

Georgia WIA Annual Report Narrative

Program Year 2014

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WFD creates the statewide strategy and implementation for Georgia's workforce system to provide Georgia business with a highly skilled, quality workforce.

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Dear Fellow Georgians,

Through the Georgia Competitiveness Initiative, we were able to identify that workforce development and education rank as two of the highest priorities among our state's economic regions. We have focused efforts this year on supplying Georgia's growing infrastructure with a skilled and talented workforce.

Within Georgia's workforce development efforts, it is critical that we rely on data-driven decisions to provide targeted services that bring real change. This includes an increased emphasis on skilled trade education, veterans' services, offender re-entry and at-risk youth programs. These programs will maximize resources, eliminating redundancies in effort and funding.

To close the state's growing skilled labor gap and sustain the competitiveness of our top industries, the Governor's Office of Workforce Development launched Go Build Georgia on Jan. 17, 2012, at the state Capitol in Atlanta. Go Build Georgia, a labor-neutral public-private partnership, aims to educate young people and the public at-large about the skilled trades to ensure the next generation of Georgia's workforce is equipped with the skills to fill in-demand jobs.

Lastly, I challenge the State Workforce Investment Board and the Local Workforce Investment Boards to focus on Georgia's in-demand occupations and growth sectors to appropriately designate training funds. This will allow funding to be given to the sectors that bring the most benefit to the state.

With our unemployment rate still above the national average, it is time to sharpen the focus on Georgia's workforce development. Providing industry leaders with an unbeatable workforce will bring far-reaching benefits for individuals, communities and the future of our state as a whole. We must work together to move the needle on unemployment and strengthen Georgia's economy.

Nathan Deal

Governor Nathan Deal

Introduction

On July 1, 2014, the Governor's Office of Workforce Development (GOWD) became the Workforce Division of the Georgia Department of Economic Development (WFD). This move represented an effort by the governor to strategically align workforce and economic development in the state. WFD has been able to assess many aspects of the workforce system and identify ways in which the state could improve the services offered to WIA participants and Georgia businesses. By better serving those two groups, the state will be able to create a more effective, skilled workforce.

State Workforce Investment Board and Georgia Department of Economic Development, Workforce Division

State Workforce Investment Board

The active collaboration of the SWIB, the LWIBs, WFD and the state's One-Stop Delivery System is a key component of workforce development in Georgia. This collaboration begins with the Governor, who is responsible for the establishment of the SWIB. The SWIB's membership is comprised of state business and community representatives, members of the state legislature, adult and youth service providers, chief elected officials, staff of partner state agencies, and representatives of organized labor. The SWIB's duties include the development of a statewide strategic plan, which establishes the five-year strategy for the Statewide Workforce Investment System. The SWIB is also responsible for assisting the Governor with additional functions designated by WIA.

WFD serves as the fiscal recipient of WIA and also provides support, information and guidance to both the Governor and the SWIB. These tasks allow the Governor and the SWIB to make informed and knowledgeable policy decisions regarding the implementation of WIA in Georgia. Furthermore, the leadership of the SWIB has developed three committees in order to better assist program and LWIA development. Those committees are the following: the Youth Committee; the Re-Employment Services Committee; and the Local Workforce Investment Area Guidance Committee. SWIB members are assigned to those committees based on their areas of experience and interest. WFD's programmatic staff serve the SWIB's various committees by providing detailed research that enables the committees to make informed policy decisions that are particular to their specific needs.

The Governor and the SWIB are committed to addressing the needs of Georgia's citizens by aligning programs in a way that meets the needs of the state's economy. Governor Deal has made efficiency and integration a top priority, emphasizing the need to develop real skills and career readiness to ensure the future of Georgia's labor force.

In order to prepare for the transition to WIOA, the Governor examined the current list of members and made additional appointments to the SWIB at the end of PY14. SWIB members whose board eligibility categories were no longer required by law were re-evaluated and some were not reappointed to the Board. These changes allowed the SWIB to be fully WIOA compliant by the end of PY14.

