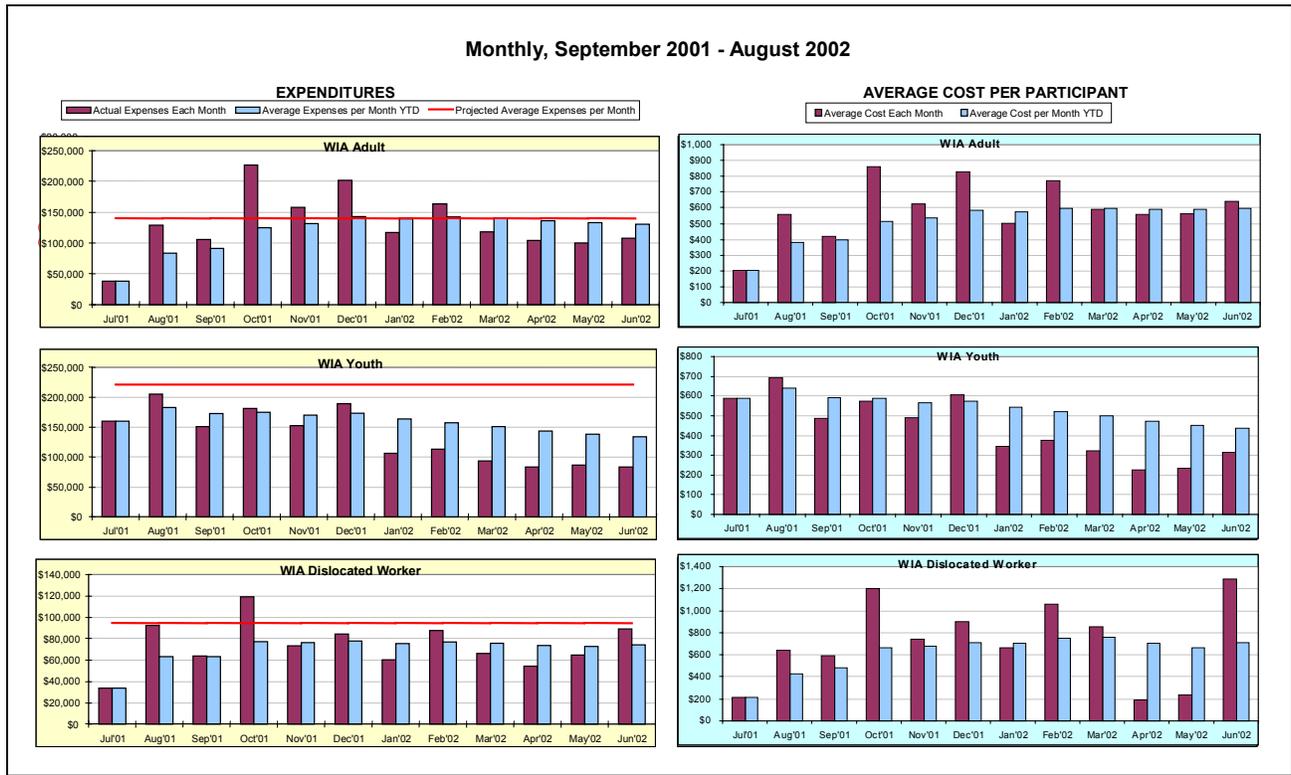
**FIGURE 3. SAMPLE PAGE FROM MONTHLY PROGRAM REPORT  
SCORECARD FOR LOCAL BOARD PERFORMANCE  
WIA PROGRAM (JULY 2001 – JUNE 2002)**



The second monthly report provided to the local boards, the *MFR*, analyzes expenditure data at both the state and board level. For the WIA program, costs are broken out by each of the major funding streams under WIA: adult, youth, and dislocated worker. **Figure 4** is provided to each of

the local boards. Their expenditures and average cost per participant are graphed for each program the board administers. These graphs provide a useful tool for local board staff and the Commission to track and compare WIA and other programs' expenditure data throughout the year.

**FIGURE 4. SAMPLE PAGE FROM MONTHLY FINANCIAL REPORT  
WIA FINANCIAL STATUS FOR FY 2002  
FOR ONE OF THE STATE'S LOCAL WORKFORCE BOARDS**



## WIA RESEARCH AND EVALUATION

The Workforce Investment Act of 1998 requires that each state, in coordination with local boards, conduct ongoing evaluation studies of workforce investment activities. Such activities are carried out within the state to promote, establish, implement, and utilize methods for continuously improving activities and to achieve high-level performance within, and high-level outcomes from the statewide workforce investment system. Research and evaluation activities benefit all stakeholders. Such activities help employers by providing research-based findings that are used to develop improved workforce development programs. Employers also benefit because in many instances they are included in activities to insure that the research is tailored to meet the needs of business. During the past year, the research effort has focused on three themes:

- **Analysis and Evaluation.** TWC research projects address system measures, follow-up outcomes, service elements, as well as pilot projects and research.
- **Evaluation Coordination.** Initiated by the Employment and Training Administration (ETA) National Office, evaluation coordination is anticipated to enhance the collaboration among federal, state, and local entities.
- **Information Dissemination.** Continued efforts in dissemination of quality and timely information achieved a high level of satisfaction from both internal and external customers.

TWC has identified several areas in which to conduct research and evaluation to provide quality and timely information to its customers. Examples of such collaborative efforts are provided below.

**WORK INCENTIVE GRANT (WIG)**

Persons with disabilities represent a valuable, untapped talent pool for today's marketplace. WIG draws on this resource by enhancing the employability, employment, and career advancement of people with disabilities through enhanced service delivery in the one-stop delivery system. In December 2001, five local boards began using WIG funds to equip workforce centers to better serve people with disabilities in their communities. Monthly conference calls allow TWC and the boards to exchange ideas, provide program updates, and discuss solutions to challenges. TWC staff completed site visits to each of the boards in August and September 2002 to view accomplishments firsthand and to provide technical assistance and feedback on pilot programs. TWC is evaluating outcomes associated with strategies in the five pilot sites through summative and formative evaluations, which began in January 2001. A final report detailing pilot site experiences and program outcomes will be available in mid 2003.

**CONTINUOUS IMPROVEMENT MODEL  
– A PARTICIPATORY APPROACH**

Texas' one-stop infrastructure is designed to provide seamless services under "no-wrong-door" practices, which cut across program lines. TWC's accountability system provides useful tools for information gathering and evaluation of effective strategies. Building on these concepts, this proposal facilitates the development and testing of a Continuous Improvement Model (CIM) in selected pilot sites. Key features of this dynamic process are human factor development, collaborative efforts, and continuous refinement. TWC developed a work plan for the CIM during June 2002 to begin the research process. It is anticipated that this project will demonstrate the effectiveness of CIM, provide replicable processes and procedures, and document lessons learned from the pilot sites. To demonstrate the project's successes and outcomes, the project will use qualitative analysis and quantitative methods.

**WIA ADMINISTRATIVE  
DATA ANALYSIS**

TWC has identified research questions and methodological strategies to improve WIA services. Research areas of interest include relationships among participants and outcomes in different combination of service elements, the relationship between program designs and outcomes, and outcomes for special populations. Administrative data for the WIA program form the basis of the analysis. Assistance from program staff will be sought to sharpen research activities. Findings will be distributed to workforce staff through mini-studies of WIA participants and services.

**WIA YOUTH PROGRAM REVIEWS**

WIA shifts the focus on youth services from short-term, employment-related goals to a long-term, more holistic approach encompassing work, educational, and social characteristics of youth development. Two approaches, site visits and administrative data analysis, were applied to identify best practices and to provide assistance to local workforce professionals. TWC and ETA, recognizing that local areas provide valuable insight into how youth programs function, visited several local boards to better understand WIA youth programs in Texas. During the visits, local board staff and contractors were interviewed and encouraged to share both the success of their youth programs and any difficulties they may have encountered. The observations were provided to local area staff at the end of each visit; feedback was provided to TWC. A study of youth skill attainment goals was performed by analyzing administrative data. The analysis yielded information on the number and type of goals, differences in goal setting by gender, race/ethnicity, school status, and the length of time to complete goals set by WIA youth. Findings were used by TWC to assist local areas in setting youth goals.

**EVALUATION AND COORDINATION**

WIA requires that the Secretary of Labor evaluate WIA programs for accountability, and coordinate evaluation efforts with states whenever possible. The ETA National Office has developed a joint strategy and action plan to coordinate evaluation

activity, improve the usefulness of evaluation products, and maximize resources available for evaluation. The ETA National Office encourages Regional Offices and states to actively engage in complementary activities. Among ETA's suggested action steps for states, TWC is currently involved in the following activities:

- Regularly reviewing information and reports published on the ETA web page. Such information is compiled into e-mail notices and transmitted weekly to TWC and local boards.
- Establishing a link to the electronic "workspace" and is prepared to review technical reports provided by ETA. These reviews will be transmitted electronically.

Additional items from the set of action steps are identified as elements that will aid TWC in effectively evaluating the workforce system.

- Inventorying current and completed WIA state-level evaluations;
- Identifying state evaluation technical assistance needs;
- Participating in ETA efforts to determine common objectives and evaluation goals; and

- Participating in regional events to improve the state's ability to develop and administer sound evaluation projects.

### **INFORMATION DISSEMINATION**

TWC continues to electronically disseminate a wide range of information to assist local boards in their operations. These items include updates to policy or program operation, funding opportunities and grant awards, proposed or final rules, upcoming conferences or events, and publications. These notices provide customers timely and important information in both an easily accessible format and a centralized location. A customer satisfaction survey of electronic notices customers, conducted in 2001, indicates a 97% satisfaction rate. TWC staff have expanded services to include best practices to encourage continuous improvement in workforce operation. Several best practices highlight award-winning collaborations between local boards and employers, such as the Dallas/Ft. Worth Airport Work Coalition, Tarrant County's Alliance Opportunity Center, and Golden Crescent's Consolidated Employer Services Unit.

## TEXAS ECONOMIC ENVIRONMENT

Over the course of the last decade, Texas experienced a long span of economic growth. However, more recently, Texas, as well as the United States, has experienced changes in the economy. The economic slowdown and the events of September 11, 2001, have created an uncertain economic environment.

One of the most closely watched indicators of economic conditions is the unemployment rate. As **Figure 5** below demonstrates, the Texas economy mirrors the US economy. As a result of a recession early in the decade, the Texas unemployment rate peaked at 7.8% in July 1992 with 708,265 persons

classified as unemployed. However, over the course of the following eight years, the unemployment rate continued to trend downward going as low as 3.7% in December 2000. Beginning in January 2001, the unemployment rate began a dramatic increase and as of July 2002, the Texas unemployment rate stood at 6.6% with 712,454 persons classified as unemployed. According to the economic forecast provided by the Texas Comptroller of Public Accounts, the statewide average unemployment rate may remain consistently above 5% through 2004 and may not return to lower levels until 2005- 2007.

**FIGURE 5. TEXAS AND US SEASONALLY ADJUSTED UNEMPLOYMENT RATES JANUARY 1990 TO AUGUST 2002**



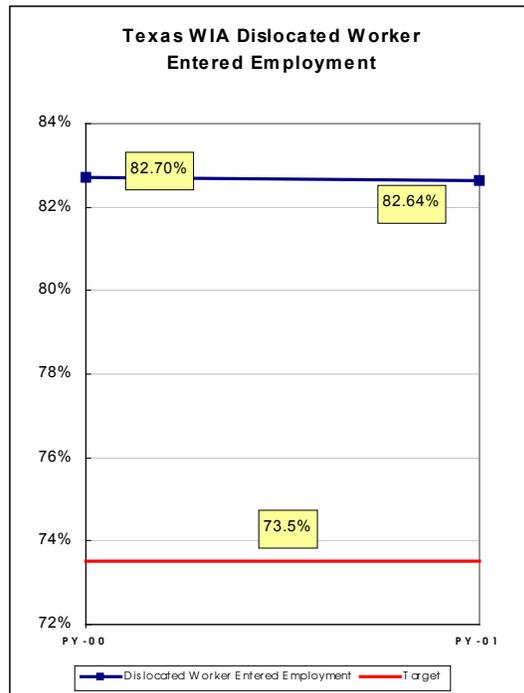
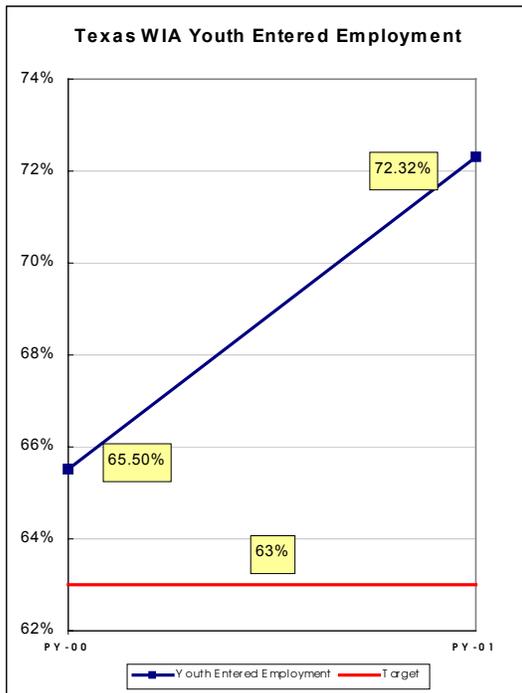
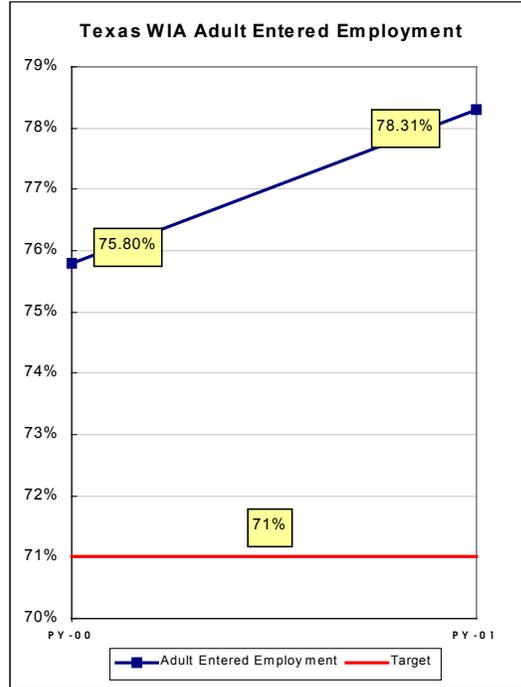
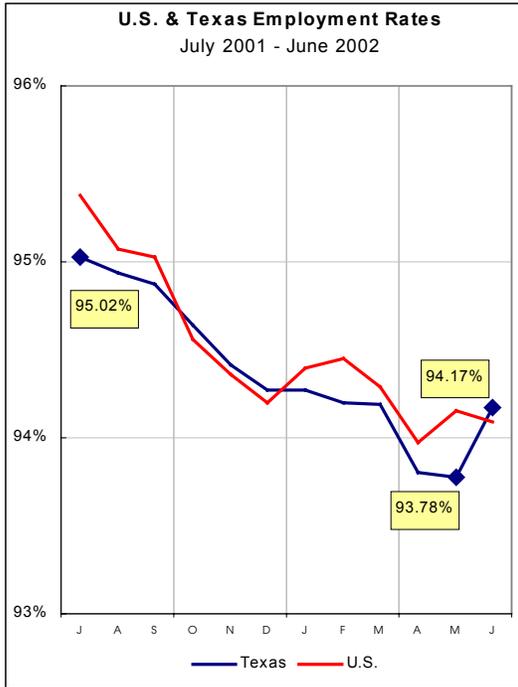
Since January 2001, Texas has faced the challenge of an uncertain labor market and an increasing unemployment rate when helping individuals obtain employment. Shown in **Figure 6** below, Texas' employment rate, along with the US' employment

rate, steadily decreased (1.20%) over the course of Program Year 2001. However, despite this economic decline, WIA entered employment performance for the period, for the three major funding streams, actually increased 3.09% from the

end of PY 2000. For the past three years, Texas has continued to meet DOL negotiated targets for entered employment performance. While it is often difficult to predict the future of the economy,

Texas is committed to successfully provide WIA participants with the skills needed to enter employment, retain employment and increase their wages.

**FIGURE 6. US & TEXAS EMPLOYMENT RATES, AND WIA ENTERED EMPLOYMENT RATES, BY GRANT**





**PART 3**  
**TEXAS WORKFORCE**

**STATEWIDE PERFORMANCE**  
**THE WORKFORCE INVESTMENT ACT, TITLE 1-B**  
**PROGRAM YEAR 2001**

## PROGRAM YEAR 2001: TEXAS WIA PERFORMANCE

In Program Year 2001, Texas exceeded the 15 WIA core performance measures for PY 2001, and is awaiting clarification/guidance from DOL on the two customer satisfaction measures. The state's performance for PY 2001 exceeded the PY 1999 and PY 2000 performance for many of the WIA measures. Texas ability to exceed WIA performance targets over the course of three years illustrates the State's continued drive to improve overall satisfaction of employers and participants. These federally mandated performance measures focus on providing employers with skilled workers producing an overall satisfaction from both employers and participants. Texas is proud of these accomplishments, and we recognize the only truly meaningful measurement is our ability to produce

positive outcomes that satisfy the needs of employers and job seekers.

The discussion provided below presents the Texas PY 2001 performance for each of the performance measures and for each of the major funding streams under WIA: adults, youth, and dislocated workers.

**Table 1**, which follows below, presents an overall view of the state's performance for the 17 required WIA performance measures. Additional tables and discussion follow, which provide more detailed information on each group of WIA performance measures.

