The seal of the State of Texas is a large, light blue watermark in the background. It features a five-pointed star in the center, surrounded by a wreath of olive and live oak branches. The words "THE STATE OF TEXAS" are written in a circular path around the star.

TEXAS WORKFORCE COMMISSION

WORKFORCE INVESTMENT ACT

TITLE I-B

PROGRAM YEAR 2008

ANNUAL REPORT

*Fulfilling our mission to promote and support a workforce system that offers
employers, individuals, and communities the opportunity
to achieve and sustain economic prosperity.*

TEXAS
WORKFORCE SOLUTIONS
* * * * *

TEXAS WORKFORCE COMMISSION

WORKFORCE INVESTMENT ACT TITLE I-B

PROGRAM YEAR 2008

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PART I TEXAS WORKFORCE SOLUTIONS

Texas Workforce Commission

Vision

Texans will view the Texas Workforce Commission, the Local Workforce Development Boards (Boards), and their partners as a quality supplier of workforce solutions that contribute to economic prosperity.

Mission

To promote and support a workforce system that offers employers, individuals, and communities the opportunity to achieve and sustain economic prosperity.

Strategies

Strategy 1: *A Market-Driven Approach* – To promote the Texas workforce system as a market-driven approach to service delivery that targets services to meet the changing needs of workers and employers

Strategy 2: *Industry Clusters* – To form state and regional partnerships to foster growth and development in support of the Governor’s Texas Industry Cluster Initiative

Strategy 3: *Targeted Training Resources* – To encourage targeting limited training resources to businesses and industries associated with the Governor’s Texas Industry Cluster Initiative; high-growth, high-demand occupations; emerging occupations; or those occupations that have significant impact on the local economy

Strategy 4: *Regional Planning* – To continue the emphasis on regional planning and services alignment

Strategy 5: *Workforce Tools and Products* – To enhance existing automated tools and identify new tools and products that support workforce solutions



Texas Workforce Development Leadership

Governor Rick Perry

On December 21, 2000, Rick Perry became the 47th Governor of Texas. During his tenure, Governor Perry has sought innovative ways to continue to improve Texas' economy, ensure sufficient job growth to support Texans, and allow Texas to remain competitive in the global market place.

Governor Perry seeks to build on Texas' economy and increase jobs through a coordinated, market-driven economic development strategy that focuses on areas where Texas has the greatest growth potential and on fosters that potential. The Governor's Texas Industry Cluster Initiative includes emphasis in the energy, petrochemical, aerospace and defense, advanced technologies and manufacturing, biotech and life sciences, and computer and information technology areas.

The industry cluster initiative supports the intent of the Workforce Investment Act (WIA) of 1998 and the American Recovery and Reinvestment Act (ARRA) of 2009 by bolstering Texas' economy, creating jobs, increasing the employment and earnings possibilities of Texans, and preparing Texas for the future.

Texas Workforce Investment Council

The Texas Workforce Investment Council (TWIC) assists the Governor and the Texas legislature with strategic planning for and evaluation of the Texas workforce system. TWIC promotes the development of a well-educated, highly skilled workforce for Texas, and advocates for the development of an integrated workforce system that provides quality services. TWIC also serves as the State Workforce Investment Board under WIA.

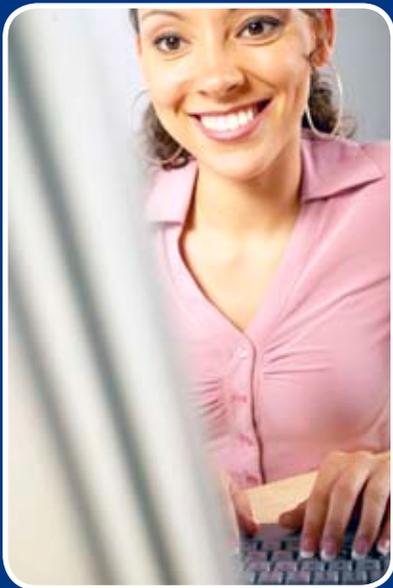
TWIC has the following primary functions in the workforce system: Strategic planning, Evaluation, Research, and Review of state and local workforce plans and reports to ensure alignment with statewide goals and objectives.

Texas Workforce Commission

The Texas Workforce Commission (TWC) is the state agency charged with overseeing and providing workforce development services to the employers and job seekers of Texas, including WIA services.

The Governor appoints three full-time commissioners to TWC, one each representing employers, labor, and the public. Together, they oversee the functioning of TWC and develop TWC policy.

- Commissioner Representing Employers – Chairman Tom Pauken
 - Commissioner Representing Labor – Ronald G. Congleton
 - Commissioner Representing the Public – Andres Alcantar
- TWC's day-to-day operations are overseen by its Executive Director, Larry Temple.



Overview of Texas Workforce Solutions

Texas Workforce Solutions, comprising TWC in partnership with 28 Local Workforce Development Boards (Boards), offers services through 244 Texas Workforce Centers and satellite offices (Workforce Centers).

To achieve its mission, Texas Workforce Solutions continually seeks to:

- ensure employers have a skilled and trained workforce to compete in a global economy;
- equip the workforce with the necessary skills for continued employment;
- actively engage community partners by leveraging their talents and expertise;
- develop and market state-of-the-art tools and products that support business growth;
- eliminate duplicative efforts and administrative waste; and
- effectively and efficiently leverage its financial and human resources.

Each of the 28 Boards represents business, labor, education, and the community, ensuring that a strong, market-driven entity will develop a model for service delivery that responds to the skill needs of employers, and the needs of job seekers in the community. In addition, every Board benefits from having at least one member who is engaged in veterans' activities and another with expertise in child care or early childhood development. Local leaders are in the best position to know the community's needs and available resources, and how best to deliver services.

While targeted populations may receive intensive assistance to address barriers to employment, all Texans may benefit from the services offered by Texas Workforce Solutions, which provides services to more than 1.8 million Texans a year. Out of a total budget of more than \$1 billion, TWC annually allocates about \$800 million, of which approximately \$215 million is WIA, for Boards to deliver workforce services. Local flexibility with state oversight and accountability is the Texas model, and it is one we know continues to serve Texans best.

Texas' Market-Driven System

For Texas' economy to thrive, current and prospective employers must have access to a trained workforce capable of operating in a global market. A flexible workforce system that is fully engaged in state and local economic development efforts, understands the needs of its customers, and is capable of crafting solutions to meet those needs, is essential to realizing Texas' full economic-growth potential. Texas Workforce Solutions' market-driven approach supports that need by analyzing trends, anticipating the market needs, and providing training to maintain a competitive and productive workforce.



The role of Texas Workforce Solutions in the Texas economy is clear: We link businesses looking for qualified workers with Texans looking for jobs. In some cases, it is as simple as an employer posting a job opening or a job seeker posting a résumé to our WorkInTexas.com online job-matching system. In other cases, it requires more extensive involvement, such as training or retraining a group of workers for a specific skill that a company needs, or helping individuals with limited work histories, such as ex-offenders and public assistance recipients, begin their paths to self-sufficiency.

To provide employers with the skilled workforce they need, training funds are targeted to jobs in high-growth, high-demand industries. By talking to employers to identify their needs, rather than simply asking job seekers what they want to do, the Texas workforce system supports both employers and job seekers by ensuring that skills needed for tomorrow's business are available today.

Business Services Units

Texas Workforce Solutions aims to be the first place employers go for workforce solutions. TWC uses WIA funds, leverages other funds, and partners with other programs to target employers seeking to expand their businesses, locate within Texas, or avert layoffs. TWC also uses WIA and other funds to address the hiring needs of local employers, establishing and maintaining long-term business relationships. Boards' Business Services Units (BSUs) reach out to employers. Texas Workforce Solutions uses its network of local BSUs to reach out to specific employers, building relationships for long-term economic development.

Matching job seekers' skills to employers requires that BSUs know their local employers' workforce needs prior to targeting and outreaching their industry customer base. BSUs network with industry by participating in job fairs, sponsoring business or trade seminars, and collaborating extensively with community partners, chambers of commerce, and industry associations. Building business relationships in the same manner as a private enterprise, Boards define their scope of service, calculate return on investment to the community, and use industry and customer trend analyses to make strategic changes in their BSUs' plans. Effective employer engagement, careful industry selection, and ongoing business education help BSUs affect key drivers of their local labor markets, producing long-term improvements in their local economies.

Texas' Success Story

During Program Year 2008 (PY 2008), Texas saw its unemployment rate rise from 4.7 percent to 7.5 percent in June 2009. This compares favorably to the U.S. unemployment rate, which began the program year at 5.5 percent and ended the program year at 9.5 percent in June 2009.

While the number of individuals seeking work increased during PY 2008, job growth in Texas remained strong throughout most of the year, maintaining Texas' lower than average unemployment rate. Texas saw a gain of 252,000 jobs in State Fiscal Year 2008, which has helped Texas weather the impact of the national recession in 2009. These gains were seen in the professional and business services, trade, transportation and utilities, education and health services, natural resources and mining, and construction industries.

Texas' Regional Approach

Texas continues to build upon the regional approach established by the Texas legislature in 1993 through the support and work of Texas' 28 Boards. Twenty-four of the 28 Boards represent multicounty regional areas, while the remaining four—Workforce Solutions for Tarrant County and Workforce Solutions Greater Dallas, Workforce Solutions Capital Area, and Workforce Solutions Cameron—are single-county local workforce development areas (workforce areas). All of the Boards are tasked with workforce program planning and administration.

Texas believes that regional planning is a mechanism that allows workforce areas to address ever changing labor markets and identify innovative ways to respond to the needs of business and industry. By coordinating efforts regionally, workforce areas can engage strategic partners and implement new service delivery models that will help attract and retain businesses. Regional planning leads to greater efficiencies by reducing duplication and maximizing financial and human resources.

Participation in Regional Planning

To promote continued enhancements to regional planning and service delivery, TWC has encouraged regional planning within workforce areas in Texas. Regional planning supports and is consistent with innovative programs Texas has implemented, such as the Governor's industry cluster initiative. The industry cluster initiative transcends traditional local boundaries—like workforce areas—and focuses on areas joined through concentrations of interdependent, interconnected businesses and industries.

State-Level Activities

WorkInTexas.com

WorkInTexas.com, TWC’s comprehensive online employment resource, provides extensive job-matching options based on skills and experience, links to labor market and career development information, and around-the-clock access. TWC is continually upgrading the site and has recently added features which include:

- “Veterans Hold”: a two day exclusive access on all new job postings to support priority of service to veterans
- An online message center as another means for job seekers and employers to connect
- Automatic work search registration and resume template for UI claimants
- Salary statistics—provides users with actual salary information for jobs which were posted to WorkInTexas.com within the last year
- Improved job search and matching capabilities:
 - Incorporating “Autocoder”; a function to more easily search for the best-fit O*Net occupation for better job matching;
 - Customer ability to search by text; and
 - An interface with Gadball, a job search site aggregator.

TWC and the state’s 28 Boards developed WorkInTexas.com to provide a comprehensive online employment resource, matching employers of all sizes and types with qualified candidates. More than 263,000 Texas employers currently are registered to post jobs on WorkInTexas.com, and 1.45 million Texans have found jobs since the Web site launched in June 2004, approximately 23 percent of whom were unemployment insurance (UI) claimants.

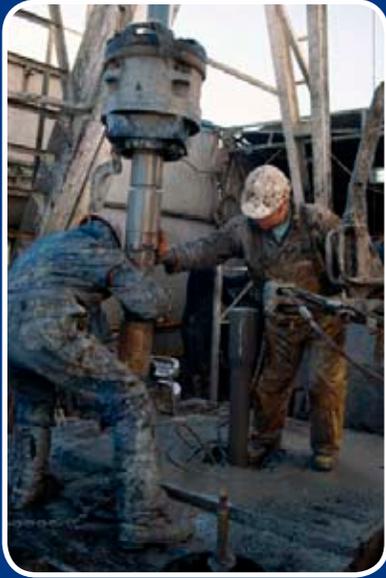
WorkInTexas.com provides many services to Texas employers and job seekers, including real-time job matching, job posting, résumé customization, labor pool and job-availability researching, job-skill assessment tests, and more—all online, at no cost to users, and available 24 hours a day, seven days a week.

Texas Industry Profiles

Texas Industry Profiles (www.texasindustryprofiles.com) is TWC’s economic and workforce development tool that helps local areas understand the structure of their regional economy and target business recruitment and retention strategies. The site can be viewed as the *first-stop, one-stop* to finding Texas regional labor market information (LMI). The system includes more than 20 unique modules, each providing different data sets and analytical capabilities designed to address various labor market concerns. One of the strengths of Texas Industry Profiles is the manner in which many disparate data sets and sources are seamlessly interwoven, turning raw data into actionable strategic intelligence.



