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 2009**

## **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 2009**

### **TABLE OF CONTENTS**

<b>Part I: Texas Workforce Solutions</b>	<b>5</b>
<b>Part II: Statewide Performance</b>	<b>39</b>
<b>Part III: Local Performance</b>	<b>47</b>



# 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*

Texas continues to implement a comprehensive system of proven fiscal principles and policy initiatives to ensure Texas' ability to compete in the global economy. In January 2010, Governor Rick Perry emphasized the need for continued conservative fiscal principles and strengthening of the state's workforce to help bolster Texas' economy as it began to feel the strain of the national economic downturn. Speaking at the Texas Workforce Commission Economic Summit: Putting America Back to Work, Governor Perry said, "As we move forward, we must ensure that the challenges of the financial downturn are handled with confidence and discipline." Governor Perry credited workforce programs with building the state's capable and educated workforce.

In light of increased need and fewer available resources, Governor Perry has required workforce education and training programs to collaborate in addressing challenges and leveraging resources to deliver timely and relevant services to Texans. In particular, agencies with workforce programs must partner on integrated solutions to issues that threaten the competitiveness of the state's workforce. Collaboration between programs allows needy Texans to access the help they need.

Texas continues to place emphasis on the Governor's Texas Industry Cluster Initiative. The 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 Texas 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
- 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.

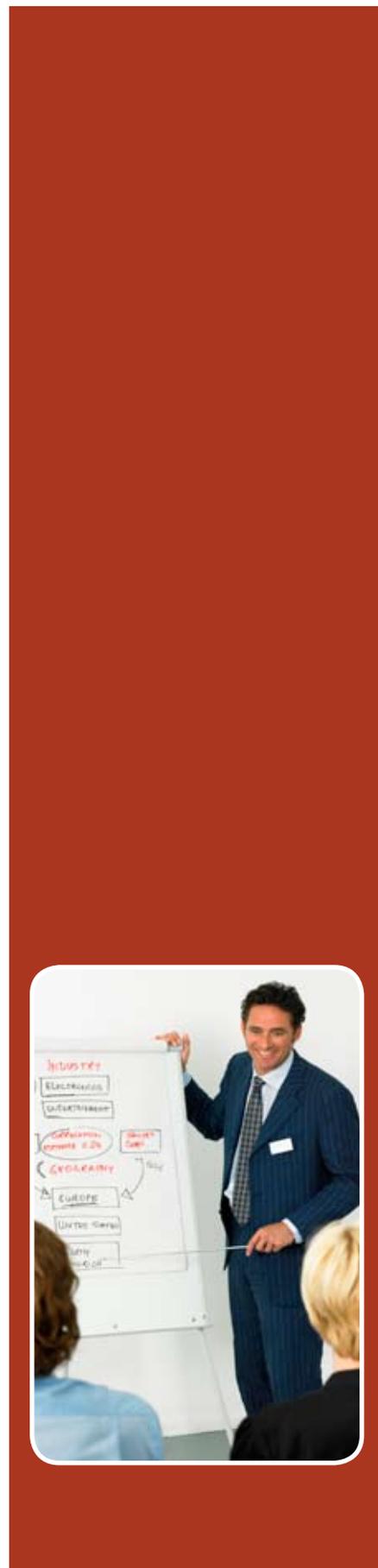
## **Overview of Texas Workforce Solutions**

Texas Workforce Solutions, comprising TWC in partnership with 28 Local Workforce Development Boards (Boards), offers services through approximately 250 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 1.6 million Texans a year. Out of a total budget of more than \$1 billion, TWC annually allocates about \$800 million, of which approximately \$170 million is WIA, for Boards to deliver workforce services. This amount does not include funding received through ARRA. 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***

By maintaining a strong business climate, the Texas economy has remained comparatively strong through the national economic downturn. As a result of the state's favorable business climate, the state as a whole, and individual cities within the state, has received national recognition. In March 2010, Forbes named Austin the city best surviving the recession while Dallas, San Antonio, and Houston also made the top 10. In July 2010, CNBC declared Texas America's top state for business, considering factors such as workforce, cost of doing business, economy, and education. These awards illustrate Texas' success in weathering the recession.

During Program Year (PY) 2009, Texas saw an overall gain of 131,800 jobs across the state, offsetting regional job losses and allowing for a lower-than-average increase in unemployment. Texas saw its unemployment rate rise from 7.9 percent in July 2009 to 8.2 percent in June 2010. This compares favorably to the U.S. unemployment rate, which began the program year at 9.4 percent and ended the program year at 9.5 percent in June 2010.

### ***Texas' Regional Approach***

Twenty-four of the 28 Boards represent multicounty regional areas, while the remaining four—Workforce Solutions for Tarrant County, Greater Dallas, Capital Area, and 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.

### ***Regional Collaboration between Boards and Colleges***

In June 2009, the Commission set aside \$1 million to support regional consortia of Boards, community colleges, businesses, and economic development entities to address the business needs of each region and to target resources through a coordinated action plan. In January 2010, TWC awarded funds to five regional consortia. Each consortium will ascertain employer needs in targeted occupations to determine the occupations and skills needs of the employer. Once skills needs are determined, the consortia will collaborate with community colleges to identify available training and curricula or if new curricula and training must be developed. The goal is to share needed curricula with all college partners. The consortia also will identify available financial resources for training and develop a coordinated action plan to access those funds.

## **State-Level Activities**

### ***WorkInTexas.com***

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 275,000 Texas employers currently are registered to post jobs on WorkInTexas.com, and 1.6 million Texans have found jobs since the Web site launched in June 2004.

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.

WorkInTexas.com provides extensive job-matching options based on skills and experience, links to labor market and career development information, and features live assistance every step of the way from workforce professionals at Texas' Workforce Centers.

TWC is continually upgrading WorkInTexas.com and adding new functionality and features, including:

- Redesign of the job posting entry process to make it easier for employers to provide more information about a job opening, which in turn increases and improves job-matching results.



- Addition of an announcements module to promote communication with customers and keep them informed on current issues related to the job market and WorkInTexas.com.
- As a result of a memorandum of understanding with the Texas Commission on Law Enforcement Officer Standards, a modification to provide an easy way for employers to locate certified law enforcement officers looking for employment and vice versa.
- New correspondence to claimants and other job seekers providing customized information on how to improve their résumés and job-matching information.
- Expansion of the automatic *Job Posting Upload* function.

Additional upgrades to WorkInTexas.com relating to Texas Veterans are on page 14.

### ***Labor Market and Career Information***

TWC's Labor Market and Career Information (LMCI) department provides a variety of career and labor market publications, application software, data development initiatives, and education and training resources for Texas education and workforce development stakeholders. LMCI's mission is the development, application, and dissemination of labor market, occupational, career, education, and workforce program follow-up information.

LMCI has designed and maintains eight Web-based applications that assist a wide range of customers, from students making informed education and career choices to economic development professionals analyzing the likely impact of a firm relocation to any region within Texas. Some examples of LMCI Web-enabled data sets and analytical tools include the following:

- LMCI's Web Page provides easy access to all LMCI Web applications and Web-enabled versions of hardcopy publications. The built-in Google toolbar facilitates quick and easy searches for occupational and labor market information across all LMCI sites. Also posted on the LMCI Web site are resources for parents, students, and researchers, which range from evaluation reports on student and workforce customer labor market outcomes to e-zine versions of LMCI tabloids *Career Success* and *Career Investigations*.
- Texas CARES Online is a comprehensive career guidance and exploration system with information on Texas colleges and universities, opportunities in the Texas labor market, and work values and interest assessments. It includes over 400 occupational and industry cluster career videos.





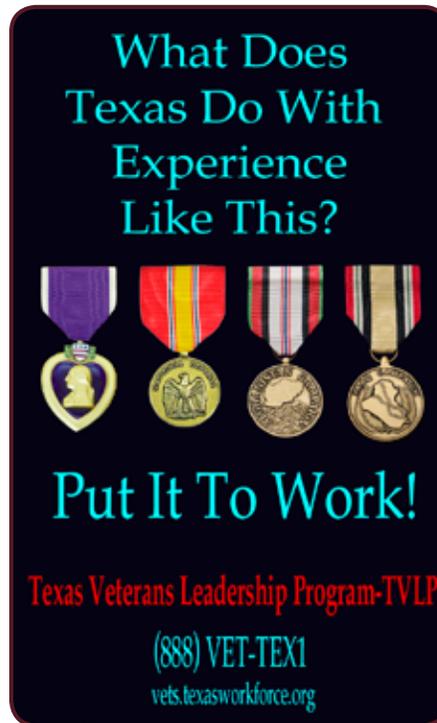
- Strategic Workforce Assessment Project (SWAP) is designed to answer questions relating to the workforce and skill requirements of regional industry and occupational clusters and sectors. SWAP provides detailed work activity or skill profiles for individual occupations and for occupational clusters critical to any user-defined industry cluster. SWAP provides a series of state and regional reports that offer actionable information to inform training investment decisions, including baseline industry employment data and projections, customized cluster staffing patterns, extensive occupational characteristics data, industry and career cluster supply and demand reports, contextual training program data, and a detailed skills gap analysis for any given region based on detailed work activities.
- TRACER 2 provides a comprehensive repository of rich data time series sets plus inquiry capabilities for labor force, employment, and unemployment estimates, industry and occupational projections, and occupational wage data. Also available through TRACER 2 are quarterly detailed industry employment data, counts of employers by industry and size class distribution, and payroll wages for every county in Texas. LMCI produces formal quarterly reports detailing data from the Quarterly Census of Employment and Wages, another LMCI data collection effort, and publishes a Texas Labor Market Review monthly newsletter highlighting monthly labor force estimates, both of which are published electronically on TRACER 2.
- Texas Industry Profiles (TIP) is an economic development Web site. Designed primarily as a series of Web-based analytical tools to provide in-depth understanding of the Texas economy, it offers 25 unique modules, each built to address critical economic development data challenges. Stand-alone modules in TIP include an Employer Contacts module to locate Texas business contact information; a Labor Availability Estimator to assess the potential labor supply for a relocation prospect; and a County Narrative Profiles module that provides an in-depth narrative and statistical overview for any Texas county or combination of counties. TIP also includes sophisticated regional analysis tools such as location quotients and shift-share analysis, as well as a geographic information systems mapping tool to locate concentrations of industry clusters.
- Reality Check is a program to help students understand the interdependence of educational attainment, career choice, and lifestyle aspirations. Reality Check allows students to make lifestyle choices, create a budget, and then to view the occupations and preferred education levels that support those choices. Reality Check is one of the most popular and widely replicated Web sites in the LMCI toolbox.

- Standardized Occupational Components for Research and Analysis of Trends in Employment System (SOCRATES) is a Web-based labor market planning tool that automates the entire TWC- and Board-targeted occupations analysis and planning process. SOCRATES captures the decision points behind each targeted occupation selection and generates a series of purposeful, standardized reports documenting the final analysis. It includes all the necessary data to execute the planning process, yet allows for the insertion of local knowledge to augment outcomes based on labor market statistics.
- Texas Work Prep is a complete learning management system offering “anytime, anywhere” access to three online courses:
  - Your Next Job, designed to help laid-off workers reinvigorate their job search skills;
  - Texas Job Hunters Guide, a complete resource to finding a new job; and
  - Succeed At Work, which teaches skills and shares tips for being successful on the job.

# Serving Texas' Veterans

TWC provides eligible veterans and spouses with the workforce development services they need to succeed in today's job market. To accomplish this goal, TWC has sought innovative ways to use workforce development resources to best target the needs of these individuals and ensure that they receive the priority of service they have earned.

## *Priority of Service*



In accordance with state and federal law and U.S. Department of Labor Employment and Training Administration (DOLETA) guidance, TWC and the Boards ensure that veterans receive priority in the delivery of workforce services.

Boards have established policies and procedures to identify eligible veterans at point of entry into the workforce system. Processes range from sign-in logs with a section to declare veteran status to automated systems that issue all customers cards that must be scanned as they walk through Workforce Center doors, providing intake staff with veteran status each time a customer visits the Workforce Center.

## *WorkInTexas.com*

WorkInTexas.com is equipped with special features that provide additional support for veterans:

- Priority of Service Rights Notification alerts veteran job seekers registering in WorkInTexas.com to their priority of service rights and what priority of service means for them.
- Two-Day Veterans Hold on Job Postings automatically places a hold on new employment postings in WorkInTexas.com, allowing veterans to view job openings before the general public.
- Veteran Applicant Only designation allows employers to flag job openings as Veteran Applicant Only.

- Identification Flags are indicators placed on job seeker files when a job seeker self-identifies as a veteran. The flags are visible to employers and Workforce Center staff, ensuring that the individual's status is readily seen.
- Link with JobCentral.com is WorkInTexas.com's direct link to JobCentral.com, a service provided by a consortium of Fortune 500 companies that list jobs in JobCentral.com. These jobs are automatically downloaded into WorkInTexas.com. JobCentral.com also includes VetCentral, a tool that allows employers to post their federal contractor job listings, in compliance with the federal Jobs for Veterans Act, which requires federal contractors to list job openings with the employment service delivery system.
- Veteran Job Search Options assist veterans in quickly identifying job openings of interest to them, and those designated *Veteran Applicant Only*.

### ***Texas Veterans Leadership Program***

The Texas Veterans Leadership Program (TVLP) is a resource and referral network for veterans of Iraq and Afghanistan who are transitioning back into civilian life. TVLP currently has 25 Veteran Resource and Referral Specialists across the state who outreach veterans—particularly those who may be facing challenges as they reintegrate—and provide them with referrals to services that may address their needs. This outreach includes referrals to the Texas Veterans Commission, the U.S. Department of Veterans Affairs, and other federal, state, and local resources.

### ***Veterans Workforce Outreach Initiative***

The Veterans Workforce Outreach Initiative is designed to reach hard-to-serve veterans, including those facing barriers such as homelessness, substance abuse, or physical, mental or learning disabilities; ex-offenders; and military men and women recently discharged from active military duty. The initiative provides support services such as housing assistance, clinical counseling, substance abuse counseling, transportation assistance, clothing, tools, employment assistance, and job training to help veterans minimize challenges that may impede their ability to compete for employment, and to help them to gain self-sufficiency through meaningful employment.