**TABLE 1. SUMMARY OF WIA PERFORMANCE FOR TEXAS**

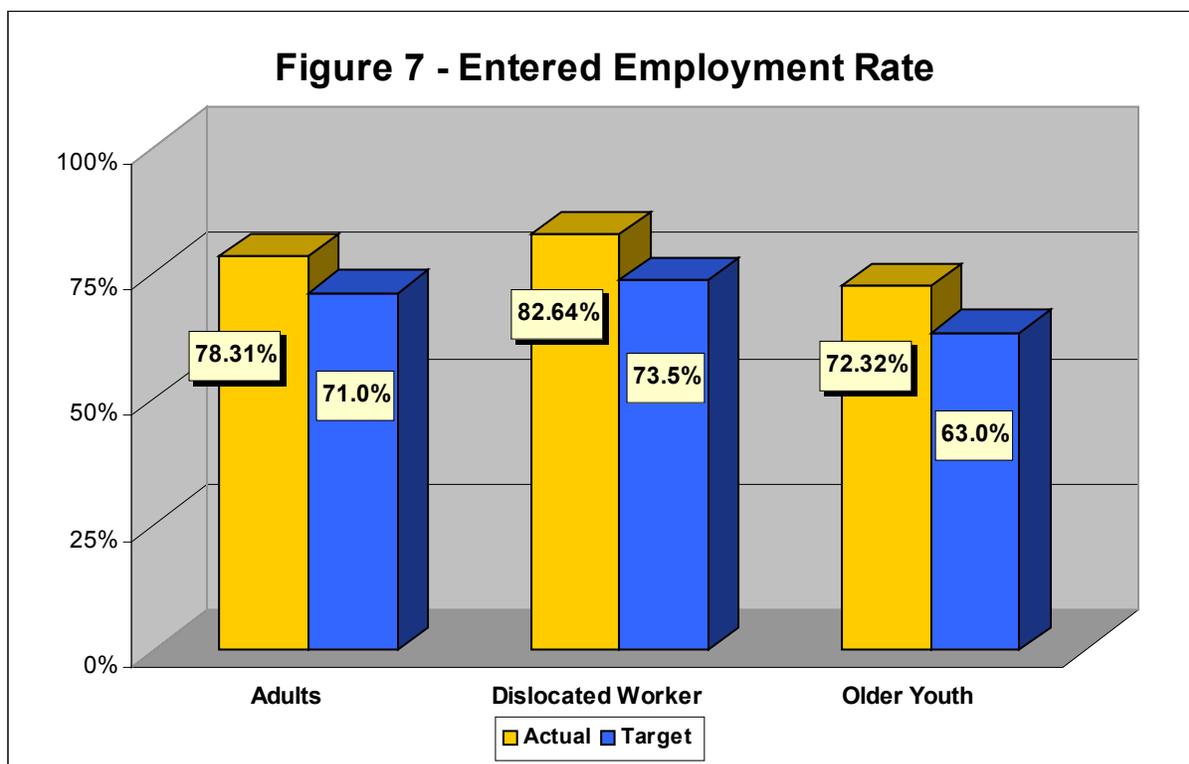
Performance Measure	Negotiated Performance Level	Actual Performance Level		
		Numerator	Denominator	
Adult Entered Employment	71.00%	78.31%	Numerator	6,692
			Denominator	8,545
Adult Employment Retention	78.00%	83.19%	Numerator	7,237
			Denominator	8,699
Adult Earnings Change	\$3,700.00	\$4,104.63	Numerator	\$34,614,363.95
			Denominator	8,433
Adult Employment And Credential Rate	45.00%	58.66%	Numerator	4,349
			Denominator	7,414
Dislocated Worker Entered Employment	73.50%	82.64%	Numerator	7,595
			Denominator	9,191
Dislocated Worker Employment Retention	85.00%	87.99%	Numerator	6,683
			Denominator	7,595
Dislocated Worker Earnings Replacement	92.00%	92.55%	Numerator	\$81,827,658.15
			Denominator	\$88,417,130.92
Dislocated Worker Employment And Credential Rate	45.00%	59.93%	Numerator	2,460
			Denominator	4,105
Older Youth Entered Employment	63.00%	72.32%	Numerator	815
			Denominator	1,127
Older Youth Retention	77.00%	82.54%	Numerator	818
			Denominator	991
Older Youth Earnings Change	\$3,150.00	\$3,636.11	Numerator	\$3,305,219.83
			Denominator	909
Older Youth Credential Rate	45.00%	50.22%	Numerator	691
			Denominator	1,376
Younger Youth Retention Rate	51.00%	57.92%	Numerator	1,181
			Denominator	2,039
Younger Youth Diploma or Equivalent Rate	40.00%	48.13%	Numerator	1,194
			Denominator	2,481
Younger Youth Skill Attainment Rate	70.00%	89.48%	Numerator	38,141
			Denominator	42,627
Employer Customer Satisfaction	66.00	72.33	Numerator	
			Denominator	
Participant Customer Satisfaction	68.00	75.40	Numerator	
			Denominator	

## ENTERED EMPLOYMENT RATE

The WIA program in Texas surpassed goals set for Adult, Older Youth, and Dislocated Worker Entered Employment Rates. The actual entered employment rate for adults was 78.31%, more than 7% above the target of 71%. Performance for dislocated workers is more than 9% above the negotiated target for that group. A similar pattern appears in the entered employment rate for older youth with actual performance of 72.32% with a target of 63%. **Figure 7** below presents a comparison of the entered employment rate targets for the

three populations to actual performance for PY 2001.

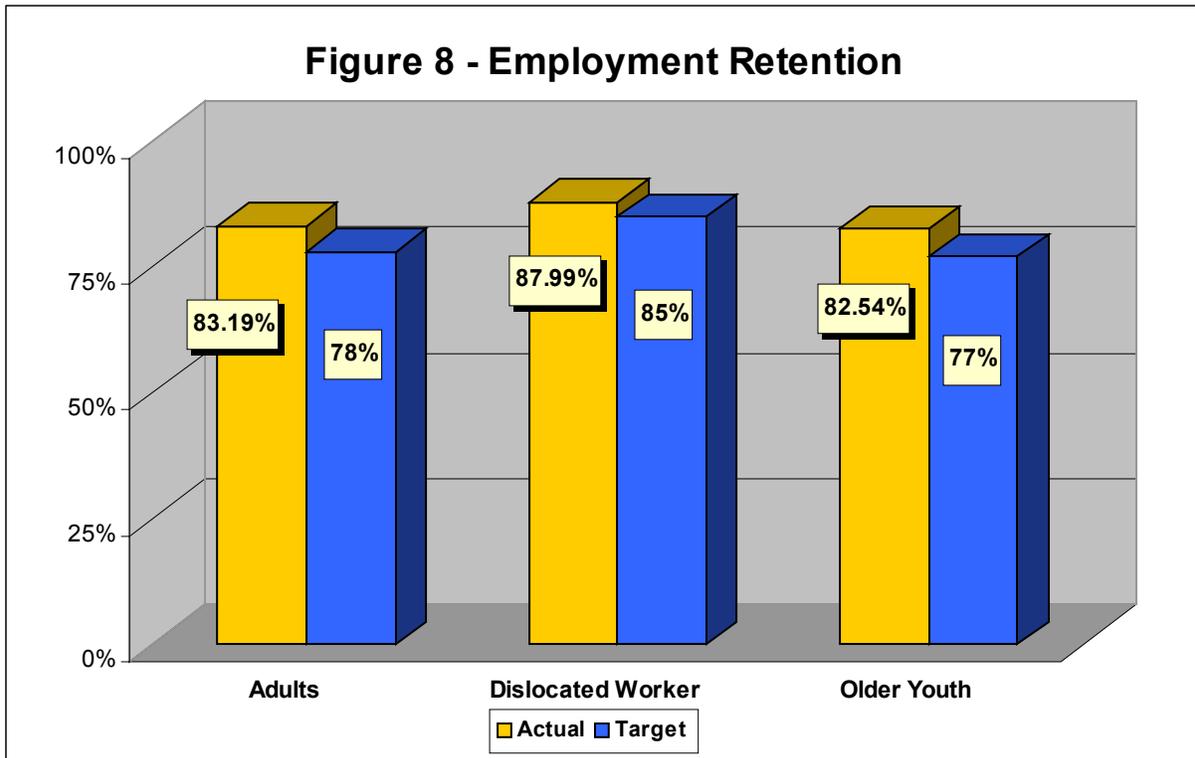
As our performance indicates, Texas demonstrates consistently higher entered employment figures that exceeded our DOL targets. Despite the slowing economy, which was discussed earlier in this report, Texas has continued to place workers in employment. This indicates that workers receiving WIA services are prepared with the skills local employers require.



## RETENTION RATE

In addition to the entered employment rates, the state's WIA program also surpassed the goals set for Adult, Older Youth, and Dislocated Worker Retention Rates. **Figure 8** below, compares the actual performance of the three populations to the DOL negotiated targets. Texas WIA performance

exceeded the retention targets an average of 4.6%. Texas' high retention figures demonstrate that the WIA program is designed to support the needs of employers by reducing the cost of employee turnover and increasing employee longevity.

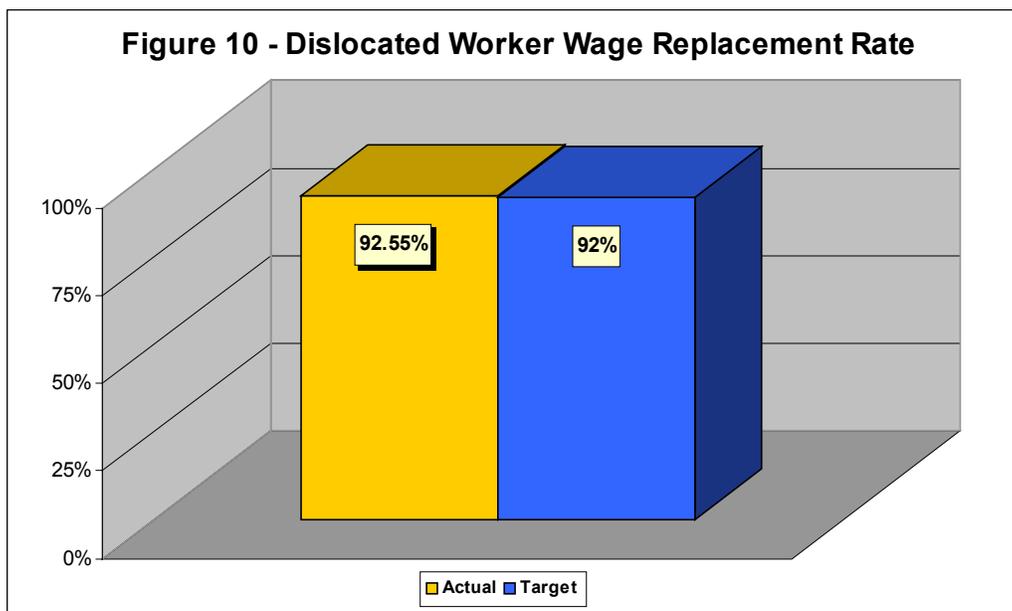
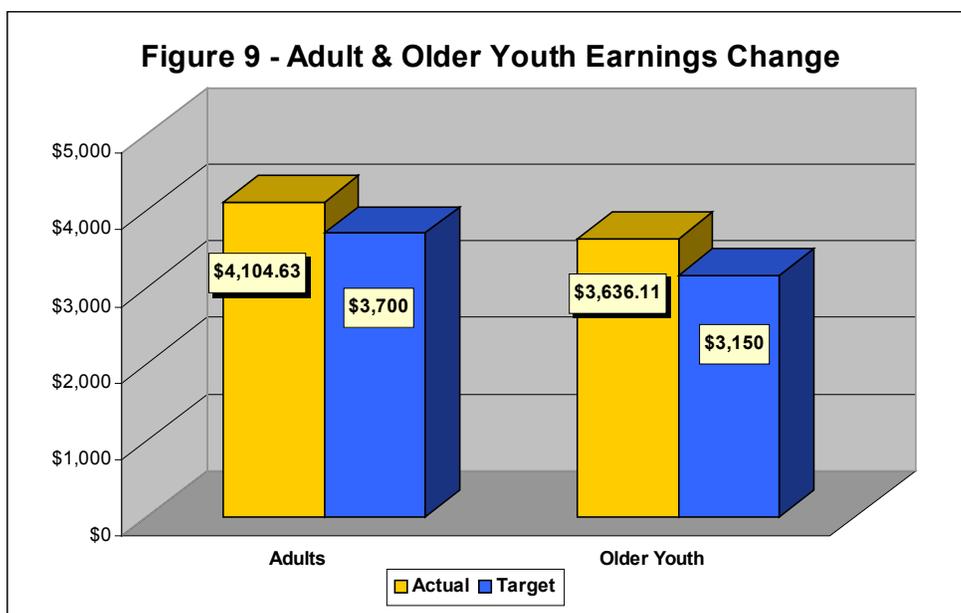


## EARNINGS GAIN AND WAGE REPLACEMENT RATE

Texas' WIA program is currently exceeding the Adult and Youth Earnings Gain targets by 11% and 15.40% respectively. **Figure 9** compares the actual Earnings Gains for these populations to the appropriate targets. Higher earnings by employees indicate that workers are increasing their wages after participating in the WIA program. In addition, these high rates demonstrate the value of WIA trained employees to their employers. In addition to the Earnings Gains, Texas' WIA program

is also exceeding the goals set for the Dislocated Workers Earnings Replacement Rate. **Figure 10** below compares the actual Wage Replacement performance to established DOL targets.

Based on our performance, participants who enter the WIA program in Texas and complete their training are finding employment that pays more than their jobs prior to entering the program.

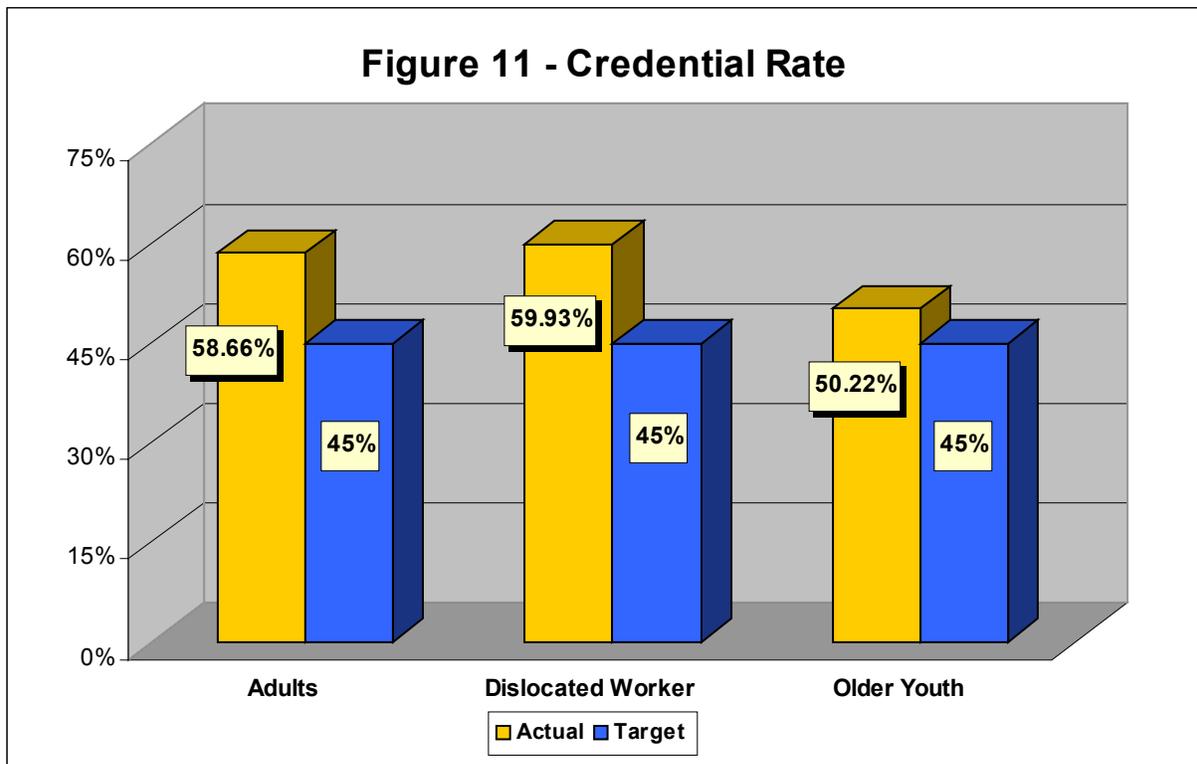


## CREDENTIAL RATE

**Figure 11** below demonstrates Texas' performance on the three credential measures for the three WIA populations. On average, Texas exceeded DOL negotiated targets by 11.3%. More specifically, the credential rate for Dislocated Workers is 59.93%, which is 33.17% above target.

