

September 27, 2004

U.S. Department of Labor - ETA  
Attn: Esther Johnson, Administrator  
Office of Performance and Technology  
Room S-5206  
200 Constitution Avenue, NW  
Washington, D.C. 20210

Dear Ms. Johnson:

Attached is a copy of Georgia's Program Year 2003 Workforce Investment Act Annual Report. Georgia continues to take significant steps towards enhancing the workforce development system to foster the provision of quality services to its jobseekers, employed individuals and employers.

Please direct any questions you may have upon review of the information contained in this report to Ms. Cynthia Robinson, Director for Workforce Development, at 404-232-7485.

Sincerely,

Michael L. Thurmond

Attachment

# Workforce Investment Act Annual Report Program Year 2003

Georgia Department of Labor  
Michael L. Thurmond, Commissioner

The vision for Georgia’s workforce development system is to build a world-class workforce. The foundation of this system is the network of the Georgia Department of Labor’s 53 career centers and 50 Vocational Rehabilitation service sites, plus Georgia’s 20 workforce area agencies and 51 technical colleges and satellite locations. State and local partners in Georgia look forward to building on accomplishments to date, so that the goals of the Workforce Investment Act (WIA) will be fulfilled and the vision of a world-class workforce development system will be realized.

## Evaluations

WIA section 136(e) directs states to “... conduct ongoing evaluation studies of workforce investment activities carried out in the State under this subtitle in order to promote, establish, implement, and utilize methods for continuously improving the activities in order to achieve high-level performance within, and high-level outcomes from, the statewide workforce investment system.”

Georgia has begun a series of evaluations designed to provide its workforce development system with timely information to aid in continuous improvement. June 30, 2004 marked the end of four years of providing services funded under the Workforce Investment Act. The following describes the growth of Georgia’s WIA programs since WIA was implemented in July 2000, and the patterns of participation, services, and outcomes that have become established during that time.

Georgia carried a substantial number of participants into WIA from programs funded under the Job Training Partnership Act. These customers continued their participation without any interruption in services. However, relatively few new customers were registered for WIA during PY2000. Since then, total new enrollments have increased with each successive program year. (See Table 1.)

Among the WIA funding streams, only the Adult program has seen a steady increase over time. Youth services rose to their current level in the second year of the program, and services for Dislocated Workers have followed dislocation events and economic conditions. (See Table 2.)

<b>Table 1 Enrollments by Program Year</b>	
<b>Program Year</b>	<b>Number</b>
Carry-Ins	9,008
July 2000 – June 2001 (PY00)	4,725
July 2001 – June 2002 (PY01)	11,515
July 2002 – June 2003 (PY02)	11,893
July 2003 – June 2004 (PY03)	12,291
<b>Total</b>	<b>49,432</b>

<b>Table 2 Enrollments by Program Year and Funding Stream</b>				
	<b>Youth</b>	<b>Adults</b>	<b>Dislocated Workers</b>	
			<b>Formula</b>	<b>Discretionary</b>
Carry-Ins	4,357	2,240	2,007	491
PY00	2,654	1,028	1,108	107
PY01	4,598	3,900	3,188	360
PY02	4,450	4,423	2,980	622
PY03	4,517	5,197	2,612	131

Note: Counts in this table do not match Table 1 because customers may be served using more than one funding stream.

By the end of PY03, 32,558 customers had exited from WIA and 16,831 individuals were being served. The number of WIA exiters increased with each successive year, going from 5,165 in PY00 to 11,771 in PY03.

Median length of participation for all registrants increased from 7 months for those who exited from WIA in PY00 to 13 months for those who exited in PY03. For Adults and Dislocated Workers, there was a strong relationship between receipt of training and length of participation. In addition, median length of participation was considerably longer for Dislocated Workers than for Adults. (See Table 3.) A substantial majority of both groups received training.

<b>Table 3 Length of Enrollment by Receipt of Training</b>				
<b>Program Year</b>	<b>Received Training</b>	<b>Median Length of Enrollment (Months)</b>		
		<b>No Training</b>	<b>Training</b>	<b>All</b>
<b>Adults</b>				
PY00	60.7%	5	13	10
PY01	80.7%	4	9	7
PY02	80.0%	5	11	9
PY03	80.5%	5	15	12
<b>Dislocated Workers</b>				
PY00	78.4%	7	18	16
PY01	89.4%	19	18	18
PY02	90.4%	12	14	14
PY03	90.0%	12	18	17.5