Each module in Texas Industry Profiles allows the user a different view of their regional economy and includes multiple reports designed to assist in economic development from a perspective of comparative advantage and growing local business. Among the most significant modules are:



- A. **TWC Industry Dashboard Indicators** – This module provides indicators as to how the Texas workforce system engages and assists employers by industry sector. Data extracts from TWC’s UI and LMI systems, Contract Services department, The Workforce Information System of Texas (TWIST)—TWC’s case management system, and WorkInTexas.com are key to this functionality, providing counts of industry employment, new hires, UI claimants, job applicants, and job postings.
- B. **Workforce Supply** – This module has multiple components that provide unique insights into the state and regional labor supply and talent pool. Among them are:
- *County Narrative Profiles* allows the user to select a county or combination of counties and generate an extensive, detailed report covering the most common topographic, demographic, economic, and quality of life data items and compare them to statewide county rankings.
 - *Labor Availability Estimator* is a scenario-driven tool to determine (1) the level of demand by occupation likely to be necessary for an industry with a predicted number of future workers, and (2) several sources of potential labor supply, including employed workers in the occupation, unemployed workers with appropriate skills or experience, those completing formal education/training, and people with skill sets similar to the occupation who need relatively little training to do the job.
 - *Employer Contacts Module* allows for the identification of employer names and contact information and related employment and sales figures. Display capabilities include a geographic information system (GIS) module with custom overlays.
- C. **Economic Base Analysis** – Every region in Texas has one or more economic strengths or core industries that can be identified through economic base analysis, using tools such as shift-share and location quotient analysis. Such analysis identifies regional comparative advantages that can target business recruitment and retention strategies. Also included here is an interactive Texas occupational wage module and the Strategic Workforce Assessment Program (SWAP), which can be used to create custom industry clusters and identify skills training needs in rich, actionable detail.
- D. **Industry Clusters** – Reports from this tool provide extensive information about Texas industry clusters. This component allows users to select a particular cluster definition and see how industry employment and regional projections are arrayed by workforce area. The function includes GIS functionality that allows for cluster mapping of employers, child care providers, and other data layers.

Local planners who use the Texas Industry Profiles tools gain a superior understanding of labor market hiring patterns in the state and their region. This allows them to better target employer outreach and job-training activities.

Sites On Texas

GIS, a mapping technology, is helping workforce professionals collaborate with employers and plan for business expansion, job retention, and workforce training by identifying current assets and gaps in local labor availability. TWC, in coordination with the Governor's Office, launched SitesOnTexas (www.sitesontexas.com) to provide Boards and their economic development partners with comprehensive demographic information to answer inquiries about availability of workers and other resources in a specific region. SitesOnTexas presents this information on a map or graphic illustration based on layers of information about a city or region. Users' needs determine which layers of data are combined. For example, researchers may need to study the best location for a new store or analyze regional business climate conditions. Through the extensive data found on SitesOnTexas—such as labor availability, commuter patterns, educational facilities, and existing infrastructure—users may generate reports, graphs, charts, and maps to convey complex statistical information in an easy-to-understand visual format.

In addition to proprietary data sets, SitesOnTexas incorporates other tools into the reporting and mapping functions. One of these is TWC's Labor Market and Career Information labor force, unemployment, and payroll jobs databases.

Economic Recovery

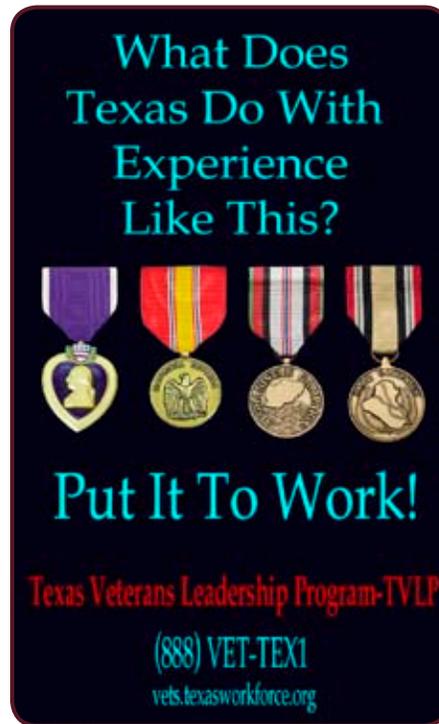
Like other states, PY 2008 saw Texas' economy begin a downward shift. Texas saw a gradual slowdown in the number of jobs added during PY 2008, and a loss of jobs and a rise in the unemployment rate. To combat the economic slowdown, Texas' leadership continues to focus on cultivating diverse economic opportunities to support stronger businesses, a skilled workforce, and in turn, jobs and prosperity for Texas' citizens. Providing businesses with the means to access new technologies and a well-trained workforce has helped to keep Texas competitive in today's global economy and helped Texas weather the national recession.

As a part of building a business-friendly environment, Texas has worked hard to maximize WIA funding by pairing it with local, state, and national resources that aid Boards in assisting unemployed and underemployed individuals in obtaining jobs that provide family-supporting wages. By providing job search activities and training to add or build on skills, Boards are preparing these individuals to meet the needs of the business community.



While Texas has not remained unscathed by the national recession, it has fared better than the national average. As of June 2009, the national unemployment rate was at 9.5 percent with Texas' rate rising to 7.5 percent. To combat rising unemployment, Texas will continue to maximize funding for workforce development and find innovative ways to provide Texas employers with a workforce that meets their needs.

Texas Veterans Leadership Program



The Texas Veterans Leadership Program (TVLP) is modeled on the successful Vietnam Veterans Leadership Program (VVLP). TWC's chairman and Vietnam veteran, Tom Pauken, established VVLP when working for the Reagan administration. In TVLP, just as in VVLP, veterans of common experience reach out to their peers to help them transition from military life back into their civilian community. TVLP has directed thousands of veterans from the Iraq and Afghanistan wars to resources in their communities for finding jobs, medical care, housing, transportation, and educational assistance and training as they move out of the military.

"Governor Perry and I want Texas to serve as the model for the nation in welcoming our veterans home as they return to civilian life," said Chairman Pauken. "The best means of thanking them for the sacrifices they have made for our state and nation is to put in place a road map for their successful reintegration into civilian life."

"Returning veterans deserve our utmost appreciation, and we must honor their service by easing their reentry into the Texas workforce," said Governor Perry. "The military provided them training and leadership experience in high-pressure situations and taught them devotion to unit integrity. Now the State of Texas will ensure that their unique skills are applied and further developed within our economy, helping them to succeed in the next phase of their lives."

Priority of Service

To implement the final priority of service regulations issued by the U.S. Department of Labor Veterans' Employment and Training Service (DOL-VETS) in December 2008, TWC instructed Boards to develop procedures that will identify veterans at the point of entry into the workforce development system. Using available resources, Boards have complied with the request by instituting processes that range from sign-in logs with a section to declare veteran status to automated systems that provide all Board customers with cards that must be scanned as they walk through the Workforce Center door, providing Board intake staff with veteran status each time the customers visit the center.

Two-Day Veterans Hold on Job Postings

In 2007, TWC implemented a one-day job hold on job postings in WorkInTexas.com. The hold allows veterans to view job openings before the general public and provides them with value-added services in each Workforce Center across the state. In 2008, TWC expanded this hold to two days, increasing the value of the service for veterans.

Unemployment Insurance Claimants

To accommodate a changing economy, TWC collaborates with Boards to provide guidance, identify best practices, and encourage innovative uses of available funding for all programs. To best serve recipients of UI benefits, TWC has worked to integrate UI and Employment Service (ES) programs, incorporating WIA services where appropriate. Boards are strongly encouraged to be proactive and co-enroll UI claimants in WIA services, providing additional resources to allow them to better align their skill sets with employer needs.

Waivers

TWC leadership continues to challenge staff to identify federal laws, regulations, and policies that might impede successful achievement of workforce development goals. TWC appreciates the opportunity to seek appropriate waivers that make the best use of limited resources. TWC has developed waiver requests covering a broad array of workforce issues. These waivers, developed with Boards and other stakeholders, in consultation with the U.S. Department of Labor, have provided authority to:

- increase local control of program delivery;
- improve Boards' ability to respond quickly to changing needs within their workforce areas;
- increase flexibility at the local level to serve business and industry;
- eliminate duplication and streamline administrative processes, allowing more money for services; and,
- increase accountability at the state, local, and service provider levels.



To date, TWC has obtained the following waivers, which afford both the state and Boards maximum flexibility:

- Recapture of WIA funds;
- Redistribution of funds;
- Common measures and integrated performance;
- Board performance;
- Sliding scale employer match for customized training;
- Extension of eligible training provider certification period;
- Transfers between WIA adult and dislocated worker programs;
- Eligible training provider list for older and out-of-school youth;
- WIA Local Activity Funds;
- WIA dislocated worker funds reserved as WIA Statewide Activity Funds; and
- Increased employer reimbursement for on-the-job training.

American Recovery and Reinvestment Act Waivers

To allow Texas to make the best possible use of ARRA dollars, TWC has obtained the following waivers for use with youth participants:

- Expedited, limited competition to select youth service providers or expand existing competitively procured contracts;
- Exclusion of out-of-school youth participating in work experience that occurs outside the summer months; and
- Program design flexibility to serve youth who participate only in work experience.

Local Activity Funds

Texas was the first in the nation to request a waiver to allow Boards to designate up to 25 percent of each of their WIA Formula Funds as WIA Local Activity Funds. Since then, 18 states have followed suit.

Similar to WIA Statewide Activity Funds, WIA Local Activity Funds give Boards more flexibility to serve employers and job seekers. During PY 2008, many Boards used local activity funds to support local companies in the skill development of their incumbent employees, allowing Boards to be proactive in layoff aversion. By helping companies stay ahead of market needs, Boards help them maintain their competitive edge and provide businesses with the opportunity to expand rather than contract.

Workforce Solutions East Texas (East Texas). East Texas designated \$50,503 in WIA Local Activity Funds for PY 2008 to fund the Employee Development Fund of East Texas. The project focuses on incumbent worker training initiatives with companies that manufacture a product or that provide a service where at least 50 percent of sales come from outside the workforce area. As of June 2009, the initiative has provided training to 37 workers in the East Texas workforce area.

Workforce Solutions Greater Dallas (Greater Dallas). Greater Dallas designated \$500,000 in WIA Local Activity Funds for PY 2008 for projects that focus on:

- the Governor's industry clusters;
- model projects with outcomes of career advancement, promotion, and/or increased earnings for incumbent workers;
- veterans and UI claimants; and
- small- and medium-sized employers.

Workforce Solutions for Tarrant County (Tarrant County). Engaging businesses and ensuring those businesses have the workforce necessary to remain open is an important part of what all Boards do. Tarrant County designated \$70,000 in WIA Local Activity Funds for PY 2008 for this purpose. The funds provide incumbent worker training in advanced manufacturing, logistics, life science/healthcare, and hospitality/tourism for up to 70 participants.





Workforce Solutions Cameron (Cameron). To fund projects in support of the workforce area's youth, Cameron designated \$400,000 in WIA Local Activity Funds for PY 2008.

Teaching Certificates

To support a growing youth population, Cameron has begun expansion of its school district. To ensure that the new schools have sufficient number of qualified personnel, Cameron—in collaboration with local entities—is funding short-term intensive training to recruit and prepare 32 degreed individuals interested in entering and remaining in the teaching field.

First Generation College Student Initiative

Because of a higher than average state dropout rate in the workforce area, the First Generation initiative allows Cameron to partner with the school system to provide services for 125 at-risk youth. The services include support and guidance for the students to help them make a long-term commitment to education and to themselves. To best serve the community and the at-risk youth, the project seeks to lower the dropout rate through activities that encourage goals, such as increasing:

- the number of students who take the Recommended High School Program;
- enrollment in key areas of high school study;
- college enrollment of minorities and economically disadvantaged students;
- retention rates for college students; and
- preparation of underachieving students for higher education opportunities.

Statewide Activity Funds

State Level

At the state level, TWC uses WIA Statewide Activity Funds to carry out required and allowable statewide employment and training activities. During PY 2008, TWC had WIA statewide activity grant and contract expenditures totaling \$18,786,339. WIA funds are available for expenditure for a three-year period; as a result, many projects do not align with a specific program year, but may span two to three years. Examples of innovative statewide projects are detailed below.

Texas Wind Energy Institute

Wind energy is a growing industry in many areas of the country. A large wind energy potential has attracted many alternative energy companies to Texas. To ensure that Texas has a sufficient workforce base for this industry, TWC has partnered with Texas Tech University and Texas State Technical College to establish the Texas Wind Energy Institute (Institute). In August 2008, TWC awarded a \$1,000,000 WIA Statewide Activity Fund grant to support the creation of the Institute. The grant was used to develop curriculum, expand capacity, and prepare students to meet the workforce needs of the wind energy industry in Texas.

Texas Youth in Technology Initiative

In January 2008, TWC awarded nine grants totaling nearly \$2 million for the Texas Youth in Technology Strategic Workforce Development initiative. The program is one of several workforce development strategies to support Governor Rick Perry's Texas Industry Cluster Initiative. "To increase Texas' global competitiveness, we must have an educated workforce that is ready to meet the growing demand of the industries of the future dependent on science and engineering," Governor Perry said. "Initiatives such as Texas Youth in Technology help Texas graduate more students in these emerging fields, positioning Texas to compete nationally and internationally for jobs in the 21st century."