WIA allows local boards to establish credentials for certain jobs to ensure a consistent skill level

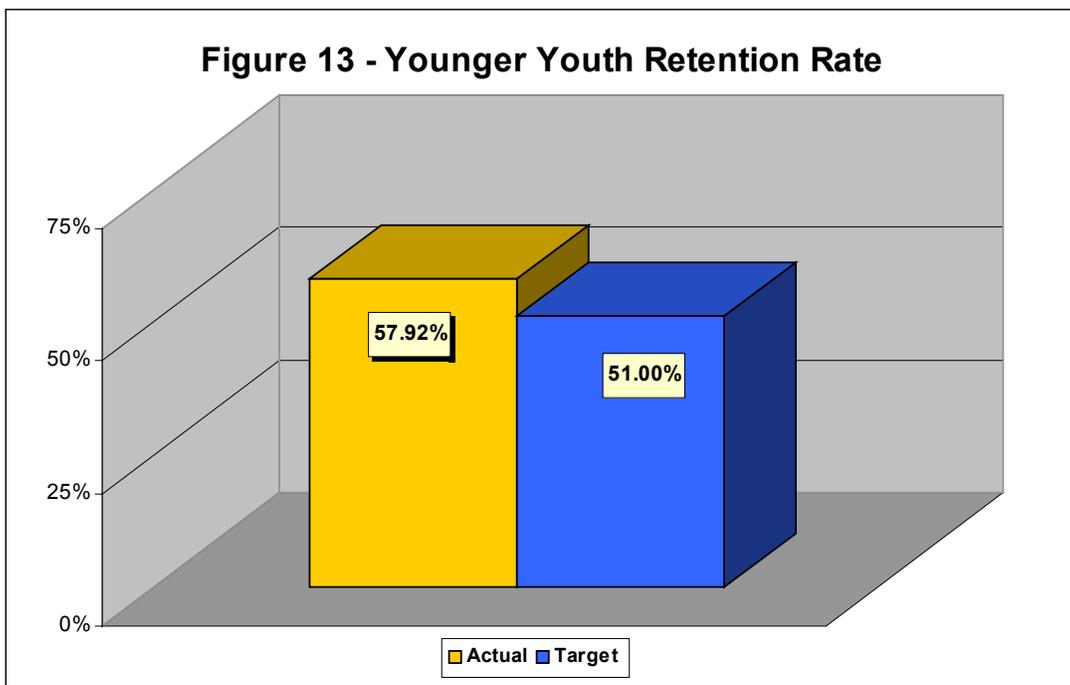
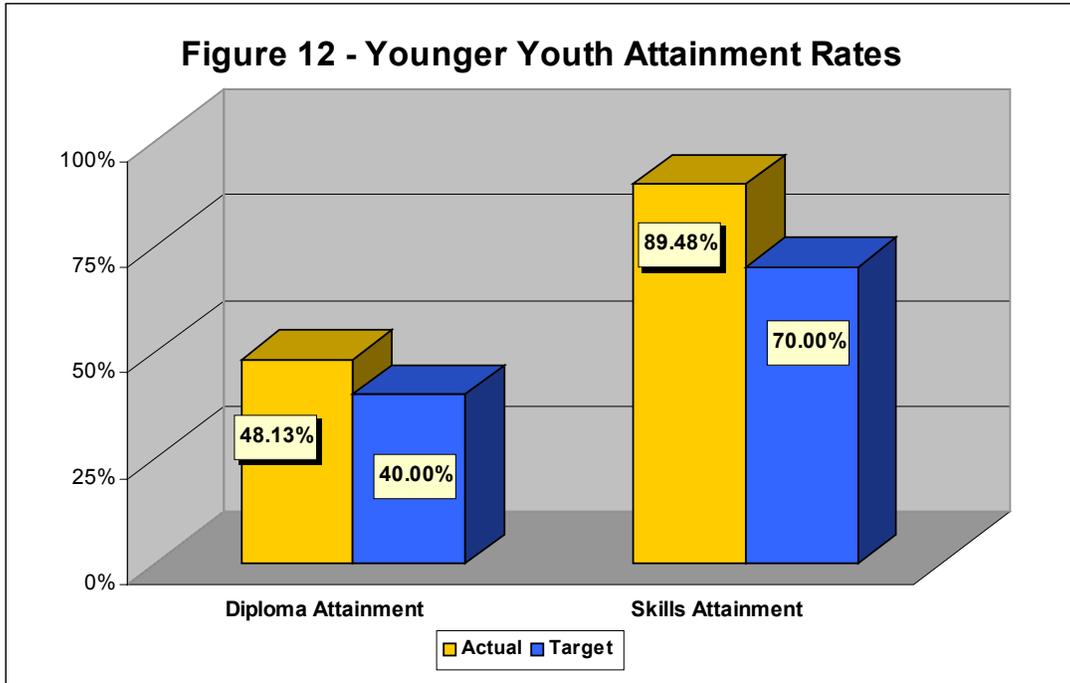
adding valuable assurance to employers hiring workers with these credentials. In turn, these credentials increase the likelihood of workers entering employment, retaining employment, and receiving increased wages. Based on Texas' performance on the employment measures, it is clear that Texas has been successful in assisting participants in obtaining credentials.



## YOUNGER YOUTH ATTAINMENT AND RETENTION RATES

The quality of service provided to the younger youth population in the Texas WIA program is evident in the performance levels for the three measures shown below. **Figure 12** illustrates Texas' performance on the diploma or equivalent attainment rate and the skill attainment rate. Tar-

gets for both where exceeded by 20.3% for the diploma attainment measure and 27.7% for the skill attainment measure. Finally, the target for the younger youth retention rate measure was also exceeded as **Figure 13** demonstrates.



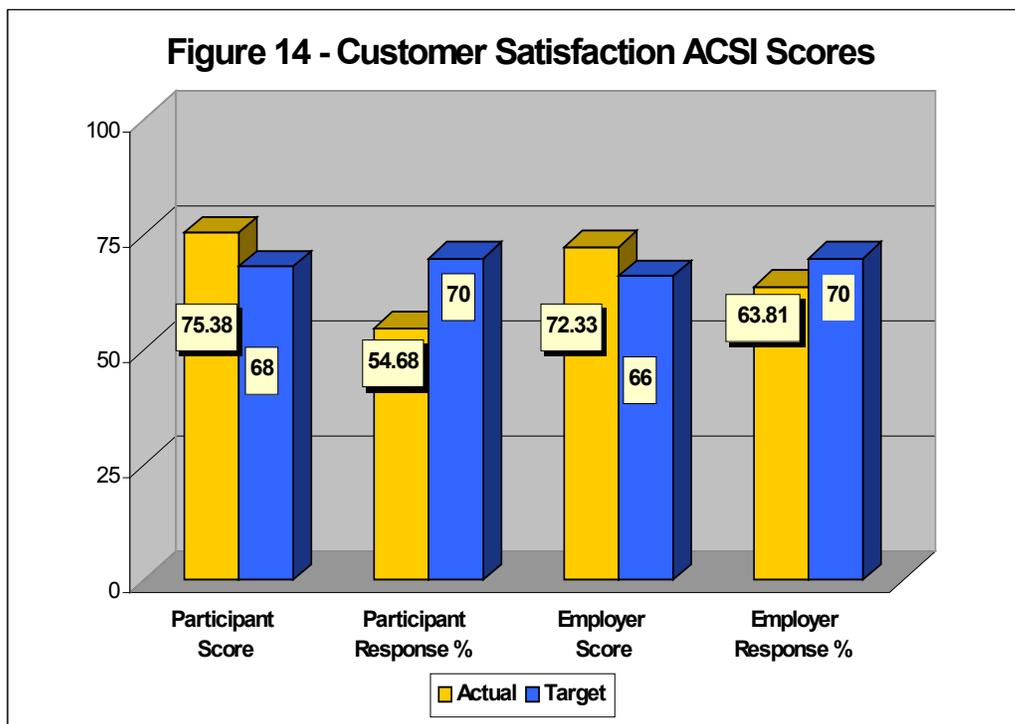
## CUSTOMER SATISFACTION

Problems with the economy effected both employers and participants across the state during PY 2001. In spite of this, Texas workforce centers garnered customer satisfaction scores from both groups that were well above their respective targets for the second year in a row. However, under DOL instructions, states must complete surveys for 70% of the employers and participants they attempt to contact in order for their survey results to be considered valid. Such a high response rate on a telephone survey can be extremely difficult to attain, and TWC has appealed to DOL for a more reasonable approach.

The 70% requirement is problematic in a number of ways. WIA participants change residences and phone numbers more often than the general population. They are simply harder to reach. Calls to bad numbers - those reaching the dead-ends of phone company disconnected messages or fax machines - account for over 15% of participant calls, and they all must be counted against the response rate.

Another influence reducing the response rate is that DOL allows only those surveys with three, one-to-ten responses to be counted as complete, instead of the traditional statistical convention of accepting “Don’t Know” answers in surveys of this sort. This conservative definition of a completed survey would cause a significant enough reduction in the response rate, in and of itself, but its effect is exaggerated because the third of the three required questions is particularly puzzling to many respondents. A one-to-ten answer is required to the following question, *“Now think of the ideal program for people in your circumstances. How well do you think the services you received compare with the ideal set of services?”* Hundreds of respondents each quarter refuse to answer this question because they are unwilling to speculate what the ideal set of services would be.

PY 2001 results for both the ACSI score and the response rate are shown below in **Figure 14**.



## PROGRAM COST

The funding and expenditures data provided in **Table 2** below indicate that the WIA program has been executed effectively in Texas with an overall cost per participant of \$2,335, including local administrative costs.

As shown in **Table 3**, TWC expended more than \$225 million in PY 2001 for the three WIA population groups including administrative costs. The divergence in the period included in the WIA per-

formance year and the WIA program year limits the accuracy of the WIA cost efficiency data.

The section beginning on the next page, "Required Tables A-N," presents the required statewide performance for the 17 core performance indicators for the three major WIA funding streams: adult, older youth, and dislocated workers. Special populations for these funding streams are also addressed.

**TABLE 2**

<b>Cost Effectiveness Analysis</b>	
	<b>Cost/Participant</b>
<b>Overall, All Program Strategies *</b>	<b>\$2,335</b>
Adult Program	\$2,082
Dislocated Worker Program	\$1,577
Youth Program	\$2,619
* Overall Amounts include Local Administration Funds	

**TABLE 3**

<b>Operating Results</b>				
	<b>Available</b>	<b>Expended</b>	<b>Pct.</b>	<b>Balance Remaining</b>
<b>Overall, All Program Strategies*</b>	<b>\$268,549,492</b>	<b>\$225,587,901</b>	<b>84.00%</b>	<b>\$42,961,591</b>
Adult Program Funds	\$80,832,829	\$68,581,207	84.84%	\$12,251,622
Dislocated Worker Program Funds	\$54,237,057	\$45,300,201	83.52%	\$8,936,856
Youth Program Funds	\$105,208,914	\$91,532,133	87.00%	\$13,676,781
* Overall amounts include local administration funds. Figures are for Program Year 2001 allocation as well as amounts carried forward from prior program years				

**REQUIRED TABLES A-N (STATEWIDE PERFORMANCE)**

**Table A - Workforce Investment Act Customer Satisfaction Results**

Customer Satisfaction	Negotiated Performance Level	Actual Performance Level - ACSI	Number of Completed Surveys	Number of Customers Eligible for The Survey	Number of Customers Included in Sample	Response Rate
Program Participants	68	75.40	12,543	32,623	22,940	54.68%
Employers	66	72.33	19,435	36,947	30,457	63.81%

**Table B - Adult Program Results At-A-Glance**

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	71.00%	78.31%	Numerator 6,692
			Denominator 8,545
Employment Retention Rate	78.00%	83.19%	Numerator 7,237
			Denominator 8,699
Earnings Change in Six Months	\$3,700.00	\$4,104.63	Numerator \$34,614,364
			Denominator 8,433
Employment And Credential Rate	45.00%	58.66%	Numerator 4,349
			Denominator 7,414

**Table C - Outcomes for Adult Special Populations**

Reported Information	Public Assistance Recipients Receiving Intensive or Training Services	Veterans	Individuals With Disabilities	Older Individuals				
Entered Employment Rate	77.47%	73.43%	77.39%	62.20%				
					Numerator 1128	Numerator 246	Numerator 219	Numerator 158
					Denominator 1456	Denominator 335	Denominator 283	Denominator 254
Employment Retention Rate	79.76%	81.61%	77.38%	80.32%				
					Numerator 993	Numerator 253	Numerator 195	Numerator 151
					Denominator 1245	Denominator 310	Denominator 252	Denominator 188
Earnings Change in Six Months	\$3,952.29	\$3,954.95	\$4,138.85	\$4,171.83				
					Numerator \$4,790,177.14	Numerator \$1,194,395.04	Numerator \$1,001,601.21	Numerator \$725,898.13
					Denominator 1212	Denominator 302	Denominator 242	Denominator 174
Employment And Credential Rate	48.25%	56.72%	53.59%	49.64%				
					Numerator 552	Numerator 152	Numerator 112	Numerator 68
					Denominator 1144	Denominator 268	Denominator 209	Denominator 137

**Table D - Other Outcome Information for the Adult Program**

Reported Information	Individuals Who Received Training Services		Individuals Who Received Only Core and Intensive Services	
Entered Employment Rate	80.33%	Numerator	74.36%	Numerator
		4546		2146
		Denominator		Denominator
		5659		2886
Employment Retention Rate	83.81%	Numerator	81.77%	Numerator
		5088		2149
		Denominator		Denominator
		6071		2628
Earnings Change in Six Months	\$4,720.61	Numerator	\$2,698.60	Numerator
		\$27,681,659		\$6,932,705
		Denominator		Denominator
		5864		2569

**Table E - Dislocated Worker Program Results At-A-Glance**

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	73.50%	82.64%	Numerator
			7,595
			Denominator
			9,191
Employment Retention Rate	85.00%	87.99%	Numerator
			6,683
			Denominator
			7,595
Earnings Replacement in Six Months	92.00%	92.55%	Numerator
			\$81,827,658
			Denominator
			\$88,417,131
Employment And Credential Rate	45.00%	59.93%	Numerator
			2,460
			Denominator
			4,105

Table F - Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	78.68%	Numerator	85.05%	Numerator	73.12%	Numerator	85.48%	Numerator
		620		165		680		53
		Denominator		Denominator		Denominator		Denominator
		788		194		930		62
Employment Retention Rate	83.39%	Numerator	83.03%	Numerator	83.97%	Numerator	90.57%	Numerator
		517		137		571		48
		Denominator		Denominator		Denominator		Denominator
		620		165		680		53
Earnings Replacement Rate	86.4%	Numerator	93.8%	Numerator	79.4%	Numerator	200.6%	Numerator
		\$7,787,991.06		\$1,520,818.99		\$7,442,901.85		\$389,174.35
		Denominator		Denominator		Denominator		Denominator
		\$9,012,571.88		\$1,621,504.96		\$9,374,322.06		\$194,005.12
Employment And Credential Rate	59.55%	Numerator	56.38%	Numerator	54.75%	Numerator	45.16%	Numerator
		240		53		167		14
		Denominator		Denominator		Denominator		Denominator
		403		94		305		31

Table G - Other Outcome Information for the Dislocated Worker Program

Reported Information	Individuals Who Received Training Services		Individuals Who Received Only Core and Intensive Services	
Entered Employment Rate	84.29%	Numerator	81.30%	Numerator
		3460		4135
		Denominator		Denominator
		4105		5086
Employment Retention Rate	88.52%	Numerator	87.55%	Numerator
		3061		3622
		Denominator		Denominator
		3460		4135
Earnings Replacement Rate	101.19%	Numerator	86.18%	Numerator
		\$37,956,104.46		\$43,871,553.54
		Denominator		Denominator
		\$37,511,305.79		\$50,905,825.21

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	63.00%	72.32%	Numerator 815
			Denominator 1,127
Employment Retention Rate	77.00%	82.54%	Numerator 818
			Denominator 991
Earnings Replacement in Six Months	\$3,150.00	\$3,636.11	Numerator \$3,305,220
			Denominator 909
Credential Rate	45.00%	50.22%	Numerator 691
			Denominator 1,376

Reported Information	Public Assistance Recipients	Veterans		Individuals With Disabilities		Out-of-School Youth	
Entered Employment Rate	72.5%	100.00%	Numerator 124	45.65%	Numerator 21	74.44%	Numerator 629
			Denominator 171		Denominator 46		Denominator 845
Employment Retention Rate	83.80%	50.00%	Numerator 119	76.92%	Numerator 20	82.60%	Numerator 636
			Denominator 142		Denominator 26		Denominator 770
Earnings Change in Six Months	\$3,141.17	\$2,095.45	Numerator \$420,916.70	\$3,850.43	Numerator \$96,260.76	\$3,580.92	Numerator \$2,524,547.49
			Denominator 134		Denominator 25		Denominator 705
Credential rate	47.18%	0.00%	Numerator 92	44.64%	Numerator 25	51.67%	Numerator 540
			Denominator 195		Denominator 56		Denominator 1045

TEXAS WORKFORCE COMMISSION

	Negotiated Performance Level	Actual Performance Level	
Skill Attainment Rate (Count of Goals)	70.00%	89.48%	Numerator 38,141
			Denominator 42,627
Diploma or Equivalent Attainment Rate	40.00%	48.13%	Numerator 1,194
			Denominator 2,481
Retention Rate	51.00%	57.92%	Numerator 1,181
			Denominator 2,039

Reported Information	Public Assistance Recipients		Individuals With Disabilities		Out-of-School Youth	
Skill Attainment Rate	93.12%	Numerator 1894	96.45%	Numerator 1495	88.62%	Numerator 2701
		Denominator 2034		Denominator 1550		Denominator 3048
Diploma or Equivalent Attainment Rate	43.82%	Numerator 110	62.84%	Numerator 115	36.48%	Numerator 363
		Denominator 251		Denominator 183		Denominator 995
Retention rate	53.76%	Numerator 100	53.13%	Numerator 68	61.78%	Numerator 598
		Denominator 186		Denominator 128		Denominator 968

	12 Month Employment Retention Rate		12 Mo. Earnings Change Or Replacement		Placements for Participants in Nontraditional Employment		Wages At Entry Into Employment For Those Individuals Who Entered Unsubsidized Employment		Entry Into Unsubsidized Employment Related to the Training Received of Those Who Completed Training Services	
	Num	Den	Num	Den	Num	Den	Num	Den	Num	Den
Adults	76.52%	5,717	\$ 4,497.62	\$32,207,428.19	1.48%	38	\$ 3,707.60	\$ 23,795,349.03	72.20%	4049
		Den 7,471		Den 7,161		Den 2574		Den 6418		Den 5608
Dislocated Workers	81.09%	5,870	117.11%	\$80,078,573.18	1.75%	55	\$ 5,812.96	\$ 42,702,038.15	70.87%	2374
		Den 7,239		Den \$ 68,378,077.86		Den 3140		Den 7346		Den 3350
Older Youth	75.82%	790	\$ 4,663.60	\$ 4,607,639.29	2.73%	5	\$ 2,512.55	\$ 1,919,586.37	56.02%	200
		Den 1,042		Den 988		Den 183		Den 764		Den 357

**Table M - Participants Levels**

	Total Participants Served	Total Exiters
<b>Adults</b>	32,934	16,020
<b>Dislocated Workers</b>	28,728	12,991
<b>Older Youth</b>	5,731	2,339
<b>Younger Youth</b>	29,215	11,380

**Table N - Cost of Program Activities**

Program Activity		Total Federal Spending
<b>Local Adults</b>		\$ 54,822,744
<b>Local Dislocated Workers</b>		\$ 32,521,257
<b>Local Youth</b>		\$ 66,180,893
<b>Rapid Response (up to 25%)</b> 134 (a) (2) (A)		\$ 7,741,408
<b>Statewide Required Activities (up to 15%)</b> 134 (a) (2) (b)		\$ 535,443
<b>Statewide Allowable Activities</b> 134 (a) (3)	<b>Program Activity Description</b>	
	Other Allowable Activities (<10%)	\$ 192,591
<b>Statewide Subtotal</b>		\$ 728,034
<b>Total of All Federal Spending Listed Above</b>		\$ 161,994,336

**PART 4**  
**TEXAS WORKFORCE**

**LOCAL BOARD PERFORMANCE**  
**THE WORKFORCE INVESTMENT ACT, TITLE 1-B**  
**PROGRAM YEAR 2001**

## LOCAL WORKFORCE BOARD PERFORMANCE

The performance of the twenty-eight local boards is exhibited in **Tables 4 & 5**, below. **Table 4** presents results for the first nine measures, and **Table 5** presents the remaining eight measures. The ta-

bles allow comparison between the boards, and provide evidence of the high level of performance reported by most of the boards.