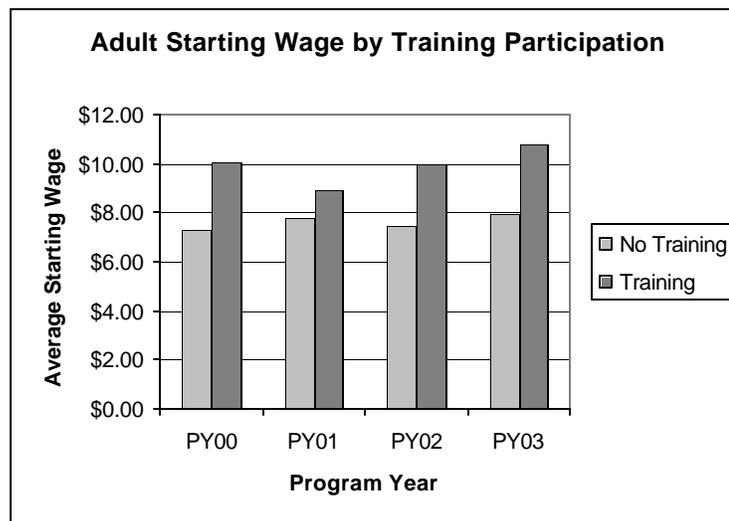
\* Includes Dislocated Workers served with both formula and discretionary funds.

The WIA performance measures are designed to address specific program goals. However, the complexity of the measures and the length of time it takes for the necessary data to become available limits their usefulness as indicators of the overall shape and productivity of the program. Information collected during participation and at point of exit provides more

immediate and practical feedback. Table 4 shows employment rates at exit and average starting wages for Adults and Dislocated Workers by program year. Employment rates at exit were initially low but have increased substantially. Average starting wages have also increased over time.

Program Year	Adults		Dislocated Workers	
	Employed At Exit	Average Starting Wage	Employed At Exit	Average Starting Wage
PY00	61.5%	\$9.02	67.0%	\$9.77
PY01	77.7%	\$8.69	85.2%	\$11.80
PY02	80.3%	\$9.45	83.8%	\$12.84
PY03	76.9%	\$10.18	84.3%	\$13.08

For Adults, there has been a strong association between participation in training and starting wages. Those who received training have consistently earned more than those who did not. This relationship is much less pronounced for Dislocated Workers, since employment for these experienced workers is related to the availability of adequately paying jobs using their existing skills.



Credentials are an important training outcome for both Adults and Dislocated Workers. The percentage of training participants who receive credentials has increased over time. In PY03, over 80 percent of the Adults and Dislocated Workers who participated in training received credentials. Of the Adults and Dislocated Workers who received credentials in PY00 through PY03, 73 percent earned occupational certificates or other occupational credentials, 16 percent earned occupational licenses, and 9 percent earned Associate's degrees.

WIA services for Youth have focused primarily on high school students. In PY03, 70 percent of new enrollees were students, 20 percent were high school dropouts, and 10 percent had graduated from high school. Program goals, services, and outcomes differ for these three groups. Among the 14,379 Youth who exited from WIA from PY00 through PY03, activities were related to educational status. For example, the most common activities for high school students were work experience and remedial education, while occupational skills training was the most common activity for high school graduates.

The outcomes achieved by youth were also related to education status at entry. The great majority of students achieved program goals but remained in secondary school, while 27 percent of the dropouts returned to school or had earned a high school diploma or GED and 36 percent were employed at exit. Employment was the most frequent outcome for youth who had already graduated from high school at the time of WIA registration.

In summary, participation and program successes have increased since WIA was implemented four years ago. Strong service delivery strategies continue to evolve to meet the needs of Georgia's workforce.

### Cost Effectiveness

In addition to WIA formula funds, a variety of resources are available to serve Georgia's customers. Funds include National Emergency Grants, PELL grants and partner grants. These resources support local infrastructures, self-service and informational activities, as well as direct service delivery. Also, Georgia is in the enviable position of having a lottery-sponsored scholarship program, HOPE. The variety of funding options enhances service opportunities, but also makes evaluating cost effectiveness of WIA formula funds alone more difficult. Therefore, Georgia has chosen to consider WIA participant counts and formula fund expenditures as the first phase of cost effectiveness discussions. This approach is the beginning point for further exploration of local area funding and service delivery strategies.

The following table shows the number of participants served during PY2003, expenditures for each WIA formula funding stream, and the expenditures divided by participants.

PY2003 Participants and Expenditures

Funding Stream	Participants	Expenditures	Exp/Part
Adult	10,845	\$22,318,787	\$2,058
Dislocated Worker	6,895	\$22,602,150	\$3,278
Youth	11,091	\$22,736,946	\$2,050
Totals/Average	28,831	\$67,657,883	\$2,347

The above expenditures are based on June 30, 2004 Financial Status Reports (FSR). These are expenditures only and do not include reported obligations. This report reflects only current year

and carry over expenditures of WIA federal formula funds. It does not include funding from statewide activities and rapid response grants, NEG, HOPE, PELL or any other funds contributed to the program. The participant counts include only WIA registered customers.