TWC awarded contracts for \$425,000 in PY 2009 and PY 2010 to the American GI Forum National Veterans Outreach Program, Inc., (American GI) in San Antonio, to provide services to veterans located in San Antonio, Houston, the Dallas/Fort Worth Metro area, and El Paso. For PY 2009, American GI enrolled 886 veterans and provided support services to 638 of those individuals. At the end of the first quarter of the PY 2010 contract, 113 hard-to-serve veterans had been enrolled, and 74 of those individuals



were placed in employment. By the end of the contract, 548 individuals had been placed. Based on the success of this initiative, it is being expanded.

### ***Base Realignment and Closure National Emergency Grant***

Base Realignment and Closure (BRAC) can have severe consequences for workforce areas with high concentrations of military personnel. To assist affected workers, including dislocated military spouses, TWC applied for, and received, federal National Emergency Grant (NEG) funds from DOLETA. DOLETA awarded Texas \$10 million in NEG funds.

TWC made its NEG funds available to all BRAC-affected workforce areas, distributing the majority of funds to the workforce areas most heavily impacted by BRAC—Alamo, Central Texas, Coastal Bend, Northeast Texas, and Upper Rio Grande.

Boards continue to serve BRAC-affected workers and provide reemployment services as needed. Services provided include core, intensive, and training services with support services as needed.

A concentrated effort is being made to focus training on occupations identified as BRAC-affected labor shortages. Occupations experiencing a labor shortage due to a large influx of military members and their families include:

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

As of June 30, 2010, participation under the BRAC grant continues to exceed planned levels, with increased levels of participation expected—depending on future funding.

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

### ***Veterans Grant Project***

In December 2009, TWC approved approximately \$1 million in WIA ARRA funds to support outreach to Persian Gulf War veterans and their family members. The focus of the Veterans Outreach and Employment Services (VOES) project is to provide eligible individuals with services

that complement employment services offered by the Texas Veterans Commission throughout the Texas workforce system.

Each contractor provides eligible participants enrolled in the VOES project with employment services including assessment, Individual Employment Plans (IEPs), job readiness training, life skills training, occupational skills training, and placement services to assist participants in becoming self-sufficient through employment.

### ***Looking to the Future***

To best serve veterans and their families, services and processes are continually reviewed. Future enhancements to services for veterans include:

- **Veterans Web Portal** – TWC is working to develop a veteran’s Web portal that will act as a front door to the existing WorkInTexas.com job matching system. One key feature of this new entry point will be a simplified job search function that allows veterans to quickly and easily find jobs specifically targeting veterans. Additionally, all information specific to veterans and veteran services found on the TWC Web site will be linked to the portal. And to further enhance the portal’s ability to simplify workforce service delivery for veterans, the portal itself can be posted on any Web site, such as the Texas Veterans Commission Web site, thereby providing additional opportunities to outreach veterans and help them with their work search.
- **CEOs 4 Heroes Job Placement Program** – TWC has awarded approximately \$448,000 to the Military Warriors Support Foundation for its CEOs 4 Heroes Job Placement Program (C4H). C4H provides veterans with internships, mentoring, apprenticeships, and training opportunities as well as job placement assistance. C4H currently partners with 12 employers that provide training periods to allow for smoother transitions into civilian work.
- **Texas High School Competitive Robotics Education Team Development Program** – TWC has awarded approximately \$1 million to expand services in mentor-based, after-school youth robotics programs for students in grades 9-12, including students enrolled in schools on military bases. The initiative helps youth gain self-confidence, learn problem-solving skills, and experience team-building while making new friends and developing other life skills. Mentors and volunteers working with a team of students design, build, and program a robot. The mentors and volunteers develop a strategy based on engineering principles, allowing the students to have a real-world engineering experience.

## *Unemployment Insurance Claimants*

Since its inception 75 years ago, one of the principal tenets of the unemployment insurance (UI) program has been its connection to reemployment services provided through the workforce system. Texas has long recognized the value of linking the UI program to the workforce system and benefits from TWC administration of both programs. Maximizing the integration opportunities afforded by TWC's three primary automation systems—UI Tax and Benefits System, WorkInTexas.com, and The Workforce Information System of Texas (TWIST)—enables UI claimants to meet work registration/work search requirements and have access to quality job openings and referrals. These automation tools allow Workforce Center staff to effectively outreach UI claimants and to track services and eligibility for other reemployment programs.

Through integrated service delivery design, Workforce Centers provide access to a wide array of services and programs to assist UI claimants' return to work. Workforce Center services include:

- job search assistance
- résumé writing
- career counseling
- labor market information
- job fairs
- job search seminars (e.g., networking, budgeting on UI, stress management, and interview tips)

Texas aggressively implements the federal Worker Profiling and Reemployment Services program through its Rapid Reemployment Services (RRES). TWC has developed a DOLETA-approved statistical model that uses claimant characteristics and Board-level economic indicators to assess a claimant's likelihood of exhausting UI benefits. TWC updates the model biennially to ensure it remains predictive and conducts research on RRES participant data to:

- validate all allowable claimant characteristics that may predict benefit exhaustion; and
- analyze outcome data to determine which types of workforce services and levels of customer engagement facilitate reemployment.

On a weekly basis, TWC provides each Workforce Center a list of individuals who have received a first payment of UI benefits and their likely-to-exhaust benefits score. Based on the score, the Boards determine the number of UI claimants to be outreached for services and the type of reemployment services to be provided. At a minimum, claimants called in under RRES must receive an orientation and a one-on-one staff-assisted service.



Texas recognizes that quick reemployment is the best solution to restore UI claimants' economic self-sufficiency and address the solvency of the state's unemployment compensation fund. To that end, TWC collaborates with Boards to provide guidance, identify best practices, and encourage innovative uses of available funding for all programs. To best meet the reemployment needs of UI claimants, TWC continues to look for ways to improve UI and Employment Service (ES) programs, incorporating WIA services where appropriate. During times of economic downturn, when suitable job openings may be scarce, occupational training for in-demand jobs may be the best strategy to ensure a claimant's ability to obtain and maintain high-wage employment. Boards are strongly encouraged to be proactive and enroll UI claimants in WIA services, providing additional resources to allow them to better align their skill sets with employer needs.

### ***Texas Back to Work Initiative***

Another tool that Texas uses to serve its UI claimant population is the Texas Back to Work Initiative (TBTW). Under Rider 31(c), Article VII, General Appropriations Act, 81st Texas legislature, Regular Session (2009), TWC was appropriated \$15 million for the purpose of building public-private partnerships with employers to move Texans off of public benefits and into the workforce during Fiscal Years (FY) 2010 and 2011. TBTW targets first-time UI claimants earning less than \$15 per hour in their previous employment.

TBTW places targeted UI claimants in regular employment with participating employers. Participants are hired on day one, just as any other employee. Participating employers are eligible for up to \$2,000 in wage subsidy reimbursements for hiring and retaining these individuals for up to 120 days. Participants are provided a minimum of 30 hours per week and are expected to be treated in the same manner as all other employees. There is an expectation that employers who participate in TBTW express intent to retain the individual if all requirements of the position are met during the subsidy period.

TBTW provides an array of potential benefits for every UI claimant placed into regular employment. TBTW provides Texas employers with a pool of qualified individuals that can be used to fill job openings and expand businesses, while at the same time creating or strengthening relationships between private employers and the public workforce system. Additionally, there is less burden on the unemployment insurance trust fund when an individual receiving UI benefits is placed in regular employment. Former UI claimants are also moved on the road to self-sufficiency, potentially decreasing their need for other public assistance. The communities where these individuals live also feel the impact as dollars from increased earnings provide an increase in goods and services purchased by a fully employed individual. As of September 1, 2010, over 5,000 individuals have been placed in employment through TBTW.

## ***Unemployment Insurance Reemployment and Eligibility Assessment Grant***

Texas continues to seek innovative ways to serve its UI claimants. TWC has applied for and received several UI Reemployment and Eligibility Assessment (REA) grants from DOLETA since the REA program began. Under the most recent UI REA grant, Texas has been able to expand participation from five urban and rural workforce areas to 11 workforce areas representing diverse labor markets and regional economies. The UI REA grant allows one-on-one intensive assessment and other staff-assisted services as part of personalized reemployment activities.

After the initial group of UI claimants with an RRES cut-off score below the Board's specific score is determined, valid comparison groups are determined. Through random assignment at the state level, a "treatment group" and "control group" are established. Participating Boards are required to outreach each individual within the treatment group to offer services and participation in the UI REA project.

Texas' participation is not mandatory and all claimants served are claimants who voluntarily attend a meeting with Workforce Center staff. Each Board delivers the required REA services in various ways. However, the following are required of each Board:

- Outreach 100 percent of the individuals on the weekly treatment group list;
- See participants one-on-one to create an IEP; and
- Report any potential issues with UI eligibility to TWC's UI and Regulations Division for investigation and determination.

Boards have flexibility to customize their use of UI REA to best serve individuals in their workforce areas. Board approaches range from flexibly scheduled group meetings providing overviews of the program to one-on-one meetings, which transition into enrollment and services. This flexibility enhances the Board's ability to assist UI claimants. Five veteran Boards report enthusiastic UI claimant support of and participation in UI REA.

In PY 2009, Boards outreached 19,824 UI claimants and served 5,440—a 27 percent participation rate. In PY 2010, a projected 33,000 will be outreached, with over 17,000 expected to be served.

### ***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:

- 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

### ***American Recovery and Reinvestment Act Waivers***

To allow Texas to make the best possible use of ARRA dollars, TWC 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
- Program design flexibility to serve youth who participate only in work experience

### ***Technical Assistance Training Grant***

In PY 2009, TWC received a Technical Assistance Training (TAT) grant from DOLETA's Region IV office to research other states' early warning systems to identify employers that may face pending layoffs. This project will continue in PY 2010.





TAT funds support the following activities:

- Visits to states that have layoff aversion programs in place— Pennsylvania, New York, and Iowa—to gather in-depth information on the formation and implementation of an early warning network— completed.
- Examination of factors that might contribute to an early warning detection system for Boards—ongoing.

### ***Looking to the Future***

To ensure that Texas' Rapid Response system is effective, TWC will:

- conduct regional forums to gather information on factors relevant to an early warning network and its relevance to Boards' BSUs—fall FY 2010; and
- provide resource materials to Board partners on early warning networks' best practices through TWC's Intranet—fall FY 2010.

# 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 2009, TWC had WIA statewide activity grant and contract expenditures totaling \$24,233,514.

## *Energy Efficiency/Renewable Energy*

In PY 2009, TWC issued a Request for Proposals (RFP) to Texas institutions of higher education. Contracts were awarded to colleges for proposals for initiatives that would expand curriculum offerings and/or provide job training in the energy efficiency and renewable energy fields. Over \$3 million was awarded in support of the initiative as follows:

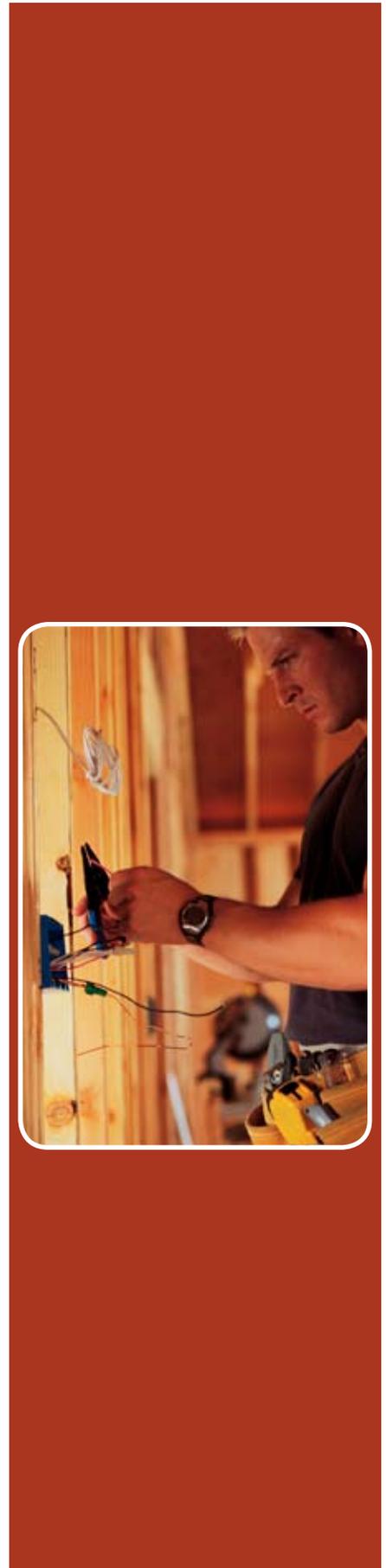
- Austin Community College District – Recommended Award of \$1,133,186
- El Paso Community College – Recommended Award of \$518,199
- Texas Southmost College – Recommended Award of \$203,160
- Texas State Technical College – Waco – Recommended Award of \$186,254
- Howard County Junior College – Recommended Award of \$486,089
- Texas Engineering Experiment Station – Recommended Award of \$643,721

Below are highlights of two of the grantees selected.

### El Paso Community College

In January 2010, El Paso Community College, in collaboration with the Engineering Department of the University of Texas at El Paso, was awarded a grant to provide job training that will prepare individuals for occupations in the energy efficiency and renewable energy fields, including the following:

- Building energy control
- Carbon sequestration
- Deconstruction and materials use
- Energy efficiency assessment management
- Energy-efficient building
- Engineering and entrepreneurship
- Green energy





## Howard College

In February 2010, a grant was awarded to Howard College in Big Spring to outreach and recruit eligible participants—specifically targeting displaced workers and at-risk students—for enrollment in occupational training in basic wind technology and green construction training programs. Training will provide participants with a portable certificate of completion credential and includes the following:

- Electrical
- Welding
- Hydraulics
- Heating
- Ventilation and air conditioning
- Heavy equipment simulator training

## *Apprenticeship*

The TWC Apprenticeship Training Program combines structured on-the-job training with related classroom instruction. The following are some of the occupations supported by TWC Apprenticeship Training Program funding:

- Electrician
- Millwright
- Engine maintenance mechanic
- Telecommunications worker
- Carpenter
- Machinist
- Electronic systems technician

TWC provides Apprenticeship Training Program funds to public educational institutions to support the cost of related classroom instruction in registered apprenticeship training programs. In 2009, the Texas legislature appropriated \$1,581,140 for apprenticeship training programs.