**TABLE 4**

<b>MEASURES 1-9</b>	<b>Adult Entered Employment Rate</b>	<b>Youth (19 +) Entered Employment Rate</b>	<b>Dislocated Workers Entered Employment Rate</b>	<b>Adult Earnings Gains</b>	<b>Youth (19 +) Earnings Gains</b>	<b>Dislocated Workers Earnings Replacement Rate</b>	<b>Adult Employment Retention Rate</b>	<b>Youth (19 +) Employment Retention Rate</b>	<b>Dislocated Workers Employment Retention Rate</b>
Alamo	78.86%	73.85%	84.27%	\$3,006.02	\$2,750.43	84.87%	82.45%	83.82%	87.88%
Brazos Valley	64.10%	83.33%	79.52%	\$4,359.95	\$4,312.81	117.78%	87.30%	100.00%	92.42%
Cameron County	82.53%	65.71%	79.01%	\$4,149.47	\$7,529.28	82.15%	85.08%	86.67%	88.41%
Capital Area	81.75%	81.82%	86.98%	\$4,649.42	-\$270.71	81.03%	84.03%	55.56%	89.80%
Central Texas	97.06%	93.33%	92.75%	\$7,432.94	\$8,334.27	236.36%	88.68%	90.00%	90.63%
Coastal Bend	80.54%	66.67%	81.33%	\$5,299.81	\$2,722.43	94.38%	86.96%	85.71%	89.80%
Concho Valley	80.43%	84.62%	88.00%	\$4,121.64	\$352.97	91.90%	88.46%	84.62%	92.42%
Dallas	77.99%	71.23%	86.54%	\$3,836.69	\$2,001.40	98.30%	81.16%	81.48%	88.15%
Deep East Texas	88.29%	100.00%	82.76%	\$5,049.19	\$5,174.09	102.27%	87.78%	100.00%	90.28%
East Texas	83.33%	76.47%	77.65%	\$4,475.85	\$4,732.43	107.38%	87.62%	90.48%	83.33%
Golden Crescent	70.97%	50.00%	85.00%	\$7,413.01	\$8,574.18	105.39%	89.47%	66.67%	85.29%
Gulf Coast	78.32%	69.23%	86.10%	\$3,887.73	\$3,392.77	92.08%	82.10%	78.40%	87.30%
Heart Of Texas	73.08%	90.91%	83.48%	\$3,527.26	\$2,273.67	121.64%	83.02%	64.29%	93.75%
Lower Rio Grande Valley	80.30%	73.13%	95.93%	\$4,603.63	\$4,328.64	159.12%	83.61%	86.03%	92.37%
Middle Rio Grande	78.64%	71.79%	79.89%	\$3,624.73	\$3,939.20	105.74%	79.77%	88.89%	82.52%
North Central	84.33%	77.78%	90.99%	\$2,753.34	\$4,520.89	83.82%	84.29%	66.67%	88.21%
North East Texas	75.00%	75.00%	77.44%	\$3,284.20	\$2,819.01	87.54%	78.63%	76.67%	81.66%
North Texas	74.29%	77.27%	84.00%	\$4,671.97	\$1,795.71	116.75%	85.14%	82.35%	92.38%
Panhandle	82.61%	68.75%	78.37%	\$7,617.46	\$8,868.60	110.21%	89.84%	83.33%	95.09%
Permian Basin	82.20%	57.14%	90.23%	\$6,208.29	\$4,183.45	141.67%	83.92%	90.48%	90.83%
Rural Capital	88.71%	75.00%	89.94%	\$3,844.99	\$3,887.60	76.72%	86.44%	80.00%	88.09%
Southeast Texas	90.40%	70.97%	88.60%	\$4,719.71	\$3,336.58	96.37%	83.13%	81.48%	92.35%
South Plains	91.59%	89.47%	89.71%	\$5,089.50	\$3,977.19	85.16%	89.58%	91.30%	90.00%
South Texas	69.70%	68.57%	75.00%	\$3,454.00	\$3,882.93	109.91%	81.90%	87.10%	89.58%
Tarrant County	79.76%	69.44%	81.66%	\$3,628.03	\$958.55	97.07%	84.27%	76.92%	89.47%
Texoma	80.00%	0.00%	93.62%	\$11,896.72	N/A	97.03%	90.91%	N/A	90.91%
Upper Rio Grande	71.45%	75.31%	72.87%	\$3,446.89	\$2,134.99	84.14%	81.96%	76.06%	86.36%
West Central	91.38%	80.00%	72.22%	\$5,502.28	\$2,578.43	126.71%	90.24%	100.00%	100.00%
# Meeting the measure	<b>28</b>	<b>26</b>	<b>28</b>	<b>24</b>	<b>21</b>	<b>25</b>	<b>27</b>	<b>24</b>	<b>28</b>
% Meeting the measure	<b>100.0%</b>	<b>92.9%</b>	<b>100.0%</b>	<b>85.7%</b>	<b>75.0%</b>	<b>89.3%</b>	<b>96.4%</b>	<b>85.7%</b>	<b>100.0%</b>
Texas Performance	<b>78.31%</b>	<b>72.32%</b>	<b>82.64%</b>	<b>\$4,104.63</b>	<b>\$3,636.11</b>	<b>92.55%</b>	<b>83.19%</b>	<b>82.54%</b>	<b>87.99%</b>

The final section of this report, “Tables O,” beginning on the next page, presents individual tables for each of the 28 local boards, detailing their

performance for the 17 WIA core performance measures. In addition to the core measures, the targets for each measure are also provided.

**TABLE 5**

<b>MEASURES 10-17</b>	<b>Adult Employment and Credential Rate</b>	<b>Youth (19+) Credential Rate</b>	<b>Dislocated Worker Employment and Credential Rate</b>	<b>Younger Youth (14-18) Retention Rate</b>	<b>Younger Youth (14-18) Diplomas or Equivalent Attainment Rate</b>	<b>Younger Youth (14-18) Skill Attainment Rate</b>	<b>Participant Customer Satisfaction</b>	<b>Employer Customer Satisfaction</b>
Alamo	59.58%	49.43%	73.40%	55.67%	54.42%	87.51%	72.29	68.93
Brazos Valley	60.00%	83.33%	53.19%	67.86%	76.19%	91.26%	74.66	68.41
Cameron County	60.44%	48.89%	52.55%	57.97%	30.43%	83.44%	81.92	75.06
Capital Area	48.31%	45.45%	48.78%	45.16%	46.34%	79.29%	60.95	69.33
Central Texas	66.07%	71.43%	70.59%	60.42%	72.97%	95.05%	79.20	75.74
Coastal Bend	61.39%	66.67%	62.67%	47.37%	39.74%	93.05%	74.96	69.60
Concho Valley	71.43%	37.50%	72.00%	79.49%	59.52%	94.09%	69.38	71.43
Dallas	63.11%	48.72%	53.21%	65.59%	51.52%	86.24%	74.12	71.38
Deep East Texas	75.00%	58.33%	75.00%	79.17%	92.50%	96.25%	73.97	74.04
East Texas	65.84%	46.15%	64.71%	53.85%	65.85%	87.83%	79.54	71.18
Golden Crescent	56.76%	75.00%	50.00%	58.33%	69.57%	95.82%	72.60	73.74
Gulf Coast	55.01%	49.67%	58.23%	53.73%	58.97%	93.15%	72.24	72.11
Heart Of Texas	66.04%	76.47%	64.10%	75.00%	20.69%	86.07%	72.47	72.92
Lower Rio Grande Valley	67.36%	58.40%	63.72%	64.29%	44.21%	96.00%	80.43	70.49
Middle Rio Grande	53.04%	46.51%	58.46%	53.80%	74.00%	95.84%	81.06	75.35
North Central	73.20%	41.67%	69.61%	63.29%	49.25%	87.56%	69.80	72.81
North East Texas	29.70%	19.51%	64.94%	55.05%	59.74%	99.80%	74.39	75.08
North Texas	59.57%	52.17%	76.64%	55.22%	52.46%	88.39%	80.25	74.29
Panhandle	50.73%	61.54%	34.25%	50.00%	45.83%	76.89%	81.18	75.57
Permian Basin	56.85%	26.47%	42.27%	60.78%	80.00%	95.07%	83.51	73.30
Rural Capital	44.44%	62.50%	61.11%	54.55%	70.37%	95.30%	77.45	75.31
Southeast Texas	65.63%	75.00%	66.36%	74.42%	84.62%	95.50%	81.39	72.14
South Plains	58.91%	44.00%	62.30%	61.29%	68.00%	92.34%	76.08	71.73
South Texas	52.49%	44.19%	64.15%	47.24%	73.13%	81.97%	80.87	74.53
Tarrant County	57.61%	43.24%	63.43%	58.97%	39.58%	86.01%	69.68	73.42
Texoma	68.00%	0.00%	86.36%	68.75%	43.75%	94.43%	72.81	75.37
Upper Rio Grande	58.49%	40.43%	61.18%	61.32%	25.37%	78.40%	70.75	69.60
West Central	75.00%	42.86%	66.67%	44.83%	34.48%	78.11%	82.26	72.86
# Meeting the measure	<b>27</b>	<b>22</b>	<b>27</b>	<b>24</b>	<b>24</b>	<b>28</b>	<b>27</b>	<b>28</b>
% Meeting the measure	<b>96.4%</b>	<b>78.6%</b>	<b>96.4%</b>	<b>85.7%</b>	<b>85.7%</b>	<b>100.0%</b>	<b>96.4%</b>	<b>100.0%</b>
<b>Texas Performance</b>	<b>58.66%</b>	<b>50.22%</b>	<b>59.93%</b>	<b>57.92%</b>	<b>48.13%</b>	<b>89.48%</b>	<b>75.40</b>	<b>72.33</b>

**TEXAS WORKFORCE COMMISSION**

**Table O - Local Performance - Alamo**

Local Area Name	Total Participants Served	Adults	1,218	
		Dislocated Workers	1,256	
Alamo	4,657	Older Youth	328	
		Younger Youth	1,855	
WDA Assigned #	Total Exitors	Adults	996	
		Dislocated Workers	923	
20	3,573	Older Youth	277	
		Younger Youth	1,377	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	72.29	
	Employer	66	68.93	
Entered Employment Rate	Adults	74.22%	78.86%	
	Dislocated Worker	67.04%	84.27%	
	Older Youth	43.01%	73.85%	
Retention Rate	Adults	59.55%	82.45%	
	Dislocated Worker	76.96%	87.88%	
	Older Youth	36.00%	83.82%	
	Younger Youth	51.00%	55.67%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$2,781	\$3,006	
	Dislocated Worker	57.26%	84.87%	
	Older Youth	\$0	\$2,750	
Credential/Diploma Rate	Adults	45.00%	59.58%	
	Dislocated Worker	45.00%	73.40%	
	Older Youth	45.00%	49.43%	
	Younger Youth	40.00%	54.42%	
Skill Attainment Rate	Younger Youth	70.00%	87.51%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Meet	Met	Exceeded
		0	17	17

\* Note - Boards are given a 3% variance in the determination of meeting status.

**TEXAS WORKFORCE COMMISSION**

**Table O - Local Performance - Brazos Valley**

Local Area Name	Total Participants Served	Adults	238	
		Dislocated Workers	188	
Brazos Valley	685	Older Youth	42	
		Younger Youth	217	
WDA Assigned #	Total Exiters	Adults	110	
		Dislocated Workers	92	
16	280	Older Youth	14	
		Younger Youth	64	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	74.66	
	Employer	66	68.41	
Entered Employment Rate	Adults	60.49%	64.10%	
	Dislocated Worker	67.52%	79.52%	
	Older Youth	53.73%	83.33%	
Retention Rate	Adults	54.73%	87.30%	
	Dislocated Worker	84.88%	92.42%	
	Older Youth	56.86%	100.00%	
	Younger Youth	51.00%	67.86%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,517	\$4,360	
	Dislocated Worker	100.00%	117.78%	
	Older Youth	\$1,660	\$4,313	
Credential/Diploma Rate	Adults	45.00%	60.00%	
	Dislocated Worker	45.00%	53.19%	
	Older Youth	45.00%	83.33%	
	Younger Youth	40.00%	76.19%	
Skill Attainment Rate	Younger Youth	70.00%	91.26%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Meet	Met	Exceeded
		0	17	17

\* Note - Boards are given a 3% variance in the determination of meeting status.

**TEXAS WORKFORCE COMMISSION**

**Table O - Local Performance - Cameron County**

Local Area Name	Total Participants Served	Adults	1,146	
		Dislocated Workers	313	
Cameron	3,211	Older Youth	306	
		Younger Youth	1,446	
WDA Assigned #	Total Exiters	Adults	467	
		Dislocated Workers	166	
24	1,394	Older Youth	121	
		Younger Youth	640	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	81.92	
	Employer	66	75.06	
Entered Employment Rate	Adults	74.87%	82.53%	
	Dislocated Worker	78.20%	79.01%	
	Older Youth	54.81%	65.71%	
Retention Rate	Adults	66.11%	85.08%	
	Dislocated Worker	73.06%	88.41%	
	Older Youth	56.81%	86.67%	
	Younger Youth	51.00%	57.97%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,252	\$4,149	
	Dislocated Worker	0.00%	82.15%	
	Older Youth	\$3,336	\$7,529	
Credential/Diploma Rate	Adults	45.00%	60.44%	
	Dislocated Worker	45.00%	52.55%	
	Older Youth	45.00%	48.89%	
	Younger Youth	40.00%	30.43%	
Skill Attainment Rate	Younger Youth	70.00%	83.44%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Meet	Met	Exceeded
		1	16	16

\* Note - Boards are given a 3% variance in the determination of meeting status.

**TEXAS WORKFORCE COMMISSION**

**Table O - Local Performance - Capital Area**

Local Area Name	Total Participants Served	Adults	351	
		Dislocated Workers	618	
Capital Area	1,311	Older Youth	46	
		Younger Youth	296	
WDA Assigned #	Total Exiters	Adults	126	
		Dislocated Workers	254	
14	491	Older Youth	19	
		Younger Youth	92	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	60.95	
	Employer	66	69.33	
Entered Employment Rate	Adults	80.48%	81.75%	
	Dislocated Worker	75.51%	86.98%	
	Older Youth	18.76%	81.82%	
Retention Rate	Adults	62.80%	84.03%	
	Dislocated Worker	87.01%	89.80%	
	Older Youth	79.11%	55.56%	
	Younger Youth	51.00%	45.16%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,154	\$4,649	
	Dislocated Worker	100.00%	81.03%	
	Older Youth	\$6,323	-\$271	
Credential/Diploma Rate	Adults	45.00%	48.31%	
	Dislocated Worker	45.00%	48.78%	
	Older Youth	45.00%	45.45%	
	Younger Youth	40.00%	46.34%	
Skill Attainment Rate	Younger Youth	70.00%	79.29%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Meet	Met	Exceeded
		5	12	12

\* Note - Boards are given a 3% variance in the determination of meeting status.

**TEXAS WORKFORCE COMMISSION**

**Table O - Local Performance - Central Texas**

Local Area Name	Total Participants Served	Adults	178	
		Dislocated Workers	116	
Central Texas	766	Older Youth	56	
		Younger Youth	416	
WDA Assigned #	Total Exiters	Adults	76	
		Dislocated Workers	51	
26	318	Older Youth	25	
		Younger Youth	166	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	79.20	
	Employer	66	75.74	
Entered Employment Rate	Adults	86.35%	97.06%	
	Dislocated Worker	70.69%	92.75%	
	Older Youth	61.40%	93.33%	
Retention Rate	Adults	83.31%	88.68%	
	Dislocated Worker	89.52%	90.63%	
	Older Youth	67.54%	90.00%	
	Younger Youth	51.00%	60.42%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$6,702	\$7,433	
	Dislocated Worker	100.00%	236.36%	
	Older Youth	\$3,441	\$8,334	
Credential/Diploma Rate	Adults	45.00%	66.07%	
	Dislocated Worker	45.00%	70.59%	
	Older Youth	45.00%	71.43%	
	Younger Youth	40.00%	72.97%	
Skill Attainment Rate	Younger Youth	70.00%	95.05%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Meet	Met	Exceeded
		0	17	17

\* Note - Boards are given a 3% variance in the determination of meeting status.

**TEXAS WORKFORCE COMMISSION**

**Table O - Local Performance - Coastal Bend**

Local Area Name	Total Participants Served	Adults	1,304	
		Dislocated Workers	670	
Coastal Bend	3,247	Older Youth	308	
		Younger Youth	965	
WDA Assigned #	Total Exiters	Adults	572	
		Dislocated Workers	390	
22	1,137	Older Youth	59	
		Younger Youth	116	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	74.96	
	Employer	66	69.60	
Entered Employment Rate	Adults	76.95%	80.54%	
	Dislocated Worker	72.23%	81.33%	
	Older Youth	60.61%	66.67%	
Retention Rate	Adults	58.24%	86.96%	
	Dislocated Worker	75.73%	89.80%	
	Older Youth	63.62%	85.71%	
	Younger Youth	51.00%	47.37%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,348	\$5,300	
	Dislocated Worker	97.36%	94.38%	
	Older Youth	\$4,684	\$2,722	
Credential/Diploma Rate	Adults	45.00%	61.39%	
	Dislocated Worker	45.00%	62.67%	
	Older Youth	45.00%	66.67%	
	Younger Youth	40.00%	39.74%	
Skill Attainment Rate	Younger Youth	70.00%	93.05%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Meet	Met	Exceeded
		2	15	13

\* Note - Boards are given a 3% variance in the determination of meeting status.