### **Introduction to the Data**

The following tables represent Georgia's state-level and local area performance data for PY2003. While state-level Tables B through L include numerators and denominators as well as performance rates, the federal reporting format does not include anything but the negotiated and actual performance rates for the local area data in Table O. Georgia has taken the position that performance resulting from fewer than ten cases should not be considered when evaluating local area performance. Some of the results in the local area tables were based on very few cases, and were not used when overall local area performance was determined.

To comply with the Wage Record Interchange System (WRIS) data sharing agreement, Georgia routinely suppresses performance results based on wage records when a small number of cases are involved. As noted above, the federal reporting format does not include numerators and denominators, nor does it allow for exclusion of performance results involving small cells.

## WIA Annual Report Data

State Name: GA

Program Year: 2003

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

Customer Satisfaction	Negotiated Performance Level	Actual Performance - Level - American Customer Satisfaction Index	Number of Surveys Completed	Number of Customers Eligible for the Survey	Number of Customers Included in the Sample	Response Rate
Participants	70	74.9	2,169	8,005	3,053	71
Employers	73	78	4,232	30,257	5,618	75.3

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

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	72.5	83.4	1,808
			2,168
Employment Retention Rate	80	84.3	1,945
			2,308
Earnings Change in Six Month	3,455	4,021	9,236,118
			2,297
Employment and Credential Rate	55.6	70.9	1,569
			2,212

**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	80.3	147	80.7	155	70	21	72.5	66
		183		192		30		91
Employment Retention Rate	83.4	181	88.3	166	86.1	31	76.1	51
		217		188		36		67
Earnings Change in Six Months	4,393	953,295	3,321	617,767	5,832	209,941	4,179	271,612
		217		186		36		65
Employment and Credential Rate	65.2	118	68.8	128	66.7	22	69.1	56
		181		186		33		81

**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	83.4	1,461	83.4	347
		1,752		416
Employment Retention Rate	87.6	1,594	71.9	351
		1,820		488
Earnings Change in Six Months	4,011	7,256,725	4,056	1,979,393
		1,809		488

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

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	78.9	84	2,088
			2,485
Employment Retention Rate	89	91.7	1,791
			1,954
Earnings Replacement in Six Months	94	86.8	24,087,658
			27,750,855
Employment and Credential Rate	60	72	1,638
			2,276

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

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	82.2	250	76.3	45	72.4	126	80	12
		304		59		174		15
Employment Retention Rate	90.5	199	89.4	59	83.7	103	87.5	7
		220		66		123		8
Earnings Replacement Rate	82.7	3,019,926	89.8	752,594	71.4	1,293,833	253.9	95,162
		3,652,826		837,952		1,813,101		37,478
Employment And Credential Rate	71.4	202	69.1	38	67.4	97	40	6
		283		55		144		15

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

Reported Information	Individuals Who Received Training Services		Individuals Who Received Core and Intensive Services	
	Entered Employment Rate	85.1	1,937	72.2
2,276			209	
Employment Retention Rate	91.6	1,620	91.9	171
		1,768		186
Earnings Replacement Rate	86.6	22,137,182	88.6	1,950,476
		25,550,572		2,200,283

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

	Negotiated Performance Level	Actual Performance Level	
		Entered Employment Rate	71
Employment Retention Rate	79.3	80.7	494
			338
Earnings Change in Six Months	2,800	3,394	1,411,945
			416
Credential Rate	41	62.9	391
			622

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

Reported Information	Public Assistance Recipients		Veterans		Individuals With Disabilities		Out-of-School Youth	
	Entered Employment Rate	68.9	91 132	100	2 2	69.7	23 33	70.7
Employment Retention Rate	80.2	69 86	80	4 5	83.3	25 30	80.7	302 374
Earnings Change in Six Months	3,250	279,502 86	7,759	38,793 5	3,408	102,253 30	3,532	1,310,288 371
Credential Rate	58	87 150	50	2 4	64.7	33 51	62.9	342 544

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

	Negotiated Performance Level	Actual Performance Level	
		Skill Attainment Rate	75.3
Diploma or Equivalent Attainment Rate	55	69.1	611 884
Retention Rate	62	69.3	780 1,126

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

Reported Information	Public Assistance Recipients		Individuals Disabilities		Out-of-School Youth	
Skill Attainment Rate	86.2	1,898	84.4	636	71.8	761
		2,201		754		1,060
Diploma or Equivalent Attainment Rate	66.1	127	85.7	108	38.1	109
		192		126		286
Retention Rate	65.6	137	52.6	61	66.5	230
		209		116		346