In February 2009, TWC dedicated an additional \$2 million of WIA funding to the Apprenticeship Training Program for the FY 2010–2011 biennium, \$1 million per year.

In FY 2010, TWC served 4,146 individuals through the Apprenticeship Training Program, exceeding the Legislative Budget Board's Apprenticeship Training Program performance measure target of 3,600 individuals. The final contact-hour rate for FY 2010 was \$3.64; an increase of 80 cents over the FY 2009 rate of \$2.83. This significant increase is attributed to TWC's addition of WIA funds.

## *Local Level*

TWC designates a portion of its WIA Statewide Activity Funds for allocation 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 or 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, workforce system service delivery.

In PY 2009/FY 2010, all workforce areas were qualified to receive WIA Statewide Alternative Funds. During PY 2009/FY 2010, Boards used \$2,351,890 in WIA Statewide Alternative Funds to serve employers, upgrade worker skills, and enhance workforce service delivery, providing services to more than 2,877 customers.

## *National Emergency Grants*

### **Multi-Company Dual Enrollment Layoff National Emergency Grant**

On January 5, 2010, DOLETA awarded Texas \$2.2 million to provide workforce services to workers dislocated from Alcoa Inc. and Zachary Holdings Inc., both certified as eligible for Trade Adjustment Assistance (TAA). NEG funds provide access to “wrap-around” and support services, such as dependent care and transportation assistance, which are not available through the TAA program. The grant also will serve Central Texas workforce area workers dislocated from Becon Construction Co. Inc. and Texas Hydraulics Inc., which are not TAA-eligible.

Through June 2010, 139 dislocated workers received NEG-funded services with 95 enrolled in training.

### **East Texas Multi-Company Layoff National Emergency Grant**

In mid-2009, 10 companies announced layoffs that affected 1,390 workers in the manufacturing, agricultural manufacturing, and communication industries. Workers at the companies to be served by this grant were notified of pending layoffs between August and December 2009. Layoffs took place between August 2009 and April 2010, resulting in the dislocation of 891 workers across east Texas.

On June 30, 2010, DOLETA awarded Texas \$2.5 million to provide services to 200 workers affected by the east Texas layoffs. The grant will provide affected workers with access to services that may include skills assessment, basic skills training, individual career counseling, and occupational skills training.

## **American Recovery and Reinvestment Act of 2009 On-the-Job Training National Emergency Grant**

On June 24, 2010, DOLETA announced an award of \$3.5 million to Texas as part of the ARRA On-the-Job Training Grants. These grants are intended to assist reemployment efforts for dislocated workers experiencing prolonged unemployment by enabling employers to create training and job opportunities for these individuals. Participants will develop applicable occupational skills while earning a paycheck. Employers participating in these on-the-job training projects will receive partial reimbursement to offset the extraordinary cost of training workers. The projects will help individuals gain marketable skills more quickly, facilitating the private sector hiring of well-qualified individuals to contribute to employers' bottom line and spur economic recovery. Dallas, Upper Rio Grande, Northeast Texas, Middle Rio Grande, and Gulf Coast Boards will make these training services available.

### ***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. The Texas legislature enacted legislation to prioritize services for foster youth. 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.

### ***Governor's Challenge Camps***

In support of the Governor's Science and Technology Champion's Academy (GSTCA), TWC awarded \$130,000 to the University of Texas at San Antonio (UTSA). These funds will be used as scholarships for winners of the 2010 ExxonMobil Texas Science and Engineering Fair. The scholarships will enable students to attend the third annual GSTCA to be held at UTSA.

GSTCA provides hands-on training in science, technology, engineering and math (STEM)—necessary skills in the increasingly competitive global economy. Fields of study will include biotechnology, advanced technologies, and engineering.

### ***Summer Merit Programs***

To encourage development in STEM, TWC awarded 18 grants totaling nearly \$1 million to Texas universities and community colleges in PY 2010. The grants will support summer camps in preparing youth for future high-skill, high-demand jobs and further the Governor's Summer Merit Program, which aims to inspire Texas youth to pursue STEM-related careers.

TWC collaborated with the Texas Engineering and Technical Consortium, composed of the Office of the Governor, TWC, the Texas Higher Education Coordinating Board, businesses, and higher education institutions.

The following are the 18 grant recipients.

*Austin Community College*—\$35,305 grant to support 68 scholarships for two camps, 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*—\$45,105 grant to support 200 scholarships for two camps, the At-Risk 9th Grader Transition Camp and the Junior/Senior Residential Camp in which participants focus on topics such as STEM-related careers and learn about environmental changes and renewable technologies.

*Northwest Vista College*—\$15,221 grant to support 24 scholarships for high school girls to participate in a summer robotics camp that encourages knowledge in STEM-related disciplines, and provides hands-on experience for designing, building, and programming robots.

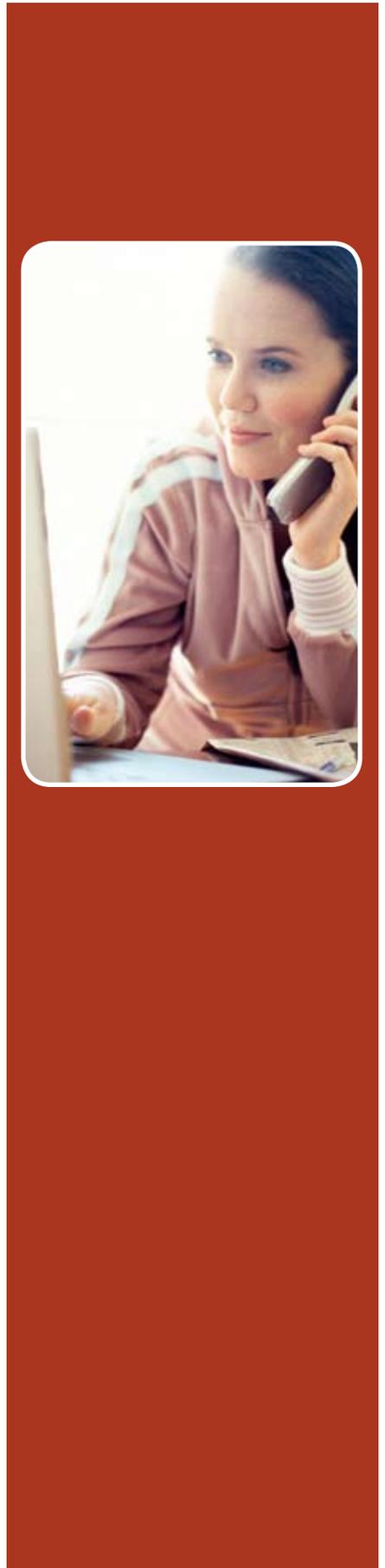
*Prairie View A&M University*—\$29,470 grant to support 20 scholarships to high school students for renewable energy camps targeting STEM issues.

*San Jacinto College*—\$123,732 grant to support 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*—\$128,566 grant to support 80 scholarships between 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*—\$10,156 grant to support 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*—\$42,000 grant to support 80 scholarships for two engineering-focused camps, one for high school students in 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*—\$50,400 grant to support 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*—\$22,611 grant to support 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*—\$42,105 grant to support 40 scholarships for participants to gain experience applying complex math applications in science, technology, and engineering at Texas Tech University Women’s Summer Mathematics academies.

*The University of North Texas*—\$42,000 grant to support 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*—\$39,000 grant to support 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, see engineering in action at area businesses, and develop team-building skills.

*The University of Texas at Austin*—\$21,094 grant to support 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*—\$58,800 grant to support 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*—\$95,416 grant to support 37 geosciences scholarships for two college preparation programs, Houston 9th Grade GeoFORCE Academy and Southwest 9th Grade GeoFORCE Academy.

*The University of Texas at Dallas*—Erik Jonsson School of Engineering and Computer Science—\$77,000 grant to support 330 scholarships among three camps where 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*—\$116,550 grant to support 115 scholarships among six camps as part of the Texas Prefreshmen Engineering Program, which targets math enrichment and prepares youth for success in advanced studies that lead to STEM-related careers.

## **2010 ExxonMobil Texas Science and Engineering Fair**

TWC is continuing its commitment to the success of tomorrow's workforce by renewing its annual co-sponsorship 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 awards 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 2010 ExxonMobil Texas Science and Engineering Fair attracted more than 1,000 talented Texas high school and middle school students to San Antonio in April 2010, for a competitive scholarship award fair. Other entities involved in the project included the defense contractors KBR and TASC 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.

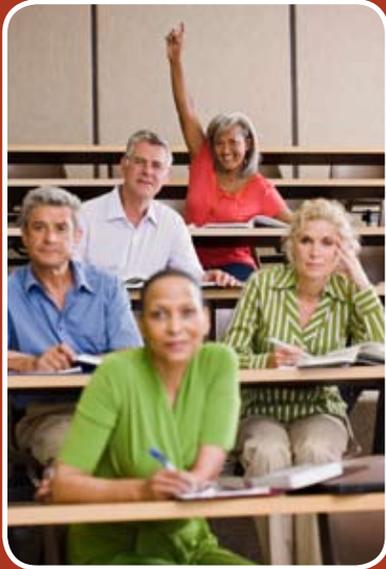
The science fair is officially sanctioned by the Society for Science & the Public, the annual presenter of the International Science and Engineering Fair. The statewide competition is for Texas high school and middle school students who qualify at regional competitions.

## ***UTEACH***

UTeach is a professional teacher preparation program at the University of Texas at Austin (UT Austin) for undergraduate and post-baccalaureate students planning to establish a teaching career. The program is a very successful model for recruiting, preparing, and retaining qualified science, math, and computer science teachers and enables universities to begin producing teachers who will inspire and educate our nation's children to discover and create new science and technology for the future.

For PY 2010, TWC awarded UT Austin a \$482,000 grant to fund 294 internships at UT Austin, University of Houston, University of Texas at Dallas, and University of North Texas. Through the grant, participating students may join in a unique internship program. Students are paid a stipend to work with a nonprofit organization that provides educational services to the community. Students are provided opportunities to work in positions that offer experiences in areas such as assisting with the development of educational materials, working directly with families and children, or assisting in after-school programs devoted to helping children succeed.





## **American Recovery and Reinvestment Act of 2009 Assistance for Youth with Disabilities, Spring 2010**

TWC awarded grants to two schools specializing in assisting youth with hearing and vision disabilities, Texas School for the Blind and Visually Impaired (TSBVI) and Texas School for the Deaf (TSD), to provide WIA services to eligible students.

TSBVI and TSD received grants to build capacity to provide career and occupational skills training with work experience by supporting acquisition of necessary equipment that increases the capacity for the training of their respective students in specific areas of the job market that show promise for the wide range of general ability levels represented among the student body.

### **Local Activity Funds**

Similar to WIA Statewide Activity Funds, WIA Local Activity Funds give Boards more flexibility to serve employers and job seekers. During PY 2009, Workforce Solutions for West Central Texas designated \$99,093 in WIA Local Activity Funds for incumbent worker training as part of a layoff aversion strategy. The Board is partnering with Genesis Network Solutions, an information technology company involved in software testing, technical support, and software design. Genesis Network Solutions reduced staff and instituted the Shared Work Program to avert further layoffs. The Boards are using the designated funds to train 32 incumbent workers in three primary areas: software testing, call center management, and Sequence L (software design). The training will result in reemployment of laid-off workers, elimination of the Shared Work Program, enhanced employee skills, and increased competitiveness.

# American Recovery and Reinvestment Act of 2009

## *Economic Recovery*

PY 2008 saw Texas' economy begin a downward shift, with a gradual slowdown in the number of jobs added during PY 2008, 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 has helped Texas weather the national recession.

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.

In 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 to obtain 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.

## *Adult and Dislocated Worker Activities*

To ensure that ARRA funding provided the greatest benefit possible for Texas' low-income adults—recipients of public assistance and dislocated workers—TWC required Boards to expend 80 percent of their ARRA adult and dislocated worker allocations by the end of the first program year of availability (June 30, 2010) and 100 percent by the contract end date (December 31, 2010). Additionally, Boards were required to expend 67 percent of these allocations on training, needs-related payments, and support services.

## *Direct Contracting with Institutions of Higher Education and Other Training Providers*

Under ARRA, Boards were given the ability to contract directly with institutions of higher education and other training providers to increase the availability of training to workforce system customers—if the Board determines the training will facilitate the training of multiple individuals in high-demand occupations and if the contracts do not limit customer



choice. To date, several Boards have taken advantage of this flexibility to provide over 200 occupational training programs. The first contract started in July 2009, and the most recent began August 2010.

Training programs funded have clustered in the following industries/ occupational groupings, which reflect the growing needs of core industries and target occupations in Texas:

- Applied health fields (nursing and dental assistants, medical office and information technicians, vocational nurses, paramedics, pharmacy technicians, etc.)
- Facilities/construction (facilities management, construction technology, electrical, HVAC technicians)
- Manufacturing (pipefitting, machine shop, well control, drafting, process technicians, PLC technicians, welding, nondestructive testing, inventory management)
- Green construction (solar and weatherization technicians)
- Education (teacher certification, substitute teacher, teacher assistant, child development specialist training)
- Business (business management, accounting)
- Computer skills (computer literacy)



### ***Workforce Solutions for Concho Valley***

Using WIA Dislocated Worker and ARRA funding, Workforce Solutions for Concho Valley purchased \$80,000 in lab equipment. The Board then contracted with Howard College to use the equipment in the new wind energy program in exchange for training a certain number of adult and dislocated workers. The state-of-the-art equipment includes a hydraulic trainer, an electrical trainer, a breadboard, and several types of Fluke meters. Wind Energy Beginning Technician is a six-week course that offers course completion certificates in hydraulics, electronics, mathematics, and climbing. Together, they result in a Certificate Level One for Wind Energy Beginning Technician. The course gives the student 200 hours of combined online and classroom/laboratory instruction, with fieldwork at the Texas State Technical College in Sweetwater and lab work at Howard College in San Angelo.