Working Groups

In consultation from the Regional office, WFD and GDOL outlined a multi-year strategy to coordinate service delivery which would ensure non-duplication of services and enhance colocation of Wagner-Peyser

and WIA programs. In the spring of PY14 the two agencies came together to create the working group system. The State of Georgia created four working groups that were tasked with the state's transition to WIOA and system integration. Working group membership is made up of the following:

- Georgia Department of Economic Development, Workforce Division staff
- Georgia Department of Labor staff
- Georgia Vocational Rehabilitation Agency staff
- Technical College System of Georgia (Adult Education) staff
- Georgia Department of Human Services (TANF and SNAP) staff
- Local Workforce Investment Area staff
- State Workforce Investment Board members

The diverse and comprehensive membership of the working groups has enabled the state to more effectively transition into WIOA. The working groups made decisions that spurred the creation of content for the state plan, and they will continue to meet after the submission of the state plan in order to ensure that all parties are working together to best create a unified system. The four working groups that were created represent the largest challenges that the state faces. Those groups are the following:

- WIOA Data Integration Working Group
- WIOA One-Stop Funding and Procurement Working Group
- WIOA One-Stop Integration Working Group
- WIOA Administration and Board Structure Working Group

WIOA Data Integration Working Group: The WIOA law and subsequent Notice of Proposed Rulemaking (NPRM) provides high-level requirements and expectations for the exchange of data between and reporting of data from core WIOA Partner (partner) organizations. The Data Integration Working Group is tasked with determining how current data systems will communicate and handle co-enrollment under WIOA, determining how data reporting will be handled by the various state agencies under WIOA, and addressing what data-sharing agreements are needed to best facilitate an integrated data system. Each of these tasks is designed to support the State's integrated service delivery system under WIOA.

WIOA One-Stop Funding and Procurement Working Group: The WIOA law and subsequent Notice of Proposed Rulemaking (NPRM) provides high-level requirements and expectations for the administration and delivery of services under WIOA. The One-Stop Funding and Procurement Working Group will help define the scope of procurement of One-Stop center operators. Specific goals include providing Local Workforce Development Areas (LWDAs) with competitive procurement guidance regarding the solicitation of One-Stop center operators. The working group also aims to make recommendations and propose policies which will govern the funding allocation of One-Stop centers under WIOA. This may involve developing funding mechanisms that fairly appropriate costs associated with operating a One-Stop center.

WIOA One-Stop Integration Working Group: The WIOA law and subsequent Notice of Proposed Rulemaking (NPRM) provides high-level requirements and expectations for the administration and delivery of services under WIOA. The One-Stop Integration Working Group will address many of the key issues related to WIOA's goal to further integrate service delivery of federal skills development and employment services

programs. The working group's goal is to develop a clear plan to implement solutions regarding integration of workforce programs and to present those solutions to the State Workforce Development Board (SWDB).

WIOA Administration and Board Structure Working Groups: The WIOA law and subsequent Notice of Proposed Rulemaking (NPRM) provides high level requirements and expectations for the administration and delivery of services under WIOA. The Administration and Board Structure Working Group is tasked with formulating policies affecting direct workforce services provided to participants and businesses. The Administration and Board Structure Working Group's mission and activities are designed to support the State's compliance with WIOA and effective integrated service delivery of partner programs. The working group will identify policy changes necessary to promote effective and consistent service delivery, meet performance accountability measures, and ensure certification of appropriate governing bodies to continue serving the community going forward.

Operation: Workforce

Georgia has a large military presence with nine military installations and more than 752,800 veterans calling Georgia home. Thus, In PY12 Operation: Workforce was launched to help Georgia's returning veterans re-enter the civilian workforce by connecting veterans and employers. Through Operation: Workforce, WFD is an active participant on Georgia's Returning Veterans Taskforce. In addition to WFD, the Taskforce is comprised of the Georgia Department of Labor (GDOL), Georgia Department of Veteran Services, Georgia National Guard and Reserve, Employer Support of the Guard and Reserve, Georgia Vocational Rehabilitation, The Technical College System of Georgia and The University System of Georgia.