**Table L: Other Reported Information**

	12 Month Employment Retention Rate		12 Mo. Earnings Change (Adults and Older Youth) or 12 Mo. Earnings Replacement (Dislocated Workers)		Placements for Participants in Nontraditional Employment		Wages At Entry Into Employment For Those Individuals Who Entered Employment Unsubsidized Employment		Entry Into Unsubsidized Employment Related to the Training Received of Those Who Completed Training Services	
Adults	77.9	1,413	3,751	6,756,138	1.9	34	4,215	7,599,780	84.9	1,073
		1,813		1,801		1,808		1,803		1,264
Dislocated Workers	88.7	1,363	89.7	18,351,068	1.3	28	6,438	13,404,632	79.2	1,418
		1,537		20,463,119		2,085		2,082		1,790
Older Youth	74.2	242	3,354	1,090,159	2.7	10	2,424	896,768		
		326		325		371		370		

**Table M: Participation Levels**

	<b>Total Participants Served</b>	<b>Total Exiters</b>
<b>Adults</b>	<b>10,848</b>	<b>3,455</b>
<b>Dislocated Workers</b>	<b>6,896</b>	<b>2,873</b>
<b>Older Youth</b>	<b>1,911</b>	<b>802</b>
<b>Younger Youth</b>	<b>9,177</b>	<b>4,518</b>

**Table N: Cost of Program Activities**

<b>Program Activity</b>		<b>Total Federal Spending</b>
<b>Local Adults</b>		<b>\$36,301,925.00</b>
<b>Local Dislocated Workers</b>		<b>\$26,902,688.00</b>
<b>Local Youth</b>		<b>\$44,524,284.00</b>
<b>Rapid Response</b> (up to 25%) 134 (a) (2) (A)		<b>\$10,824,855.00</b>
<b>Statewide Required Activities</b> (up to 25%) 134 (a) (2) (B)		<b>\$22,725,205.00</b>
<b>Statewide Allowable Activities</b> 134 (a) (3)	<b>Program Activity Description</b>	
<b>Total of All Federal Spending Listed Above</b>		<b>\$141,278,957.00</b>

# WIA Annual Report Data

State Name: GA

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Northwest Georgia Area 1	Total Participants Served	Adults	498
		Dislocated Workers	1,195
		Older Youth	26
		Younger Youth	266
	Total Exiters	Adults	246
		Dislocated Workers	542
		Older Youth	18
		Younger Youth	110

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	70	75.1
	Employers	73	79.2
Entered Employment Rate	Adults	66	87.8
	Dislocated Workers	71	90.8
	Older Youth	75	66.7
Retention Rate	Adults	80	89.1
	Dislocated Workers	82.5	91
	Older Youth	66.5	100
	Younger Youth	60.5	68.3
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,101	6,360
	Dislocated Workers	84.6	104.9
	Older Youth (\$)	1,475	4,057
Credential / Diploma Rate	Adults	60	78.2
	Dislocated Workers	60	72.6
	Older Youth	44.4	80
	Younger Youth	55	69.4
Skill Attainment Rate	Younger Youth	74	95.4
Description of Other State Indicators of Performance			
Overall Status of Local Performance		Not Met	Met
			Exceeded
			X

# WIA Annual Report Data

State Name: GA

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Georgia Mountains Area 2	Total Participants Served	Adults	103
		Dislocated Workers	257
		Older Youth	26
		Younger Youth	214
	Total Exiters	Adults	60
		Dislocated Workers	81
		Older Youth	16
		Younger Youth	49

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	70	74.7
	Employers	76	78.7
Entered Employment Rate	Adults	75	77.8
	Dislocated Workers	75	70.1
	Older Youth	77	62.5
Retention Rate	Adults	84	97.5
	Dislocated Workers	93	84.9
	Older Youth	75	50
	Younger Youth	57	57.1
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,800	5,636
	Dislocated Workers	84.6	67.8
	Older Youth (\$)	2,520	2,975
Credential / Diploma Rate	Adults	61.8	92.7
	Dislocated Workers	54	77.3
	Older Youth	44.1	56.3
	Younger Youth	58	59.4
Skill Attainment Rate	Younger Youth	84	60.5
Description of Other State Indicators of Performance			
Overall Status of Local Performance		Not Met	Exceeded
		X	

# WIA Annual Report Data

State Name: GA

Program Year: 2003

**Table O: Summary of Participants**

<b>Local Area Name:</b> City of Atlanta Area 3	<b>Total Participants Served</b>	Adults	848
		Dislocated Workers	240
		Older Youth	89
		Younger Youth	1,076
	<b>Total Exiters</b>	Adults	349
		Dislocated Workers	128
		Older Youth	71
		Younger Youth	1,481

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	70	73.5
	Employers	73	74.3
Entered Employment Rate	Adults	72.5	64
	Dislocated Workers	77	80.4
	Older Youth	67.5	44.7
Retention Rate	Adults	76	83
	Dislocated Workers	84.6	80.7
	Older Youth	75.3	71.7
	Younger Youth	60	39.1
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,101	2,252
	Dislocated Workers	88	87.1
	Older Youth (\$)	2,520	2,136
Credential / Diploma Rate	Adults	57	43.1
	Dislocated Workers	57	67.3
	Older Youth	40	42.5
	Younger Youth	55	80
Skill Attainment Rate	Younger Youth	75	92.5
Description of Other State Indicators of Performance			
Overall Status of Local Performance		Not Met	Exceeded
		X	