**TEXAS WORKFORCE COMMISSION**

**Table O - Local Performance - Concho Valley**

Local Area Name	Total Participants Served	Adults	115	
		Dislocated Workers	98	
Concho Valley	408	Older Youth	31	
		Younger Youth	164	
WDA Assigned #	Total Exiters	Adults	65	
		Dislocated Workers	64	
12	197	Older Youth	13	
		Younger Youth	55	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	69.38	
	Employer	66	71.43	
Entered Employment Rate	Adults	65.74%	80.43%	
	Dislocated Worker	63.28%	88.00%	
	Older Youth	31.74%	84.62%	
Retention Rate	Adults	81.01%	88.46%	
	Dislocated Worker	68.48%	92.42%	
	Older Youth	24.55%	84.62%	
	Younger Youth	51.00%	79.49%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$5,905	\$4,122	
	Dislocated Worker	100.00%	91.90%	
	Older Youth	\$4,430	\$353	
Credential/Diploma Rate	Adults	45.00%	71.43%	
	Dislocated Worker	45.00%	72.00%	
	Older Youth	45.00%	37.50%	
	Younger Youth	40.00%	59.52%	
Skill Attainment Rate	Younger Youth	70.00%	94.09%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Meet	Met	Exceeded
		4	13	13

\* Note - Boards are given a 3% variance in the determination of meeting status.

**TEXAS WORKFORCE COMMISSION**

**Table O - Local Performance - Dallas County**

Local Area Name	Total Participants Served	Adults	934	
		Dislocated Workers	1,092	
Dallas County	4,291	Older Youth	314	
		Younger Youth	1,951	
WDA Assigned #	Total Exiters	Adults	556	
		Dislocated Workers	500	
6	2,215	Older Youth	92	
		Younger Youth	1,067	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	74.12	
	Employer	66	71.38	
Entered Employment Rate	Adults	69.39%	77.99%	
	Dislocated Worker	71.60%	86.54%	
	Older Youth	50.12%	71.23%	
Retention Rate	Adults	68.66%	81.16%	
	Dislocated Worker	88.03%	88.15%	
	Older Youth	75.00%	81.48%	
	Younger Youth	51.00%	65.59%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$2,724	\$3,837	
	Dislocated Worker	88.88%	98.30%	
	Older Youth	\$1,183	\$2,001	
Credential/Diploma Rate	Adults	45.00%	63.11%	
	Dislocated Worker	45.00%	53.21%	
	Older Youth	45.00%	48.72%	
	Younger Youth	40.00%	51.52%	
Skill Attainment Rate	Younger Youth	70.00%	86.24%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Meet	Met	Exceeded
		0	17	17

\* Note - Boards are given a 3% variance in the determination of meeting status.

**TEXAS WORKFORCE COMMISSION**

**Table O - Local Performance - Deep East Texas**

Local Area Name	Total Participants Served	Adults	325	
		Dislocated Workers	167	
Deep East Texas	1,232	Older Youth	83	
		Younger Youth	657	
WDA Assigned #	Total Exiters	Adults	193	
		Dislocated Workers	87	
17	383	Older Youth	27	
		Younger Youth	76	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	73.97	
	Employer	66	74.04	
Entered Employment Rate	Adults	76.68%	88.29%	
	Dislocated Worker	78.90%	82.76%	
	Older Youth	73.48%	100.00%	
Retention Rate	Adults	79.46%	87.78%	
	Dislocated Worker	85.82%	90.28%	
	Older Youth	82.07%	100.00%	
	Younger Youth	51.00%	79.17%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$4,734	\$5,049	
	Dislocated Worker	100.00%	102.27%	
	Older Youth	\$3,811	\$5,174	
Credential/Diploma Rate	Adults	45.00%	75.00%	
	Dislocated Worker	45.00%	75.00%	
	Older Youth	45.00%	58.33%	
	Younger Youth	40.00%	92.50%	
Skill Attainment Rate	Younger Youth	70.00%	96.25%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Meet	Met	Exceeded
		0	17	17

\* Note - Boards are given a 3% variance in the determination of meeting status.

**TEXAS WORKFORCE COMMISSION**

**Table O - Local Performance - East Texas**

Local Area Name	Total Participants Served	Adults	838	
		Dislocated Workers	243	
East Texas	1,863	Older Youth	117	
		Younger Youth	665	
WDA Assigned #	Total Exiters	Adults	452	
		Dislocated Workers	125	
8	862	Older Youth	38	
		Younger Youth	247	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	79.54	
	Employer	66	71.18	
Entered Employment Rate	Adults	77.52%	83.33%	
	Dislocated Worker	70.03%	77.65%	
	Older Youth	72.18%	76.47%	
Retention Rate	Adults	80.78%	87.62%	
	Dislocated Worker	76.70%	83.33%	
	Older Youth	83.63%	90.48%	
	Younger Youth	51.00%	53.85%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$4,095	\$4,476	
	Dislocated Worker	100.00%	107.38%	
	Older Youth	\$4,416	\$4,732	
Credential/Diploma Rate	Adults	45.00%	65.84%	
	Dislocated Worker	45.00%	64.71%	
	Older Youth	45.00%	46.15%	
	Younger Youth	40.00%	65.85%	
Skill Attainment Rate	Younger Youth	70.00%	87.83%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Meet	Met	Exceeded
		0	17	17

\* Note - Boards are given a 3% variance in the determination of meeting status.

**TEXAS WORKFORCE COMMISSION**

**Table O - Local Performance - Golden Crescent**

Local Area Name	Total Participants Served	Adults	385	
		Dislocated Workers	280	
Golden Crescent	1,055	Older Youth	33	
		Younger Youth	357	
WDA Assigned #	Total Exiters	Adults	231	
		Dislocated Workers	146	
19	454	Older Youth	12	
		Younger Youth	65	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	72.60	
	Employer	66	73.74	
Entered Employment Rate	Adults	70.40%	70.97%	
	Dislocated Worker	73.30%	85.00%	
	Older Youth	68.20%	50.00%	
Retention Rate	Adults	79.97%	89.47%	
	Dislocated Worker	82.11%	85.29%	
	Older Youth	91.86%	66.67%	
	Younger Youth	51.00%	58.33%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$5,770	\$7,413	
	Dislocated Worker	81.14%	105.39%	
	Older Youth	\$4,571	\$8,574	
Credential/Diploma Rate	Adults	45.00%	56.76%	
	Dislocated Worker	45.00%	50.00%	
	Older Youth	45.00%	75.00%	
	Younger Youth	40.00%	69.57%	
Skill Attainment Rate	Younger Youth	70.00%	95.82%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Meet	Met	Exceeded
		2	15	15

\* Note - Boards are given a 3% variance in the determination of meeting status.

**TEXAS WORKFORCE COMMISSION**

**Table O - Local Performance - Gulf Coast**

Local Area Name	Total Participants Served	Adults	12,098	
		Dislocated Workers	9,601	
Gulf Coast	28,124	Older Youth	1,060	
		Younger Youth	5,365	
WDA Assigned #	Total Exiters	Adults	5,257	
		Dislocated Workers	3,912	
28	11,140	Older Youth	335	
		Younger Youth	1,636	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	72.24	
	Employer	66	72.11	
Entered Employment Rate	Adults	68.63%	78.32%	
	Dislocated Worker	70.86%	86.10%	
	Older Youth	52.92%	69.23%	
Retention Rate	Adults	74.13%	82.10%	
	Dislocated Worker	76.98%	87.30%	
	Older Youth	54.87%	78.40%	
	Younger Youth	51.00%	53.73%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,750	\$3,888	
	Dislocated Worker	89.98%	92.08%	
	Older Youth	\$756	\$3,393	
Credential/Diploma Rate	Adults	45.00%	55.01%	
	Dislocated Worker	45.00%	58.23%	
	Older Youth	45.00%	49.67%	
	Younger Youth	40.00%	58.97%	
Skill Attainment Rate	Younger Youth	70.00%	93.15%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Meet	Met	Exceeded
		0	17	17

\* Note - Boards are given a 3% variance in the determination of meeting status.

**TEXAS WORKFORCE COMMISSION**

**Table O - Local Performance - Heart of Texas**

Local Area Name	Total Participants Served	Adults	271	
		Dislocated Workers	360	
Heart of Texas	883	Older Youth	51	
		Younger Youth	201	
WDA Assigned #	Total Exiters	Adults	127	
		Dislocated Workers	153	
13	379	Older Youth	42	
		Younger Youth	57	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	72.47	
	Employer	66	72.92	
Entered Employment Rate	Adults	61.35%	73.08%	
	Dislocated Worker	71.05%	83.48%	
	Older Youth	69.13%	90.91%	
Retention Rate	Adults	63.30%	83.02%	
	Dislocated Worker	79.81%	93.75%	
	Older Youth	78.44%	64.29%	
	Younger Youth	51.00%	75.00%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,256	\$3,527	
	Dislocated Worker	100.00%	121.64%	
	Older Youth	\$4,701	\$2,274	
Credential/Diploma Rate	Adults	45.00%	66.04%	
	Dislocated Worker	45.00%	64.10%	
	Older Youth	45.00%	76.47%	
	Younger Youth	40.00%	20.69%	
Skill Attainment Rate	Younger Youth	70.00%	86.07%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Meet	Met	Exceeded
		3	14	14

\* Note - Boards are given a 3% variance in the determination of meeting status.

**TEXAS WORKFORCE COMMISSION**

**Table O - Local Performance - Lower Rio Grande Valley**

Local Area Name	Total Participants Served	Adults	2,950	
		Dislocated Workers	898	
Lower Rio Grande	8,665	Older Youth	729	
		Younger Youth	4,088	
WDA Assigned #	Total Exiters	Adults	1,473	
		Dislocated Workers	397	
23	3,910	Older Youth	358	
		Younger Youth	1,682	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	80.43	
	Employer	66	70.49	
Entered Employment Rate	Adults	69.22%	80.30%	
	Dislocated Worker	67.09%	95.93%	
	Older Youth	38.65%	73.13%	
Retention Rate	Adults	59.54%	83.61%	
	Dislocated Worker	70.94%	92.37%	
	Older Youth	26.86%	86.03%	
	Younger Youth	51.00%	64.29%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,079	\$4,604	
	Dislocated Worker	100.00%	159.12%	
	Older Youth	\$2,924	\$4,329	
Credential/Diploma Rate	Adults	45.00%	67.36%	
	Dislocated Worker	45.00%	63.72%	
	Older Youth	45.00%	58.40%	
	Younger Youth	40.00%	44.21%	
Skill Attainment Rate	Younger Youth	70.00%	96.00%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Meet	Met	Exceeded
		0	17	17

\* Note - Boards are given a 3% variance in the determination of meeting status.

TEXAS WORKFORCE COMMISSION

Table O - Local Performance - Middle Rio Grande Valley

Local Area Name	Total Participants Served	Adults	657	
		Dislocated Workers	243	
Middle Rio Grande	2,203	Older Youth	139	
		Younger Youth	1,164	
WDA Assigned #	Total Exiters	Adults	445	
		Dislocated Workers	140	
27	982	Older Youth	70	
		Younger Youth	327	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	81.06	
	Employer	66	75.35	
Entered Employment Rate	Adults	62.88%	78.64%	
	Dislocated Worker	60.00%	79.89%	
	Older Youth	44.54%	71.79%	
Retention Rate	Adults	48.30%	79.77%	
	Dislocated Worker	66.98%	82.52%	
	Older Youth	41.04%	88.89%	
	Younger Youth	51.00%	53.80%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$2,928	\$3,625	
	Dislocated Worker	100.00%	105.74%	
	Older Youth	\$2,508	\$3,939	
Credential/Diploma Rate	Adults	45.00%	53.04%	
	Dislocated Worker	45.00%	58.46%	
	Older Youth	45.00%	46.51%	
	Younger Youth	40.00%	74.00%	
Skill Attainment Rate	Younger Youth	70.00%	95.84%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Meet	Met	Exceeded
		0	17	17

\* Note - Boards are given a 3% variance in the determination of meeting status.

**TEXAS WORKFORCE COMMISSION**

**Table O - Local Performance - North Central Texas**

Local Area Name	Total Participants Served	Adults	316	
		Dislocated Workers	682	
North Central	1,594	Older Youth	106	
		Younger Youth	490	
WDA Assigned #	Total Exiters	Adults	204	
		Dislocated Workers	316	
4	728	Older Youth	51	
		Younger Youth	157	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	69.80	
	Employer	66	72.81	
Entered Employment Rate	Adults	72.24%	84.33%	
	Dislocated Worker	73.59%	90.99%	
	Older Youth	72.92%	77.78%	
Retention Rate	Adults	81.98%	84.29%	
	Dislocated Worker	79.26%	88.21%	
	Older Youth	66.83%	66.67%	
	Younger Youth	51.00%	63.29%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,700	\$2,753	
	Dislocated Worker	43.30%	83.82%	
	Older Youth	\$3,890	\$4,521	
Credential/Diploma Rate	Adults	45.00%	73.20%	
	Dislocated Worker	45.00%	69.61%	
	Older Youth	45.00%	41.67%	
	Younger Youth	40.00%	49.25%	
Skill Attainment Rate	Younger Youth	70.00%	87.56%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Meet	Met	Exceeded
		2	15	14

\* Note - Boards are given a 3% variance in the determination of meeting status.

**TEXAS WORKFORCE COMMISSION**

**Table O - Local Performance - North East Texas**

Local Area Name	Total Participants Served	Adults	1,100	
		Dislocated Workers	1,698	
North East Texas	3,571	Older Youth	118	
		Younger Youth	655	
WDA Assigned #	Total Exiters	Adults	665	
		Dislocated Workers	987	
7	1,943	Older Youth	57	
		Younger Youth	234	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	74.39	
	Employer	66	75.08	
Entered Employment Rate	Adults	57.97%	75.00%	
	Dislocated Worker	62.71%	77.44%	
	Older Youth	47.72%	75.00%	
Retention Rate	Adults	88.19%	78.63%	
	Dislocated Worker	67.11%	81.66%	
	Older Youth	43.69%	76.67%	
	Younger Youth	51.00%	55.05%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$2,424	\$3,284	
	Dislocated Worker	95.29%	87.54%	
	Older Youth	\$2,926	\$2,819	
Credential/Diploma Rate	Adults	45.00%	29.70%	
	Dislocated Worker	45.00%	64.94%	
	Older Youth	45.00%	19.51%	
	Younger Youth	40.00%	59.74%	
Skill Attainment Rate	Younger Youth	70.00%	99.80%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Meet	Met	Exceeded
		5	12	12

\* Note - Boards are given a 3% variance in the determination of meeting status.

**TEXAS WORKFORCE COMMISSION**

**Table O - Local Performance - North Texas**

Local Area Name	Total Participants Served	Adults	242	
		Dislocated Workers	255	
North Texas	801	Older Youth	77	
		Younger Youth	227	
WDA Assigned #	Total Exiters	Adults	105	
		Dislocated Workers	89	
3	399	Older Youth	49	
		Younger Youth	156	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	80.25	
	Employer	66	74.29	
Entered Employment Rate	Adults	71.64%	74.29%	
	Dislocated Worker	64.97%	84.00%	
	Older Youth	57.11%	77.27%	
Retention Rate	Adults	78.68%	85.14%	
	Dislocated Worker	86.73%	92.38%	
	Older Youth	51.64%	82.35%	
	Younger Youth	51.00%	55.22%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$4,051	\$4,672	
	Dislocated Worker	100.00%	116.75%	
	Older Youth	\$0	\$1,796	
Credential/Diploma Rate	Adults	45.00%	59.57%	
	Dislocated Worker	45.00%	76.64%	
	Older Youth	45.00%	52.17%	
	Younger Youth	40.00%	52.46%	
Skill Attainment Rate	Younger Youth	70.00%	88.39%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Meet	Met	Exceeded
		0	17	17

\* Note - Boards are given a 3% variance in the determination of meeting status.

**TEXAS WORKFORCE COMMISSION**

**Table O - Local Performance - Panhandle**

Local Area Name	Total Participants Served	Adults	312	
		Dislocated Workers	191	
Panhandle	861	Older Youth	153	
		Younger Youth	205	
WDA Assigned #	Total Exiters	Adults	164	
		Dislocated Workers	127	
1	389	Older Youth	45	
		Younger Youth	53	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	81.18	
	Employer	66	75.57	
Entered Employment Rate	Adults	77.28%	82.61%	
	Dislocated Worker	78.88%	78.37%	
	Older Youth	61.94%	68.75%	
Retention Rate	Adults	78.83%	89.84%	
	Dislocated Worker	82.48%	95.09%	
	Older Youth	88.36%	83.33%	
	Younger Youth	51.00%	50.00%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$4,701	\$7,617	
	Dislocated Worker	100.00%	110.21%	
	Older Youth	\$3,873	\$8,869	
Credential/Diploma Rate	Adults	45.00%	50.73%	
	Dislocated Worker	45.00%	34.25%	
	Older Youth	45.00%	61.54%	
	Younger Youth	40.00%	45.83%	
Skill Attainment Rate	Younger Youth	70.00%	76.89%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Meet	Met	Exceeded
		2	15	13

\* Note - Boards are given a 3% variance in the determination of meeting status.

TEXAS WORKFORCE COMMISSION

Table O - Local Performance - Permian Basin

Local Area Name	Total Participants Served	Adults	464	
		Dislocated Workers	412	
Permian Basin	1,465	Older Youth	95	
		Younger Youth	494	
WDA Assigned #	Total Exiters	Adults	234	
		Dislocated Workers	161	
11	524	Older Youth	29	
		Younger Youth	100	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	83.51	
	Employer	66	73.30	
Entered Employment Rate	Adults	70.88%	82.20%	
	Dislocated Worker	76.06%	90.23%	
	Older Youth	42.04%	57.14%	
Retention Rate	Adults	74.87%	83.92%	
	Dislocated Worker	72.41%	90.83%	
	Older Youth	26.59%	90.48%	
	Younger Youth	51.00%	60.78%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$5,667	\$6,208	
	Dislocated Worker	100.00%	141.67%	
	Older Youth	\$3,478	\$4,183	
Credential/Diploma Rate	Adults	45.00%	56.85%	
	Dislocated Worker	45.00%	42.27%	
	Older Youth	45.00%	26.47%	
	Younger Youth	40.00%	80.00%	
Skill Attainment Rate	Younger Youth	70.00%	95.07%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Meet	Met	Exceeded
		1	16	15

\* Note - Boards are given a 3% variance in the determination of meeting status.