The Texas Youth in Technology Initiative and resulting projects will establish programs to increase postsecondary enrollments, retention, and graduates in engineering and computer science. Working with the Texas Engineering and Technical Consortium, the grant program also will increase collaboration between Texas employers, institutions of higher education, and engineering and science departments.





The grant recipients include:

- *Southern Methodist University*—to implement a seven-week engineering and computer science summer camp for 14- to 18-year-old students; to provide scholarships for participants and assist work-study students enrolled in the School of Engineering and develop mentoring and tutoring programs to increase engineering student retention. As of August 1, 2009, 67 students were enrolled.
- *Tarrant County College District*—to implement five computer science and engineering summer camps in partnership with Workforce Solutions Tarrant County, area businesses, local school districts, the University of Texas at Arlington School of Engineering, and local community colleges to increase career opportunities in both industries. As of August 1, 2009, 53 students were enrolled in Technology and Computer Camp, 22 students in Computer Operations Camp, and 17 students in Summer Tech Camp.
- *Texas A&M University*—to implement a program that will increase postsecondary enrollments, retention, and the number of graduates in computer science and engineering technology, with a focus on underrepresented students. The program will provide scholarships to female high school juniors to attend summer camp. A peer-led learning program for college students will encourage students participating in an introductory computer science course. To date, 408 students have attended Women in Technology camp. Twenty scholarships were awarded in August 2009.
- *Texas Tech University*—to increase engineering student recruitment and retention through a series of one-week summer sessions with stipends in math, science, and computer science for high school students; paid summer engineering internships in surrounding rural communities; stipends to disadvantaged area high schools for peer mentors in math and science; and assistance for community college students transitioning to the engineering program at Texas Tech. Twenty-six scholarships to high school students for summer activities were awarded.
- *The University of Texas at Austin*—to expand GeoFORCE, a program that works primarily with high-achieving Hispanic students to increase participation, diversity, and graduation rates of Texas youth in science and engineering. The program will expand to Houston and include students with diverse backgrounds through summer academies, camps, and field trips focused on math and sciences. A total of 502 high school students were enrolled in summer camp and summer internships.

- *The University of Texas at Austin*—to provide computer science outreach to middle and high school students, teachers, and counselors; to develop in-house mentoring for computer science students to improve graduation rates; to expand current recruitment of top high school students; to reach out to female students and minorities through positive role models and summer camp; and to hold workshops for high school teachers and counselors focusing on the computer science job market and importance of high school math and science courses. Scholarships for summer activities were awarded to 60 high school students.
- *University of Houston*—to implement summer programs for underrepresented high school students who will integrate science, math, and engineering principles to support increasing the number of engineering graduates entering the Texas workforce; and a summer camp for first-year college students to prepare them for second-year engineering curriculum. The University of Houston established Girls Reaching and Demonstrating Excellence (GRADE) and Mentoring and Enrichment Seminar in Engineering Training (MESET). One hundred sixteen students attended GRADE and 91 students attended MESET.
- *University of North Texas*—to expand mobile summer computer robotics camps for middle and high school female students and special student programs to include all students. The program also will create camps for high school counselors and teachers to receive hands-on computer science and engineering experience, as well as instruction on careers and education in those fields.
- *The University of Texas at San Antonio*—to recruit minority females ages 17 through 19 to attend summer engineering survival skills workshops and math preparation programs for engineers. Freshman participants will receive a stipend to work in a research laboratory. This grant provided 15 scholarships to female engineering freshmen students and 20 scholarships to high school students to attend summer camps or internships.



Texas Youth in Technology Strategic Workforce Initiative—Science, Technology, Engineering, and Math Programs

TWC is continuing to promote science, technology, engineering, and mathematics (STEM) programs to youth through additional grants totaling \$2.4 million, which were awarded to 11 universities and community colleges in May 2009. These initiatives provide the foundation for future high-tech workforce success.



The 2009 award recipients include:

- *Prairie View A&M University* – to increase the freshman retention rate and enrollment in the university’s electrical and computer engineering programs; to provide workshops to high school teachers and counselors, and tutoring to high school students; and to award scholarships to qualifying students who intend to study engineering.
- *Richland College (Dallas County Community College District)* – to hire an academic adviser to mentor students studying for associate’s degrees in engineering or computer science, helping to ensure they earn the degrees and transfer successfully to the university level; to provide scholarships to cover the cost of tuition and books for engineering and computer science courses; and to provide faculty mentoring of students.
- *Sam Houston State University* – to develop workshops for teachers and counselors; to establish a mentor program to promote the advantages of a technology-oriented degree for current students, as well as programs targeted to junior high school students, high school teachers, and counselors; and to provide financial assistance for incoming technology students.
- *San Jacinto College* – to increase postsecondary enrollment and retention by implementing a year-long Careers in Technology Impact Program’s Ambassador Program for high school students that includes participation in a NASA summer camp, and NASA industry career investigation and exploration.
- *Southern Methodist University* – to coordinate summer workshops, including Webinars, and study programs for teachers and counselors to increase knowledge of STEM careers, increasing recruitment of engineering and science students.
- *Texas Tech University* – to sponsor a student design contest for a real-world engineering concept. The project includes scholarships for community college students enrolled in introductory distance-education engineering courses, engineering outreach through portable laboratories, and a peer mentoring program.
- *The University of Texas at Arlington* – to forge collaborations that increase graduations in STEM fields; to provide scholarships for sophomore and junior transfer engineering students; and to create women in engineering mentoring and retention activities.

- *The University of Texas at Austin Cockrell School of Engineering* – to increase postsecondary enrollments, retention, and the number of engineering and computer science graduates through a women’s outreach program. This program will provide scholarships, on-campus jobs, and stipends for teachers to attend workshops and forums.
- *The University of Texas at Dallas* – to increase engineering and computer science enrollments, retention, and graduates. This will be accomplished through scholarships for targeted populations among existing freshmen and new students, peer and industry leader mentoring, and summer programs to attract and retain students from targeted populations.
- *University of Houston* – to create a recruiting plan for high school students from targeted populations to promote careers in engineering; to establish peer mentoring for incoming freshmen and transfer engineering students; and to develop mentoring first generation undergraduate engineering students.
- *University of North Texas* – to recruit and retain targeted populations in computer and engineering programs; to provide scholarships for students who previously attended summer computer science robotics camps and intend to study computer science and engineering at the university; and to provide workshops for high school teachers and counselors.

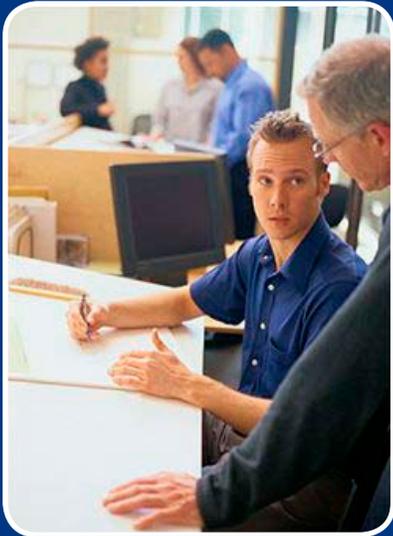
High-Tech Summer Camps

To further support STEM-related careers, in May 2009, TWC awarded 18 grants totaling nearly \$1 million to Texas universities and community colleges to allow 1,800 Texas students, ages 14–21, to attend summer youth camps. The camps support Governor Perry’s initiatives to prepare youth for future high-skill, high-demand jobs.

The grant recipients are:

- *Austin Community College* – 68 scholarships for two camps, including one that provides hands-on experience in computer programming and design, and one that explores biotechnology, computer security administration, and criminal justice topics.
- *Midwestern State University* – 200 scholarships for two camps, including the At-Risk 9th Grader Transition Camp and the Junior/Senior Residential Camp in which participants focus on topics such as STEM-related careers or learn about environmental changes and renewable technologies.
- *Northwest Vista College* – 24 scholarships for high school girls to participate in a summer robotics camp to encourage knowledge in STEM-related disciplines and provide hands-on experience for designing, building, and programming robots.
- *Prairie View A&M University* – 20 scholarships to high school students for renewable energy camps targeting engineering, math, science, and energy issues.





- *San Jacinto College* – 250 scholarships for students to attend Energy Venture: Careers in Energy camps to promote STEM-related industry careers and facilitate research and education camps at Johnson Space Center.
- *Texas A&M University at Kingsville* – Frank H. Dotterweich College of Engineering – 80 scholarships among two camps in which high school girls gain hands-on experience or participate in lecture-style activities involving STEM-related disciplines.
- *Texas A&M University at Texarkana* – 24 scholarships for an Exploring Bio-Technology Summer Camp that introduces youth to biotechnology concepts and techniques through hands-on experiments.
- *Texas Engineering Experiment Station* – 80 scholarships for two engineering-focused camps, including one for high school students in the Texas A&M – College of Engineering’s targeted recruitment plan, and one for high school girls in which participants engage in challenging senior faculty-led design projects.
- *Texas State Technical College at Waco* – 80 scholarships for participants among four camps to gain hands-on experience in aerospace, supercomputing, welding, or Web site design.
- *Texas State Technical College West Texas* – 80 scholarships for participants among five camps to learn about cybersecurity, renewable energy, video-game programming, metal inert gas welding, and agriscience, among other vocations.
- *Texas Tech University* – 40 scholarships for participants to gain experience in applying complex math applications in science, technology, and engineering at Texas Tech University Women’s Summer Mathematics academies.
- *University of North Texas* – 40 scholarships to teach participants coding and programming principles using computers and gaming consoles, and the role of physics and mathematics in game design.
- *The University of Texas at Arlington* – 61 scholarships in a variety of science and engineering disciplines among seven camps in which students tour labs, conduct lab experiments, focus on computer technology, witness engineering in area businesses, and develop team-building skills.
- *The University of Texas at Austin* – a residential summer computer science camp for 60 high school girls that encourages them to pursue computer science degrees and careers in technology.
- *The University of Texas at Austin* – 280 scholarships among three camps, including My Introduction to Engineering (MITE), Women Engineers at the University of Texas at Austin (WE@UT), and Your Opportunities are Unlimited (YOU@UT).
- *The University of Texas at Austin* – 37 geoscience scholarships for the Houston 9th Grade GeoFORCE Academy and Southwest 9th Grade GeoFORCE Academy college preparation programs.

- *The University of Texas at Dallas* – Erik Jonsson School of Engineering and Computer Science – 330 scholarships among three camps in which participants explore STEM-related careers, visit with engineers, learn computer programming concepts, and develop Web site pages and presentations.
- *The University of Texas at San Antonio* – 115 scholarships among six camps, as part of the Texas Prefreshmen Engineering Program, that target math enrichment and prepare youth for success in advanced studies that lead to STEM-related careers.

Veterans' Workforce Outreach Initiative

TWC awarded an \$850,000 grant to the American GI Forum–National Veterans Outreach Program to assist hard-to-serve veterans with one or more barriers to employment. This initiative outreaches those veterans who are not currently being served through Workforce Centers. Services provided include assistance and support in addressing employment barriers such as homelessness; substance abuse; physical, mental, or learning disabilities; post-traumatic stress; ex-offenders; and recently discharged veterans. The purpose of these services is to reintegrate hard-to-serve veterans located in San Antonio, Houston, the Dallas/Fort Worth Metro area, and El Paso into meaningful employment.

Meeting Industries' Critical Workforce Needs

In 2003, Governor Perry signed legislation that set the stage for a long-range economic plan for Texas by focusing on six industry clusters with the greatest potential to be driving forces boosting the Texas economy for years to come. The objective was to identify key industry clusters where synergies exist between companies producing primary products and the secondary industries such as suppliers that bring items to market. The overall concept was about creating jobs and improving the state's competitive position among the many players emerging on the global economic stage.

The Texas legislature identified the following six clusters: advanced technologies and manufacturing; aerospace and defense; biotechnology and life sciences; energy; information and computer technology; and petroleum refining and chemical products. By concentrating on the six industries, the state is able to maximize resources to produce a number of positive outcomes for Texas businesses and citizens alike.

TWC, as a partner in this effort, developed a grant initiative, *Meeting Industries' Critical Workforce Needs*, to support Governor Perry's comprehensive economic development plan by responding to Texas businesses' demand for a skilled and readily available workforce within each of the six clusters. TWC has awarded 17 grants totaling \$10,726,568.



Advanced Technology and Manufacturing Cluster

While manufacturing is considered the foundation of the state's economy, technology has introduced new and exciting elements to the next generation of manufacturing in Texas and nationwide. The advanced technology and manufacturing (ATM) cluster includes robotics, nano technologies, semi-conductor manufacturing, and more.

To date, TWC has awarded \$1,960,500 in grants supporting projects with a focus on the workforce needs of the advanced technology and manufacturing industry, including the following examples:

Numedeon, Inc.

Numedeon, Inc., developed Whyville.net, an online virtual world exposing teens to experiential learning activities for math and science in an interactive, Web-based environment. This product introduces Texas youth to careers in high-technology manufacturing through manufacturing activities in a simulated environment. The simulated activities encompass materials design, computer-aided design (CAD) or CAD layouts; supply chain management; and model assembly.