# WIA Annual Report Data

State Name: GA

Program Year: 2003

**Table O: Summary of Participants**

Local Area Name: Cobb County Area 4	Total Participants Served	Adults	83
		Dislocated Workers	291
		Older Youth	43
		Younger Youth	200
	Total Exiters	Adults	30
		Dislocated Workers	135
		Older Youth	15
		Younger Youth	61

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	68	75.4
	Employers	73	74.3
Entered Employment Rate	Adults	72.5	85
	Dislocated Workers	77	81.1
	Older Youth	67.5	60
Retention Rate	Adults	76	100
	Dislocated Workers	84.6	89.2
	Older Youth	75.3	66.7
	Younger Youth	60	45.8
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,101	5,624
	Dislocated Workers	88	81.2
	Older Youth (\$)	2,520	754
Credential / Diploma Rate	Adults	57	76.2
	Dislocated Workers	57	78.2
	Older Youth	40	63.6
	Younger Youth	55	86.4
Skill Attainment Rate	Younger Youth	71	90
Description of Other State Indicators of Performance			
Overall Status of Local Performance		Not Met	Exceeded
			X

# WIA Annual Report Data

State Name: GA

Program Year: 2003

Table O: Summary of Participants

Local Area Name: DeKalb County Area 5	Total Participants Served	Adults	195
		Dislocated Workers	272
		Older Youth	45
		Younger Youth	1,416
	Total Exiters	Adults	106
		Dislocated Workers	176
		Older Youth	22
		Younger Youth	740

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	68	78.3
	Employers	73	74.3
Entered Employment Rate	Adults	72.5	87.2
	Dislocated Workers	77	87.6
	Older Youth	67.5	83.3
Retention Rate	Adults	76	85.4
	Dislocated Workers	84.6	91.4
	Older Youth	75.3	72.2
	Younger Youth	55.8	54.5
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,101	6,934
	Dislocated Workers	88	92.4
	Older Youth (\$)	2,520	2,133
Credential / Diploma Rate	Adults	57	78.4
	Dislocated Workers	57	71.3
	Older Youth	40	63
	Younger Youth	55	94
Skill Attainment Rate	Younger Youth	75	96.4
Description of Other State Indicators of Performance			
Overall Status of Local Performance		Not Met	Met
			Exceeded
			X

# WIA Annual Report Data

State Name: GA

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Fulton County Area 6	Total Participants Served	Adults	345
		Dislocated Workers	87
		Older Youth	23
		Younger Youth	135
	Total Exiters	Adults	67
		Dislocated Workers	56
		Older Youth	0
		Younger Youth	19

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	70	70.5
	Employers	73	74.3
Entered Employment Rate	Adults	72.5	76.6
	Dislocated Workers	77	72.9
	Older Youth	67.5	0
Retention Rate	Adults	76	90.5
	Dislocated Workers	84.6	88.7
	Older Youth	75.3	100
	Younger Youth	55	83.3
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,101	3,625
	Dislocated Workers	88	86.1
	Older Youth (\$)	2,520	-489
Credential / Diploma Rate	Adults	57	60.9
	Dislocated Workers	57	61
	Older Youth	40	0
	Younger Youth	61	0
Skill Attainment Rate	Younger Youth	80	40.4
Description of Other State Indicators of Performance			
Overall Status of Local Performance		Not Met	Exceeded
			X

# WIA Annual Report Data

State Name: GA

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Atlanta Regional Area 7	Total Participants Served	Adults	449
		Dislocated Workers	1,122
		Older Youth	140
		Younger Youth	299
	Total Exiters	Adults	251
		Dislocated Workers	677
		Older Youth	91
		Younger Youth	114

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	65	71.1
	Employers	73	74.3
Entered Employment Rate	Adults	68	75.4
	Dislocated Workers	77	79.6
	Older Youth	67.5	86.4
Retention Rate	Adults	76	81.2
	Dislocated Workers	84.6	90.2
	Older Youth	75.3	85
	Younger Youth	57	50
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,101	4,032
	Dislocated Workers	88	75.5
	Older Youth (\$)	2,520	5,222
Credential / Diploma Rate	Adults	57	65.6
	Dislocated Workers	57	69.3
	Older Youth	40	75.9
	Younger Youth	55	51
Skill Attainment Rate	Younger Youth	72	86.9
Description of Other State Indicators of Performance			
Overall Status of Local Performance	Not Met	Met	Exceeded
			X

# WIA Annual Report Data

State Name: GA

Program Year: 2003

**Table O: Summary of Participants**

<b>Local Area Name:</b> West Central Georgia Area 8	<b>Total Participants Served</b>	Adults	1,695
		Dislocated Workers	1,009
		Older Youth	79
		Younger Youth	462
	<b>Total Exiters</b>	Adults	138
		Dislocated Workers	139
		Older Youth	8
		Younger Youth	17