TEXAS WORKFORCE COMMISSION

Table O - Local Performance - Rural Capital

Local Area Name	Total Participants Served	Adults	148	
		Dislocated Workers	386	
Rural Capital	756	Older Youth	48	
		Younger Youth	174	
WDA Assigned #	Total Exiters	Adults	64	
		Dislocated Workers	224	
15	349	Older Youth	16	
		Younger Youth	45	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	77.45	
	Employer	66	75.31	
Entered Employment Rate	Adults	77.50%	88.71%	
	Dislocated Worker	77.02%	89.94%	
	Older Youth	75.94%	75.00%	
Retention Rate	Adults	68.48%	86.44%	
	Dislocated Worker	80.96%	88.09%	
	Older Youth	82.19%	80.00%	
	Younger Youth	51.00%	54.55%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,630	\$3,845	
	Dislocated Worker	14.11%	76.72%	
	Older Youth	\$2,489	\$3,888	
Credential/Diploma Rate	Adults	45.00%	44.44%	
	Dislocated Worker	45.00%	61.11%	
	Older Youth	45.00%	62.50%	
	Younger Youth	40.00%	70.37%	
Skill Attainment Rate	Younger Youth	70.00%	95.30%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Meet	Met	Exceeded
		0	17	14

\* Note - Boards are given a 3% variance in the determination of meeting status.

**TEXAS WORKFORCE COMMISSION**

**Table O - Local Performance - Southeast Texas**

Local Area Name	Total Participants Served	Adults	520	
		Dislocated Workers	421	
South East Texas	2,017	Older Youth	107	
		Younger Youth	969	
WDA Assigned #	Total Exiters	Adults	256	
		Dislocated Workers	227	
18	1,095	Older Youth	64	
		Younger Youth	548	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	81.39	
	Employer	66	72.14	
Entered Employment Rate	Adults	71.85%	90.40%	
	Dislocated Worker	66.78%	88.60%	
	Older Youth	42.01%	70.97%	
Retention Rate	Adults	73.78%	83.13%	
	Dislocated Worker	88.14%	92.35%	
	Older Youth	43.45%	81.48%	
	Younger Youth	51.00%	74.42%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$4,739	\$4,720	
	Dislocated Worker	84.83%	96.37%	
	Older Youth	\$3,359	\$3,337	
Credential/Diploma Rate	Adults	45.00%	65.63%	
	Dislocated Worker	45.00%	66.36%	
	Older Youth	45.00%	75.00%	
	Younger Youth	40.00%	84.62%	
Skill Attainment Rate	Younger Youth	70.00%	95.50%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Meet	Met	Exceeded
		0	17	15

\* Note - Boards are given a 3% variance in the determination of meeting status.

TEXAS WORKFORCE COMMISSION

Table O - Local Performance - South Plains

Local Area Name	Total Participants Served	Adults	308	
		Dislocated Workers	565	
South Plains	1,309	Older Youth	56	
		Younger Youth	380	
WDA Assigned #	Total Exiters	Adults	146	
		Dislocated Workers	318	
2	559	Older Youth	23	
		Younger Youth	72	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	76.08	
	Employer	66	71.73	
Entered Employment Rate	Adults	78.90%	91.59%	
	Dislocated Worker	71.84%	89.71%	
	Older Youth	71.68%	89.47%	
Retention Rate	Adults	71.78%	89.58%	
	Dislocated Worker	86.85%	90.00%	
	Older Youth	64.12%	91.30%	
	Younger Youth	51.00%	61.29%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$4,431	\$5,090	
	Dislocated Worker	57.56%	85.16%	
	Older Youth	\$2,642	\$3,977	
Credential/Diploma Rate	Adults	45.00%	58.91%	
	Dislocated Worker	45.00%	62.30%	
	Older Youth	45.00%	44.00%	
	Younger Youth	40.00%	68.00%	
Skill Attainment Rate	Younger Youth	70.00%	92.34%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Meet	Met	Exceeded
		0	17	16

\* Note - Boards are given a 3% variance in the determination of meeting status.

**TEXAS WORKFORCE COMMISSION**

**Table O - Local Performance - South Texas**

Local Area Name	Total Participants Served	Adults	1,576	
		Dislocated Workers	204	
South Texas	3,490	Older Youth	165	
		Younger Youth	1,545	
WDA Assigned #	Total Exiters	Adults	964	
		Dislocated Workers	135	
21	1,970	Older Youth	72	
		Younger Youth	799	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	80.87	
	Employer	66	74.53	
Entered Employment Rate	Adults	61.19%	69.70%	
	Dislocated Worker	58.53%	75.00%	
	Older Youth	47.15%	68.57%	
Retention Rate	Adults	58.98%	81.90%	
	Dislocated Worker	74.31%	89.58%	
	Older Youth	51.28%	87.10%	
	Younger Youth	51.00%	47.24%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,310	\$3,454	
	Dislocated Worker	100.00%	109.91%	
	Older Youth	\$0	\$3,883	
Credential/Diploma Rate	Adults	45.00%	52.49%	
	Dislocated Worker	45.00%	64.15%	
	Older Youth	45.00%	44.19%	
	Younger Youth	40.00%	73.13%	
Skill Attainment Rate	Younger Youth	70.00%	81.97%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Meet	Met	Exceeded
		1	16	15

\* Note - Boards are given a 3% variance in the determination of meeting status.

**TEXAS WORKFORCE COMMISSION**

**Table O - Local Performance - Tarrant County**

Local Area Name	Total Participants Served	Adults	2,682	
		Dislocated Workers	3,322	
Tarrant County	6,798	Older Youth	133	
		Younger Youth	661	
WDA Assigned #	Total Exiters	Adults	658	
		Dislocated Workers	596	
5	1,614	Older Youth	69	
		Younger Youth	291	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	69.68	
	Employer	66	73.42	
Entered Employment Rate	Adults	74.82%	79.76%	
	Dislocated Worker	69.65%	81.66%	
	Older Youth	47.17%	69.44%	
Retention Rate	Adults	76.62%	84.27%	
	Dislocated Worker	83.24%	89.47%	
	Older Youth	37.44%	76.92%	
	Younger Youth	51.00%	58.97%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,506	\$3,628	
	Dislocated Worker	73.59%	97.07%	
	Older Youth	\$4,111	\$959	
Credential/Diploma Rate	Adults	45.00%	57.61%	
	Dislocated Worker	45.00%	63.43%	
	Older Youth	45.00%	43.24%	
	Younger Youth	40.00%	39.58%	
Skill Attainment Rate	Younger Youth	70.00%	86.01%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Meet	Met	Exceeded
		1	16	14

\* Note - Boards are given a 3% variance in the determination of meeting status.

TEXAS WORKFORCE COMMISSION

Table O - Local Performance - Texoma

Local Area Name	Total Participants Served	Adults	94	
Texoma	506	Dislocated Workers	283	
		Older Youth	20	
		Younger Youth	109	
		WDA Assigned #	Total Exiters	Adults
25	215	Dislocated Workers	130	
		Older Youth	4	
		Younger Youth	35	
				Negotiated Performance Level
Customer Satisfaction	Program Participants	68	72.81	
	Employer	66	75.37	
Entered Employment Rate	Adults	79.29%	80.00%	
	Dislocated Worker	75.75%	93.62%	
	Older Youth	68.51%	0.00%	
Retention Rate	Adults	80.60%	90.91%	
	Dislocated Worker	88.08%	90.91%	
	Older Youth **	37.37%	N/A	
	Younger Youth	51.00%	68.75%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,600	\$11,897	
	Dislocated Worker	100.00%	97.03%	
	Older Youth **	\$825	N/A	
Credential/Diploma Rate	Adults	45.00%	68.00%	
	Dislocated Worker	45.00%	86.36%	
	Older Youth	45.00%	0.00%	
	Younger Youth	40.00%	43.75%	
Skill Attainment Rate	Younger Youth	70.00%	94.43%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Meet	Met	Exceeded
		2	13	13

\* Note - Boards are given a 3% variance in the determination of meeting status.

\*\* Note - There were no participants for these measures. Therefore, they are not counted in the meeting/not meeting calculations

**TEXAS WORKFORCE COMMISSION**

**Table O - Local Performance - Upper Rio Grande Valley**

Local Area Name	Total Participants Served	Adults	2,019	
		Dislocated Workers	4,093	
Upper Rio Grande	10,290	Older Youth	963	
		Younger Youth	3,215	
WDA Assigned #	Total Exiters	Adults	1,285	
		Dislocated Workers	2,237	
10	4,999	Older Youth	341	
		Younger Youth	1,136	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	70.75	
	Employer	66	69.60	
Entered Employment Rate	Adults	62.71%	71.45%	
	Dislocated Worker	57.84%	72.87%	
	Older Youth	38.68%	75.31%	
Retention Rate	Adults	67.77%	81.96%	
	Dislocated Worker	76.05%	86.36%	
	Older Youth	32.10%	76.06%	
	Younger Youth	51.00%	61.32%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$2,654	\$3,447	
	Dislocated Worker	20.63%	84.14%	
	Older Youth	\$896	\$2,135	
Credential/Diploma Rate	Adults	45.00%	58.49%	
	Dislocated Worker	45.00%	61.18%	
	Older Youth	45.00%	40.43%	
	Younger Youth	40.00%	25.37%	
Skill Attainment Rate	Younger Youth	70.00%	78.40%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Meet	Met	Exceeded
		2	15	15

\* Note - Boards are given a 3% variance in the determination of meeting status.

**TEXAS WORKFORCE COMMISSION**

**Table O - Local Performance - West Central**

Table O - Local Performance - West Central			
<b>Local Area Name</b>	<b>Total Participants Served</b>	<b>Adults</b>	172
		<b>Dislocated Workers</b>	98
West Central	621	<b>Older Youth</b>	49
		<b>Younger Youth</b>	302
<b>WDA Assigned #</b>	<b>Total Exiters</b>	<b>Adults</b>	93
		<b>Dislocated Workers</b>	47
9	244	<b>Older Youth</b>	17
		<b>Younger Youth</b>	87
		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>
<b>Customer Satisfaction</b>	<b>Program Participants</b>	68	82.26
	<b>Employer</b>	66	72.86
<b>Entered Employment Rate</b>	<b>Adults</b>	75.44%	91.38%
	<b>Dislocated Worker</b>	72.33%	72.22%
	<b>Older Youth</b>	47.94%	80.00%
<b>Retention Rate</b>	<b>Adults</b>	87.23%	90.24%
	<b>Dislocated Worker</b>	79.34%	100.00%
	<b>Older Youth</b>	72.18%	100.00%
	<b>Younger Youth</b>	51.00%	44.83%
<b>Earnings Change/Earnings Replacement in Six Months</b>	<b>Adults</b>	\$5,594	\$5,502
	<b>Dislocated Worker</b>	100.00%	126.71%
	<b>Older Youth</b>	\$1,448	\$2,578
<b>Credential/Diploma Rate</b>	<b>Adults</b>	45.00%	75.00%
	<b>Dislocated Worker</b>	45.00%	66.67%
	<b>Older Youth</b>	45.00%	42.86%
	<b>Younger Youth</b>	40.00%	34.48%
<b>Skill Attainment Rate</b>	<b>Younger Youth</b>	70.00%	78.11%
<b>Description of Other State Indicators of Performance</b>			
<b>Overall Status of Local Performance</b>		<b>Not Meet</b>	<b>Met</b>
		2	15
		<b>Exceeded</b>	12

\* Note - Boards are given a 3% variance in the determination of meeting status.

## WIA Annual Report Data

State Name: TX

Program Year: 2001

**Table A: Workforce Investment Act Customer Satisfaction Results**

Customer Satisfaction	Negotiated Performance Level	Actual Performance - Level - American Customer Satisfaction Index	Number of Surveys Completed	Number of Customers Eligible for the Survey	Number of Customers Included in the Sample	Response Rate
Participants	68	75.4	12,543	32,623	18,026	69.6
Employers	66	72.3	19,435	36,947	27,330	71.1

**Table B: Adult Program Results At-A-Glan**

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	71	78.3	6,692
			8,545
Employment Retention Rate	78	83.2	7,237
			8,699
Earnings Change in Six Month	3,700	4,105	34,614,364
			8,433
Employment and Credential Rate	45	58.7	4,349
			7,414

**Table C: Outcomes for Adult Special Populations**

Reported Information	Public Assistance Recipients Receiving Intensive or Training Services		Veterans		Individuals With Disabilities		Older Individuals	
Entered Employment Rate	77.5	1,128	73.4	246	77.4	219	62.2	158
		1,456		335		283		254
Employment Retention Rate	79.8	993	81.6	253	77.4	195	80.3	151
		1,245		310		252		188
Earnings Change in Six Months	3,952	4,790,177	3,955	1,194,395	4,139	1,001,601	4,172	725,898
		1,212		302		242		174
Employment and Credential Rate	48.3	552	56.7	152	53.6	112	49.6	68
		1,144		54		209		137

**Table D: Other Outcome Information for the Adult Program**

Reported Information	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services	
Entered Employment Rate	80.3	4,546	74.4	2,146
		5,659		2,886
Employment Retention Rate	83.8	5,088	81.8	2,149
		6,071		2,628
Earnings Change in Six Months	4,721	27,681,659	2,699	6,932,705
		5,864		2,569

**Table E: Dislocated Worker Program Results At-A-Glance**

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	73.5	82.6	7,595
			9,191
Employment Retention Rate	85	88	6,683
			7,595
Earnings Replacement in Six Months	92	92.5	81,827,658
			88,417,131
Employment and Credential Rate	45	59.9	2,460
			4,105

**Table F: Outcomes for Dislocated Worker Special Populations**

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	78.7	620	85.1	165	73.1	680	85.5	53
		788		194		930		62
Employment Retention Rate	83.4	517	83	137	84	571	90.6	48
		620		165		680		53
Earnings Replacement Rate	86.4	7,787,991	93.8	1,520,819	79.4	7,442,902	200.6	389,174
		9,012,572		1,621,505		9,374,322		194,005
Employment And Credential Rate	59.6	240	56.4	53	54.8	167	45.2	14
		403		94		305		31

**Table G: Other Outcome Information for the Dislocated Worker Program**

Reported Information	Individuals Who Received Training Services		Individuals Who Received Core and Intensive Services	
	Entered Employment Rate	84.3	3,460	81.3
4,105			5,086	
Employment Retention Rate	88.5	3,061	87.6	3,622
		3,460		4,135
Earnings Replacement Rate	101.2	37,956,104	86.2	43,871,554
		37,511,306		50,905,825

**Table H: Older Youth Results At-A-Glance**

	Negotiated Performance Level	Actual Performance Level	
		Entered Employment Rate	63
Employment Retention Rate	77	82.5	818 991
Earnings Change in Six Months	3,150	3,636	3,305,220 909
Credential Rate	45	50.2	691 1,376

**Table I: Outcomes for Older Youth Special Populations**

Reported Information	Public Assistance Recipients		Veterans		Individuals With Disabilities		Out-of-School Youth	
	Entered Employment Rate	72.5	124 171	100	2 2	45.7	21 46	74.4
Employment Retention Rate	83.8	119 142	50	1 2	76.9	20 26	82.6	636 770
Earnings Change in Six Months	3,141	420,917 134	2,096	4,191 2	3,850	96,261 25	3,581	2,524,547 705
Credential Rate	47.2	92 195	0	0 3	44.6	25 56	51.7	540 1,045

**Table J: Younger Youth Results At-A-Glance**

	Negotiated Performance Level	Actual Performance Level	
		Skill Attainment Rate	70
Diploma or Equivalent Attainment Rate	40	48.1	1,194 2,481
Retention Rate	51	57.9	1,181 2,039

**Table K: Outcomes for Younger Youth Special Populations**

Reported Information	Public Assistance Recipients		Individuals Disabilities		Out-of-School Youth	
Skill Attainment Rate	93.1	1,894	96.5	1,495	88.6	2,701
		2,034		1,550		3,048
Diploma or Equivalent Attainment Rate	43.8	110	62.8	115	36.5	363
		251		183		995
Retention Rate	53.8	100	53.1	68	61.8	598
		186		128		968

**Table L: Other Reported Information**

	12 Month Employment Retention Rate		12 Mo. Earnings Change (Adults and Older Youth) or 12 Mo. Earnings Replacement (Dislocated Workers)		Placements for Participants in Nontraditional Employment		Wages At Entry Into Employment For Those Individuals Who Entered Employment Unsubsidized Employment		Entry Into Unsubsidized Employment Related to the Training Received of Those Who Completed Training Services	
Adults	76.5	5,717	4,498	32,207,428	1.5	38	3,708	23,795,349	72.2	4,049
		7,471		7,161		2,574		6,418		5,608
Dislocated Workers	81.1	5,870	117.1	80,078,573	1.8	55	5,813	42,702,038	70.9	2,374
		7,239		68,378,078		3,140		7,346		3,350
Older Youth	75.8	790	4,664	4,607,639	2.7	5	2,513	1,919,586		
		1,042		988		183		764		

**Table M: Participation Levels**

	<b>Total Participants Served</b>	<b>Total Exiters</b>
<b>Adults</b>	<b>32,934</b>	<b>16,020</b>
<b>Dislocated Workers</b>	<b>28,728</b>	<b>12,991</b>
<b>Older Youth</b>	<b>5,731</b>	<b>2,339</b>
<b>Younger Youth</b>	<b>29,215</b>	<b>11,380</b>