### ***Workforce Solutions for Tarrant County***

Workforce Solutions for Tarrant County used WIA formula and ARRA adult and dislocated worker funding to assist eligible individuals with training services. Following are just a few examples of the Board's successful endeavor to enrich the lives of area residents:

- After months of unsuccessful job search in Florida, Randall Boose, an unemployed car salesman, and his family arrived in Texas in

search of a new future and employment. Mr. Boose, successfully completed an eleven month ARRA-funded air conditioning, heating, and refrigeration training course, graduating with a 4.0 GPA. Within approximately one month's time he had secured employment as a technician with Air Rite Air Conditioning Co., earning \$15.00 per hour.

- Howard Lemmons approached the Board for help in finding a new position after losing his position with a large Houston based company. Mr. Lemmons was unable to secure a position through job search services and, after much research, opted to attend Bell Helicopter's Composite Bonding training. Mr. Lemmons successfully completed the training and secured a position in August 2009, with a starting wage of \$22 per hour.
- After 10 years as an electronic technician, Benjamin Drye was laid off January 2009. As a dislocated worker, Mr. Drye qualified for WIA services funded under ARRA and was placed in Heating, Ventilation, and Air Conditioning training. After completing a 10-month training course, Mr. Drye secured employment with a local heating and air company making \$14.00 per hour.

### ***Youth Activities***

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

Participants were encouraged 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.

TWC encouraged Boards to provide summer employment opportunities that linked work experience with education and training—specifically, training that resulted 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.

## Youth Successes

Boards worked diligently to ensure that their summer youth programs provided youth with excellent opportunities for learning and growing. Examples of Board success include:

### **Gulf Coast Summer Youth Program**

Workforce Solutions for Gulf Coast was recognized by TWC as having the Outstanding Summer Youth Employment Program at the 2009 13th Annual Texas Workforce Conference. Through the Gulf Coast Board, the Houston-Galveston Gulf Coast region received over \$14 million dollars to provide youth job opportunities starting at minimum wage. During summer 2009, over 4,000 young people worked between 30 and 35 hours a week. The Gulf Coast Board collaborated with 13 educational, business, and community organizations to bring together more than 400 employers at 700 worksites, providing a total of 5,127 young people with practical exposure to a variety of work environments and occupations. Depending on age requirements, career activities ranged from working at museums, parks, health care facilities, and construction and manufacturing companies, to placements in public offices, such as the Harris County District Attorney's Office. The City of Houston hired more than 600 youth to work in its parks, libraries, and courts.

Dow Chemical Company provided substantive work experience to 25 young adults, including coaching and supervision from trained industry professionals. Additionally, as a direct result of their experience at Dow, six youth participants are planning to go to college, one is enrolled in a program to be certified as a process operator and has applied at Dow, and several young women have applied to Dow's Women in Welding program.

### **Upper Rio Grande Summer Youth Program**

Workforce Solutions for Upper Rio Grande's 2009 ARRA Summer Youth Program received \$3,858,004. The program operated from June 1, 2009, to September 30, 2009, with start dates staggered for different participant age groups. Weekly schedules varied, but averaged 25 to 30 hours of work experience each week in the government, health care, service, retail, and finance sectors of the six-county El Paso region.

The Summer Youth Program target was originally 798 participants for the six counties, but Workforce Solutions for Upper Rio Grande more than tripled this figure, enrolling 2,980 youth.

To expose youth to career and education pathways, summer camps in the program were structured around the following areas:



- Health sciences
- Engineering
- Information technology
- Career exploration
- Energy efficient construction
- Culinary arts
- Visual and cultural arts
- Customer service

At Camp Minor MINER Health Sciences at the University of Texas at El Paso (UTEP), students visited hospitals and shelters and had the opportunity to learn CPR and earn first aid certifications. Students were also able to learn how the disabled community functions and to take classes in American Sign Language.

Basic engineering principles were explored in Camp Minor MINER Engineering, also at UTEP, through hands-on projects such as building model cars powered by solar panels.

During the information technology camp at El Paso Community College (EPCC) Valle Verde Campus, called EPCC ITeens, each student assembled a computer from scratch. Students learned about system components, and were able to take their computers home at the end of the course.

Centro de Salud La Fe in El Paso worked with Workforce Solutions for Upper Rio Grande to conduct art camps where youth worked on the El Paso Beautification Project, while other students learned about culinary occupations at a camp designed to offer cooking experience ranging from kitchen basics to producing and presenting restaurant-quality food.

El Paso’s small- to large-sized employers (both public and private) provided worksites and employment activities ranging from clerical assistance to computer maintenance, and from hands-on work in grounds maintenance to customer care in the health care sector. All together, 142 employers provided 2,500 opportunities for youth to be exposed to the working worlds of government, information technology, health care, service, retail, and finance. Youth also had opportunities for work experience in the legal profession, law enforcement, and accounting. Participants also were able to acquire “soft skills,” such as learning to follow directions, punctuality, teamwork, internal and external customer service, and time management.

Employer response was positive, as indicated by the remarks of Captain Spencer Lee, Deputy Chief of Patient Administration at the William Beaumont Army Medical Center: “These students assisted in eliminating a six-month backlog in requests for copies for medical records in the Correspondence Section. [Because of this] we are now able to meet our



goal of filling requests in two to four weeks, the first time we have been able to do so in at least three years.”

Where appropriate, Summer Youth Program participants received guidance for obtaining financial aid and other tuition funding options to help them continue their education. Other youth pursued the option to enroll in year-round WIA youth programming that offers support services designed to assist them in completing postsecondary education options or engaging in other workforce opportunities.

### ***Evaluation and Research Projects***

Texas conducts research and evaluation activities to examine the effectiveness of the workforce system. Information gleaned from these activities is used to refine and enhance services and processes to best benefit workforce system customers.

Evaluations are completed by the Texas Workforce Investment Council (TWIC) and TWC, among others. Following are overviews of two recent evaluations—Evaluation 2009 and Rapid Reemployment Model (RREM)—that TWC used to analyze the effectiveness of its workforce activities.

#### **Evaluation 2009, Accomplishments and Outcomes of the Texas Workforce Development System and Final Report on Destination 2010**

In September 2003, TWIC issued Destination 2010: FY 2004–FY 2009 Strategic Plan for the Texas Workforce Development System. This plan for Texas’ workforce system outlined long-term objectives designed to take the workforce development system into the future. TWIC completes an annual evaluation of the progress of the workforce system partners in the implementation of its strategic plan.

Evaluation 2009 is a unique compilation of system performance and achievements that analyzes how the workforce development system implemented Destination 2010 and the outcomes of the implementation. This analysis is used by TWIC and workforce system partners to formulate future strategies.

Evaluation 2009 addressed four components:

1. Formal and less formal performance measures;
2. Implementation of Destination 2010;
3. Adult education action and achievements; and
4. Board activities and alignment.

The evaluation found substantial implementation of the long-term objectives outlined in Destination 2010 with progress in many areas, including:



- Texas Work Explorer Portal;
- employer use of and satisfaction with system products and services;
- Governor’s Texas Industry Cluster Initiative; and
- adult basic education.

In addition to assisting Texas’ workforce development system to improve and enhance services, the cumulative results of the evaluations completed during the life of Destination 2010 were used by TWIC and its partners to develop Advancing Texas: Strategic Plan for the Texas Workforce System FY 2010–FY 2015.

### **Rapid Reemployment Model Statistical Model**

In response to legislation passed by the U.S. Congress, Texas developed the Rapid Reemployment Model (RREM) statistical model to identify UI claimants who are candidates for RRES. The profiling model is based on the collective influence of various personal, labor market, and UI program characteristics. Each variable is associated with a specific mathematical weight that quantifies the variable’s contribution to the claimant’s likelihood of benefit exhaustion. A variable that once was an important predictor may lose predictive value as labor market and economic circumstances change and, conversely, other variables that were not relevant in one time period may become important at another time. Models can be adjusted by modifying the mathematical weights associated with specific variables and by adding, deleting, or redefining variables to enhance a model’s predictive power.

DOL has recommended that models be assessed and, if necessary, adjusted approximately every three years. In 2007, the Commission established the requirement to revise the profile model biennially to ensure that the model responds to changes in the state’s economy and better serve customers. Revising the model biennially ensures that the most current data is used, thereby maintaining its reliability and integrity.

In 2010, TWC updated RREM to RREM III, with an anticipated implementation in October 2010. Data used to develop RREM III were retrieved from the state’s UI Benefits System, including information from 225,451 UI claimants who filed an initial regular unemployment claim between October 1, 2007, and September 20, 2008.

Thirteen factors were statistically significant and are included in the RREM III profiling model:

- Education
- Average weekly wage in benefit high quarter
- County unemployment rate
- Texas economic regions



- Industry with last employer (North American Industry Classification System codes)
- Projected employment trend for the industry with last employer
- Job tenure with last employer
- Occupation with last employer (Standard Occupational Classification codes)
- Projected employment trend for the occupation with the last employer
- Separation type
- Workforce areas
- Maximum weeks of benefits (potential duration)
- Time delay between loss of job and filing of UI claim

Some factors are classified into subcategories (i.e., variables) to better capture their impact. Consequently, the RREM III model consists of a total of 38 variables, including an interaction variable. No single claimant characteristic alone indicates the likelihood of benefits exhaustion. The profiling model is based on the collective influence of factors specified in RREM.

## PART II: STATEWIDE PERFORMANCE

As a state that strives to stay on the cutting edge, Texas was an early implementer of Common Measures and one of two pilot states implementing the Workforce Investment Streamlined Performance Reporting System (WISPR). Texas officially implemented Common Measures in PY 2005 based on DOLETA's encouragement and waiver approval in August 2006, which permitted Texas to report only nine common measures rather than the 17 historic performance measures under WIA §136(b) and. Texas began using its integrated reporting system shortly thereafter.

Texas continues to see Common Measures and integrated Reporting as valuable tools in promoting system integration, eliminating barriers created by discordant measures, and improving customer outcomes.

In PY 2009, Texas achieved 99 percent or more of target on all but one of its negotiated targets for the nine Common Measures. The state's lowest level performance on a measure was 97.8 percent of the target, which is within the acceptable level of variance. Texas exceeded its negotiated targets on a majority of the nine measures, far exceeding the negotiated target for Adult Average Earnings and Literacy and Numeracy Gains (157.5 percent and 136.1 percent respectively).

Table 1 presents an overall view of Texas' PY 2009 WIA Adult, Dislocated Worker, and Youth Common Measures performance.

**Table 1. Summary of Workforce Investment Act Common Measures Performance for Texas**

Performance Measure	Negotiated Performance Level	Actual Performance Level	Percent of Target	Numerator	Denominator
Adult Entered Employment	65%	66.0%	101.5%	9,158	13,878
Adult Employment Retention	84%	83.7%	99.6%	15,493	18,511
Adult Average Earnings	\$11,800	\$18,586.90	157.5%	\$283,952,121	15,277
Dislocated Worker Entered Employment	72.0%	72.2%	100.3%	4,368	6,049
Dislocated Worker Employment Retention	88.0%	87.6%	99.5%	4,137	4,723
Dislocated Worker Average Earnings	\$14,200	\$15,714.10	110.7%	\$64,349,248	4,095
Placement in Employment or Education	58%	60.1%	103.6%	3,122	5,198
Attainment of Degree or Certificate	53%	51.8%	97.8%	2,678	5,165
Literacy and Numeracy Gains	35%	47.6%	136.1%	1,692	3,551

## **Impact and Benefits of Integration**

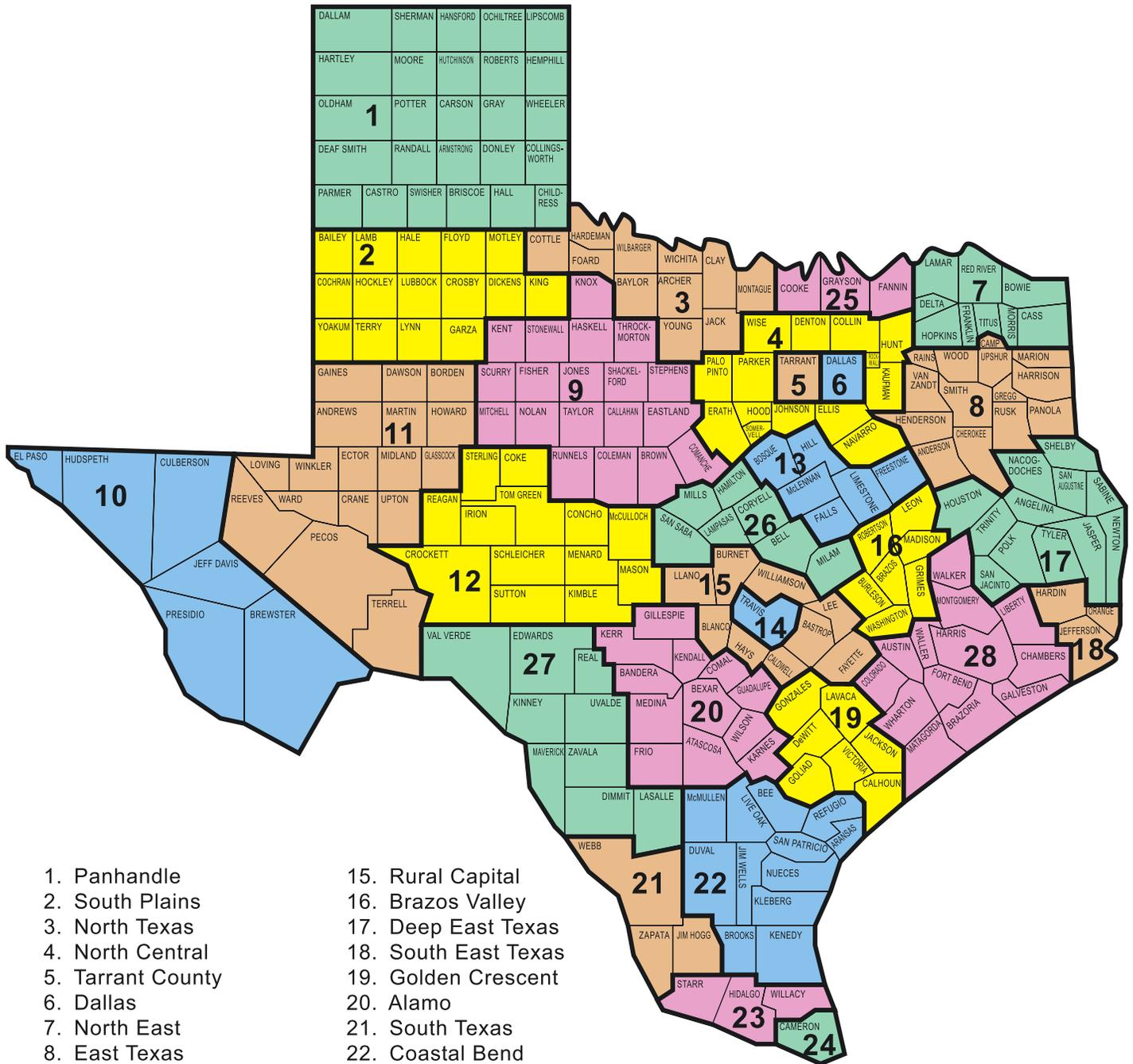
Texas is committed to leveraging information technology to provide management and stakeholders with information about workforce system functions and performance. To that end, Texas has developed an integrated reporting system that captures the data elements and applies the methodologies required by common measures and WISPR. This system is on the cutting edge of performance reporting. At DOLETA's request, Texas has mentored other states on implementing common measures and integrated reporting. As a result, many states have used Texas' common measures and integrated reporting development materials as a blueprint for their own efforts.