Since PY12, Operation: Workforce's web presence (operationworkforce.com) served as a platform on which veterans and employers can connect. The site allows veterans to create a profile, upload a résumé, and search and apply for job openings within the state of Georgia. It also allows Georgia employers to create profiles, post job listings, review job applicants and search the site for qualified candidates. Employers are able to sign a pledge of commitment to give enhanced hiring opportunities to Georgia's veterans, and veterans are able to find veteran-friendly employers across the state. Operation: Workforce also assists veterans with translating their military occupational classifications into civilian occupations that best align with their skill set and training. PY 2014 activity on the site has increased over PY13; 4,754 active veterans (77.8% increase over previous PY), 934 active employers (11.9% increase over previous PY) and 565 current active job postings (47.9% increase over previous PY).

In PY13, Operation: Workforce launched its Employers' Summit. The purpose of the Operation: Workforce Employers' Summit was to educate employers on improving current recruitment and hiring processes to better find and hire veterans. In PY14, the Employers' Summits continued and expanded its focus to better serve the returning service members.

Due to the large veteran population in Georgia, it has been challenging to target ex-service members receiving Unemployment Insurance (Unemployment Compensation Exchange [UCX] customers) for additional intensive services to ensure swift reemployment. On July 1st, 2012, USDOL awarded GDOL, in

partnership with WFD, a \$750,000 grant for reemployment services to recently separated military members. This grant focused on U.S. Army, Reserves and National Guard veterans.

Under that UCX grant and in partnership with the Georgia Department of Driver Services (DDS), Operation: Workforce formed the Troops to Trucks initiative. Troops to Trucks expedited the entry of veterans into civilian employment through the transportation industry. Service members with a Military 348 License were able to waive the driving portion of the CDL testing at several DDS locations throughout the state and was given up to three times to successfully pass the written portion of the CDL test. The UCX grant period concluded with PY14.

Governor's High Demand Career Initiative

The economic development community in Georgia, led by Governor Deal, has heard from the private sector that one of the greatest challenges facing businesses in Georgia, nationally, and globally is the need for a consistent, trained and reliable workforce. In PY13, Governor Deal announced the High Demand Career Initiative (HDCI) to allow those involved in training Georgia's future workforce to hear directly from the private sector about their specific hiring needs, now and in the future. Thus, allowing WFD and its partners to quickly develop the programs and talent pipelines where they do not currently exist and to inform industry about existing assets.

In PY14, HDCI concluded its initial run of thirteen meetings held across the state. The first three meetings were hosted by Governor Deal and designed as regional meetings intended to raise awareness about the initiative. Eight of the ten additional meetings were sector-focused meetings, highlighting growing industries within the state. The industries highlighted were: Film, Television, & Interactive Entertainment, Information Technology, Defense, Aerospace, Healthcare, Auto Manufacturing, Agriculture, and Logistics. The two remaining meetings featured companies from an array of different sectors that are important to the state of Georgia but may not have fit into one of the industry-specific meetings, such as energy and financial services. Subsequent to those meetings, a comprehensive report detailing the findings from the initial year of the initiative was made available through the WFD website located on georgia.org. The report highlights overall trends, high-demand careers and skills, challenges, recommendations and what Georgia businesses anticipate they will need in five to ten years. The findings of HDCI are used by WFD and its partner agencies to better focus workforce development efforts toward the emerging trends and needs of Georgia's employers.

Go Build Georgia

On January 17, 2012, Governor Deal launched Go Build Georgia. Go Build Georgia is a state initiative designed to increase awareness of skilled trade careers, focused on manufacturing, telecommunications, energy, logistics and construction. This labor neutral, public-private partnership is designed to inform youth, educators and the public at large about the benefits and opportunities within skilled trade industries throughout the state.

By building a broad coalition of key public and private stakeholders, Go Build Georgia strives to increase the number of those entering the skilled trade workforce, while increasing the awareness of existing training programs leading to these in-demand occupations. Through this strategic focus on the skilled labor supply

in our state, Georgia seeks to reduce the skilled labor gap identified through the HDCI and other labor data sources.