**Table N: Cost of Program Activities**

<b>Program Activity</b>		<b>Total Federal Spending</b>
<b>Local Adults</b>		<b>\$54,822,744.00</b>
<b>Local Dislocated Workers</b>		<b>\$32,521,257.00</b>
<b>Local Youth</b>		<b>\$66,180,893.00</b>
<b>Rapid Response</b> (up to 25%) 134 (a) (2) (A)		<b>\$7,741,408.00</b>
<b>Statewide Required Activities</b> (up to 25%) 134 (a) (2) (B)		<b>\$535,443.00</b>
<b>Statewide Allowable Activities</b> 134 (a) (3)	Other Allowable Activities (<10%)	<b>\$192,591.00</b>
	NA	<b>\$0.00</b>
<b>Total of All Federal Spending Listed Above</b>		<b>\$161,994,336.00</b>

# WIA Annual Report Data

State Name: TX

Program Year: 2001

**Table O: Summary of Participants**

Local Area Name: ALAMO WFDB	Total Participants Served	Adults	1,218
		Dislocated Workers	1,256
		Older Youth	328
		Younger Youth	1,855
	Total Exiters	Adults	996
		Dislocated Workers	923
		Older Youth	277
		Younger Youth	1,377

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	75	
	Employers	66	68	
Entered Employment Rate	Adults	74	79	
	Dislocated Workers	67	84	
	Older Youth	43	74	
Retention Rate	Adults	60	82	
	Dislocated Workers	77	88	
	Older Youth	36	84	
	Younger Youth	51	56	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	2,781	3,006	
	Dislocated Workers	57	85	
	Older Youth (\$)	0	2,750	
Credential / Diploma Rate	Adults	45	60	
	Dislocated Workers	45	73	
	Older Youth	45	49	
	Younger Youth	40	54	
Skill Attainment Rate	Younger Youth	70	88	
Description of Other State Indicators of Performance				
		0	0	
		0	0	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	17	17

# WIA Annual Report Data

State Name: TX

Program Year: 2001

**Table O: Summary of Participants**

<b>Local Area Name:</b> Alamo Workforce Development Inc.	<b>Total Participants Served</b>	Adults	1,218
		Dislocated Workers	1,256
		Older Youth	328
		Younger Youth	1,855
	<b>Total Exiters</b>	Adults	996
		Dislocated Workers	923
		Older Youth	277
		Younger Youth	1,377

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	72.3	
	Employers	66	68.9	
Entered Employment Rate	Adults	74.2	78.9	
	Dislocated Workers	67	84.3	
	Older Youth	43	73.8	
Retention Rate	Adults	59.6	82.4	
	Dislocated Workers	77	87.9	
	Older Youth	36	83.8	
	Younger Youth	51	55.7	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	2,781	3,006	
	Dislocated Workers	57.3	84.9	
	Older Youth (\$)	0	2,750	
Credential / Diploma Rate	Adults	45	59.6	
	Dislocated Workers	45	73.4	
	Older Youth	45	49.4	
	Younger Youth	40	54.4	
Skill Attainment Rate	Younger Youth	70	87.5	
<b>Description of Other State Indicators of Performance</b>				
NA		0	0	
NA		0	0	
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
		0	17	17

# WIA Annual Report Data

State Name: TX

Program Year: 2001

**Table O: Summary of Participants**

<b>Local Area Name:</b> Brazos Valley Workforce Development Board	<b>Total Participants Served</b>	Adults	238
		Dislocated Workers	188
		Older Youth	42
		Younger Youth	217
	<b>Total Exiters</b>	Adults	110
		Dislocated Workers	92
		Older Youth	14
		Younger Youth	64

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	74.7	
	Employers	66	68.4	
Entered Employment Rate	Adults	60.5	64.1	
	Dislocated Workers	67.5	79.5	
	Older Youth	53.7	83.3	
Retention Rate	Adults	54.7	87.3	
	Dislocated Workers	84.9	92.4	
	Older Youth	56.9	100	
	Younger Youth	51	67.9	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,517	4,360	
	Dislocated Workers	100	117.8	
	Older Youth (\$)	1,660	4,313	
Credential / Diploma Rate	Adults	45	60	
	Dislocated Workers	45	53.2	
	Older Youth	45	83.3	
	Younger Youth	40	76.2	
Skill Attainment Rate	Younger Youth	70	91.3	
Description of Other State Indicators of Performance				
NA		0	0	
NA		0	0	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	17	17

# WIA Annual Report Data

State Name: TX

Program Year: 2001

**Table O: Summary of Participants**

<b>Local Area Name:</b> Cameron County Workforce Development Board	<b>Total Participants                  Served</b>	Adults	1,146
		Dislocated Workers	313
		Older Youth	306
		Younger Youth	1,446
	<b>Total Exiters</b>	Adults	467
		Dislocated Workers	166
		Older Youth	121
		Younger Youth	640

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	81.9	
	Employers	66	75.1	
Entered Employment Rate	Adults	74.9	82.5	
	Dislocated Workers	78.2	79	
	Older Youth	54.8	65.7	
Retention Rate	Adults	66.1	85.1	
	Dislocated Workers	73.1	88.4	
	Older Youth	56.8	86.7	
	Younger Youth	51	58	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,252	4,149	
	Dislocated Workers	0	82.2	
	Older Youth (\$)	3,336	7,529	
Credential / Diploma Rate	Adults	45	60.4	
	Dislocated Workers	45	52.5	
	Older Youth	45	48.9	
	Younger Youth	40	30.4	
Skill Attainment Rate	Younger Youth	70	83.4	
Description of Other State Indicators of Performance				
NA		0	0	
NA		0	0	
Overall Status of Local Performance		Not Met	Met	Exceeded
		1	16	16

# WIA Annual Report Data

State Name: TX

Program Year: 2001

**Table O: Summary of Participants**

<b>Local Area Name:</b> Capital Area Workforce Development Board Area	<b>Total Participants Served</b>	Adults	351
		Dislocated Workers	618
		Older Youth	46
		Younger Youth	296
	<b>Total Exiters</b>	Adults	126
		Dislocated Workers	254
		Older Youth	19
		Younger Youth	92

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	60.9	
	Employers	66	69.3	
Entered Employment Rate	Adults	80.5	81.8	
	Dislocated Workers	75.5	87	
	Older Youth	18.8	81.8	
Retention Rate	Adults	62.8	84	
	Dislocated Workers	87	89.8	
	Older Youth	79.1	55.6	
	Younger Youth	51	45.2	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,154	4,649	
	Dislocated Workers	100	81	
	Older Youth (\$)	6,323	-271	
Credential / Diploma Rate	Adults	45	48.3	
	Dislocated Workers	45	48.8	
	Older Youth	45	45.5	
	Younger Youth	40	46.3	
Skill Attainment Rate	Younger Youth	70	79.3	
Description of Other State Indicators of Performance				
NA		0	0	
NA		0	0	
Overall Status of Local Performance		Not Met	Met	Exceeded
		5	12	12

# WIA Annual Report Data

State Name: TX

Program Year: 2001

**Table O: Summary of Participants**

<b>Local Area Name:</b> Central Texas Workforce Development Board	<b>Total Participants Served</b>	Adults	178
		Dislocated Workers	116
		Older Youth	56
		Younger Youth	416
	<b>Total Exiters</b>	Adults	76
		Dislocated Workers	51
		Older Youth	25
		Younger Youth	166

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	79.2	
	Employers	66	75.7	
Entered Employment Rate	Adults	86.4	97.1	
	Dislocated Workers	70.7	92.8	
	Older Youth	61.4	93.3	
Retention Rate	Adults	83.3	88.7	
	Dislocated Workers	89.5	90.6	
	Older Youth	67.5	90	
	Younger Youth	51	60.4	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	6,702	7,433	
	Dislocated Workers	100	236.4	
	Older Youth (\$)	3,441	8,334	
Credential / Diploma Rate	Adults	45	66.1	
	Dislocated Workers	45	70.6	
	Older Youth	45	71.4	
	Younger Youth	40	73	
Skill Attainment Rate	Younger Youth	70	95	
<b>Description of Other State Indicators of Performance</b>				
NA		0	0	
NA		0	0	
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
		0	17	17

# WIA Annual Report Data

State Name: TX

Program Year: 2001

**Table O: Summary of Participants**

<b>Local Area Name:</b> Coastal Bend Workforce Development Board	<b>Total Participants Served</b>	Adults	1,304
		Dislocated Workers	670
		Older Youth	308
		Younger Youth	965
	<b>Total Exiters</b>	Adults	572
		Dislocated Workers	390
		Older Youth	59
		Younger Youth	116

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	75	
	Employers	66	69.6	
Entered Employment Rate	Adults	77	80.5	
	Dislocated Workers	72.2	81.3	
	Older Youth	60.6	66.7	
Retention Rate	Adults	58.2	87	
	Dislocated Workers	75.7	89.8	
	Older Youth	63.6	85.7	
	Younger Youth	51	47.4	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,348	5,300	
	Dislocated Workers	97.4	94.4	
	Older Youth (\$)	4,684	2,722	
Credential / Diploma Rate	Adults	45	61.4	
	Dislocated Workers	45	62.7	
	Older Youth	45	66.7	
	Younger Youth	40	39.7	
Skill Attainment Rate	Younger Youth	70	93	
Description of Other State Indicators of Performance				
NA		0	0	
NA		0	0	
Overall Status of Local Performance		Not Met	Met	Exceeded
		2	15	13

# WIA Annual Report Data

State Name: TX

Program Year: 2001

**Table O: Summary of Participants**

<b>Local Area Name:</b> Concho Valley Workforce Development Board	<b>Total Participants Served</b>	Adults	115
		Dislocated Workers	98
		Older Youth	31
		Younger Youth	164
	<b>Total Exiters</b>	Adults	65
		Dislocated Workers	64
		Older Youth	13
		Younger Youth	55

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	69.4	
	Employers	66	71.4	
Entered Employment Rate	Adults	65.7	80.4	
	Dislocated Workers	63.3	88	
	Older Youth	31.7	84.6	
Retention Rate	Adults	81	88.5	
	Dislocated Workers	68.5	92.4	
	Older Youth	24.6	84.6	
	Younger Youth	51	79.5	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	5,905	4,122	
	Dislocated Workers	100	91.9	
	Older Youth (\$)	4,430	353	
Credential / Diploma Rate	Adults	45	71.4	
	Dislocated Workers	45	72	
	Older Youth	45	37.5	
	Younger Youth	40	59.5	
Skill Attainment Rate	Younger Youth	70	94.1	
Description of Other State Indicators of Performance				
NA		0	0	
NA		0	0	
Overall Status of Local Performance		Not Met	Met	Exceeded
		4	13	13

# WIA Annual Report Data

State Name: TX

Program Year: 2001

**Table O: Summary of Participants**

<b>Local Area Name:</b> Dallas-WorkSource for Dallas County	<b>Total Participants Served</b>	Adults	934
		Dislocated Workers	1,092
		Older Youth	314
		Younger Youth	1,951
	<b>Total Exiters</b>	Adults	556
		Dislocated Workers	500
		Older Youth	92
		Younger Youth	1,067

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	74.1	
	Employers	66	71.4	
Entered Employment Rate	Adults	69.4	78	
	Dislocated Workers	71.6	86.5	
	Older Youth	50.1	71.2	
Retention Rate	Adults	68.7	81.2	
	Dislocated Workers	88	88.1	
	Older Youth	75	81.5	
	Younger Youth	51	65.6	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	2,724	3,837	
	Dislocated Workers	88.9	98.3	
	Older Youth (\$)	1,183	2,001	
Credential / Diploma Rate	Adults	45	63.1	
	Dislocated Workers	45	53.2	
	Older Youth	45	48.7	
	Younger Youth	40	51.5	
Skill Attainment Rate	Younger Youth	70	86.2	
Description of Other State Indicators of Performance				
NA		0	0	
NA		0	0	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	17	17

# WIA Annual Report Data

State Name: TX

Program Year: 2001

**Table O: Summary of Participants**

<b>Local Area Name:</b> Deep East Texas Workforce Development Board	<b>Total Participants                  Served</b>	Adults	325
		Dislocated Workers	167
		Older Youth	83
		Younger Youth	657
	<b>Total Exiters</b>	Adults	193
		Dislocated Workers	87
		Older Youth	27
		Younger Youth	76

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	74	
	Employers	66	74	
Entered Employment Rate	Adults	76.7	88.3	
	Dislocated Workers	78.9	82.8	
	Older Youth	73.5	100	
Retention Rate	Adults	79.5	87.8	
	Dislocated Workers	85.8	90.3	
	Older Youth	82.1	100	
	Younger Youth	51	79.2	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	4,734	5,049	
	Dislocated Workers	100	102.3	
	Older Youth (\$)	3,811	5,174	
Credential / Diploma Rate	Adults	45	75	
	Dislocated Workers	45	75	
	Older Youth	45	58.3	
	Younger Youth	40	92.5	
Skill Attainment Rate	Younger Youth	70	96.3	
Description of Other State Indicators of Performance				
NA		0	0	
NA		0	0	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	17	17

# WIA Annual Report Data

State Name: TX

Program Year: 2001

**Table O: Summary of Participants**

<b>Local Area Name:</b> East Texas Workforce Development Board	<b>Total Participants Served</b>	Adults	838
		Dislocated Workers	243
		Older Youth	117
		Younger Youth	665
	<b>Total Exiters</b>	Adults	452
		Dislocated Workers	125
		Older Youth	38
		Younger Youth	247

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	79.5	
	Employers	66	71.2	
Entered Employment Rate	Adults	77.5	83.3	
	Dislocated Workers	70	77.6	
	Older Youth	72.2	76.5	
Retention Rate	Adults	80.8	87.6	
	Dislocated Workers	76.7	83.3	
	Older Youth	83.6	90.5	
	Younger Youth	51	53.8	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	4,095	4,476	
	Dislocated Workers	100	107.4	
	Older Youth (\$)	4,416	4,732	
Credential / Diploma Rate	Adults	45	65.8	
	Dislocated Workers	45	64.7	
	Older Youth	45	46.2	
	Younger Youth	40	65.9	
Skill Attainment Rate	Younger Youth	70	87.8	
Description of Other State Indicators of Performance				
NA		0	0	
NA		0	0	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	17	17

# WIA Annual Report Data

State Name: TX

Program Year: 2001

**Table O: Summary of Participants**

<b>Local Area Name:</b> Golden Crescent Workforce Development Board	<b>Total Participants                  Served</b>	Adults	385
		Dislocated Workers	280
		Older Youth	33
		Younger Youth	357
	<b>Total Exiters</b>	Adults	231
		Dislocated Workers	146
		Older Youth	12
		Younger Youth	65

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	72.6	
	Employers	66	73.7	
Entered Employment Rate	Adults	70.4	71	
	Dislocated Workers	73.3	85	
	Older Youth	68.2	50	
Retention Rate	Adults	80	89.5	
	Dislocated Workers	82.1	85.3	
	Older Youth	91.9	66.7	
	Younger Youth	51	58.3	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	5,770	7,413	
	Dislocated Workers	81.1	105.4	
	Older Youth (\$)	4,571	8,574	
Credential / Diploma Rate	Adults	45	56.8	
	Dislocated Workers	45	50	
	Older Youth	45	75	
	Younger Youth	40	69.6	
Skill Attainment Rate	Younger Youth	70	95.8	
Description of Other State Indicators of Performance				
NA		0	0	
NA		0	0	
Overall Status of Local Performance		<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
		2	15	15

# WIA Annual Report Data

State Name: TX

Program Year: 2001

**Table O: Summary of Participants**

<b>Local Area Name:</b> The WorkSource-Gulf Coast Workforce Board	<b>Total Participants Served</b>	Adults	12,098
		Dislocated Workers	9,601
		Older Youth	1,060
		Younger Youth	5,365
	<b>Total Exiters</b>	Adults	5,257
		Dislocated Workers	3,912
		Older Youth	335
		Younger Youth	1,636

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	72.2	
	Employers	66	72.1	
Entered Employment Rate	Adults	68.6	78.3	
	Dislocated Workers	70.9	86.1	
	Older Youth	52.9	69.2	
Retention Rate	Adults	74.1	82.1	
	Dislocated Workers	77	87.3	
	Older Youth	54.9	78.4	
	Younger Youth	51	53.7	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,750	3,888	
	Dislocated Workers	90	92.1	
	Older Youth (\$)	756	3,393	
Credential / Diploma Rate	Adults	45	55	
	Dislocated Workers	45	58.2	
	Older Youth	45	49.7	
	Younger Youth	40	59	
Skill Attainment Rate	Younger Youth	70	93.2	
Description of Other State Indicators of Performance				
NA		0	0	
NA		0	0	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	17	17

# WIA Annual Report Data

State Name: TX

Program Year: 2001

**Table O: Summary of Participants**

<b>Local Area Name:</b> Heart of Texas Workforce Development Board	<b>Total Participants Served</b>	Adults	271
		Dislocated Workers	360
		Older Youth	51
		Younger Youth	201
	<b>Total Exiters</b>	Adults	127
		Dislocated Workers	153
		Older Youth	42
		Younger Youth	57

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	72.5	
	Employers	66	72.9	
Entered Employment Rate	Adults	61.4	73.1	
	Dislocated Workers	71.1	83.5	
	Older Youth	69.1	90.9	
Retention Rate	Adults	63.3	83	
	Dislocated Workers	79.8	93.8	
	Older Youth	78.4	64.3	
	Younger Youth	51	75	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,256	3,527	
	Dislocated Workers	100	121.6	
	Older Youth (\$)	4,701	2,274	
Credential / Diploma Rate	Adults	45	66	
	Dislocated Workers	45	64.1	
	Older Youth	45	76.5	
	Younger Youth	40	20.7	
Skill Attainment Rate	Younger Youth	70	86.1	
Description of Other State Indicators of Performance				
NA		0	0	
NA		0	0	
Overall Status of Local Performance		Not Met	Met	Exceeded
		3	14	14

# WIA Annual Report Data

State Name: TX

Program Year: 2001

**Table O: Summary of Participants**

<b>Local Area Name:</b> Lower Rio Grande Valley Workforce Development Board	<b>Total Participants                  Served</b>	Adults	2,950
		Dislocated Workers	898
		Older Youth	729
		Younger Youth	4,088
	<b>Total Exiters</b>	Adults	1,473
		Dislocated Workers	397
		Older Youth	358
		Younger Youth	1,682