During PY 2009, Texas continued modifying the integrated reporting system to enhance its value as a research tool and to further strengthen the usefulness of common measures as a tool for system integration. In particular, Texas worked to connect UI claims data to the system to improve outcomes and shorten timelines for claimants returning to work.

TWC staff is currently leading the effort to redraft WISPR report specifications to incorporate changes made to Trade Adjustment Act reporting in ARRA, and to make the specifications more accessible to nontechnical staff. Other states have expressed interest in using WISPR and Texas, Pennsylvania, and DOLETA staff will be providing these states with assistance in the shift to integrated reporting.

Texas believes that DOLETA should continue to encourage integration efforts. When setting performance targets, DOLETA 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. To that end, Texas is one of nine states participating in DOLETA's Target Regression Model Pilot project, which is designed to adjust targets based on the types of customers being served and the local economic conditions. While the project is focusing initially on WIA targets, Texas is hopeful that the approach will be applied system wide in the future. Ultimately, a One-Stop system should be judged at the customer level, not 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
2. South Plains
3. North Texas
4. North Central
5. Tarrant County
6. Dallas
7. North East
8. East Texas
9. West Central
10. Upper Rio Grande
11. Permian Basin
12. Concho Valley
13. Heart of Texas
14. Capital Area
15. Rural Capital
16. Brazos Valley
17. Deep East Texas
18. South East Texas
19. Golden Crescent
20. Alamo
21. South Texas
22. Coastal Bend
23. Lower Rio Grande Valley
24. Cameron County
25. Texoma
26. Central Texas
27. Middle Rio Grande
28. Gulf Coast

## PROGRAM COSTS

In PY 2009, the Texas workforce system spent an average of \$2066.92 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**

	<b>Cost/Participant</b>
Overall, All Program Strategies (Does Not Include Adult Self Service Only)	\$2,066.92
Adult Program	\$1,384.98
Dislocated Worker Program	\$1,847.77
Youth Program	\$3,599.97

**Table 3. Operating Results**

	<b>Available</b>	<b>Expended</b>	<b>Percentage</b>
Overall, All Program Strategies *	\$166,335,069	\$144,496,463	86.9%
Adult Program Funds	\$58,130,562	\$49,345,327	84.9%
Dislocated Worker Program Funds	\$45,116,919	\$39,196,844	86.9%
Youth Program Funds	\$63,087,588	\$55,954,292	88.7%

\* *Overall* includes local administration funds. Amounts available and expended include the PY 2009 allocation as well as amounts carried forward from prior program years.

**Required Tables  
Statewide Performance**

**Table B - Adult Program Results**

	<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>	
Entered Employment Rate	65.0%	66.0%	9,158
			13,878
Employment Retention Rate	84.0%	83.7%	15,493
			18,511
Average Earnings	\$11,800	\$18,586.90	\$283,952,121
			15,277

Subsequent to negotiating PY 2009 targets, TWC updated its reporting to include participants served with Statewide Alternative (15%) funds to be consistent with changes in DOLETA's reporting requirements. The effect of these changes shows up most dramatically in Average Earnings performance, which is not comparable to performance reported in prior annual reports.

**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	66.1%	2,845 4,303	61.6%	6643 1,077	44.4%	139 313	51.6%
Employment Retention Rate	80.5%	3,713 4,614	81.1%	905 1,116	73.5%	161 219	86.3%	1,106 1,282
Average Earnings	\$11,679.52	\$42,198,102 3,613	\$19,417.28	\$17,261,965 889	\$11,656.89	\$1,841,788 158	\$26,051.64	\$28,526,542 1,095

**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	71.1%	2,559	64.2%	6,599
		3,601		10,277
Employment Retention Rate	90.9%	7,420	78.0%	8,073
		8,166		10,345
Average Earnings	\$23,520.04	\$173,083,973	\$14,002.04	\$110,868,148
		7,359		7,918

**Table E – Dislocated Worker Program Results**

	Negotiated Performance Level	Actual Performance Level	
<b>Entered Employment Rate</b>	72.0%	72.2%	4,368
			6,049
<b>Employment Retention Rate</b>	88.0%	87.6%	4,137
			4,723
<b>Average Earnings</b>	\$14,200.00	\$15,714.10	\$64,349,248
			4,095

Subsequent to negotiating PY 2009 targets, TWC updated its reporting of customers served with Statewide Alternative (15%) funds to be consistent with changes in DOLETA's reporting requirements. The effect of these changes shows up most dramatically in Average Earnings performance, which is not comparable to performance reported in prior annual reports.

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

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
	<b>Entered Employment Rate</b>	72.8%	398	65.4%	53	59.5%	481	67.6%
		547		81		808		74
<b>Employment Retention Rate</b>	87.0%	416	80.0%	40	84.0%	450	89.1%	57
		478		50		536		64
<b>Average Earnings</b>	\$18,698.368	\$7,703,722	\$15,927.38	\$637,095	\$17,580.48	\$7,823,316	\$13,296.21	\$757,884
		412		40		445		57

**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	
	<b>Entered Employment Rate</b>	77.0%	1,558	69.8%
2,023			4,026	
<b>Employment Retention Rate</b>	89.6%	1,958	85.9%	2,179
		2,186		2,537
<b>Average Earnings</b>	\$16,641.64	\$32,384,639	\$14,874.18	\$31,964,609
		1,946		2,149

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

	Negotiated Performance Level	Actual Performance Level	
<b>Placement in Employment or Education</b>	58.0%	60.1%	3,122
			5,198
<b>Attainment of Degree or Certificate</b>	53.0%	51.8%	2,678
			5,165
<b>Literacy and Numeracy gains</b>	35.0%	47.6%	1,692
			3,551

**Table L – Other Reported Information**

	12 Month Employment Retention Rate		12 Mo. Earnings Change (Adults) 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	
<b>Adults</b>	83.4%	12,613	\$2,665	\$39,485,364	1.3%	118	\$5,556	\$50,049,205	10.0%	586
		15,118		14,819		9,158		9,008		5,887
<b>Dislocated Workers</b>	87.0%	3,326	87.2%	\$51,516,550	1.4%	59	\$7,211	\$31,122,436	14.0%	549
		3,822		\$59,102,648		4,368		4,316		3,925
<p>Entered Training-Related Employment appears low primarily due to incomplete data. If performance is computed using only data where the Boards were able to obtain information about whether or not the participants obtained employment related to training, (i.e., those with an affirmative “yes” or “no”), performance is 73.9% for WIA Adult and 65.36% for WIA Dislocated Worker.</p>										

**Table M – Participation Levels**

	Total Participants	Total Exiters
<b>Total Adult Customers</b>	587,411	518,031
Total Adults (self-service only)	532,655	488,747
WIA Adults	568,284	509,499
WIA Dislocated Worker	21,213	9,435
<b>Total Youth (14-21)</b>	15,543	6,261
Out-of-School Youth	9,190	3,810
In-School Youth	6,341	2,446

**Table N – Cost of Program Activities**

<b>Program Activity</b>	<b>Total Federal Spending</b>
Local Adults	\$61,388,750
Local Dislocated Workers	\$38,393,219
Local Youth	\$50,987,332
<b>Rapid Response (up to 25%)</b>	
134 (a) (2) (A)	\$3,020,730
<b>Statewide Required Activities (up to 15%)</b>	
134 (a) (2) (b)	\$6,981,934
<b>Statewide Allowable Activities</b>	
134 (a) (3)	\$1,376,115
<b>Total of All Federal Spending Listed Above</b>	<b>\$162,148,081</b>

## **PART III: LOCAL PERFORMANCE**

### **LOCAL WORKFORCE DEVELOPMENT BOARD PERFORMANCE**

Tables 4, 5, and O 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 TWC believes appropriate. TWC used the flexibility offered by this waiver to promote integration through Common Measures. Table 4 reflects the Integrated Common Measures and Reemployment & Employer Engagement Measures. Table 5 reflects Board WIA performance.

Subsequent to negotiating PY 2009 targets, TWC updated its reporting to include participants served with Statewide Alternative (15%) funds to be consistent with changes in DOL's reporting requirements. In the following tables, the effect of these changes shows up most dramatically in the Average Earnings performance measure, which may not be comparable to performance reported in previous annual reports. TWC also implemented DOL guidance to include self-service--only customers in Adult Participant and Exiter counts in Table O, which makes them incomparable to some previous reports. However, outcome measures are only applied to customers receiving more than self-service and thus remain comparable to earlier reports.

**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	73.84%	75.33%	81.59%	55.45%	47.91%	82.63%	32.30%
Brazos Valley	72.51%	70.42%	85.23%	50.48%	43.90%	84.45%	31.46%
Cameron County	72.59%	78.04%	80.30%	56.01%	45.54%	62.50%	33.90%
Capital Area	72.28%	72.75%	82.63%	50.74%	44.49%	82.84%	28.16%
Central Texas	72.47%	73.06%	90.91%	52.11%	45.95%	76.16%	22.73%
Coastal Bend	74.56%	74.53%	79.42%	52.81%	48.73%	67.02%	25.17%
Concho Valley	73.29%	72.58%	77.50%	57.09%	53.69%	79.80%	59.18%
Dallas	68.63%	71.31%	83.70%	48.22%	42.20%	86.08%	25.42%
Deep East Texas	70.99%	69.85%	85.19%	51.92%	48.12%	75.46%	32.51%
East Texas	72.65%	71.86%	84.48%	55.42%	50.24%	85.07%	29.27%
Golden Crescent	72.34%	70.72%	87.69%	48.26%	42.49%	67.99%	28.22%
Gulf Coast	71.42%	70.36%	89.44%	51.49%	40.13%	72.04%	27.26%
Heart of Texas	72.32%	73.39%	82.07%	59.30%	48.11%	80.55%	30.24%
Lower Rio Grande Valley	73.85%	75.10%	72.62%	54.03%	45.56%	75.44%	31.85%
Middle Rio Grande	70.15%	70.08%	89.47%	53.27%	44.14%	80.83%	42.64%
North Central	71.79%	71.24%	78.39%	51.01%	41.54%	75.92%	31.53%
North East Texas	73.70%	70.60%	81.05%	54.57%	47.69%	78.18%	28.49%
North Texas	71.92%	69.80%	89.36%	52.45%	46.67%	73.97%	27.57%
Panhandle	78.06%	72.50%	89.26%	54.39%	52.70%	80.34%	25.22%
Permian Basin	76.48%	71.28%	83.50%	50.19%	50.96%	96.33%	32.08%
Rural Capital	76.09%	74.79%	78.64%	51.21%	44.20%	82.33%	24.54%
South Plains	79.59%	72.32%	89.33%	59.77%	51.10%	77.78%	31.97%
South Texas	67.97%	74.87%	82.31%	45.14%	46.57%	77.26%	56.95%
Southeast Texas	78.60%	72.22%	77.45%	63.42%	52.16%	87.88%	34.00%
Tarrant County	70.75%	71.69%	77.71%	49.58%	40.56%	93.30%	24.99%
Texoma	72.73%	72.74%	83.33%	54.28%	43.65%	85.49%	38.76%
Upper Rio Grande	73.64%	76.58%	86.65%	52.25%	48.87%	51.90%	36.51%
West Central	76.60%	71.88%	79.41%	56.93%	47.17%	67.20%	34.39%
# Meeting the Measure	6	15	27	0	1	26	27
% Meeting the Measure	21.43%	53.57%	96.43%	0.00%	3.57%	92.86%	96.43%
<b>Texas Performance</b>	72.36%	72.42%	83.29%	51.46%	43.82%	76.30%	26.59%
	Exiters from 10/01/2008 to 09/30/2009	Exiters from 04/01/2008 to 03/31/2009	Exiters from 10/01/2008 to 09/30/2009	Initial UI Payees from 10/01/2008 to 09/30/2009	Registered Claimants from 05/01/2009 to 04/30/2010	04/01/2009 to 03/31/2010	09/01/2009 to 08/31/2010