The Go Build Georgia High School Teams project seeks to encourage educators, administrators, local business leaders, skilled craft professionals, students and parents on each of Georgia's public high school campuses to form Go Build Georgia teams. Each team communicates the income and lifestyle benefits of the skilled trade professions to its respective student base and also functions connect these students with local skilled trades businesses.

Rapid Response

During PY14, the Rapid Response team continued to work with partners across the state to develop an early detection network. Meeting with local economic developers, local chambers, local workforce boards, and industry leaders, the team continued to push the message that Rapid Response is the first point of contact throughout the business cycle. In addition to developing this early detection network, the Rapid Response team strengthened bonds with other partners and improved the way in which business services are delivered in Georgia. The team has worked to develop the relationship with the Georgia Department of Labor's Business Services Unit, as well as GDEcD's Existing Industries team. Through these relationships, the Rapid Response team can quickly connect employers who are looking to expand or hire skilled workers with a ready supply of recently dislocated workers to meet that demand. In some cases, these employers have been able to participate in the service delivery at a separation event through job fairs to reduce the amount of time the dislocated workers were unemployed.

In PY14, the State provided Rapid Response services to 86 employers, assisting a total of 11,998 dislocated workers. Through layoff aversion efforts, the State was able to save 591 jobs. The number of individuals served, as well as the number of jobs saved, are both increases over PY13 efforts. These layoff aversion efforts were in a variety of industries including manufacturing, miscellaneous retail, aerospace manufacturing, and film and television.

Star Academy

The Pitsco Star Academy program is an effective dropout prevention solution designed to serve at-risk students. Star Academy ensures that each student has the opportunity to experience academic success by presenting required high school curricula in an alternative, hands-on approach. Because 66% of over-age students eventually drop out of school, the Star Academy program targets the over-age student demographic. Different learning methods, productive communication techniques, integration of workplace skills, healthy school environments, and supplemental support services provide a foundation for student success.

The Star Academy program addresses national and state standards in four core subjects. Nontraditional methods of instruction engage all student-learning domains. The implementation and integration of a mix of strategies, along with a positive school environment, ensures student engagement and support and provides students the much-needed opportunity to succeed in school. The Star Academy model was

implemented as a school within a school in the Coffee County Career Academy through the support of WFD and LWIA 18. Though the Career Academy as a whole serves high school students, Star Academy serves over-age middle school students, with a goal of accelerating them from 8th to 10th grade during one academic year. The students work individually through hands-on, project-based curricula which concentrate on the four key areas of math, science, language arts, and social studies.

Students participating in the program were WIA-eligible and marked as probable dropouts by the Coffee County school system. Many came to the program with severe disciplinary issues; all came with extreme life challenges. The objective of the program was to re-engage the students in learning, to keep them from dropping out, and ultimately to award them with enough credits to get back on track towards high school graduation.

During PY14, the second year of the program, 81% of all students completed the program. Additionally, 47% of the students who completed the program accelerated two grade levels (went from 8th grade to 10th grade).

Annual Report Narrative

Performance Measures

In PY14, the negotiated performance rates were increased from the negotiated rates from PY13 in five of the nine areas. In PY13, the state exceeded three and met six of the nine common measures. In PY14, the state was able to exceed six and met three of the nine common measures, even with the increase in the negotiated rates. Therefore, PY14's performance measures are a significant achievement for the state.

State Customer Satisfaction Data

The sample selection consisted of querying individual participants with exit dates between July 1, 2014, and June 30, 2015, from the Virtual One-Stop database. The total sample size was 3,294. Having received responses from 639 distinct, exited participants, the response rate was 19.39%.

The method of collection utilized a direct email to each exited participant within the sample. The email contained a unique link to third-party survey tool. Anonymity of the survey responses was preserved through the third party's aggregation of responses. The format of the survey was a questionnaire comprised of five closed-ended, ordinal-polytomous response scales.

WFD lists the responses as well as the corresponding tables in *Attachment A*. The survey indicates that over 87% of participants report a positive experience in the service received.