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	70	81.5
	Employers	70	79.2
Entered Employment Rate	Adults	72.5	85.7
	Dislocated Workers	78.9	95.8
	Older Youth	63.9	100
Retention Rate	Adults	80	96.6
	Dislocated Workers	89	96.9
	Older Youth	79.3	40
	Younger Youth	62	14.3
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,445	5,592
	Dislocated Workers	81.9	93.4
	Older Youth (\$)	2,520	1,262
Credential / Diploma Rate	Adults	50	100
	Dislocated Workers	55	100
	Older Youth	40	100
	Younger Youth	55	66.7
Skill Attainment Rate	Younger Youth	72	66.7
Description of Other State Indicators of Performance			
Overall Status of Local Performance		Not Met	Exceeded
		X	

# WIA Annual Report Data

State Name: GA

Program Year: 2003

**Table O: Summary of Participants**

Local Area Name: Northeast Georgia Area 9	Total Participants Served	Adults	308
		Dislocated Workers	278
		Older Youth	24
		Younger Youth	218
	Total Exiters	Adults	163
		Dislocated Workers	184
		Older Youth	10
		Younger Youth	42

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	70	74.2
	Employers	71.5	77.8
Entered Employment Rate	Adults	67	79.3
	Dislocated Workers	79.5	75.3
	Older Youth	66	50
Retention Rate	Adults	76.5	86.6
	Dislocated Workers	89	93.8
	Older Youth	71.4	100
	Younger Youth	59	87.5
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	2,925	2,172
	Dislocated Workers	93	84.4
	Older Youth (\$)	2,500	1,087
Credential / Diploma Rate	Adults	53.5	64.7
	Dislocated Workers	53.5	56.1
	Older Youth	40	40
	Younger Youth	55	64.6
Skill Attainment Rate	Younger Youth	75.3	75.6
Description of Other State Indicators of Performance			
Overall Status of Local Performance		Not Met	Exceeded
		X	

# WIA Annual Report Data

State Name: GA

Program Year: 2003

**Table O: Summary of Participants**

Local Area Name: Macon-Bibb Area 10	Total Participants Served	Adults	256
		Dislocated Workers	71
		Older Youth	26
		Younger Youth	343
	Total Exiters	Adults	49
		Dislocated Workers	20
		Older Youth	18
		Younger Youth	185

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	67	76.9
	Employers	71.5	80.4
Entered Employment Rate	Adults	65.3	86.2
	Dislocated Workers	71	100
	Older Youth	69.6	90.9
Retention Rate	Adults	79	85.7
	Dislocated Workers	86	100
	Older Youth	74.3	87.5
	Younger Youth	60	92.1
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,101	2,922
	Dislocated Workers	84.6	86.7
	Older Youth (\$)	2,520	2,625
Credential / Diploma Rate	Adults	60	65.6
	Dislocated Workers	60	80
	Older Youth	40	90
	Younger Youth	55	88.9
Skill Attainment Rate	Younger Youth	72	93.4
Description of Other State Indicators of Performance			
Overall Status of Local Performance		Not Met	Exceeded
			X

# WIA Annual Report Data

State Name: GA

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Middle Georgia Area 11	Total Participants Served	Adults	334
		Dislocated Workers	147
		Older Youth	80
		Younger Youth	256
	Total Exiters	Adults	59
		Dislocated Workers	27
		Older Youth	45
		Younger Youth	53

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	66	74.2
	Employers	70	80.4
Entered Employment Rate	Adults	65.3	89.2
	Dislocated Workers	78.9	81.3
	Older Youth	68	83.8
Retention Rate	Adults	78	90.5
	Dislocated Workers	87	100
	Older Youth	77	87.9
	Younger Youth	58	75
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,101	5,371
	Dislocated Workers	84.6	112.6
	Older Youth (\$)	2,520	3,390
Credential / Diploma Rate	Adults	56.5	67.8
	Dislocated Workers	57	65.6
	Older Youth	40	78.3
	Younger Youth	49.5	93.9
Skill Attainment Rate	Younger Youth	72	59.6
Description of Other State Indicators of Performance			
Overall Status of Local Performance		Not Met	Met
			Exceeded
			X

# WIA Annual Report Data

State Name: GA

Program Year: 2003

**Table O: Summary of Participants**

Local Area Name: Richmond-Burke Area 12	Total Participants Served	Adults	448
		Dislocated Workers	73
		Older Youth	161
		Younger Youth	553
	Total Exiters	Adults	124
		Dislocated Workers	16
		Older Youth	75
		Younger Youth	319