Arlington Chamber of Commerce Foundation, Inc.

The Arlington Chamber of Commerce Foundation, Inc., was awarded a grant to establish a project that focused on four clear goals:

- Revamping and redefining the image of manufacturing
- Increasing the size of the region's manufacturing community
- Increasing the gross regional product attributed to manufacturing
- Closing the skills gap for regional manufacturers by aligning the educational and workforce training resources with the demands of an area industry

The project is part of the National Association of Manufacturers' *Dream It. Do It.* Careers campaign.

Aerospace and Defense Cluster

Texas is a key player in the aerospace and defense industry with operations reaching across communities and across military and civilian lines. Texas has developed several niche economies within these two markets—sole military operations along with the civilian-to-military support services; the defense and security industries; aviation; and the space sector. With the aerospace and defense industry identified as part of the cluster initiative, the state along with local communities can continue to capitalize on these markets but also reach beyond conventional thinking to create new opportunities. Aerospace and defense industries require a highly skilled, advanced workforce to continue prospering within a global business climate.

Bay Area Houston Economic Partnership

The Bay Area Houston Economic Partnership (BAHEP) developed aerospace engineering education opportunities at the undergraduate and graduate level to benefit the region's aerospace employers as well as the NASA Johnson Space Center's new program *Constellation*. BAHEP is developing career pathways and career advancement programs for a workforce trained in the areas of STEM.

Workforce Solutions for Tarrant County

Workforce Solutions for Tarrant County works with the three largest aviation companies in the Dallas/Fort Worth area—Lockheed Martin, Vought Aircraft Industries, and Bell Helicopter—to develop a training program that provides workers with nationally recognized manufacturing credentials. Upon completion of the program, participants receive certificates from the Manufacturing Skills Standards Council (MSSC), as well as a certificate developed specifically under this grant initiative from the National Center for Aircraft Technician Training. Other components of this program include assisting industry in meeting job shortages, creating a mentoring program for postsecondary engineering students, and beginning the integration of MSSC's certificate curriculum into the workforce area's career technical education programs.

The University of Texas at Arlington

The University of Texas at Arlington received a grant to focus training efforts around many different areas involving the aerospace and defense industry. Using issues identified in a state report on this particular cluster, the community identified the following areas for maximizing the funds available through the grant:

- A training and testing facility for the unmanned aerial vehicle;
- A multidisciplinary undergraduate senior design capstone experience concentrating on unmanned and autonomous systems technologies;
- Workshops designed to expose the workforce to unmanned systems technologies; and
- A postgraduate level certificate program in autonomous unmanned vehicle systems.





Biotechnology and Life Science Cluster

The biotechnology and life science cluster consists of many disciplines, markets, products, and services including biopharmaceuticals, nano-health advanced agriculture, biohazards, health-related information technology, oil and toxic remediation, medical device manufacturing, and more.

Like other clusters, employers require highly skilled and trained workers, but a unique element of bioscience technology is that not all jobs require a four-year degree. Instead, employment opportunities also exist in supportive roles and technical positions requiring a high school diploma or an associate's degree obtained from a community college or technical institutions that specialize in certification around specific disciplines. In addition, the cluster offers *transformative* employment, where particular skill sets within a shrinking industry are applicable to positions needed within the bioscience or life science cluster.

Numedeon, Inc.

Numedeon, Inc., developed Whyville.net, an online virtual world exposing teens to experiential learning activities for math and science within an interactive, Web-based environment. Numedeon created scenarios focused on health care challenges such as vaccine development, clinical trials, epidemiological studies, and even market economics by introducing vaccines into the virtual world's "marketplace."

As part of the outreach efforts, Numedeon initiated a month-long competition, Why-Texas.com, to introduce Texas teachers and eighth through twelfth grade students to the activities that support careers in high-growth, high-wage industries in Texas.

University of Houston

The University of Houston is developing an interdisciplinary, hands-on education and training program in biotechnology to address the short- and long-term workforce demands of the industry. The initiative focuses on designing new curriculum for students across a variety of scientific and technological disciplines to prepare them for employment.

San Jacinto College

To train 500 individuals in various occupations within this cluster, such as laboratory technologists and information technology specialists, San Jacinto College sought and received a grant from TWC. The training focuses on two categories of the biotechnology industry: health-related homeland security and health care research and development. Additional partners involved include the University of Texas Medical Branch–Galveston and employers supporting NASA's bioastronautics program.

Energy Cluster

Texas and energy go hand in hand. As one of the oldest and most diverse industries in Texas, today's energy landscape is quite different from the conventional oil and gas industry. Texas' energy future incorporates not only oil and gas, but also wind, solar, nuclear, geothermal, biofuel, and more.

Today's energy economy calls for a skilled workforce comprising a multitude of disciplines. Given the changing landscape of the energy industry, advanced training and education in science, technology, math, and engineering is critical. Equally important is Texas' ability to renew incumbent workers' skills and prepare a technically trained workforce ready to support the various complexities in the next generation of energy. TWC has awarded \$1,151,850 in grants to advance Texas' competitive position in the diverse energy cluster.

Texas State Technical College–West Texas

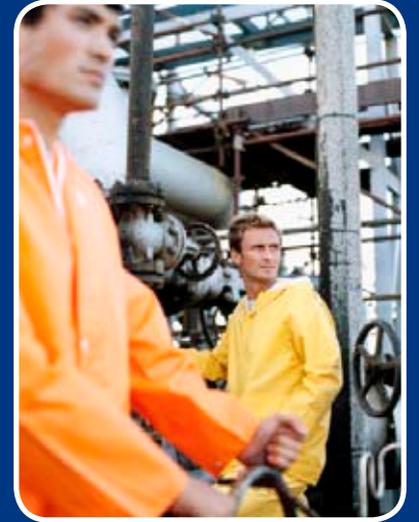
Texas State Technical College–West Texas received a grant to establish definitions and standards for the occupation of a wind energy technician and develop an online training for a wind energy technician.

Texas Nuclear Power Institute

The Texas Nuclear Power Institute, composed of Texas A&M University, Victoria Community College, Wharton County Community College, and Brazosport College, received funding for approval of a two-year Associate of Science Degree in Nuclear Power Technology, complementing the four-year Bachelor of Science in Nuclear Engineering already offered at Texas A&M.

Workforce Solutions Capital Area (Capital Area)

Capital Area—working alongside a consortium of partners including Austin Community College, the Greater Austin Chamber of Commerce, Capital Idea, and workforce area employers—received a grant to conduct a regional workforce skills assessment for the renewable and sustainable energy industry. Based on the assessment, the group aims to develop a regional plan addressing workforce issues by developing courses in solar and other renewable energy fields. The final step will be to market the program and to begin training students in these fields.





Multiple Clusters

The final two clusters, petroleum refining and chemical products and information and computer technology, comprise what is considered by TWC as multiple clusters, based on the synergies between these industries and the other four industry clusters. For example, workforce development and skills training for the petroleum refining and chemical products cluster can also provide the workforce requirements in the energy cluster.

Information technology is part of everyday life. On one hand, information technology is the driver behind particular products such as the well-known Apple computers, iPods, and iPhones. On the other hand, information technology builds an industry's internal, technological infrastructure to improve efficiencies and streamline production processes along an assembly line. TWC recognizes the crossover effect and, as such, has awarded a total of \$1,848,508 in grants under the multiple cluster scenario for projects focusing on workforce skills that can transfer easily between industry clusters.

Workforce Solutions South Plains (South Plains)

South Plains received a grant to support entry-level manufacturing skills. Although the community is addressing a need identified by manufacturers in the South Plains region, the skills developed under this initiative are marketable to many companies across cluster industries located in any region in Texas. Through the local partnerships, this project will provide the nationally recognized Manufacturing Skill Standards Council (MSSC) training program for a production technician certification, available at two high schools and at the local community college.

Lee College

Lee College received a grant to focus on aligning partners in a long-range strategy to increase communications between industry representatives and education and training providers. In addition, the project increases the technical expertise of incumbent workers, and develops the skills of local youth.

Texas State Technical College–Marshall

Texas State Technical College–Marshall received a cluster grant to target STEM education for students and workers by incorporating components of computer-integrated manufacturing into the required STEM courses—all in an effort to jump-start a workforce ready to meet the modern day manufacturing industry and other industries.

Alamo Community College District

The Alamo Community College District is working toward the establishment of the Texas Institute for Education Robotics (TIER). TIER will develop the theoretical and practical application of competitive robotics within STEM education. The project will connect robotics students to career pathways.

Examples of other statewide workforce projects include:

Apprenticeship

WIA Statewide Activity Funds provide flexibility for support of apprenticeship programs, including funds to develop curriculum and new program startup costs. WIA Statewide Activity Funds also allow TWC to fund pre-apprentices, apprentices, and journeyworkers in high-growth, high-demand industries such as advanced manufacturing, and to fund other innovative solutions, such as those targeting high school students.

TWC awarded funding to three Boards for FY 2008 that worked in partnership with registered apprenticeship training programs to provide one or more of the following types of eligible training:

- Related classroom instruction—instruction or apprenticeship classes that consist of organized, off-the-job instruction in theoretical or technical subjects required for the completion of an apprenticeship program for a particular apprenticeable trade.
- Supplementary instruction—instruction or journeyworker classes that consist of instruction designed to provide new skills, or upgrade current skills, for individuals employed as journeyworkers in apprenticeable trades.
- Pre-apprenticeship training—preparatory instruction classes that consist of instruction lasting six months or less that teach the basic skills required for an individual to comply with the terms of the individual's apprenticeship agreement.

Using these funds, Boards funded training for 196 individuals in related classroom instruction, supplemental instruction, and pre-apprenticeship.

Local Level

TWC designates a portion of its WIA Statewide Activity Funds for distribution to the Boards. The WIA Statewide Alternative Funding Initiative provides more dollars at the local level in order to provide Boards greater flexibility in responding to changing and emerging needs without extra administrative burden. TWC also has designated special WIA Statewide Alternative Funds for smaller Boards, giving these Boards the enhanced funding they need to ensure high-quality, one-stop service delivery.

In PY 2008, all workforce areas were qualified to receive WIA Statewide Alternative Funds. During PY 2008, Boards used \$3,733,485 in WIA Statewide Alternative Funds to serve employers, upgrade worker skills, and enhance one-stop service delivery, providing services to just over 2,600 customers.





National Emergency Grants

Hurricane Dolly and Hurricane Ike Disaster National Emergency Grants

In response to the damage caused by Hurricanes Dolly and Ike, TWC requested more than \$23 million in National Emergency Grant (NEG) funds from DOL to provide temporary employment assistance throughout affected Texas counties. NEG funds were used to provide temporary jobs—primarily through subsidizing wages and fringe benefits—to eligible participants, who in turn helped provide food, clothing, shelter, or related humanitarian services. NEG participants also performed other tasks such as demolition work and cleaning, repair, renovation, or reconstruction of damaged and destroyed public structures, facilities, and lands located within the designated disaster area. NEG participants were also eligible to receive employment support services (e.g., transportation, clothing, other work-related support) as well as job search services to help ensure their reentry into the labor force.

Through June 2009, 1,457 Texans received NEG-funded temporary employment assistance and provided valuable and needed relief services to their neighbors and communities.

Base Realignment and Closure

TWC has made NEG funds available to all Base Realignment and Closure (BRAC)-affected workforce areas, distributing the majority of funds to workforce areas most heavily impacted by BRAC. These workforce areas are Alamo, Central Texas, Coastal Bend, North Texas, Northeast Texas, and Upper Rio Grande.

DOL awarded Texas \$7.5 million in NEG funds as follows: May 2005, \$235,000; March 2007, \$765,000; June 2007, \$4 million; and December 2008, \$2.5 million.

Community planning for BRAC-affected Boards has been completed and direct services are being provided to BRAC-affected workers. The services provided under these plans are a result of the comprehensive planning efforts and include retraining, core, and intensive services as well as support services. A concentrated effort is being made to focus training on occupations identified as BRAC-affected labor shortages. These occupations include:

- Construction trades
- Health care workers (e.g., RNs, CNAs, LPNs, and LVNs)
- Elementary and secondary teachers and assistants
- Truck drivers
- Pharmacy technicians

As of June 30, 2009, the BRAC grant has exceeded the planned level of participation. Increased levels of participation are expected depending on future funding levels.

Workforce Solutions of the Coastal Bend and Workforce Solutions Alamo, Northeast Texas, and Upper Rio Grande have also established transition assistance centers on the affected military installations to assist BRAC-affected workers. These centers provide telephones, computers, fax machines, copy machines, and placement assistance to U.S. Department of Defense employees and contractors affected by BRAC.

Youth

The Texas workforce system is committed to preparing youth for the realities of tomorrow's workforce. As part of this commitment, Texas has taken steps to address the challenges facing foster children. During the 79th Texas Legislature, Regular Session (2005), legislation was enacted to prioritize services for foster youth. As DOL continues to focus on foster youth, states are encouraged to prioritize needy youth, including foster care youth—particularly those aging out of foster care—for receipt of workforce services.