State Evaluations of Workforce Investment Activities

Georgia's annual onsite, weeklong WIA program reviews were conducted at each local workforce area for PY13 from July 2014, to January 2015. The teams conducting the reviews include members of the WFD's

Programs, Finance and Compliance divisions. The overall purpose of the reviews focused on program design, policy development, overall effectiveness and financial management, as related to:

- Compliance with relevant laws and regulations
- Provision of meaningful technical assistance
- Improvement of outcomes for youth, adult and dislocated worker customers
- Provision to local workforce boards with tools to assist in managing and integrating workforce services and economic development strategies in local and regional communities
- Enhanced knowledge, skills and abilities to promote demand-driven service delivery strategies, and identification of shared best practices

WFD identified 78 total findings. This included 34 financial and 44 programmatic findings. Many findings resulted from insufficient programmatic administration, errors in disbursements, and poor internal controls. WFD also identified 35 observations for improvement of LWIA operations. The areas that require the most improvement are internal controls and programmatic administration. WFD worked with each LWIA and their LWIB to develop a corrective action plan and to provide technical assistance for any remaining issues.

Workforce Development and Local Workforce Investment Boards

Adult and Dislocated Worker Services

With Georgia's unemployment rate above the national average, the Governor and WFD have sharpened the focus on the services of Georgia's Adult and Dislocated Worker population. All stakeholders have worked together to move the needle on unemployment in order to strengthen Georgia's economy. By pulling together available resources from all stakeholders, Georgia will be able to maintain an effective and efficient government, as well as reduce the chance of any duplication of efforts. Key partners have been identified to ensure Georgia's Workforce System is working to its full potential. These partners include, but are not limited to GDOL, TCSG, and GDEcD. GDOL provides services to job seekers and employers, through the administration of Georgia's unemployment insurance program and Wagner-Peyser which funds core and intensive services. With campus locations across the state, TCSG has a broad footprint in Georgia and offers countless in-demand training programs. GDEcD works diligently to attract new companies and industries to Georgia. GDEcD also works to connect these new companies, when appropriate, to their LWIAs for use of local services.

The SWIB seeks to build a better educated and more employable workforce by working to enroll and graduate a greater number of Georgians in adult education programs to improve their work readiness. In order to achieve this, WFD will increase the awareness of GED opportunities throughout the state including remediation and tutoring. Governor Deal has placed an emphasis on Complete College Georgia, a state-wide effort to increase attainment of a high quality certificate or degree. Complete College Georgia is a subset of Complete College America, which addresses the need for remediation and overall college completion rates. By 2020, it is projected that over 40 percent of job growth in Georgia will require some

form of a college education, whether a certificate, associate's degree, or bachelor's degree. Georgia's level of higher education attainment is not expected to noticeably increase in this time period. To reverse the current path, the state has committed to Complete College America's goal of 60 percent of young adults holding a college certificate or degree by 2020. The goal is for Georgia to have these graduates form a competitive workforce with a mixture of certificates, associate's degrees, and bachelor's degrees. Consistent with this goal, WFD is committed to decreasing the number of unsuccessful completions by WIA participants, thereby increasing the number of certificates, associate's degrees, and bachelor's degrees successfully attained by WIA participants.

With current economic conditions on the rise, LWIA staff continue to help customers identify in-demand jobs. With employers looking to quickly hire and on-ramp certain positions, LWIAs have had to identify shorter-term ITAs or work-based learning training options. Local areas continue to work with the Technical College System of Georgia and the University System of Georgia, as well as other qualified training providers, in order to ensure that customers have a wide variety of training options. For instance, the offering of night and weekend, flexible, condensed, and online classes enables those who are currently working to be enrolled in WIA training services. WFD also works to ensure that LWIAs have the community contacts needed to provide current work-based learning opportunities with growing employers. As technology needs grow, many companies want to be able to train their workforce in-house. WFD has worked with the LWIAs to create more on-the-job and customized training opportunities. Furthermore, WFD has laid the groundwork to launch an apprenticeship program in PY15.