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	70	79.2
	Employers	70	77.2
Entered Employment Rate	Adults	70	91.2
	Dislocated Workers	71	81.8
	Older Youth	70	75
Retention Rate	Adults	81	84.9
	Dislocated Workers	90	92
	Older Youth	76	75
	Younger Youth	60	69
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,101	2,560
	Dislocated Workers	97	107.8
	Older Youth (\$)	2,520	2,459
Credential / Diploma Rate	Adults	60	81.9
	Dislocated Workers	55	63.6
	Older Youth	40	76.1
	Younger Youth	60	87.5
Skill Attainment Rate	Younger Youth	70	89.6
Description of Other State Indicators of Performance			
Overall Status of Local Performance	Not Met	Met	Exceeded
			X

# WIA Annual Report Data

State Name: GA

Program Year: 2003

**Table O: Summary of Participants**

Local Area Name: East Central Georgia Area 13	Total Participants Served	Adults	756
		Dislocated Workers	191
		Older Youth	167
		Younger Youth	477
	Total Exiters	Adults	223
		Dislocated Workers	67
		Older Youth	52
		Younger Youth	239

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	70	75.8
	Employers	70	77.2
Entered Employment Rate	Adults	72	83.5
	Dislocated Workers	75	97.6
	Older Youth	71	46.9
Retention Rate	Adults	79	88
	Dislocated Workers	89	97.8
	Older Youth	75.3	85.7
	Younger Youth	58	52.1
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,101	4,668
	Dislocated Workers	92	107
	Older Youth (\$)	2,520	5,274
Credential / Diploma Rate	Adults	50	62.5
	Dislocated Workers	65	74.4
	Older Youth	40	21.2
	Younger Youth	55	57.4
Skill Attainment Rate	Younger Youth	72	67.6
Description of Other State Indicators of Performance			
Overall Status of Local Performance	Not Met	Met	Exceeded
			X

# WIA Annual Report Data

State Name: GA

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Lower Chattahoochee Area 14	Total Participants Served	Adults	235
		Dislocated Workers	154
		Older Youth	121
		Younger Youth	738
	Total Exiters	Adults	57
		Dislocated Workers	35
		Older Youth	6
		Younger Youth	52

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	66	77.1
	Employers	70	80.8
Entered Employment Rate	Adults	68.7	89.4
	Dislocated Workers	75	86.3
	Older Youth	71	100
Retention Rate	Adults	80.6	85.2
	Dislocated Workers	84	92.3
	Older Youth	77	88.9
	Younger Youth	58	76
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,101	3,273
	Dislocated Workers	84.6	102.7
	Older Youth (\$)	2,520	4,520
Credential / Diploma Rate	Adults	50	75
	Dislocated Workers	55	76.5
	Older Youth	40	60
	Younger Youth	55	100
Skill Attainment Rate	Younger Youth	75.3	97.5
Description of Other State Indicators of Performance			
Overall Status of Local Performance		Not Met	Exceeded
		X	

# WIA Annual Report Data

State Name: GA

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Middle Flint Area 15	Total Participants Served	Adults	184
		Dislocated Workers	64
		Older Youth	67
		Younger Youth	106
	Total Exiters	Adults	161
		Dislocated Workers	54
		Older Youth	82
		Younger Youth	114

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	70	76.5
	Employers	75	80.8
Entered Employment Rate	Adults	72.5	88.7
	Dislocated Workers	78.9	97.2
	Older Youth	71	68.4
Retention Rate	Adults	80	88.2
	Dislocated Workers	89	96.6
	Older Youth	79.3	81.1
	Younger Youth	62	76.9
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,101	3,286
	Dislocated Workers	94	112.2
	Older Youth (\$)	2,520	4,185
Credential / Diploma Rate	Adults	60	83.4
	Dislocated Workers	60	94.4
	Older Youth	40	42.9
	Younger Youth	49.5	16.7
Skill Attainment Rate	Younger Youth	64.8	20.3
Description of Other State Indicators of Performance			
Overall Status of Local Performance		Not Met	Met
			Exceeded
			X

# WIA Annual Report Data

State Name: GA

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Heart of Georgia Area 16	Total Participants Served	Adults	379
		Dislocated Workers	422
		Older Youth	138
		Younger Youth	682
	Total Exiters	Adults	166
		Dislocated Workers	244
		Older Youth	74
		Younger Youth	220

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	70	75.4
	Employers	75	82.3
Entered Employment Rate	Adults	70	85.1
	Dislocated Workers	77	89.6
	Older Youth	71	88.9
Retention Rate	Adults	78	85.2
	Dislocated Workers	86	92.2
	Older Youth	75	89.7
	Younger Youth	55.8	95.3
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,101	3,802
	Dislocated Workers	90	100.7
	Older Youth (\$)	3,000	3,730
Credential / Diploma Rate	Adults	55.6	79.5
	Dislocated Workers	54	84.5
	Older Youth	40	82.2
	Younger Youth	55	81.1
Skill Attainment Rate	Younger Youth	75.3	94.5
Description of Other State Indicators of Performance			
Overall Status of Local Performance		Not Met	Met
			Exceeded
			X