TWC and the Boards implemented state law that prioritizes workforce services to meet the needs of current and former foster care youth, and have entered into cooperative agreements to further the objectives and goals of the Texas Department of Family and Protective Services' Preparation for Adult Living program.

2009 ExxonMobil Texas Science and Engineering Fair

TWC is continuing its commitment to the success of tomorrow's workforce by renewing its annual cosponsorship of the ExxonMobil Texas Science and Engineering Fair. Because a tremendous number of future jobs will be based on a foundation of math and science, TWC annually gives the University of Texas at San Antonio \$75,000 in WIA Statewide Activity Funds to develop and sponsor science and engineering fairs. The fairs are designed to encourage students' development of math, science, and engineering skills, as well as their pursuit of higher education. Since its inception, the science and engineering fair has increased in size, scope, and student participation, particularly among minority students.

The 2009 ExxonMobil Texas Science and Engineering Fair attracted more than 1,000 talented Texas high school and middle school students to San Antonio in March 2009 for a competitive scholarship award fair. Other entities involved in the project included the Texas Science Careers Consortium, the Texas Higher Education Coordinating Board, and several major science and engineering industry employers. Entries represented more than a dozen disciplines, including biochemistry, engineering, environmental sciences, medicine and health, physics, math, and space science.





Top honors were awarded to more than 210 students, with more than \$50,000 in scholarships awarded. In addition, winners of the competition also received a certificate and a \$2,500 scholarship to attend the Governor's Science and Technology Champions Academy. Students competed in two divisions—junior division (grades 6–8) and senior division (grades 9–12)—and all students placing first through fourth in the fair's 19 categories were recognized. Grand prize winners in the senior division received scholarships to compete in the Intel International Science and Engineering Fair held May 10–15 in Reno, Nevada. The top 10 percent of competitors in the junior division were invited to apply for the Discovery Channel Young Scientist Challenge.

The science fair is officially sanctioned by the Society for Science & the Public, the annual presenter of the International Science and Engineering Fair. The statewide competition is for Texas high school and middle school students who qualify at regional competitions.

The American Recovery and Reinvestment Act of 2009

Adult and Dislocated Worker Activities

Adult and dislocated worker services will be enhanced by a 67 percent expenditure requirement for training services, needs-related payments, and support services. WIA adult services will be targeted to low-income and public assistance recipients, with a focus on training and services to pursue family-supporting jobs.

Youth Activities

TWC's ARRA initiative for youth will include a broad range of summer employment and training activities.

The goal of Texas' WIA-funded youth program is encourage participants to:

- take responsibility for their learning;
- understand and manage their career options; and
- develop social skills and a maturity level that will help them interact positively with others.

While remaining mindful of DOL's strong encouragement to quickly establish summer employment opportunities for 2009, TWC encouraged Boards to provide summer employment opportunities that link work experience with education and training—specifically, training that results in a credential—whenever possible and appropriate.

To ensure that ARRA youth funds were spent expeditiously, TWC established the following expenditure thresholds:

- 70 percent expended by September 30, 2009;
- 80 percent expended within the first program year of availability by January 31, 2010; and
- 100 percent expended by June 30, 2010.

TWC established performance targets for ARRA summer youth. The total state target was 14,420. At the end of June 2009, Boards were serving 19,617 youth using ARRA funds.

Youth Successes

Boards have worked diligently to ensure that their summer youth programs were not only up and running quickly, but also provided youth with an excellent means of learning and growing.

Examples of Board triumphs include:

- *Workforce Solutions Upper Rio Grande* provided 2,790 youth with summer work experience in targeted industries such as health sciences, engineering, information technology, and culinary arts. Youth involved in the program include veteran youth, youth with disabilities, and youth in and transitioning out of foster care.
- *Workforce Solutions Permian Basin* placed 436 youth at private and nonprofit worksites where youth participated in summer employment projects that served as learning opportunities. Projects included medical and allied health, youth tutoring youth, leadership training, and youth entrepreneurship. Youth ages 14–15 were afforded an opportunity to participate in a six-week program. The youth focused on a single issue that impacts their community and developed a concept paper to present to the city council with their recommendations for green sustainable projects for the city. These youth filled the roles of active designers, developers, and builders of a rainwater harvesting system to irrigate a xeriscape.
- *Workforce Solutions Heart of Texas* assembled summer career camps for youth ages 14–16, which provided TAKS remediation and high school credit recovery, in addition to exposure to work and potential careers in health care, welding, super computers, Web design and aerospace, and training in CAN certification, LVN nutrition, office administration, green building construction, and automotive maintenance technician. Youth also received work experience in such areas as health care, community service, education, child care, care for the elderly, veterinary medicine, and criminal justice.

Future Importance of the Workforce Investment Act

Texas continues to be a good steward of its WIA funds, using them efficiently and effectively to meet the workforce needs of its employers and job seekers. Ongoing activities and challenges in Texas make it imperative that WIA be reauthorized and maintain funding.

TWC views WIA reauthorization as an additional opportunity to evaluate progress, refine methodology, and continue implementation. TWC is gravely concerned about the impact of reductions in funding for workforce development services.

To remain competitive in the global economy, it is critical that investments be made to ensure that the country's workforce has the necessary skills to perform the jobs being created. For Texas specifically, maintaining funding and service levels is essential to meet the demands of the state's growing economy.

PART II: STATEWIDE PERFORMANCE

As a state that strives to stay on the cutting edge, Texas was an early implementer of Common Measures. Texas officially implemented Common Measures in PY 2005 based on DOL's encouragement and waiver approval in August 2006, permitting Texas to report only nine common measures rather than the 17 historic performance measures under WIA §136(b).

In addition to Common Measures, Texas is one of two states piloting Integrated Reporting through the Workforce Investment Streamlined Performance Reporting System (WISPR).

Texas sees Common Measures and Integrated Reporting as valuable tools in promoting system integration, eliminating barriers created by discordant measures, and improving customer outcomes. Texas continues to support the new Youth Common Measures as a means to help strengthen the WIA Youth program.

For PY 2008, Texas met or exceeded the negotiated targets on all nine Common Measures.

Table 1 presents an overall view of Texas' PY 2008 Adult, Dislocated Worker, and Youth Common Measures performance.

Table 1. Summary of WIA Performance For Texas

Performance Measure	Negotiated Performance Level	Actual Performance Level	Percent of Target	Numerator	Denominator
Adult Entered Employment	76%	73.40%	96.59%	11,609	15,815
Adult Employment Retention	84%	80.91%	96.32%	14,854	18,359
Adult Average Earnings	\$11,800	\$11,830	100.26%	\$172,280,149	14,562
Dislocated Worker Entered Employment	83%	81.88%	98.65%	4,705	5,746
Dislocated Worker Employment Retention	90.5%	90.07%	99.53%	5,744	6,377
Dislocated Worker Average Earnings	\$14,600	\$14,842	101.66%	\$83,949,988	5,656
Placement in Employment or Education	58%	64.49%	111.19%	4,381	6,793
Attainment of Degree or Certificate	53%	54.89%	103.57%	3,709	6,757
Literacy and Numeracy Gains	35%	45.79%	130.84%	1,622	3,542

Impact and Benefits of Integration

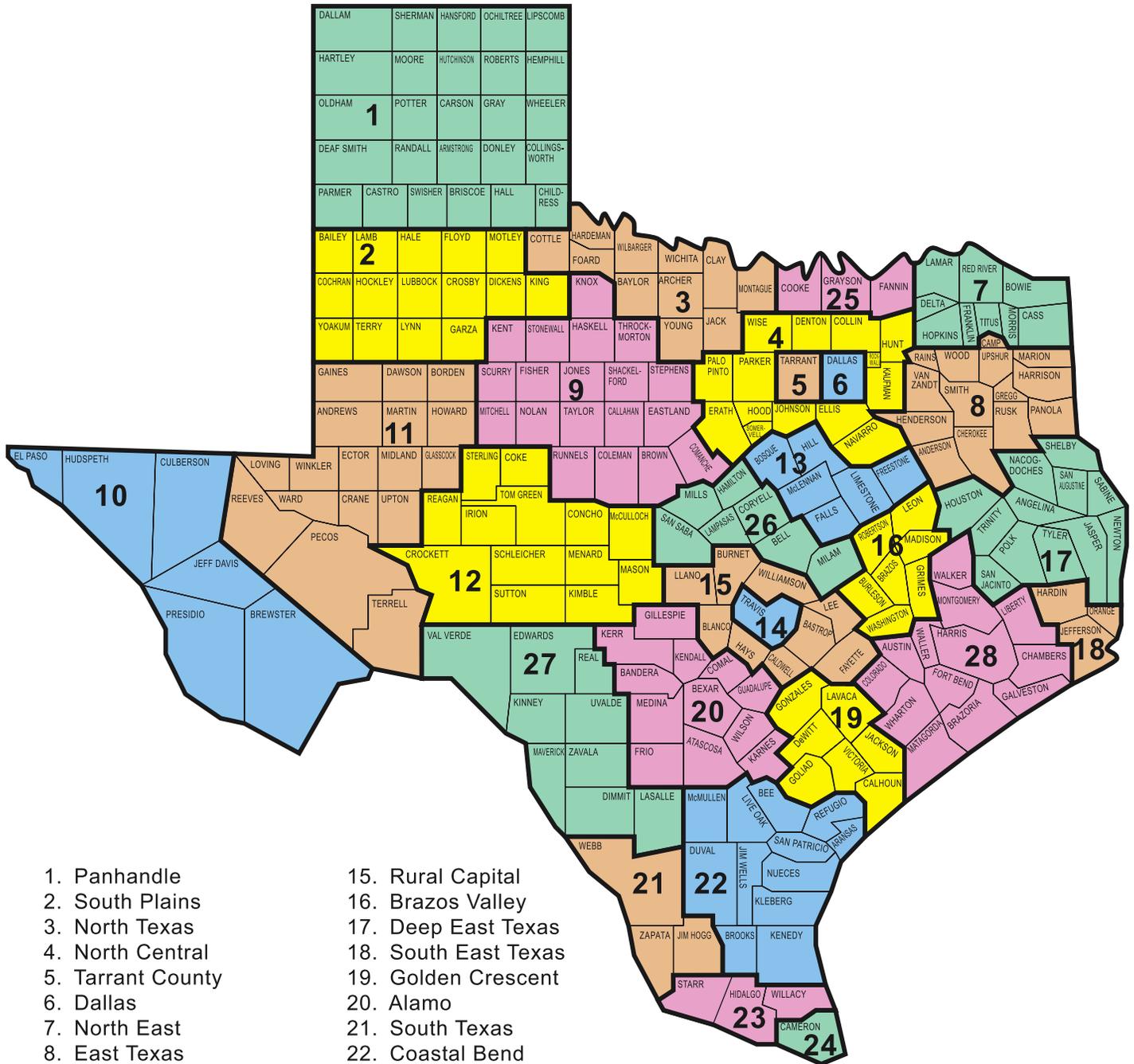
Texas is committed to leveraging information technology to provide management and stakeholders with information about how the workforce system functions and its levels of performance. Toward that end, Texas

has developed an Integrated Reporting system that captures the data elements and applies the methodologies required by Common Measures and WISPR. This system is at the cutting edge of performance reporting and Texas has mentored other states on implementing Common Measures and Integrated Reporting at DOL's request. As a result, many states have used much of Texas' Common Measures and Integrated Reporting development material as a blueprint for their own efforts.

During PY 2008, Texas continued modifying its Integrated Reporting system to enhance its value as a research tool and to further strengthen Common Measures' usefulness as a tool for system integration. In particular, Texas worked to connect unemployment claims data to the system to improve the timeliness of claimants returning to work.

Texas believes that DOL should continue encouraging integration efforts. When setting performance targets, DOL should provide additional flexibility to states that demonstrate a commitment to integration—a commitment that goes beyond just enrolling those customers who will boost performance. Ultimately, a one-stop system should be judged at the customer level and not at the program level because programs are nothing more than a means to provide services. Each customer has his or her own strengths, weaknesses, and needs that must be appropriately addressed regardless of the effect on program performance.

Figure 1. Local Workforce Development Areas in Texas



- | | |
|----------------------|-----------------------------|
| 1. Panhandle | 15. Rural Capital |
| 2. South Plains | 16. Brazos Valley |
| 3. North Texas | 17. Deep East Texas |
| 4. North Central | 18. South East Texas |
| 5. Tarrant County | 19. Golden Crescent |
| 6. Dallas | 20. Alamo |
| 7. North East | 21. South Texas |
| 8. East Texas | 22. Coastal Bend |
| 9. West Central | 23. Lower Rio Grande Valley |
| 10. Upper Rio Grande | 24. Cameron County |
| 11. Permian Basin | 25. Texoma |
| 12. Concho Valley | 26. Central Texas |
| 13. Heart of Texas | 27. Middle Rio Grande |
| 14. Capital Area | 28. Gulf Coast |

PROGRAM COSTS

In PY 2008, the Texas workforce system spent an average of \$2,451.64 per participant receiving WIA services. Table 2 provides information about the cost per participant for WIA Adult, Dislocated Worker, and Youth programs.