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	80.4	
	Employers	66	70.5	
Entered Employment Rate	Adults	69.2	80.3	
	Dislocated Workers	67.1	95.9	
	Older Youth	38.7	73.1	
Retention Rate	Adults	59.5	83.6	
	Dislocated Workers	70.9	92.4	
	Older Youth	26.9	86	
	Younger Youth	51	64.3	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,079	4,604	
	Dislocated Workers	100	159.1	
	Older Youth (\$)	2,924	4,329	
Credential / Diploma Rate	Adults	45	67.4	
	Dislocated Workers	45	63.7	
	Older Youth	45	58.4	
	Younger Youth	40	44.2	
Skill Attainment Rate	Younger Youth	70	96	
Description of Other State Indicators of Performance				
NA		0	0	
NA		0	0	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	17	17

# WIA Annual Report Data

State Name: TX

Program Year: 2001

**Table O: Summary of Participants**

<b>Local Area Name:</b> Middle Rio Grande Workforce Development Board	<b>Total Participants                  Served</b>	Adults	657
		Dislocated Workers	243
		Older Youth	139
		Younger Youth	1,164
	<b>Total Exiters</b>	Adults	445
		Dislocated Workers	140
		Older Youth	70
		Younger Youth	327

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	81.1	
	Employers	66	75.4	
Entered Employment Rate	Adults	62.9	78.6	
	Dislocated Workers	60	79.9	
	Older Youth	44.5	71.8	
Retention Rate	Adults	48.3	79.8	
	Dislocated Workers	67	82.5	
	Older Youth	41	88.9	
	Younger Youth	51	53.8	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	2,928	3,625	
	Dislocated Workers	100	105.7	
	Older Youth (\$)	2,508	3,939	
Credential / Diploma Rate	Adults	45	53	
	Dislocated Workers	45	58.5	
	Older Youth	45	46.5	
	Younger Youth	40	74	
Skill Attainment Rate	Younger Youth	70	95.8	
<b>Description of Other State Indicators of Performance</b>				
NA		0	0	
NA		0	0	
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
		0	17	17

# WIA Annual Report Data

State Name: TX

Program Year: 2001

**Table O: Summary of Participants**

<b>Local Area Name:</b> North Central Texas Workforce Development Board	<b>Total Participants                  Served</b>	Adults	316
		Dislocated Workers	682
		Older Youth	106
		Younger Youth	490
	<b>Total Exiters</b>	Adults	204
		Dislocated Workers	316
		Older Youth	51
		Younger Youth	157

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	69.8	
	Employers	66	72.8	
Entered Employment Rate	Adults	72.2	84.3	
	Dislocated Workers	73.6	91	
	Older Youth	72.9	77.8	
Retention Rate	Adults	82	84.3	
	Dislocated Workers	79.3	88.2	
	Older Youth	66.8	66.7	
	Younger Youth	51	63.3	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,700	2,753	
	Dislocated Workers	43.3	83.8	
	Older Youth (\$)	3,890	4,521	
Credential / Diploma Rate	Adults	45	73.2	
	Dislocated Workers	45	69.6	
	Older Youth	45	41.7	
	Younger Youth	40	49.3	
Skill Attainment Rate	Younger Youth	70	87.6	
<b>Description of Other State Indicators of Performance</b>				
NA		0	0	
NA		0	0	
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
		2	15	14

# WIA Annual Report Data

State Name: TX

Program Year: 2001

**Table O: Summary of Participants**

<b>Local Area Name:</b> North East Texas Workforce Development Board	<b>Total Participants                  Served</b>	Adults	1,100
		Dislocated Workers	1,698
		Older Youth	118
		Younger Youth	655
	<b>Total Exiters</b>	Adults	665
		Dislocated Workers	987
		Older Youth	57
		Younger Youth	234

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	68	74.4
	Employers	66	75.1
Entered Employment Rate	Adults	58	75
	Dislocated Workers	62.7	77.4
	Older Youth	47.7	75
Retention Rate	Adults	88.2	78.6
	Dislocated Workers	67.1	81.7
	Older Youth	43.7	76.7
	Younger Youth	51	55
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	2,424	3,284
	Dislocated Workers	95.3	87.5
	Older Youth (\$)	2,926	2,819
Credential / Diploma Rate	Adults	45	29.7
	Dislocated Workers	45	64.9
	Older Youth	45	19.5
	Younger Youth	40	59.7
Skill Attainment Rate	Younger Youth	70	99.8
<b>Description of Other State Indicators of Performance</b>			
NA		0	0
NA		0	0
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>
		5	12
		<b>Exceeded</b>	12

# WIA Annual Report Data

State Name: TX

Program Year: 2001

**Table O: Summary of Participants**

<b>Local Area Name:</b> North Texas Workforce Development Board	<b>Total Participants Served</b>	Adults	242
		Dislocated Workers	255
		Older Youth	77
		Younger Youth	227
	<b>Total Exiters</b>	Adults	105
		Dislocated Workers	89
		Older Youth	49
		Younger Youth	156

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	80.2	
	Employers	66	74.3	
Entered Employment Rate	Adults	71.6	74.3	
	Dislocated Workers	65	84	
	Older Youth	57.1	77.3	
Retention Rate	Adults	78.7	85.1	
	Dislocated Workers	86.7	92.4	
	Older Youth	51.6	82.4	
	Younger Youth	51	55.2	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	4,051	4,672	
	Dislocated Workers	100	116.7	
	Older Youth (\$)	0	1,796	
Credential / Diploma Rate	Adults	45	59.6	
	Dislocated Workers	45	76.6	
	Older Youth	45	52.2	
	Younger Youth	40	52.5	
Skill Attainment Rate	Younger Youth	70	88.4	
<b>Description of Other State Indicators of Performance</b>				
NA		0	0	
NA		0	0	
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
		0	17	17

# WIA Annual Report Data

State Name: TX

Program Year: 2001

**Table O: Summary of Participants**

<b>Local Area Name:</b> Panhandle Workforce Development Board	<b>Total Participants Served</b>	Adults	312
		Dislocated Workers	191
		Older Youth	153
		Younger Youth	205
	<b>Total Exiters</b>	Adults	164
		Dislocated Workers	127
		Older Youth	45
		Younger Youth	53

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	81.2	
	Employers	66	75.6	
Entered Employment Rate	Adults	77.3	82.6	
	Dislocated Workers	78.9	78.4	
	Older Youth	61.9	68.8	
Retention Rate	Adults	78.8	89.8	
	Dislocated Workers	82.5	95.1	
	Older Youth	88.4	83.3	
	Younger Youth	51	50	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	4,701	7,617	
	Dislocated Workers	100	110.2	
	Older Youth (\$)	3,873	8,869	
Credential / Diploma Rate	Adults	45	50.7	
	Dislocated Workers	45	34.3	
	Older Youth	45	61.5	
	Younger Youth	40	45.8	
Skill Attainment Rate	Younger Youth	70	76.9	
Description of Other State Indicators of Performance				
NA		0	0	
NA		0	0	
Overall Status of Local Performance		Not Met	Met	Exceeded
		2	15	13

# WIA Annual Report Data

State Name: TX

Program Year: 2001

**Table O: Summary of Participants**

<b>Local Area Name:</b> Permian Basin Workforce Development Board	<b>Total Participants Served</b>	Adults	464
		Dislocated Workers	412
		Older Youth	95
		Younger Youth	494
	<b>Total Exiters</b>	Adults	234
		Dislocated Workers	161
		Older Youth	29
		Younger Youth	100

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	83.5	
	Employers	66	73.3	
Entered Employment Rate	Adults	70.9	82.2	
	Dislocated Workers	76.1	90.2	
	Older Youth	42	57.1	
Retention Rate	Adults	74.9	83.9	
	Dislocated Workers	72.4	90.8	
	Older Youth	26.6	90.5	
	Younger Youth	51	60.8	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	5,667	6,208	
	Dislocated Workers	100	141.7	
	Older Youth (\$)	3,478	4,183	
Credential / Diploma Rate	Adults	45	56.8	
	Dislocated Workers	45	42.3	
	Older Youth	45	26.5	
	Younger Youth	40	80	
Skill Attainment Rate	Younger Youth	70	95.1	
Description of Other State Indicators of Performance				
NA		0	0	
NA		0	0	
Overall Status of Local Performance		Not Met	Met	Exceeded
		1	16	15

# WIA Annual Report Data

State Name: TX

Program Year: 2001

**Table O: Summary of Participants**

<b>Local Area Name:</b> Rural Capital Area Workforce Development Board Inc.	<b>Total Participants                  Served</b>	Adults	148
		Dislocated Workers	386
		Older Youth	48
		Younger Youth	174
	<b>Total Exiters</b>	Adults	64
		Dislocated Workers	224
		Older Youth	16
		Younger Youth	45

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	77.4	
	Employers	66	75.3	
Entered Employment Rate	Adults	77.5	88.7	
	Dislocated Workers	77	89.9	
	Older Youth	75.9	75	
Retention Rate	Adults	68.5	86.4	
	Dislocated Workers	81	88.1	
	Older Youth	82.2	80	
	Younger Youth	51	54.5	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,630	3,845	
	Dislocated Workers	14.1	76.7	
	Older Youth (\$)	2,489	3,888	
Credential / Diploma Rate	Adults	45	44.4	
	Dislocated Workers	45	61.1	
	Older Youth	45	62.5	
	Younger Youth	40	70.4	
Skill Attainment Rate	Younger Youth	70	95.3	
<b>Description of Other State Indicators of Performance</b>				
NA		0	0	
NA		0	0	
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
		0	17	14

# WIA Annual Report Data

State Name: TX

Program Year: 2001

**Table O: Summary of Participants**

<b>Local Area Name:</b> South East Texas Workforce Development Board	<b>Total Participants                  Served</b>	Adults	520
		Dislocated Workers	421
		Older Youth	107
		Younger Youth	969
	<b>Total Exiters</b>	Adults	256
		Dislocated Workers	227
		Older Youth	64
		Younger Youth	548

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	81.4	
	Employers	66	72.1	
Entered Employment Rate	Adults	71.9	90.4	
	Dislocated Workers	66.8	88.6	
	Older Youth	42	71	
Retention Rate	Adults	73.8	83.1	
	Dislocated Workers	88.1	92.4	
	Older Youth	43.5	81.5	
	Younger Youth	51	74.4	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	4,739	4,720	
	Dislocated Workers	84.8	96.4	
	Older Youth (\$)	3,359	3,337	
Credential / Diploma Rate	Adults	45	65.6	
	Dislocated Workers	45	66.4	
	Older Youth	45	75	
	Younger Youth	40	84.6	
Skill Attainment Rate	Younger Youth	70	95.5	
Description of Other State Indicators of Performance				
NA		0	0	
NA		0	0	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	17	15

# WIA Annual Report Data

State Name: TX

Program Year: 2001

**Table O: Summary of Participants**

<b>Local Area Name:</b> South Plains Workforce Development Board	<b>Total Participants Served</b>	Adults	308
		Dislocated Workers	565
		Older Youth	56
		Younger Youth	380
	<b>Total Exiters</b>	Adults	146
		Dislocated Workers	318
		Older Youth	23
		Younger Youth	72

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	76.1	
	Employers	66	71.7	
Entered Employment Rate	Adults	78.9	91.6	
	Dislocated Workers	71.8	89.7	
	Older Youth	71.7	89.5	
Retention Rate	Adults	71.8	89.6	
	Dislocated Workers	86.9	90	
	Older Youth	64.1	91.3	
	Younger Youth	51	61.3	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	4,431	5,090	
	Dislocated Workers	57.6	85.2	
	Older Youth (\$)	2,642	3,977	
Credential / Diploma Rate	Adults	45	58.9	
	Dislocated Workers	45	62.3	
	Older Youth	45	44	
	Younger Youth	40	68	
Skill Attainment Rate	Younger Youth	70	92.3	
<b>Description of Other State Indicators of Performance</b>				
NA		0	0	
NA		0	0	
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
		0	17	16

# WIA Annual Report Data

State Name: TX

Program Year: 2001

**Table O: Summary of Participants**

<b>Local Area Name:</b> South Texas Workforce Development Board	<b>Total Participants Served</b>	Adults	1,576
		Dislocated Workers	204
		Older Youth	165
		Younger Youth	1,545
	<b>Total Exiters</b>	Adults	964
		Dislocated Workers	135
		Older Youth	72
		Younger Youth	799

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	68	80.9
	Employers	66	74.5
Entered Employment Rate	Adults	61.2	69.7
	Dislocated Workers	58.5	75
	Older Youth	47.2	68.6
Retention Rate	Adults	59	81.9
	Dislocated Workers	74.3	89.6
	Older Youth	51.3	87.1
	Younger Youth	51	47.2
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,310	3,454
	Dislocated Workers	100	109.9
	Older Youth (\$)	0	3,883
Credential / Diploma Rate	Adults	45	52.5
	Dislocated Workers	45	64.2
	Older Youth	45	44.2
	Younger Youth	40	73.1
Skill Attainment Rate	Younger Youth	70	82
<b>Description of Other State Indicators of Performance</b>			
NA		0	0
NA		0	0
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>
		1	16
		<b>Exceeded</b>	15

# WIA Annual Report Data

State Name: TX

Program Year: 2001

**Table O: Summary of Participants**

<b>Local Area Name:</b> Tarrant County Local Workforce Development Board	<b>Total Participants                  Served</b>	Adults	2,682
		Dislocated Workers	3,322
		Older Youth	133
		Younger Youth	661
	<b>Total Exiters</b>	Adults	658
		Dislocated Workers	596
		Older Youth	69
		Younger Youth	291

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	69.7	
	Employers	66	73.4	
Entered Employment Rate	Adults	74.8	79.8	
	Dislocated Workers	69.7	81.7	
	Older Youth	47.2	69.4	
Retention Rate	Adults	76.6	84.3	
	Dislocated Workers	83.2	89.5	
	Older Youth	37.4	76.9	
	Younger Youth	51	59	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,506	3,628	
	Dislocated Workers	73.6	97.1	
	Older Youth (\$)	4,111	959	
Credential / Diploma Rate	Adults	45	57.6	
	Dislocated Workers	45	63.4	
	Older Youth	45	43.2	
	Younger Youth	40	39.6	
Skill Attainment Rate	Younger Youth	70	86	
Description of Other State Indicators of Performance				
NA		0	0	
NA		0	0	
Overall Status of Local Performance		Not Met	Met	Exceeded
		1	16	14

# WIA Annual Report Data

State Name: TX

Program Year: 2001

**Table O: Summary of Participants**

<b>Local Area Name:</b> Texoma Workforce Development Board	<b>Total Participants Served</b>	Adults	94
		Dislocated Workers	283
		Older Youth	20
		Younger Youth	109
	<b>Total Exiters</b>	Adults	46
		Dislocated Workers	130
		Older Youth	4
		Younger Youth	35

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	72.8	
	Employers	66	75.4	
Entered Employment Rate	Adults	79.3	80	
	Dislocated Workers	75.8	93.6	
	Older Youth	68.5	1	
Retention Rate	Adults	80.6	90.9	
	Dislocated Workers	88.1	90.9	
	Older Youth	37.4	1	
	Younger Youth	51	68.8	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,600	11,897	
	Dislocated Workers	100	97	
	Older Youth (\$)	825	0	
Credential / Diploma Rate	Adults	45	68	
	Dislocated Workers	45	86.4	
	Older Youth	45	0	
	Younger Youth	40	43.8	
Skill Attainment Rate	Younger Youth	70	94.4	
Description of Other State Indicators of Performance				
NA		0	0	
NA		0	0	
Overall Status of Local Performance		Not Met	Met	Exceeded
		2	13	13

# WIA Annual Report Data

State Name: TX

Program Year: 2001

**Table O: Summary of Participants**

<b>Local Area Name:</b> Upper Rio Grande Workforce Development Board	<b>Total Participants                  Served</b>	Adults	2,019
		Dislocated Workers	4,093
		Older Youth	963
		Younger Youth	3,215
	<b>Total Exiters</b>	Adults	1,285
		Dislocated Workers	2,237
		Older Youth	341
		Younger Youth	1,136

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	68	70.7
	Employers	66	69.6
Entered Employment Rate	Adults	62.7	71.4
	Dislocated Workers	57.8	72.9
	Older Youth	38.7	75.3
Retention Rate	Adults	67.8	82
	Dislocated Workers	76.1	86.4
	Older Youth	32.1	76.1
	Younger Youth	51	61.3
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	2,654	3,447
	Dislocated Workers	20.6	84.1
	Older Youth (\$)	896	2,135
Credential / Diploma Rate	Adults	45	58.5
	Dislocated Workers	45	61.2
	Older Youth	45	40.4
	Younger Youth	40	25.4
Skill Attainment Rate	Younger Youth	70	78.4
<b>Description of Other State Indicators of Performance</b>			
NA		0	0
NA		0	0
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>
		2	15
		<b>Exceeded</b>	15

# WIA Annual Report Data

State Name: TX

Program Year: 2001

**Table O: Summary of Participants**

<b>Local Area Name:</b> West Central Workforce Development Board	<b>Total Participants Served</b>	Adults	172
		Dislocated Workers	98
		Older Youth	49
		Younger Youth	302
	<b>Total Exiters</b>	Adults	93
		Dislocated Workers	47
		Older Youth	17
		Younger Youth	87

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	82.3	
	Employers	66	72.9	
Entered Employment Rate	Adults	75.4	91.4	
	Dislocated Workers	72.3	72.2	
	Older Youth	47.9	80	
Retention Rate	Adults	87.2	90.2	
	Dislocated Workers	79.3	100	
	Older Youth	72.2	100	
	Younger Youth	51	44.8	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	5,594	5,502	
	Dislocated Workers	100	126.7	
	Older Youth (\$)	1,448	2,578	
Credential / Diploma Rate	Adults	45	75	
	Dislocated Workers	45	66.7	
	Older Youth	45	42.9	
	Younger Youth	40	34.5	
Skill Attainment Rate	Younger Youth	70	78.1	
Description of Other State Indicators of Performance				
NA		0	0	
NA		0	0	
Overall Status of Local Performance		Not Met	Met	Exceeded
		2	15	12