# WIA Annual Report Data

State Name: GA

Program Year: 2003

**Table O: Summary of Participants**

Local Area Name: Southwest Georgia Area 17	Total Participants Served	Adults	2,090
		Dislocated Workers	480
		Older Youth	350
		Younger Youth	1,188
	Total Exiters	Adults	673
		Dislocated Workers	64
		Older Youth	77
		Younger Youth	230

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	69.2	73.3
	Employers	74.3	76.8
Entered Employment Rate	Adults	70.2	90
	Dislocated Workers	75.5	81.6
	Older Youth	67.5	88.9
Retention Rate	Adults	79.5	74.6
	Dislocated Workers	90.1	98.3
	Older Youth	85.3	77.8
	Younger Youth	68.3	68.8
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,581	4,357
	Dislocated Workers	97.3	102.6
	Older Youth (\$)	3,111	4,919
Credential / Diploma Rate	Adults	56.1	76.8
	Dislocated Workers	56.1	69.4
	Older Youth	40	57.6
	Younger Youth	65	71.6
Skill Attainment Rate	Younger Youth	77.8	75.6
Description of Other State Indicators of Performance			
Overall Status of Local Performance		Not Met	Met
			Exceeded
			X

# WIA Annual Report Data

State Name: GA

Program Year: 2003

Table O: Summary of Participants

Local Area Name: South Georgia Area 18	Total Participants Served	Adults	385
		Dislocated Workers	137
		Older Youth	129
		Younger Youth	126
	Total Exiters	Adults	198
		Dislocated Workers	87
		Older Youth	72
		Younger Youth	124

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	70	73
	Employers	72	80.3
Entered Employment Rate	Adults	70	86.7
	Dislocated Workers	75	87.7
	Older Youth	65	90.7
Retention Rate	Adults	80	90.3
	Dislocated Workers	89	94.9
	Older Youth	79.3	66.7
	Younger Youth	60	57.7
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,445	4,849
	Dislocated Workers	94	100
	Older Youth (\$)	2,520	3,699
Credential / Diploma Rate	Adults	60	74.4
	Dislocated Workers	60	65.2
	Older Youth	40	86.4
	Younger Youth	57	28.6
Skill Attainment Rate	Younger Youth	73	89.5
Description of Other State Indicators of Performance			
Overall Status of Local Performance	Not Met	Met	Exceeded
			X

# WIA Annual Report Data

State Name: GA

Program Year: 2003

**Table O: Summary of Participants**

Local Area Name: Southeast Georgia Area 19	Total Participants Served	Adults	166
		Dislocated Workers	181
		Older Youth	120
		Younger Youth	81
	Total Exiters	Adults	84
		Dislocated Workers	65
		Older Youth	33
		Younger Youth	98

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	66	77.4
	Employers	70	80.3
Entered Employment Rate	Adults	69	92.2
	Dislocated Workers	76	88.6
	Older Youth	68	84.9
Retention Rate	Adults	80	96.9
	Dislocated Workers	89	95.9
	Older Youth	75	89.7
	Younger Youth	58	78.1
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,240	6,311
	Dislocated Workers	94	94.7
	Older Youth (\$)	2,520	2,668
Credential / Diploma Rate	Adults	55.6	74.6
	Dislocated Workers	60	75.7
	Older Youth	40	61
	Younger Youth	55	70.6
Skill Attainment Rate	Younger Youth	75.3	95.6
Description of Other State Indicators of Performance			
Overall Status of Local Performance		Not Met	Met
			Exceeded
			X

# WIA Annual Report Data

State Name: GA

Program Year: 2003

**Table O: Summary of Participants**

Local Area Name: Coastal Area 20	Total Participants Served	Adults	1,091
		Dislocated Workers	225
		Older Youth	57
		Younger Youth	341
	Total Exiters	Adults	251
		Dislocated Workers	76
		Older Youth	17
		Younger Youth	251

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	70	74.6
	Employers	73	74.6
Entered Employment Rate	Adults	74	74.1
	Dislocated Workers	72	91.5
	Older Youth	67.5	78.6
Retention Rate	Adults	80	84.1
	Dislocated Workers	89	91.8
	Older Youth	80	86.7
	Younger Youth	63	82.8
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,200	2,629
	Dislocated Workers	88	87.7
	Older Youth (\$)	2,800	2,076
Credential / Diploma Rate	Adults	60	65.3
	Dislocated Workers	54	77.8
	Older Youth	40	66.7
	Younger Youth	55	79.2
Skill Attainment Rate	Younger Youth	75	91.7
Description of Other State Indicators of Performance			
Overall Status of Local Performance	Not Met	Met	Exceeded
			X