Table 2. Operation Costs

	Cost/Participant
Overall, All Program Strategies (Does Not Include Adult Self Service Only)	\$2,451.64
Adult Program	\$2,292.39
Dislocated Worker Program	\$3,452.49
Youth Program	\$2,059.26
* TWC implemented new DOL guidance to include self-service-only customers in Adult Participant and Exiter counts which makes them incomparable to previous reports. However, outcome measures are only applied to customers receiving more than self-service and thus are comparable to prior reports.	

Table 3. Operating Results

	Available	Expended	Percentage
Overall, All Program Strategies *	\$198,189,878	\$177,881,203	89.8%
Adult Program Funds	68,878,986	61,529,976	89.3%
Dislocated Worker Program Funds	59,118,872	55,042,983	93.1%
Youth Program Funds	70,191,920	61,308,245	87.3%

* Overall includes Local Administration Funds.

All amounts include PY 2008 allocations and any carried forward balances from previous program years.

**Required Tables
Statewide Performance**

Table B - Adult Program Results

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	76.0%	73.4%	11,609
			15,815
Employment Retention Rate	84.0%	80.9%	14,854
			18,359
Average Earnings	\$11,800	\$11,830	\$172,280,149
			14,562

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	72.7%	4,030 5,545	71.0%	775 1,092	57.6%	216 375	65.6%
Employment Retention Rate	81.7%	5,261 6,443	80.0%	886 1,107	74.5%	240 322	81.0%	662 817
Average Earnings	\$11,191	\$57,522,170 5,140	\$14,060	\$12,204,783 868	\$9,813	\$2,276,832 232	\$11,639	\$7,530,818 647

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	78.3%	3,107	71.8%	8,502
		3,968		11,847
Employment Retention Rate	86.4%	4,174	78.9%	10,680
		4,829		13,530
Average Earnings	\$13,731	\$56,381,426	\$11,084	\$115,898,723
		4,106		10,456

Table E – Dislocated Worker Program Results

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	83.0%	81.9%	4,705
			5,746
Employment Retention Rate	90.5%	90.1%	5,744
			6,377
Average Earnings	\$14,600	\$14,842.64	\$83,949,988
			5,656

Table F – Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
	Entered Employment Rate	84.5%	442 523	67.9%	55 81	69.2%	606 876	73.2%
Employment Retention Rate	89.4%	490 548	88.4%	76 86	87.4%	712 815	85.6%	89 104
Average Earnings	\$18,312	\$8,753,601 478	\$16,591	\$1,227,778 74	\$14,787	\$10,262,835 694	\$12,081	\$1,051,083 87

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	85.1%	2,065 2,427	79.5%
Employment Retention Rate	91.7%	2,498 2,725	88.9%	3,246 3,652
Average Earnings	\$15,128	\$37,216,018 2,460	\$14,623	\$46,733,970 3,196

Table H.1 – Youth (14-21) Program Results

	Negotiated Performance Level	Actual Performance Level
Placement in Employment or Education	58.0%	64.5%
		4,381 6,793
Attainment of Degree or Certificate	53.0%	54.9%
		3,709 6,757
Literacy and Numeracy gains	35.0%	45.8%
		1,622 3,542

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 Unsubsidized Employment		Entry Into Unsubsidized Employment Related to the Training Received of Those Who Completed Training Services	
Adults	79.5%	13,686	\$4,296	\$72,817,970	1.1%	124	\$4,844	\$51,411,835	6.8%	243
		17,210		16,952		11,609		10,613		3,584
Dislocated Workers	89.0%	5,194	95.2%	\$112,121,544	1.5%	72	\$6,977	\$29,999,139	10.4%	251
		5,838		\$117,784,105		4,705		4,300		2,417

Table M – Participation Levels

	Total Participants	Total Exiters
Total Adult Customers	508,650	403,210
Total Adults (self-service only)	466,911	380,794
WIA Adults	493,864	398,104
WIA Dislocated Worker	15,943	5,559
Total Youth (14-21)	29,772	7,424
Out-of-School Youth	11,941	4,441
In-School Youth	17,746	2,964
* TWC implemented new DOL guidance to include self-service-only customers in Adult Participant and Exiter counts which makes them incomparable to previous reports. However, outcome measures are only applied to customers receiving more than self-service and thus are comparable to prior reports.		

Table N – Cost of Program Activities

Program Activity	Total Federal Spending
Local Adults	\$53,648,507
Local Dislocated Workers	\$44,991,284
Local Youth	\$56,727,928
Rapid Response (up to 25%)	
134 (a) (2) (A)	\$1,460,821
Statewide Required Activities (up to 15%)	
134 (a) (2) (b)	\$10,171,889
Statewide Allowable Activities	
134 (a) (3)	\$2,037,702
Total of All Federal Spending Listed Above	\$169,038,131

PART III: LOCAL PERFORMANCE

LOCAL WORKFORCE DEVELOPMENT BOARD PERFORMANCE

Tables 4 and 5 detail the performance of Texas' 28 Boards.

The intent of the statute that created TWC was to consolidate programs within one agency, thus providing an integrated service delivery system. TWC and the Boards came to realize that numerous siloed measures—particularly disparate ones—were a barrier to integration. As long as Boards were being judged at the program level rather than the service delivery system level, they would be focused on isolated issues. With that in mind, Texas requested and was granted a waiver that allows the state to contract with the Boards for as many or as few of the siloed WIA measures as appropriate. TWC used the flexibility offered by this waiver to promote integration through Common Measures. Table 4 reflects Integrated Common Measures and Reemployment & Employer Engagement Measures. Table 5 reflects Board WIA performance.

Table 4. Common Measures and Reemployment Measures by Board

Measures	Integrated Common Measures			Reemployment & Employer Engagement Measures			
	Staff-Assisted Entered Employment	Employment Retention	Educational Achievement	Reemployment of UI Claimants	Reemployment of Registered Claimants within 10 Weeks	Staff-Created Job Openings Filled Rate	Market Share
Alamo	80.61%	84.92%	79.38%	67.79%	49.81%	79.33%	31.49%
Brazos Valley	81.08%	83.36%	80.91%	63.43%	48.53%	87.53%	26.80%
Cameron County	80.04%	84.34%	89.41%	67.42%	50.43%	51.16%	32.77%
Capital Area	81.97%	86.48%	87.23%	64.00%	45.66%	66.16%	27.24%
Central Texas	80.74%	82.38%	94.47%	60.15%	48.37%	60.66%	27.51%
Coastal Bend	82.01%	84.69%	86.23%	66.06%	49.15%	70.50%	26.81%
Concho Valley	81.46%	83.87%	87.85%	60.48%	50.69%	52.94%	40.90%
Dallas	77.92%	83.26%	84.93%	59.94%	42.68%	94.77%	24.42%
Deep East Texas	78.74%	81.22%	82.45%	68.24%	51.53%	72.55%	33.54%
East Texas	81.97%	83.88%	94.14%	71.47%	52.81%	82.35%	21.11%
Golden Crescent	81.58%	84.97%	91.07%	64.51%	46.44%	56.28%	26.09%
Gulf Coast	78.90%	82.16%	88.32%	63.09%	47.38%	72.65%	28.66%
Heart of Texas	82.35%	84.57%	92.37%	66.11%	50.35%	61.66%	27.86%
Lower Rio Grande Valley	80.35%	82.98%	69.77%	67.34%	47.45%	61.82%	32.79%
Middle Rio Grande	77.79%	80.06%	90.60%	66.47%	41.82%	79.19%	40.64%
North Central	81.03%	84.38%	80.54%	63.09%	42.49%	75.26%	30.49%
North East Texas	81.76%	83.16%	77.04%	64.83%	49.49%	79.42%	30.20%
North Texas	81.19%	84.27%	87.88%	72.42%	45.69%	73.31%	23.18%
Panhandle	86.06%	83.23%	87.36%	64.39%	51.74%	74.85%	26.69%
Permian Basin	86.93%	84.09%	86.24%	67.85%	47.39%	96.09%	24.31%
Rural Capital	82.76%	86.54%	83.90%	64.02%	44.48%	84.24%	23.99%
South Plains	86.01%	83.15%	93.28%	74.73%	53.04%	81.82%	30.32%
South Texas	80.85%	83.27%	83.83%	62.50%	43.57%	76.86%	48.22%
Southeast Texas	83.59%	83.82%	86.11%	71.20%	60.41%	83.22%	27.85%
Tarrant County	81.28%	84.06%	82.03%	63.18%	40.48%	93.82%	27.45%
Texoma	82.77%	84.95%	96.81%	67.13%	44.55%	83.43%	36.12%
Upper Rio Grande	81.08%	83.19%	88.25%	60.94%	47.75%	51.31%	35.58%
West Central	82.85%	83.99%	61.84%	68.60%	50.44%	79.97%	25.48%
# Meeting the Measure	28	28	28	21	1	23	26
% Meeting the Measure	100.00%	100.00%	100.00%	75.00%	3.57%	82.14%	92.86%
Texas Performance	80.46%	83.48%	84.80%	63.88%	46.32%	70.64%	26.17%
	Exiters from 10/1/2007 to 09/30/2008	Exiters from 04/1/2007 to 03/31/2008	Exiters from 10/1/2007 to 09/30/2008	Initial UI Payees from 10/1/2007 to 09/30/2008	Registered Claimants from 05/1/2008 to 04/30/2009	04/01/2008 to 03/31/2009	8/01/2008 to 07/31/2009

Table 5. WIA PY2008 Performance by Board

Measures	Adult Entered Employment Rate	Dislocated Worker Entered Employment Rate	Adult Employment Retention Rate	Dislocated Worker Retention Rate	Adult Average Earnings	Dislocated Worker Average Earnings	Placement in Employment or Education	Attainment of Degree or Certificate	Literacy and Numeracy Gains
Alamo	76.01%	85.15%	86.86%	90.72%	\$11,558.50	\$14,254.65	63.28%	60.06%	45.23
Brazos Valley	73.50%	85.86%	83.26%	88.65%	\$8,535.12	\$13,352.72	61.36%	63.22%	67.50
Cameron County	91.01%	76.92%	89.54%	100.00%	\$14,838.43	\$15,459.25	67.26%	66.78%	53.41%
Capital Area	75.98%	88.59%	85.61%	90.32%	\$12,955.00	\$19,201.38	76.67%	66.99%	65.83%
Central Texas	86.08%	100.00%	87.69%	100.00%	\$14,468.51	\$15,831.52	89.69%	92.11%	64.00%
Coastal Bend	79.83%	82.55%	87.22%	90.09%	\$13,962.67	\$14,223.08	62.98%	56.80%	39.58%
Concho Valley	89.13%	85.51%	91.30%	90.16%	\$14,561.97	\$13,773.39	68.49%	65.00%	36.00%
Dallas	66.29%	83.43%	82.38%	88.67%	\$10,799.73	\$14,500.30	58.26%	49.79%	47.36%
Deep East Texas	76.27%	81.40%	85.80%	84.21%	\$12,798.84	\$14,774.45	67.37%	51.40%	25.81%
East Texas	91.41%	93.38%	87.50%	95.08%	\$12,917.76	\$14,784.88	82.22%	75.93%	43.24%
Golden Crescent	86.79%	81.48%	80.95%	89.47%	\$13,031.33	\$13,819.01	66.67%	66.67%	33.33%
Gulf Coast	71.57%	77.44%	77.90%	88.22%	\$11,490.05	\$17,176.00	65.75%	55.32%	28.38%
Heart of Texas	87.88%	94.23%	83.33%	90.38%	\$12,820.69	\$14,625.18	79.07%	72.83%	50.00%
Lower Rio Grande Valley	71.70%	82.86%	82.83%	82.55%	\$12,229.65	\$12,010.00	62.38%	37.46%	51.54%
Middle Rio Grande	82.73%	91.07%	85.63%	95.74%	\$13,237.32	\$17,204.47	76.73%	77.65%	43.75%
North Central	80.7%	83.09%	86.49%	93.49%	\$13,735.20	\$17,973.09	63.30%	50.54%	45.89%
North East Texas	77.37%	74.32%	86.83%	92.59%	\$8,969.08	\$13,665.24	55.43%	57.14%	38.95%
North Texas	80.00%	75.76%	92.16%	90.00%	\$13,953.06	\$13,893.97	61.90%	72.73%	33.33%
Panhandle	81.08%	70.91%	92.24%	92.21%	\$17,073.14	\$17,049.83	71.43%	68.60%	66.67%
Permian Basin	80.70%	91.18%	87.25%	93.18%	\$16,940.11	\$19,379.22	67.29%	51.40%	55.00%
Rural Capital	81.30%	90.91%	88.79%	90.82%	\$12,922.78	\$15,967.10	73.08%	62.50%	34.72%
South Plains	96.23%	86.96%	90.70%	89.66%	\$13,897.60	\$11,789.00	92.73%	92.65%	75.00%
South Texas	70.18%	90.91%	88.89%	93.75%	\$14,571.66	\$14,142.44	79.81%	76.77%	20.00%
Southeast Texas	75.54%	83.33%	72.94%	88.24%	\$12,193.20	\$17,426.94	65.12%	65.52%	54.90%
Tarrant County	69.76%	79.42%	82.71%	89.65%	\$12,038.09	\$15,327.12	61.45%	50.20%	28.41%
Texoma	82.22%	93.10%	85.37%	93.33%	\$15,308.56	\$16,084.21	75.68%	77.78%	43.75%
Upper Rio Grande	80.57%	79.89%	88.33%	92.64%	\$14,671.34	\$11,195.07	61.78%	51.13%	37.09%
West Central	71.61%	77.86%	79.03%	87.90%	\$9,491.65	\$12,073.26	64.06%	50.63%	23.53%
# Meeting the Measure	22	22	25	26	27	26	28	26	24
% Meeting the Measure	78.57%	78.57%	89.29%	92.86%	96.43%	92.86%	100.00%	92.86%	85.71%
Texas Performance	73.43%	81.87%	81.03%	90.06%	\$11,780.01	\$14,840.67	64.45%	54.86%	46.54%

The final section of this report, Table O, beginning on the next page, presents individual tables for each of the 28 Boards, detailing performance for WIA Common Measures. The targets for each WIA measure, which TWC formally contracted with the Boards, are also provided.