**Table 5. WIA PY2009 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	71.32%	83.63%	88.33%	93.05%	\$11,492.23	\$14,410.34	60.86%	61.50%	47.27%
Brazos Valley	68.32%	66.67%	84.81%	86.27%	\$15,194.87	\$16,450.07	56.90%	55.56%	52.94%
Cameron County	78.52%	78.57%	86.05%	75.00%	\$14,254.68	\$14,509.20	63.71%	67.66%	38.37%
Capital Area	68.51%	74.32%	91.29%	87.65%	\$27,725.00	\$20,801.13	76.55%	83.65%	84.62%
Central Texas	89.87%	78.84%	90.57%	79.75%	\$14,167.98	\$12,183.89	79.69%	79.17%	61.54%
Coastal Bend	67.86%	89.39%	89.73%	90.00%	\$21,846.96	\$14,620.02	46.67%	40.47%	34.92%
Concho Valley	77.78%	83.87%	84.75%	95.16%	\$12,288.31	\$12,198.82	61.76%	31.43%	44.44%
Dallas	53.25%	65.79%	87.05%	84.80%	\$27,420.91	\$14,017.95	55.54%	46.11%	44.90%
Deep East Texas	68.81%	60.98%	90.78%	97.14%	\$25,093.33	\$23,366.95	56.94%	58.33%	50.00%
East Texas	89.32%	76.40%	84.38%	87.13%	\$12,285.03	\$16,078.01	60.98%	73.81%	44.44%
Golden Crescent	78.26%	80.00%	95.14%	92.11%	\$19,935.40	\$14,708.36	71.43%	63.64%	50.00%
Gulf Coast	64.44%	68.01%	77.15%	83.57%	\$17,484.58	\$18,503.05	64.61%	44.70%	58.90%
Heart of Texas	74.24%	82.61%	94.91%	79.07%	\$22,238.63	\$14,895.11	69.57%	66.02%	43.75%
Lower Rio Grande Valley	70.97%	71.64%	83.30%	90.41%	\$12,993.22	\$11,937.58	59.98%	32.61%	52.66%
Middle Rio Grande	73.85%	91.49%	79.28%	82.05%	\$11,364.03	\$19,586.36	59.28%	79.56%	25.00%
North Central	68.60%	71.16%	85.75%	87.32%	\$20,801.05	\$20,214.84	56.18%	55.33%	52.34%
North East Texas	83.00%	74.76%	91.76%	86.32%	\$27,053.55	\$11,353.26	67.24%	67.86%	56.41%
North Texas	66.00%	74.11%	93.43%	91.49%	\$16,373.61	\$16,704.58	60.00%	61.54%	60.00%
Panhandle	80.65%	74.37%	86.96%	85.19%	\$12,446.85	\$18,845.07	67.44%	64.56%	45.45%
Permian Basin	87.18%	80.56%	92.86%	91.18%	\$17,866.91	\$17,736.79	58.82%	53.28%	66.67%
Rural Capital	73.91%	81.95%	86.41%	90.85%	\$12,576.35	\$16,453.75	70.18%	64.71%	42.31%
South Plains	85.00%	83.08%	96.39%	100.00%	\$14,268.70	\$14,951.18	69.44%	73.40%	0.00%
South Texas	59.22%	71.43%	91.30%	71.43%	\$16,699.04	\$8,826.80	69.44%	71.62%	64.58%
Southeast Texas	70.37%	83.33%	89.36%	89.66%	\$27,978.25	\$12,896.55	73.24%	52.70%	17.86%
Tarrant County	58.87%	72.24%	85.91%	91.42%	\$16,108.28	\$15,601.54	55.69%	52.07%	45.99%
Texoma	64.29%	83.33%	92.00%	88.46%	\$24,569.26	\$16,488.72	70.27%	63.04%	56.00%
Upper Rio Grande	80.38%	76.32%	90.91%	89.16%	\$23,475.96	\$11,464.47	62.77%	55.73%	59.26%
West Central	64.84%	64.13%	76.44%	84.94%	\$10,137.58	\$12,560.26	58.73%	56.34%	45.45%
# Meeting the Measure	25	23	25	22	27	20	28	25	26
% Meeting the Measure	89.29%	82.14%	89.29%	78.57%	96.43%	71.43%	100.00%	89.29%	92.86%
<b>Texas Performance</b>	65.99%	72.21%	83.70%	87.59%	\$18,586.90	\$15,714.10	60.06%	51.85%	47.65%

The final section of this report, Table O, 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: Subsequent to negotiating PY 2009 targets, TWC updated its reporting of customers served with Statewide Alternative (15%) funds to be consistent with changes in DOLETA's reporting requirements. The effect of these changes shows up most dramatically in Average Earnings performance, which is not comparable to performance reported in prior annual reports.

<b>Table O - Local Program Activities</b>			
<b>Local Area Name</b> <b>ALAMO</b>	<b>Total Participants Served</b> <b>56,099</b>	<b>Adults</b>	52,247
		<b>Dislocated Workers</b>	1,964
		<b>Youth</b>	1,888
<b>WDA Assigned #</b> <b>20</b>	<b>Total Exiters</b> <b>49,098</b>	<b>Adults</b>	47,792
		<b>Dislocated Workers</b>	819
		<b>Youth</b>	487
<b>Reported Information</b>		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>
<b>Entered Employment Rate</b>	<b>Adults</b>	--	71.32%
	<b>Dislocated Workers</b>	--	83.63%
<b>Employment Retention Rate</b>	<b>Adults</b>	--	88.33%
	<b>Dislocated Workers</b>	--	93.05%
<b>Average Earnings</b>	<b>Adults</b>	\$11,800	\$11,492.23
	<b>Dislocated Workers</b>	\$14,200	\$14,410.34
<b>Placement in Employment or Education</b>	<b>Youth (14-21)</b>	58%	60.86%
<b>Attainment of Degree or Certificate</b>	<b>Youth (14-21)</b>	53%	61.50%
<b>Literacy and Numeracy Gains</b>	<b>Youth (14-21)</b>	35%	47.27%
<b>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")</b>			
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>
		<b>0</b>	<b>3</b>
		<b>Exceeded</b>	<b>2</b>

<b>Table O - Local Program Activities</b>			
<b>Local Area Name</b> <b>BRAZOS VALLEY</b>	<b>Total Participants Served</b> 7,459	<b>Adults</b>	6,683
		<b>Dislocated Workers</b>	388
		<b>Youth</b>	388
<b>WDA Assigned #</b> 16	<b>Total Exiters</b> 5,772	<b>Adults</b>	5,587
		<b>Dislocated Workers</b>	78
		<b>Youth</b>	107
<b>Reported Information</b>		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>
<b>Entered Employment Rate</b>	<b>Adults</b>	--	68.32%
	<b>Dislocated Workers</b>	--	66.67%
<b>Employment Retention Rate</b>	<b>Adults</b>	--	84.81%
	<b>Dislocated Workers</b>	--	86.27%
<b>Average Earnings</b>	<b>Adults</b>	\$11,800	\$15,194.87
	<b>Dislocated Workers</b>	\$14,200	\$16,450.07
<b>Placement in Employment or Education</b>	<b>Youth (14-21)</b>	58%	56.90%
<b>Attainment of Degree or Certificate</b>	<b>Youth (14-21)</b>	53%	55.56%
<b>Literacy and Numeracy Gains</b>	<b>Youth (14-21)</b>	35%	52.94%
<b>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")</b>			
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>
		<b>0</b>	<b>2</b>
		<b>Exceeded</b>	<b>3</b>

<b>Table O - Local Program Activities</b>			
<b>Local Area Name</b> <b>CAMERON COUNTY</b>	<b>Total Participants Served</b> 9,822	<b>Adults</b>	9,081
		<b>Dislocated Workers</b>	256
		<b>Youth</b>	485
<b>WDA Assigned #</b> 24	<b>Total Exiters</b> 8,161	<b>Adults</b>	7,869
		<b>Dislocated Workers</b>	59
		<b>Youth</b>	233
<b>Reported Information</b>		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>
<b>Entered Employment Rate</b>	<b>Adults</b>	--	78.52%
	<b>Dislocated Workers</b>	--	78.57%
<b>Employment Retention Rate</b>	<b>Adults</b>	--	86.05%
	<b>Dislocated Workers</b>	--	75.00%
<b>Average Earnings</b>	<b>Adults</b>	\$11,800	\$14,254.68
	<b>Dislocated Workers</b>	\$14,200	\$14,509.20
<b>Placement in Employment or Education</b>	<b>Youth (14-21)</b>	58%	63.71%
<b>Attainment of Degree or Certificate</b>	<b>Youth (14-21)</b>	53%	67.66%
<b>Literacy and Numeracy Gains</b>	<b>Youth (14-21)</b>	35%	38.37%
<b>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")</b>			
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>
		<b>0</b>	<b>1</b>
		<b>Exceeded</b>	<b>4</b>

<b>Table O - Local Program Activities</b>			
<b>Local Area Name</b> <b>CAPITAL AREA</b>	<b>Total Participants Served</b> 31,642	<b>Adults</b>	29,516
		<b>Dislocated Workers</b>	1,401
		<b>Youth</b>	725
<b>WDA Assigned #</b> 14	<b>Total Exiters</b> 25,618	<b>Adults</b>	25,026
		<b>Dislocated Workers</b>	399
		<b>Youth</b>	193
<b>Reported Information</b>		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>
<b>Entered Employment Rate</b>	<b>Adults</b>	--	68.51%
	<b>Dislocated Workers</b>	--	74.32%
<b>Employment Retention Rate</b>	<b>Adults</b>	--	91.29%
	<b>Dislocated Workers</b>	--	87.65%
<b>Average Earnings</b>	<b>Adults</b>	\$11,800	\$27,725.00
	<b>Dislocated Workers</b>	\$14,200	\$20,801.13
<b>Placement in Employment or Education</b>	<b>Youth (14-21)</b>	58%	76.55%
<b>Attainment of Degree or Certificate</b>	<b>Youth (14-21)</b>	53%	83.65%
<b>Literacy and Numeracy Gains</b>	<b>Youth (14-21)</b>	35%	84.62%
<b>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")</b>			
<b>Overall Status of Local Performance</b>	<b>Not Met</b>		<b>Met</b>
	<b>0</b>		<b>5</b>

<b>Table O - Local Program Activities</b>			
<b>Local Area Name</b> <b>CENTRAL TEXAS</b>	<b>Total Participants Served</b> 14,950	<b>Adults</b>	13,685
		<b>Dislocated Workers</b>	974
		<b>Youth</b>	291
<b>WDA Assigned #</b> 26	<b>Total Exiters</b> 12,056	<b>Adults</b>	11,689
		<b>Dislocated Workers</b>	263
		<b>Youth</b>	104
<b>Reported Information</b>		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>
<b>Entered Employment Rate</b>	<b>Adults</b>	--	89.87%
	<b>Dislocated Workers</b>	--	78.84%
<b>Employment Retention Rate</b>	<b>Adults</b>	--	90.57%
	<b>Dislocated Workers</b>	--	79.75%
<b>Average Earnings</b>	<b>Adults</b>	\$11,800	\$14,167.98
	<b>Dislocated Workers</b>	\$14,200	\$12,183.89
<b>Placement in Employment or Education</b>	<b>Youth (14-21)</b>	58%	79.69%
<b>Attainment of Degree or Certificate</b>	<b>Youth (14-21)</b>	53%	79.17%
<b>Literacy and Numeracy Gains</b>	<b>Youth (14-21)</b>	35%	61.54%
<b>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")</b>			
<b>Overall Status of Local Performance</b>	<b>Not Met</b>		<b>Met</b>
	<b>1</b>		<b>4</b>

<b>Table O - Local Program Activities</b>				
<b>Local Area Name</b> <b>COASTAL BEND</b>	<b>Total Participants Served</b> 16,759	<b>Adults</b>	15,678	
		<b>Dislocated Workers</b>	499	
		<b>Youth</b>	582	
<b>WDA Assigned #</b> 22	<b>Total Exiters</b> 14,501	<b>Adults</b>	14,003	
		<b>Dislocated Workers</b>	170	
		<b>Youth</b>	328	
<b>Reported Information</b>		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>	
<b>Entered Employment Rate</b>	<b>Adults</b>	--	67.86%	
	<b>Dislocated Workers</b>	--	89.39%	
<b>Employment Retention Rate</b>	<b>Adults</b>	--	89.73%	
	<b>Dislocated Workers</b>	--	90.00%	
<b>Average Earnings</b>	<b>Adults</b>	\$11,800	\$21,846.96	
	<b>Dislocated Workers</b>	\$14,200	\$14,620.02	
<b>Placement in Employment or Education</b>	<b>Youth (14-21)</b>	46%	46.67%	
<b>Attainment of Degree or Certificate</b>	<b>Youth (14-21)</b>	41%	40.47%	
<b>Literacy and Numeracy Gains</b>	<b>Youth (14-21)</b>	35%	34.92%	
<b>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")</b>				
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
		0	4	1

<b>Table O - Local Program Activities</b>				
<b>Local Area Name</b> <b>CONCHO VALLEY</b>	<b>Total Participants Served</b> 3,344	<b>Adults</b>	2,850	
		<b>Dislocated Workers</b>	337	
		<b>Youth</b>	157	
<b>WDA Assigned #</b> 12	<b>Total Exiters</b> 2,558	<b>Adults</b>	2,437	
		<b>Dislocated Workers</b>	80	
		<b>Youth</b>	41	
<b>Reported Information</b>		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>	
<b>Entered Employment Rate</b>	<b>Adults</b>	--	77.78%	
	<b>Dislocated Workers</b>	--	83.87%	
<b>Employment Retention Rate</b>	<b>Adults</b>	--	84.75%	
	<b>Dislocated Workers</b>	--	95.16%	
<b>Average Earnings</b>	<b>Adults</b>	\$11,800	\$12,288.31	
	<b>Dislocated Workers</b>	\$14,200	\$12,199.82	
<b>Placement in Employment or Education</b>	<b>Youth (14-21)</b>	58%	61.76%	
<b>Attainment of Degree or Certificate</b>	<b>Youth (14-21)</b>	53%	31.43%	
<b>Literacy and Numeracy Gains</b>	<b>Youth (14-21)</b>	35%	44.44%	
<b>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")</b>				
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
		2	1	2