One of Georgia's highest unemployment rates is for parolees. A large portion of the incarcerated population, serve a time-limited sentence, which means the number of paroles will continue to grow. Georgia is working to target this hard-to-serve population through workforce development initiatives designed to reduce the recidivism rate for parolees and ex-offenders. The state will work closely with the business community to solicit employer feedback to gauge perceived challenges with regard to hiring ex-offenders. In doing so, Georgia will enhance reentry success through increased opportunities for career-oriented employment of ex-offenders. SWIB and WFD have worked alongside the Governor's Office of Support Transition and Re-entry as well as local transition centers to enhance communication and increase access of eligible participants to the LWIAs.

Youth Services

The SWIB has traditionally closely monitored the positive effects that the workforce system can have on the State of Georgia's high school graduation rate. Services that have been found to be most effective in increasing high school graduation rates among WIA participants are tutoring, lost credit redemption classes and/or software, mentoring, and entrepreneurship training. Towards the end of PY14, many LWIAs began transitioning to a mostly out-of-school youth model in preparation for the WIOA transition.

As an alternative to obtaining a traditional high school diploma, the GED remains a viable credential for today's youth. The GED provides individuals the opportunity to demonstrate their competency of high school-level curriculum and to receive their diploma, leading to positive employment status, higher education opportunities, as well as numerous personal, social and financial benefits. On January 1, 2014, a number of changes to the GED went into effect. The first, and biggest, change is the switch to Constructed

Item Response. The test now has both short answer and extended item response writing exercises on all four subtests. Secondly, the test is now computer-based, whereas before the test was paper-based. Additionally, the test is now aligned with the Common Core standards shifting the focus to knowledge and skills that most strongly exemplify college and career readiness. Finally, and probably the most significant change, the new test requires candidates to prepare and use prior knowledge in order to successfully complete the test. This means that the GED is no longer just a reading comprehension test. Candidates will have to possess background information in a variety of content areas, for example, social studies and science, in order to pass.

One of the most popular youth services offered and sought after is GED test preparation and financial support in paying for the exam. As a result of the recent changes to the GED test, many local areas have expressed concerns in meeting their Youth performance requirements, specifically for Attainment of a Degree or Certificate. Local areas are currently working to better train their providers and GED instructors in order to effectively prepare Georgia's youth for the new GED test.

While difficult to quantify, soft skills are becoming increasingly important in today's workplace. Education is necessary to gain employment and employers continually stress that an applicant's soft skills are tightly correlated to outcomes with regard to assimilation into the larger team, work performance, and retention rates. Georgia employers indicate that they see decreased levels of soft skills in today's youth. In order to mitigate these issues and advantage WIA youth participants, local areas are encouraged to supplement the participant's education with soft skills training. While specific soft skill training is available through software and classroom sessions, there are other options that have proven successful. Job shadowing and internships introduce participants to different work environments as well as the customs and practices therein.

Services to Employers

WFD is committed to leveraging resources and efforts in an integrated fashion to meet the needs of the business customers of the One-Stop System. Furthermore, WFD works with many state entities to inform Georgia employers of the services that are available to them through their LWIA. When new companies relocate or expand in Georgia, WFD and the LWIAs work with the Georgia Department of Economic Development in order to ensure that those companies are aware of the services available.

The One-Stop delivery system is equipped to support businesses in many different ways. One of those ways is through applicant screening at the One-Stop Centers. This service reduces the time and cost that a business would need in order to find qualified applicants. The LWIAs also provide applicant referrals and job posting services for businesses that need to hire. This service can increase the qualified applicant pool for employers. Conducting job fairs and letting companies use One-Stop Center space for interviews are also services that local areas provide. Additionally, LWIAs provide pre-employment assessments. Local areas use a variety of different assessments in order to screen qualified applicants for a potential employer. The use of these assessments can give an employer greater insight as to where an applicant's competencies and skills gaps lie. LWIAs also offer employers a variety of different data including: in-demand occupations, labor market information, and economic trends.