Note: TWC implemented new DOL guidance to include self-service-only customers in adult Participant and Exiter counts which makes them incomparable to previous reports. However, outcome measures are only applied to customers receiving more than self-service and thus are comparable to prior reports.

Table O - Local Program Activities			
Local Area Name ALAMO	Total Participants Served 52,952	Adults	48,639
		Dislocated Workers	1,480
		Youth	2,833
WDA Assigned # 20	Total Exiters 40,966	Adults	39,478
		Dislocated Workers	765
		Youth	723
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	--	76.01%
	Dislocated Workers	--	85.15%
Employment Retention Rate	Adults	--	86.86%
	Dislocated Workers	--	90.72%
Average Earnings	Adults	\$9,830	\$11,558.50
	Dislocated Workers	\$12,070	\$14,254.65
Placement in Employment or Education	Youth (14-21)	58%	63.28%
Attainment of Degree or Certificate	Youth (14-21)	53%	60.06%
Literacy and Numeracy Gains	Youth (14-21)	35%	45.23%
Description of Other State Indicators of Performance (WIA section 136(d) (1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
Overall Status of Local Performance		Not Met	Met
		0	1
		Exceeded	5

Table O - Local Program Activities			
Local Area Name BRAZOS VALLEY	Total Participants Served 7,066	Adults	6,284
		Dislocated Workers	226
		Youth	556
WDA Assigned # 16	Total Exiters 4,564	Adults	4,360
		Dislocated Workers	83
		Youth	121
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	--	73.50%
	Dislocated Workers	--	85.86%
Employment Retention Rate	Adults	--	83.26%
	Dislocated Workers	--	88.65%
Average Earnings	Adults	\$8,300	\$8,535.12
	Dislocated Workers	\$12,500	\$13,352.72
Placement in Employment or Education	Youth (14-21)	58%	61.36%
Attainment of Degree or Certificate	Youth (14-21)	50%	63.22%
Literacy and Numeracy Gains	Youth (14-21)	35%	67.50%
Description of Other State Indicators of Performance (WIA section 136(d) (1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
Overall Status of Local Performance		Not Met	Met
		0	1
		Exceeded	4

Table O - Local Program Activities				
Local Area Name CAMERON COUNTY	Total Participants Served 9,332	Adults	8,346	
		Dislocated Workers	87	
		Youth	899	
WDA Assigned # 24	Total Exiters 7,111	Adults	6,817	
		Dislocated Workers	35	
		Youth	259	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	91.01%	
	Dislocated Workers	--	76.92%	
Employment Retention Rate	Adults	--	89.54%	
	Dislocated Workers	--	100.00%	
Average Earnings	Adults	\$14,000	\$14,838.43	
	Dislocated Workers	\$10,810	\$15,459.25	
Placement in Employment or Education	Youth (14-21)	58%	67.26%	
Attainment of Degree or Certificate	Youth (14-21)	53%	66.78%	
Literacy and Numeracy Gains	Youth (14-21)	35%	53.41%	
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	0	5

Table O - Local Program Activities				
Local Area Name CAPITAL AREA	Total Participants Served 26,378	Adults	24,514	
		Dislocated Workers	851	
		Youth	1,013	
WDA Assigned # 14	Total Exiters 20,508	Adults	20,043	
		Dislocated Workers	307	
		Youth	158	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	75.98%	
	Dislocated Workers	--	88.59%	
Employment Retention Rate	Adults	--	85.61%	
	Dislocated Workers	--	90.32%	
Average Earnings	Adults	\$11,600	\$12,955.00	
	Dislocated Workers	\$16,770	\$19,201.38	
Placement in Employment or Education	Youth (14-21)	58%	76.67%	
Attainment of Degree or Certificate	Youth (14-21)	53%	66.99%	
Literacy and Numeracy Gains	Youth (14-21)	35%	65.83%	
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	0	5

Table O - Local Program Activities			
Local Area Name CENTRAL TEXAS	Total Participants Served 12,899	Adults	11,956
		Dislocated Workers	307
		Youth	636
WDA Assigned # 26	Total Exiters 10,350	Adults	10,172
		Dislocated Workers	50
		Youth	128
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	--	86.08%
	Dislocated Workers	--	100.00%
Employment Retention Rate	Adults	--	87.69%
	Dislocated Workers	--	100.00%
Average Earnings	Adults	\$13,290	\$14,468.51
	Dislocated Workers	\$17,190	\$15,831.52
Placement in Employment or Education	Youth (14-21)	58%	89.69%
Attainment of Degree or Certificate	Youth (14-21)	53%	92.11%
Literacy and Numeracy Gains	Youth (14-21)	35%	64.00%
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
Overall Status of Local Performance	Not Met		Met
	1		0
		Exceeded	4

Table O - Local Program Activities			
Local Area Name COASTAL BEND	Total Participants Served 15,477	Adults	14,023
		Dislocated Workers	304
		Youth	1,150
WDA Assigned # 22	Total Exiters 11,568	Adults	11,240
		Dislocated Workers	103
		Youth	225
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	--	79.83%
	Dislocated Workers	--	82.55%
Employment Retention Rate	Adults	--	87.22%
	Dislocated Workers	--	90.09%
Average Earnings	Adults	\$11,900	\$13,962.67
	Dislocated Workers	\$13,600	\$14,223.08
Placement in Employment or Education	Youth (14-21)	58%	62.98%
Attainment of Degree or Certificate	Youth (14-21)	53%	56.80%
Literacy and Numeracy Gains	Youth (14-21)	35%	39.58%
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
Overall Status of Local Performance	Not Met		Met
	0		1
		Exceeded	4

Table O - Local Program Activities				
Local Area Name CONCHO VALLEY	Total Participants Served 3,272	Adults	2,762	
		Dislocated Workers	232	
		Youth	278	
WDA Assigned # 12	Total Exiters 2,275	Adults	2,121	
		Dislocated Workers	81	
		Youth	73	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	89.13%	
	Dislocated Workers	--	85.51%	
Employment Retention Rate	Adults	--	91.30%	
	Dislocated Workers	--	90.16%	
Average Earnings	Adults	\$14,500	\$14,561.97	
	Dislocated Workers	\$12,290	\$13,773.39	
Placement in Employment or Education	Youth (14-21)	58%	68.49%	
Attainment of Degree or Certificate	Youth (14-21)	53%	65.00%	
Literacy and Numeracy Gains	Youth (14-21)	35%	36.00%	
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	2	3

Table O - Local Program Activities				
Local Area Name DALLAS	Total Participants Served 67,020	Adults	59,993	
		Dislocated Workers	3,383	
		Youth	3,644	
WDA Assigned # 6	Total Exiters 50,864	Adults	48,649	
		Dislocated Workers	894	
		Youth	1,321	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	66.29%	
	Dislocated Workers	--	83.43%	
Employment Retention Rate	Adults	--	82.38%	
	Dislocated Workers	--	88.67%	
Average Earnings	Adults	\$10,600	\$10,799.73	
	Dislocated Workers	\$14,400	\$14,500.30	
Placement in Employment or Education	Youth (14-21)	58%	58.26%	
Attainment of Degree or Certificate	Youth (14-21)	50%	49.79%	
Literacy and Numeracy Gains	Youth (14-21)	35%	47.36%	
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	4	1

Table O - Local Program Activities			
Local Area Name DEEP EAST TEXAS	Total Participants Served 6,885	Adults	6,099
		Dislocated Workers	286
		Youth	500
WDA Assigned # 17	Total Exiters 5,003	Adults	4,800
		Dislocated Workers	56
		Youth	147
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	--	76.27%
	Dislocated Workers	--	81.40%
Employment Retention Rate	Adults	--	85.80%
	Dislocated Workers	--	84.21%
Average Earnings	Adults	\$11,740	\$12,798.84
	Dislocated Workers	\$15,550	\$14,774.45
Placement in Employment or Education	Youth (14-21)	58%	67.37%
Attainment of Degree or Certificate	Youth (14-21)	53%	51.40%
Literacy and Numeracy Gains	Youth (14-21)	35%	25.81%
Description of Other State Indicators of Performance (WIA section 136(d) (1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
Overall Status of Local Performance	Not Met		Met
	1		2
		Exceeded	2

Table O - Local Program Activities			
Local Area Name EAST TEXAS	Total Participants Served 21,051	Adults	19,390
		Dislocated Workers	957
		Youth	704
WDA Assigned # 8	Total Exiters 17,220	Adults	16,892
		Dislocated Workers	264
		Youth	64
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	--	91.41%
	Dislocated Workers	--	93.38%
Employment Retention Rate	Adults	--	87.50%
	Dislocated Workers	--	95.08%
Average Earnings	Adults	\$10,840	\$12,917.76
	Dislocated Workers	\$13,930	\$14,784.88
Placement in Employment or Education	Youth (14-21)	58%	82.22%
Attainment of Degree or Certificate	Youth (14-21)	53%	75.93%
Literacy and Numeracy Gains	Youth (14-21)	35%	43.24%
Description of Other State Indicators of Performance (WIA section 136(d) (1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
Overall Status of Local Performance	Not Met		Met
	0		0
		Exceeded	5

Table O - Local Program Activities				
Local Area Name GOLDEN CRESCENT	Total Participants Served 3,979	Adults	3,558	
		Dislocated Workers	227	
		Youth	194	
WDA Assigned # 19	Total Exiters 2,928	Adults	2,799	
		Dislocated Workers	76	
		Youth	53	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	86.79%	
	Dislocated Workers	--	81.48%	
Employment Retention Rate	Adults	--	80.95%	
	Dislocated Workers	--	89.47%	
Average Earnings	Adults	\$13,400	\$13,031.33	
	Dislocated Workers	\$14,500	\$13,819.01	
Placement in Employment or Education	Youth (14-21)	58%	66.67%	
Attainment of Degree or Certificate	Youth (14-21)	53%	66.67%	
Literacy and Numeracy Gains	Youth (14-21)	35%	33.33%	
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	3	2

Table O - Local Program Activities				
Local Area Name GULF COAST	Total Participants Served 129,500	Adults	122,605	
		Dislocated Workers	3,002	
		Youth	3,893	
WDA Assigned # 28	Total Exiters 96,104	Adults	94,378	
		Dislocated Workers	1,163	
		Youth	563	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	71.57%	
	Dislocated Workers	--	77.44%	
Employment Retention Rate	Adults	--	77.90%	
	Dislocated Workers	--	88.22%	
Average Earnings	Adults	\$12,400	\$11,490.05	
	Dislocated Workers	\$16,490	\$17,176.00	
Placement in Employment or Education	Youth (14-21)	58%	65.75%	
Attainment of Degree or Certificate	Youth (14-21)	50%	55.32%	
Literacy and Numeracy Gains	Youth (14-21)	28%	28.38%	
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")				
Overall Status of Local Performance		Not Met	Met	Exceeded
		1	2	2

Table O - Local Program Activities				
Local Area Name HEART OF TEXAS	Total Participants Served 12,359	Adults	11,633	
		Dislocated Workers	207	
		Youth	519	
WDA Assigned # 13	Total Exiters 9,890	Adults	9,663	
		Dislocated Workers	82	
		Youth	145	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	87.88%	
	Dislocated Workers	--	94.23%	
Employment Retention Rate	Adults	--	83.33%	
	Dislocated Workers	--	90.38%	
Average Earnings	Adults	\$12,740	\$12,820.69	
	Dislocated Workers	\$13,200	\$14,625.18	
Placement in Employment or Education	Youth (14-21)	58%	79.07%	
Attainment of Degree or Certificate	Youth (14-21)	53%	72.83%	
Literacy and Numeracy Gains	Youth (14-21)	35%	50.00%	
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")				
Overall Status of Local Performance	Not Met		Met	Exceeded
	0		1	4