<b>Table O - Local Program Activities</b>				
<b>Local Area Name</b> <b>DALLAS</b>	<b>Total Participants Served</b> 71,922	<b>Adults</b>	65,166	
		<b>Dislocated Workers</b>	3,946	
		<b>Youth</b>	2,810	
<b>WDA Assigned #</b> 6	<b>Total Exiters</b> 59,323	<b>Adults</b>	56,245	
		<b>Dislocated Workers</b>	1,869	
		<b>Youth</b>	1,209	
<b>Reported Information</b>		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>	
<b>Entered Employment Rate</b>	<b>Adults</b>	--	53.25%	
	<b>Dislocated Workers</b>	--	65.79%	
<b>Employment Retention Rate</b>	<b>Adults</b>	--	87.05%	
	<b>Dislocated Workers</b>	--	84.80%	
<b>Average Earnings</b>	<b>Adults</b>	\$11,800	\$27,420.91	
	<b>Dislocated Workers</b>	\$14,200	\$14,017.95	
<b>Placement in Employment or Education</b>	<b>Youth (14-21)</b>	58%	55.54%	
<b>Attainment of Degree or Certificate</b>	<b>Youth (14-21)</b>	47%	46.11%	
<b>Literacy and Numeracy Gains</b>	<b>Youth (14-21)</b>	35%	44.90%	
<b>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")</b>				
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
		<b>0</b>	<b>3</b>	<b>2</b>

<b>Table O - Local Program Activities</b>				
<b>Local Area Name</b> <b>DEEP EAST TEXAS</b>	<b>Total Participants Served</b> 7,708	<b>Adults</b>	6,938	
		<b>Dislocated Workers</b>	603	
		<b>Youth</b>	167	
<b>WDA Assigned #</b> 17	<b>Total Exiters</b> 6,852	<b>Adults</b>	6,334	
		<b>Dislocated Workers</b>	407	
		<b>Youth</b>	111	
<b>Reported Information</b>		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>	
<b>Entered Employment Rate</b>	<b>Adults</b>	--	68.81%	
	<b>Dislocated Workers</b>	--	60.98%	
<b>Employment Retention Rate</b>	<b>Adults</b>	--	90.78%	
	<b>Dislocated Workers</b>	--	97.14%	
<b>Average Earnings</b>	<b>Adults</b>	\$11,800	\$25,093.33	
	<b>Dislocated Workers</b>	\$14,200	\$23,366.95	
<b>Placement in Employment or Education</b>	<b>Youth (14-21)</b>	58%	56.94%	
<b>Attainment of Degree or Certificate</b>	<b>Youth (14-21)</b>	53%	58.33%	
<b>Literacy and Numeracy Gains</b>	<b>Youth (14-21)</b>	35%	50.00%	
<b>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")</b>				
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
		<b>0</b>	<b>1</b>	<b>4</b>

<b>Table O - Local Program Activities</b>			
<b>Local Area Name</b> <b>EAST TEXAS</b>	<b>Total Participants Served</b> 22,796	<b>Adults</b>	21,495
		<b>Dislocated Workers</b>	1,167
		<b>Youth</b>	134
<b>WDA Assigned #</b> 8	<b>Total Exiters</b> 19,392	<b>Adults</b>	18,981
		<b>Dislocated Workers</b>	365
		<b>Youth</b>	46
<b>Reported Information</b>		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>
<b>Entered Employment Rate</b>	<b>Adults</b>	--	89.32%
	<b>Dislocated Workers</b>	--	76.40%
<b>Employment Retention Rate</b>	<b>Adults</b>	--	84.38%
	<b>Dislocated Workers</b>	--	87.13%
<b>Average Earnings</b>	<b>Adults</b>	\$11,800	\$12,285.03
	<b>Dislocated Workers</b>	\$14,200	\$16,078.01
<b>Placement in Employment or Education</b>	<b>Youth (14-21)</b>	58%	60.98%
<b>Attainment of Degree or Certificate</b>	<b>Youth (14-21)</b>	53%	73.81%
<b>Literacy and Numeracy Gains</b>	<b>Youth (14-21)</b>	35%	44.44%
<b>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")</b>			
<b>Overall Status of Local Performance</b>	<b>Not Met</b>		<b>Met</b>
	0		1
		<b>Exceeded</b>	4

<b>Table O - Local Program Activities</b>			
<b>Local Area Name</b> <b>GOLDEN CRESCENT</b>	<b>Total Participants Served</b> 4,205	<b>Adults</b>	3,615
		<b>Dislocated Workers</b>	436
		<b>Youth</b>	154
<b>WDA Assigned #</b> 19	<b>Total Exiters</b> 3,454	<b>Adults</b>	3,204
		<b>Dislocated Workers</b>	174
		<b>Youth</b>	76
<b>Reported Information</b>		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>
<b>Entered Employment Rate</b>	<b>Adults</b>	--	78.26%
	<b>Dislocated Workers</b>	--	80.00%
<b>Employment Retention Rate</b>	<b>Adults</b>	--	95.14%
	<b>Dislocated Workers</b>	--	92.11%
<b>Average Earnings</b>	<b>Adults</b>	\$11,800	\$19,935.40
	<b>Dislocated Workers</b>	\$14,200	\$14,708.36
<b>Placement in Employment or Education</b>	<b>Youth (14-21)</b>	58%	71.43%
<b>Attainment of Degree or Certificate</b>	<b>Youth (14-21)</b>	53%	63.64%
<b>Literacy and Numeracy Gains</b>	<b>Youth (14-21)</b>	35%	50.00
<b>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")</b>			
<b>Overall Status of Local Performance</b>	<b>Not Met</b>		<b>Met</b>
	0		1
		<b>Exceeded</b>	4

<b>Table O - Local Program Activities</b>				
<b>Local Area Name</b> <b>GULF COAST</b>	<b>Total Participants Served</b> 162,071	<b>Adults</b>	157,137	
		<b>Dislocated Workers</b>	3,929	
		<b>Youth</b>	1,005	
<b>WDA Assigned #</b> 28	<b>Total Exiters</b> 139,998	<b>Adults</b>	137,653	
		<b>Dislocated Workers</b>	2,022	
		<b>Youth</b>	323	
<b>Reported Information</b>		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>	
<b>Entered Employment Rate</b>	<b>Adults</b>	--	64.44%	
	<b>Dislocated Workers</b>	--	68.01%	
<b>Employment Retention Rate</b>	<b>Adults</b>	--	77.15%	
	<b>Dislocated Workers</b>	--	83.57%	
<b>Average Earnings</b>	<b>Adults</b>	\$11,800	\$17,484.58	
	<b>Dislocated Workers</b>	\$14,200	\$18,503.05	
<b>Placement in Employment or Education</b>	<b>Youth (14-21)</b>	58%	64.61%	
<b>Attainment of Degree or Certificate</b>	<b>Youth (14-21)</b>	53%	44.70%	
<b>Literacy and Numeracy Gains</b>	<b>Youth (14-21)</b>	35%	58.90%	
<b>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")</b>				
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
		<b>1</b>	<b>0</b>	<b>4</b>

<b>Table O - Local Program Activities</b>				
<b>Local Area Name</b> <b>HEART OF TEXAS</b>	<b>Total Participants Served</b> 12,819	<b>Adults</b>	12,127	
		<b>Dislocated Workers</b>	331	
		<b>Youth</b>	361	
<b>WDA Assigned #</b> 13	<b>Total Exiters</b> 11,146	<b>Adults</b>	10,900	
		<b>Dislocated Workers</b>	136	
		<b>Youth</b>	110	
<b>Reported Information</b>		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>	
<b>Entered Employment Rate</b>	<b>Adults</b>	--	74.24%	
	<b>Dislocated Workers</b>	--	82.61%	
<b>Employment Retention Rate</b>	<b>Adults</b>	--	94.91%	
	<b>Dislocated Workers</b>	--	79.07%	
<b>Average Earnings</b>	<b>Adults</b>	\$11,800	\$22,238.63	
	<b>Dislocated Workers</b>	\$14,200	\$14,895.11	
<b>Placement in Employment or Education</b>	<b>Youth (14-21)</b>	58%	69.57%	
<b>Attainment of Degree or Certificate</b>	<b>Youth (14-21)</b>	53%	66.02%	
<b>Literacy and Numeracy Gains</b>	<b>Youth (14-21)</b>	35%	43.75%	
<b>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")</b>				
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
		<b>0</b>	<b>1</b>	<b>4</b>

<b>Table O - Local Program Activities</b>				
<b>Local Area Name</b> <b>LOWER RIO GRANDE</b>	<b>Total Participants Served</b> 19,644	<b>Adults</b>	17,240	
		<b>Dislocated Workers</b>	692	
		<b>Youth</b>	1,712	
<b>WDA Assigned #</b> 23	<b>Total Exiters</b> 15,598	<b>Adults</b>	14,416	
		<b>Dislocated Workers</b>	220	
		<b>Youth</b>	962	
<b>Reported Information</b>		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>	
<b>Entered Employment Rate</b>	<b>Adults</b>	--	70.97%	
	<b>Dislocated Workers</b>	--	71.64%	
<b>Employment Retention Rate</b>	<b>Adults</b>	--	83.30%	
	<b>Dislocated Workers</b>	--	90.41%	
<b>Average Earnings</b>	<b>Adults</b>	\$11,800	\$12,993.22	
	<b>Dislocated Workers</b>	\$14,200	\$11,937.58	
<b>Placement in Employment or Education</b>	<b>Youth (14-21)</b>	58%	59.98%	
<b>Attainment of Degree or Certificate</b>	<b>Youth (14-21)</b>	53%	32.61%	
<b>Literacy and Numeracy Gains</b>	<b>Youth (14-21)</b>	35%	52.66%	
<b>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")</b>				
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
		2	1	2

<b>Table O - Local Program Activities</b>				
<b>Local Area Name</b> <b>MIDDLE RIO GRANDE</b>	<b>Total Participants Served</b> 2,691	<b>Adults</b>	2,352	
		<b>Dislocated Workers</b>	154	
		<b>Youth</b>	185	
<b>WDA Assigned #</b> 27	<b>Total Exiters</b> 2,254	<b>Adults</b>	1,984	
		<b>Dislocated Workers</b>	72	
		<b>Youth</b>	198	
<b>Reported Information</b>		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>	
<b>Entered Employment Rate</b>	<b>Adults</b>	--	73.85%	
	<b>Dislocated Workers</b>	--	91.49%	
<b>Employment Retention Rate</b>	<b>Adults</b>	--	79.28%	
	<b>Dislocated Workers</b>	--	82.05%	
<b>Average Earnings</b>	<b>Adults</b>	\$11,800	\$11,364.03	
	<b>Dislocated Workers</b>	\$14,200	\$19,586.36	
<b>Placement in Employment or Education</b>	<b>Youth (14-21)</b>	58%	59.28%	
<b>Attainment of Degree or Certificate</b>	<b>Youth (14-21)</b>	53%	79.56%	
<b>Literacy and Numeracy Gains</b>	<b>Youth (14-21)</b>	35%	25.00%	
<b>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")</b>				
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
		1	2	2

<b>Table O - Local Program Activities</b>				
<b>Local Area Name</b> <b>NORTH CENTRAL TEXAS</b>	<b>Total Participants Served</b> 54,643	<b>Adults</b>	51,150	
		<b>Dislocated Workers</b>	2,441	
		<b>Youth</b>	1,052	
<b>WDA Assigned #</b> 4	<b>Total Exiters</b> 46,910	<b>Adults</b>	45,212	
		<b>Dislocated Workers</b>	1,001	
		<b>Youth</b>	697	
<b>Reported Information</b>		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>	
<b>Entered Employment Rate</b>	<b>Adults</b>	--	68.60%	
	<b>Dislocated Workers</b>	--	71.16%	
<b>Employment Retention Rate</b>	<b>Adults</b>	--	85.75%	
	<b>Dislocated Workers</b>	--	87.32%	
<b>Average Earnings</b>	<b>Adults</b>	\$11,800	\$20,801.05	
	<b>Dislocated Workers</b>	\$14,200	\$20,214.84	
<b>Placement in Employment or Education</b>	<b>Youth (14-21)</b>	58%	56.18%	
<b>Attainment of Degree or Certificate</b>	<b>Youth (14-21)</b>	53%	55.33%	
<b>Literacy and Numeracy Gains</b>	<b>Youth (14-21)</b>	35%	52.34%	
<b>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")</b>				
<b>Overall Status of Local Performance</b>	<b>Not Met</b>		<b>Met</b>	<b>Exceeded</b>
	<b>0</b>		<b>2</b>	<b>3</b>

<b>Table O - Local Program Activities</b>				
<b>Local Area Name</b> <b>NORTH EAST TEXAS</b>	<b>Total Participants Served</b> 8,389	<b>Adults</b>	7,220	
		<b>Dislocated Workers</b>	912	
		<b>Youth</b>	257	
<b>WDA Assigned #</b> 7	<b>Total Exiters</b> 6,618	<b>Adults</b>	6,095	
		<b>Dislocated Workers</b>	389	
		<b>Youth</b>	134	
<b>Reported Information</b>		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>	
<b>Entered Employment Rate</b>	<b>Adults</b>	--	83.00%	
	<b>Dislocated Workers</b>	--	74.76%	
<b>Employment Retention Rate</b>	<b>Adults</b>	--	91.76%	
	<b>Dislocated Workers</b>	--	86.32%	
<b>Average Earnings</b>	<b>Adults</b>	\$11,800	\$27,053.55	
	<b>Dislocated Workers</b>	\$14,200	\$11,353.26	
<b>Placement in Employment or Education</b>	<b>Youth (14-21)</b>	58%	67.24%	
<b>Attainment of Degree or Certificate</b>	<b>Youth (14-21)</b>	53%	67.86%	
<b>Literacy and Numeracy Gains</b>	<b>Youth (14-21)</b>	35%	56.41%	
<b>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")</b>				
<b>Overall Status of Local Performance</b>	<b>Not Met</b>		<b>Met</b>	<b>Exceeded</b>
	<b>1</b>		<b>0</b>	<b>4</b>

<b>Table O - Local Program Activities</b>				
<b>Local Area Name</b> <b>NORTH TEXAS</b>	<b>Total Participants Served</b> 4,534	<b>Adults</b>	3,741	
		<b>Dislocated Workers</b>	661	
		<b>Youth</b>	132	
<b>WDA Assigned #</b> 3	<b>Total Exiters</b> 3,700	<b>Adults</b>	3,258	
		<b>Dislocated Workers</b>	364	
		<b>Youth</b>	78	
<b>Reported Information</b>		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>	
<b>Entered Employment Rate</b>	<b>Adults</b>	--	66.00%	
	<b>Dislocated Workers</b>	--	74.11%	
<b>Employment Retention Rate</b>	<b>Adults</b>	--	93.43%	
	<b>Dislocated Workers</b>	--	91.49%	
<b>Average Earnings</b>	<b>Adults</b>	\$11,800	\$16,373.61	
	<b>Dislocated Workers</b>	\$14,200	\$16,704.58	
<b>Placement in Employment or Education</b>	<b>Youth (14-21)</b>	58%	60.00%	
<b>Attainment of Degree or Certificate</b>	<b>Youth (14-21)</b>	53%	61.54%	
<b>Literacy and Numeracy Gains</b>	<b>Youth (14-21)</b>	35%	60.00%	
<b>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")</b>				
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
		<b>0</b>	<b>1</b>	<b>4</b>

<b>Table O - Local Program Activities</b>				
<b>Local Area Name</b> <b>PANHANDLE</b>	<b>Total Participants Served</b> 8,449	<b>Adults</b>	7,733	
		<b>Dislocated Workers</b>	517	
		<b>Youth</b>	199	
<b>WDA Assigned #</b> 1	<b>Total Exiters</b> 7,243	<b>Adults</b>	6,793	
		<b>Dislocated Workers</b>	378	
		<b>Youth</b>	72	
<b>Reported Information</b>		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>	
<b>Entered Employment Rate</b>	<b>Adults</b>	--	80.65%	
	<b>Dislocated Workers</b>	--	74.37%	
<b>Employment Retention Rate</b>	<b>Adults</b>	--	86.96%	
	<b>Dislocated Workers</b>	--	85.19%	
<b>Average Earnings</b>	<b>Adults</b>	\$11,800	\$12,446.85	
	<b>Dislocated Workers</b>	\$14,200	\$18,845.07	
<b>Placement in Employment or Education</b>	<b>Youth (14-21)</b>	58%	67.44%	
<b>Attainment of Degree or Certificate</b>	<b>Youth (14-21)</b>	53%	64.56%	
<b>Literacy and Numeracy Gains</b>	<b>Youth (14-21)</b>	35%	45.45%	
<b>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")</b>				
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
		<b>0</b>	<b>0</b>	<b>5</b>

<b>Table O - Local Program Activities</b>				
<b>Local Area Name</b> <b>PERMIAN BASIN</b>	<b>Total Participants Served</b> 6,211	<b>Adults</b>	5,716	
		<b>Dislocated Workers</b>	285	
		<b>Youth</b>	210	
<b>WDA Assigned #</b> 11	<b>Total Exiters</b> 5,783	<b>Adults</b>	5,541	
		<b>Dislocated Workers</b>	125	
		<b>Youth</b>	117	
<b>Reported Information</b>		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>	
<b>Entered Employment Rate</b>	<b>Adults</b>	--	87.18%	
	<b>Dislocated Workers</b>	--	80.56%	
<b>Employment Retention Rate</b>	<b>Adults</b>	--	92.86%	
	<b>Dislocated Workers</b>	--	91.18%	
<b>Average Earnings</b>	<b>Adults</b>	\$11,800	\$17,866.91	
	<b>Dislocated Workers</b>	\$14,200	\$17,736.79	
<b>Placement in Employment or Education</b>	<b>Youth (14-21)</b>	58%	58.82%	
<b>Attainment of Degree or Certificate</b>	<b>Youth (14-21)</b>	53%	53.28%	
<b>Literacy and Numeracy Gains</b>	<b>Youth (14-21)</b>	35%	66.67%	
<b>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")</b>				
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
		<b>0</b>	<b>2</b>	<b>3</b>

<b>Table O - Local Program Activities</b>				
<b>Local Area Name</b> <b>RURAL CAPITAL</b>	<b>Total Participants Served</b> 17,894	<b>Adults</b>	16,676	
		<b>Dislocated Workers</b>	1,013	
		<b>Youth</b>	205	
<b>WDA Assigned #</b> 15	<b>Total Exiters</b> 14,641	<b>Adults</b>	14,215	
		<b>Dislocated Workers</b>	330	
		<b>Youth</b>	96	
<b>Reported Information</b>		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>	
<b>Entered Employment Rate</b>	<b>Adults</b>	--	73.91%	
	<b>Dislocated Workers</b>	--	81.95%	
<b>Employment Retention Rate</b>	<b>Adults</b>	--	86.41%	
	<b>Dislocated Workers</b>	--	90.85%	
<b>Average Earnings</b>	<b>Adults</b>	\$11,800	\$12,576.35	
	<b>Dislocated Workers</b>	\$14,200	\$16,453.75	
<b>Placement in Employment or Education</b>	<b>Youth (14-21)</b>	58%	70.18%	
<b>Attainment of Degree or Certificate</b>	<b>Youth (14-21)</b>	53%	64.71%	
<b>Literacy and Numeracy Gains</b>	<b>Youth (14-21)</b>	35%	42.31%	
<b>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")</b>				
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
		<b>0</b>	<b>1</b>	<b>4</b>

<b>Table O - Local Program Activities</b>			
<b>Local Area Name</b> <b>SOUTH PLAINS</b>	<b>Total Participants Served</b> 6,869	<b>Adults</b>	6,122
		<b>Dislocated Workers</b>	275
		<b>Youth</b>	472
<b>WDA Assigned #</b> 2	<b>Total Exiters</b> 5,321	<b>Adults</b>	5,096
		<b>Dislocated Workers</b>	136
		<b>Youth</b>	89
<b>Reported Information</b>		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>
<b>Entered Employment Rate</b>	<b>Adults</b>	--	85.00%
	<b>Dislocated Workers</b>	--	83.08%
<b>Employment Retention Rate</b>	<b>Adults</b>	--	96.39%
	<b>Dislocated Workers</b>	--	100.00%
<b>Average Earnings</b>	<b>Adults</b>	\$11,800	\$14,268.70
	<b>Dislocated Workers</b>	\$14,200	\$14,951.18
<b>Placement in Employment or Education</b>	<b>Youth (14-21)</b>	58%	69.44%
<b>Attainment of Degree or Certificate</b>	<b>Youth (14-21)</b>	53%	73.40%
<b>Literacy and Numeracy Gains</b>	<b>Youth (14-21)</b>	35%	0.00%
<b>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")</b>			
<b>Overall Status of Local Performance</b>	<b>Not Met</b>		<b>Met</b>
	<b>1</b>		<b>0</b>
		<b>Exceeded</b>	<b>4</b>

<b>Table O - Local Program Activities</b>			
<b>Local Area Name</b> <b>SOUTH TEXAS</b>	<b>Total Participants Served</b> 4,597	<b>Adults</b>	4,167
		<b>Dislocated Workers</b>	140
		<b>Youth</b>	290
<b>WDA Assigned #</b> 21	<b>Total Exiters</b> 3,517	<b>Adults</b>	3,342
		<b>Dislocated Workers</b>	75
		<b>Youth</b>	100
<b>Reported Information</b>		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>
<b>Entered Employment Rate</b>	<b>Adults</b>	--	59.22%
	<b>Dislocated Workers</b>	--	71.43%
<b>Employment Retention Rate</b>	<b>Adults</b>	--	91.30%
	<b>Dislocated Workers</b>	--	71.43%
<b>Average Earnings</b>	<b>Adults</b>	\$11,800	\$16,699.04
	<b>Dislocated Workers</b>	\$14,200	\$8,826.80
<b>Placement in Employment or Education</b>	<b>Youth (14-21)</b>	58%	69.44%
<b>Attainment of Degree or Certificate</b>	<b>Youth (14-21)</b>	53%	71.62%
<b>Literacy and Numeracy Gains</b>	<b>Youth (14-21)</b>	35%	64.58%
<b>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")</b>			
<b>Overall Status of Local Performance</b>	<b>Not Met</b>		<b>Met</b>
	<b>1</b>		<b>0</b>
		<b>Exceeded</b>	<b>4</b>

Table O - Local Program Activities			
Local Area Name <b>SOUTHEAST TEXAS</b>	Total Participants Served 11,207	Adults	10,585
		Dislocated Workers	340
		Youth	282
WDA Assigned # 18	Total Exiters 9,415	Adults	9,261
		Dislocated Workers	74
		Youth	80
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	--	70.37%
	Dislocated Workers	--	83.33%
Employment Retention Rate	Adults	--	89.36%
	Dislocated Workers	--	89.66%
Average Earnings	Adults	\$11,800	\$27,978.25
	Dislocated Workers	\$14,200	\$12,896.55
Placement in Employment or Education	Youth (14-21)	58%	73.24%
Attainment of Degree or Certificate	Youth (14-21)	53%	52.70%
Literacy and Numeracy Gains	Youth (14-21)	17%	17.86%
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		1
		Exceeded	
		3	

Table O - Local Program Activities			
Local Area Name <b>TARRANT COUNTY</b>	Total Participants Served 49,584	Adults	46,614
		Dislocated Workers	2,354
		Youth	616
WDA Assigned # 5	Total Exiters 40,749	Adults	39,497
		Dislocated Workers	959
		Youth	293
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	--	58.87%
	Dislocated Workers	--	72.24%
Employment Retention Rate	Adults	--	85.91%
	Dislocated Workers	--	91.42%
Average Earnings	Adults	\$11,800	\$16,108.28
	Dislocated Workers	\$14,200	\$15,601.54
Placement in Employment or Education	Youth (14-21)	58%	55.69%
Attainment of Degree or Certificate	Youth (14-21)	53%	52.07%
Literacy and Numeracy Gains	Youth (14-21)	35%	45.99%
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	

<b>Table O - Local Program Activities</b>				
<b>Local Area Name</b> <b>TEXOMA</b>	<b>Total Participants Served</b> 2,655	<b>Adults</b>	2,309	
		<b>Dislocated Workers</b>	192	
		<b>Youth</b>	150	
<b>WDA Assigned #</b> 25	<b>Total Exiters</b> 2,007	<b>Adults</b>	1,848	
		<b>Dislocated Workers</b>	75	
		<b>Youth</b>	84	
<b>Reported Information</b>		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>	
<b>Entered Employment Rate</b>	<b>Adults</b>	--	64.29%	
	<b>Dislocated Workers</b>	--	83.33%	
<b>Employment Retention Rate</b>	<b>Adults</b>	--	92.00%	
	<b>Dislocated Workers</b>	--	88.46%	
<b>Average Earnings</b>	<b>Adults</b>	\$11,800	\$24,569.26	
	<b>Dislocated Workers</b>	\$14,200	\$16,488.72	
<b>Placement in Employment or Education</b>	<b>Youth (14-21)</b>	58%	70.27%	
<b>Attainment of Degree or Certificate</b>	<b>Youth (14-21)</b>	53%	63.04%	
<b>Literacy and Numeracy Gains</b>	<b>Youth (14-21)</b>	35%	56.00%	
<b>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")</b>				
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
		<b>0</b>	<b>0</b>	<b>5</b>

<b>Table O - Local Program Activities</b>				
<b>Local Area Name</b> <b>UPPER RIO GRANDE</b>	<b>Total Participants Served</b> 18,300	<b>Adults</b>	15,930	
		<b>Dislocated Workers</b>	1,198	
		<b>Youth</b>	1,172	
<b>WDA Assigned #</b> 10	<b>Total Exiters</b> 14,929	<b>Adults</b>	14,454	
		<b>Dislocated Workers</b>	329	
		<b>Youth</b>	146	
<b>Reported Information</b>		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>	
<b>Entered Employment Rate</b>	<b>Adults</b>	--	80.38%	
	<b>Dislocated Workers</b>	--	76.32%	
<b>Employment Retention Rate</b>	<b>Adults</b>	--	90.91%	
	<b>Dislocated Workers</b>	--	89.16%	
<b>Average Earnings</b>	<b>Adults</b>	\$11,800	\$23,475.96	
	<b>Dislocated Workers</b>	\$14,200	\$11,464.47	
<b>Placement in Employment or Education</b>	<b>Youth (14-21)</b>	58%	62.77%	
<b>Attainment of Degree or Certificate</b>	<b>Youth (14-21)</b>	53%	55.73%	
<b>Literacy and Numeracy Gains</b>	<b>Youth (14-21)</b>	35%	59.26%	
<b>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")</b>				
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
		<b>1</b>	<b>0</b>	<b>4</b>

**Table O - Local Program Activities**

Local Area Name <b>WEST CENTRAL</b>	Total Participants Served 15,450	Adults	13,982
		Dislocated Workers	1,339
		Youth	129
WDA Assigned # 9	Total Exiters 14,147	Adults	13,310
		Dislocated Workers	747
		Youth	90
Reported Information		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>
Entered Employment Rate	Adults	--	64.84%
	Dislocated Workers	--	64.13%
Employment Retention Rate	Adults	--	76.44%
	Dislocated Workers	--	84.94%
Average Earnings	Adults	\$11,800	\$10,137.58
	Dislocated Workers	\$14,200	\$12,560.26
Placement in Employment or Education	Youth (14-21)	58%	58.73%
Attainment of Degree or Certificate	Youth (14-21)	53%	56.34%
Literacy and Numeracy Gains	Youth (14-21)	35%	45.45%
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		<b>Not Met</b>	<b>Met</b>
		<b>2</b>	<b>1</b>
		<b>Exceeded</b>	<b>2</b>