Table O - Local Program Activities				
Local Area Name LOWER RIO GRANDE	Total Participants Served 19,184	Adults	14,720	
		Dislocated Workers	478	
		Youth	3,986	
WDA Assigned # 23	Total Exiters 13,292	Adults	11,649	
		Dislocated Workers	119	
		Youth	1,524	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	71.70%	
	Dislocated Workers	--	82.86%	
Employment Retention Rate	Adults	--	82.83%	
	Dislocated Workers	--	82.55%	
Average Earnings	Adults	\$10,350	\$12,229.65	
	Dislocated Workers	\$11,000	\$12,010.00	
Placement in Employment or Education	Youth (14-21)	58%	62.38%	
Attainment of Degree or Certificate	Youth (14-21)	53%	37.46%	
Literacy and Numeracy Gains	Youth (14-21)	35%	51.54%	
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")				
Overall Status of Local Performance	Not Met		Met	Exceeded
	1		0	4

Table O - Local Program Activities				
Local Area Name MIDDLE RIO GRANDE	Total Participants Served 2,835	Adults	2,052	
		Dislocated Workers	121	
		Youth	662	
WDA Assigned # 27	Total Exiters 1,936	Adults	1,694	
		Dislocated Workers	59	
		Youth	183	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	82.73%	
	Dislocated Workers	--	91.07%	
Employment Retention Rate	Adults	--	85.63%	
	Dislocated Workers	--	95.74%	
Average Earnings	Adults	\$11,660	\$13,237.32	
	Dislocated Workers	\$12,900	\$17,204.47	
Placement in Employment or Education	Youth (14-21)	55%	76.73%	
Attainment of Degree or Certificate	Youth (14-21)	53%	77.65%	
Literacy and Numeracy Gains	Youth (14-21)	35%	43.75%	
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	0	5

Table O - Local Program Activities				
Local Area Name NORTH CENTRAL TEXAS	Total Participants Served 46,638	Adults	43,786	
		Dislocated Workers	1,812	
		Youth	1,040	
WDA Assigned # 4	Total Exiters 34,683	Adults	33,566	
		Dislocated Workers	708	
		Youth	409	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	80.70%	
	Dislocated Workers	--	83.09%	
Employment Retention Rate	Adults	--	86.49%	
	Dislocated Workers	--	93.49%	
Average Earnings	Adults	\$12,000	\$13,735.20	
	Dislocated Workers	\$17,000	\$17,973.09	
Placement in Employment or Education	Youth (14-21)	58%	63.30%	
Attainment of Degree or Certificate	Youth (14-21)	53%	50.54%	
Literacy and Numeracy Gains	Youth (14-21)	35%	45.89%	
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	1	4

Table O - Local Program Activities			
Local Area Name NORTH EAST TEXAS	Total Participants Served 6,918	Adults	5,906
		Dislocated Workers	583
		Youth	429
WDA Assigned # 7	Total Exiters 5,351	Adults	4,944
		Dislocated Workers	274
		Youth	133
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	--	77.37%
	Dislocated Workers	--	74.32%
Employment Retention Rate	Adults	--	86.83%
	Dislocated Workers	--	92.59%
Average Earnings	Adults	\$9,200	\$8,969.08
	Dislocated Workers	\$12,990	\$13,665.24
Placement in Employment or Education	Youth (14-21)	58%	55.43%
Attainment of Degree or Certificate	Youth (14-21)	53%	57.14%
Literacy and Numeracy Gains	Youth (14-21)	35%	38.95%
Description of Other State Indicators of Performance (WIA section 136(d) (1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
Overall Status of Local Performance	Not Met		Met
	0		2
		Exceeded	3

Table O - Local Program Activities			
Local Area Name NORTH TEXAS	Total Participants Served 3,927	Adults	3,280
		Dislocated Workers	571
		Youth	76
WDA Assigned # 3	Total Exiters 2,721	Adults	2,612
		Dislocated Workers	80
		Youth	29
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	--	80.00%
	Dislocated Workers	--	75.76%
Employment Retention Rate	Adults	--	92.16%
	Dislocated Workers	--	90.00%
Average Earnings	Adults	\$10,660	\$13,953.06
	Dislocated Workers	\$13,110	\$13,893.97
Placement in Employment or Education	Youth (14-21)	58%	61.90%
Attainment of Degree or Certificate	Youth (14-21)	53%	72.73%
Literacy and Numeracy Gains	Youth (14-21)	35%	33.33%
Description of Other State Indicators of Performance (WIA section 136(d) (1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
Overall Status of Local Performance	Not Met		Met
	0		1
		Exceeded	4

Table O - Local Program Activities				
Local Area Name PANHANDLE	Total Participants Served 7,847	Adults	6,907	
		Dislocated Workers	493	
		Youth	447	
WDA Assigned # 1	Total Exiters 5,804	Adults	5,619	
		Dislocated Workers	87	
		Youth	98	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	81.08%	
	Dislocated Workers	--	70.91%	
Employment Retention Rate	Adults	--	92.24%	
	Dislocated Workers	--	92.21%	
Average Earnings	Adults	\$14,810	\$17,073.14	
	Dislocated Workers	\$15,050	\$17,049.83	
Placement in Employment or Education	Youth (14-21)	58%	71.43%	
Attainment of Degree or Certificate	Youth (14-21)	53%	68.60%	
Literacy and Numeracy Gains	Youth (14-21)	35%	66.67%	
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	0	5

Table O - Local Program Activities				
Local Area Name PERMIAN BASIN	Total Participants Served 6,003	Adults	5,259	
		Dislocated Workers	197	
		Youth	547	
WDA Assigned # 11	Total Exiters 3,731	Adults	3,539	
		Dislocated Workers	70	
		Youth	122	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	80.70%	
	Dislocated Workers	--	91.18%	
Employment Retention Rate	Adults	--	87.25%	
	Dislocated Workers	--	93.18%	
Average Earnings	Adults	\$13,570	\$16,940.11	
	Dislocated Workers	\$16,240	\$19,379.22	
Placement in Employment or Education	Youth (14-21)	58%	67.29%	
Attainment of Degree or Certificate	Youth (14-21)	53%	51.40%	
Literacy and Numeracy Gains	Youth (14-21)	35%	55.00%	
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	1	4

Table O - Local Program Activities			
Local Area Name RURAL CAPITAL	Total Participants Served 15,389	Adults	14,238
		Dislocated Workers	783
		Youth	368
WDA Assigned # 15	Total Exiters 12,520	Adults	12,107
		Dislocated Workers	312
		Youth	101
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	--	81.30%
	Dislocated Workers	--	90.91%
Employment Retention Rate	Adults	--	88.79%
	Dislocated Workers	--	90.82%
Average Earnings	Adults	\$10,130	\$12,922.78
	Dislocated Workers	\$12,330	\$15,967.10
Placement in Employment or Education	Youth (14-21)	58%	73.08%
Attainment of Degree or Certificate	Youth (14-21)	53%	62.50%
Literacy and Numeracy Gains	Youth (14-21)	35%	34.72%
Description of Other State Indicators of Performance (WIA section 136(d) (1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
Overall Status of Local Performance	Not Met		Met
	0		1
		Exceeded	
		4	

Table O - Local Program Activities			
Local Area Name SOUTH PLAINS	Total Participants Served 5,569	Adults	4,746
		Dislocated Workers	155
		Youth	668
WDA Assigned # 2	Total Exiters 4,061	Adults	3,925
		Dislocated Workers	41
		Youth	95
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	--	96.23%
	Dislocated Workers	--	86.96%
Employment Retention Rate	Adults	--	90.70%
	Dislocated Workers	--	89.66%
Average Earnings	Adults	\$12,780	\$13,897.60
	Dislocated Workers	\$14,160	\$11,789.00
Placement in Employment or Education	Youth (14-21)	58%	92.73%
Attainment of Degree or Certificate	Youth (14-21)	53%	92.65%
Literacy and Numeracy Gains	Youth (14-21)	35%	75.00%
Description of Other State Indicators of Performance (WIA section 136(d) (1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
Overall Status of Local Performance	Not Met		Met
	1		0
		Exceeded	
		4	

Table O - Local Program Activities				
Local Area Name SOUTH TEXAS	Total Participants Served 4,202	Adults	3,532	
		Dislocated Workers	39	
		Youth	631	
WDA Assigned # 21	Total Exiters 2,670	Adults	2,596	
		Dislocated Workers	17	
		Youth	57	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	70.18%	
	Dislocated Workers	--	90.91%	
Employment Retention Rate	Adults	--	88.89%	
	Dislocated Workers	--	93.75%	
Average Earnings	Adults	\$12,970	\$14,571.66	
	Dislocated Workers	\$11,080	\$14,142.44	
Placement in Employment or Education	Youth (14-21)	58%	79.81%	
Attainment of Degree or Certificate	Youth (14-21)	53%	76.77%	
Literacy and Numeracy Gains	Youth (14-21)	35%	20.00%	
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")				
Overall Status of Local Performance		Not Met	Met	Exceeded
		1	0	4

Table O - Local Program Activities				
Local Area Name SOUTHEAST TEXAS	Total Participants Served 10,744	Adults	10,037	
		Dislocated Workers	118	
		Youth	589	
WDA Assigned # 18	Total Exiters 8,820	Adults	8,653	
		Dislocated Workers	66	
		Youth	101	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	75.54%	
	Dislocated Workers	--	83.33%	
Employment Retention Rate	Adults	--	72.94%	
	Dislocated Workers	--	88.24%	
Average Earnings	Adults	\$10,120	\$12,193.20	
	Dislocated Workers	\$15,770	\$17,426.94	
Placement in Employment or Education	Youth (14-21)	58%	65.12%	
Attainment of Degree or Certificate	Youth (14-21)	53%	65.52%	
Literacy and Numeracy Gains	Youth (14-21)	35%	54.90%	
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	0	5

Table O - Local Program Activities				
Local Area Name TARRANT COUNTY	Total Participants Served 42,305	Adults	39,410	
		Dislocated Workers	1,822	
		Youth	1,073	
WDA Assigned # 5	Total Exiters 32,208	Adults	31,182	
		Dislocated Workers	684	
		Youth	342	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	69.76%	
	Dislocated Workers	--	79.42%	
Employment Retention Rate	Adults	--	82.71%	
	Dislocated Workers	--	89.65%	
Average Earnings	Adults	\$10,570	\$12,038.09	
	Dislocated Workers	\$14,000	\$15,327.12	
Placement in Employment or Education	Youth (14-21)	58%	61.45%	
Attainment of Degree or Certificate	Youth (14-21)	53%	50.20%	
Literacy and Numeracy Gains	Youth (14-21)	35%	28.41%	
Description of Other State Indicators of Performance (WIA section 136(d) (1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")				
Overall Status of Local Performance		Not Met	Met	Exceeded
		2	0	3

Table O - Local Program Activities				
Local Area Name TEXOMA	Total Participants Served 2,246	Adults	1,780	
		Dislocated Workers	156	
		Youth	310	
WDA Assigned # 25	Total Exiters 1,352	Adults	1,219	
		Dislocated Workers	82	
		Youth	51	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	82.22%	
	Dislocated Workers	--	93.10%	
Employment Retention Rate	Adults	--	85.37%	
	Dislocated Workers	--	93.33%	
Average Earnings	Adults	\$13,910	\$15,308.56	
	Dislocated Workers	\$14,000	\$16,084.21	
Placement in Employment or Education	Youth (14-21)	58%	75.68%	
Attainment of Degree or Certificate	Youth (14-21)	53%	77.78%	
Literacy and Numeracy Gains	Youth (14-21)	35%	43.75%	
Description of Other State Indicators of Performance (WIA section 136(d) (1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	0	5

Table O - Local Program Activities				
Local Area Name UPPER RIO GRANDE	Total Participants Served 20,951	Adults	17,375	
		Dislocated Workers	1,067	
		Youth	2,509	
WDA Assigned # 10	Total Exiters 16,491	Adults	15,518	
		Dislocated Workers	489	
		Youth	484	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	80.57%	
	Dislocated Workers	--	79.89%	
Employment Retention Rate	Adults	--	88.33%	
	Dislocated Workers	--	92.64%	
Average Earnings	Adults	\$11,880	\$14,671.34	
	Dislocated Workers	\$10,300	\$11,195.07	
Placement in Employment or Education	Youth (14-21)	58%	61.78%	
Attainment of Degree or Certificate	Youth (14-21)	53%	51.13%	
Literacy and Numeracy Gains	Youth (14-21)	35%	37.09%	
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	1	4

Table O - Local Program Activities				
Local Area Name WEST CENTRAL	Total Participants Served 14,628	Adults	13,296	
		Dislocated Workers	921	
		Youth	411	
WDA Assigned # 9	Total Exiters 10,416	Adults	9,838	
		Dislocated Workers	458	
		Youth	120	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	71.61%	
	Dislocated Workers	--	77.86%	
Employment Retention Rate	Adults	--	79.03%	
	Dislocated Workers	--	87.90%	
Average Earnings	Adults	\$9,990	\$9,491.65	
	Dislocated Workers	\$12,700	\$12,073.26	
Placement in Employment or Education	Youth (14-21)	58%	64.06%	
Attainment of Degree or Certificate	Youth (14-21)	53%	50.63%	
Literacy and Numeracy Gains	Youth (14-21)	35%	23.53%	
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")				
Overall Status of Local Performance		Not Met	Met	Exceeded
		1	3	1