WFD heavily promoted the use of work-based learning services in PY14 including On-the-Job Training (OJT), Incumbent Worker Training (IWT), Customized Training (CT), and Workforce Experience (WEx). OJT is perhaps the most popular service that an LWIA can offer an employer. Georgia's LWIAs work with local industry and business leaders to determine where there may be a need for OJT. Georgia LWIAs strive to make this process as streamlined and hassle-free as possible for potential employers. OJT serves the employer by paying for a portion of an employee's training cost and wages while that employee is in the training period. Employers are then able to use resources in other ways, while not compromising on the quality of training that their new hires are receiving. OJT provides an infrastructure for large-scale hiring while ensuring that a company is able to train their employees correctly. WFD also had success exploring new ways to use IWT. The state's Rapid Response team worked with LWIAs to determine potential opportunities for lay-off aversion. When those opportunities presented themselves, IWT was utilized to re-train and re-tool the company's current workforce.

Waiver Usage

Because WFD has not administered the grant under the pre-waiver conditions needed to draw a comparison, WFD is unable to draw conclusions about the efficacy of the waivers. As of July 1, 2015, none of the waivers listed below have been in effect in the State of Georgia due to the transition to WIOA.

The waiver **to provide Individual Training Accounts (ITAs) to youth** has allowed training to youth who would not otherwise receive such training. The waiver allowed LWIAs the flexibility to serve youth in the most efficient manner possible taking into account that youth's individual needs. Older and out-of-school youth were afforded additional opportunities to make use of training to pursue training paths as part of their Individual Service Strategy (ISS).

Georgia was also granted a waiver to allow **local workforce areas to use a percentage of formula Dislocated Worker funds for Incumbent Worker Training**. This waiver provided the LWIAs with the flexibility to better serve the needs of the participant. As each LWIA faced different challenges and demands for labor, the waiver gave them the greatest resource to adapt to changes in the business climate. This resource was offered to companies as a layoff aversion tool depending on the conditions within the LWIA.

Additionally, the state has also been granted the waiver to transfer **formula funds from the Dislocated Worker to the Adult funding stream**. In keeping with the approved waiver, areas could choose to transfer a percentage of their Dislocated Worker funds to the Adult funding stream. This flexibility made service delivery more effective for parts of the state that were not experiencing major layoffs. Each local area serves a different population group with unique characteristics and needs. This waiver allowed local areas a greater amount of control to adapt to the needs of their area. Local areas that serve a greater population attached to one funding stream were able to transfer funds to better serve the needs of those participants. In PY14, local areas made 21 Adult transfer waiver requests (17 from PY13 funds and 4 for PY14 funds). 13 requests of those 21 utilized the waiver to transfer over 35%. At grant closeout, LWIAs must document the impact of the transferred funds. For PY13, LWIAs estimated transfers enabled them to impact services (either through enhanced services, or increased service capacity) to 1,350 adults. The total transferred in PY14 was \$3,706,969.

The waiver allowing **areas to use a sliding scale for employer OJT reimbursements, based on the size of the business' workforce** added incentives for local businesses to become stakeholders in their local workforce investment system. The sliding scale also provided greater flexibility for local boards to utilize resources in the most effective manner to serve a greater number of participants and accommodate a greater volume of local businesses.

The waiver to allow areas to **use a sliding scale for employer Customized Training reimbursements, based on the size of the business' workforce** also added incentives for local businesses to become stakeholders in their local workforce investment system. Local areas with small businesses could take advantage of resources to fill vacancies. It also allowed local staff to leverage a greater amount of resources to provide more training opportunities for participants.

In PY12, Georgia requested and received approval of the waiver to report performance on the nine **Common Measures**. The switch to common measures allowed Georgia to be measured with other states, including the other states in Region 3, which promotes greater accountability through comparison. By simplifying the reporting requirements by the state and local workforce areas, the State streamlined service to participants and spent less time on administrative functions. This waiver also allowed for greater tracking of participant outcomes and program improvement.

Cost Efficiency Measures

The Governor and SWIB have encouraged WFD to continue to push for improvement in overall efficiency. In accordance with this goal and as stated above, WFD has transitioned Rapid Response back into WFD and has transitioned to a new, more cost effective case management system.

WFD has encouraged the LWIAs to participate in some of the same cost-cutting measures by exploring more opportunities for co-location and service integration as recommended by the internal services delivery assessment that was conducted. WIA and Wagner-Peyser funded services must be provided for the universal population in all chartered One-Stop Centers. WFD is coordinating with GDOL to ensure that Wagner-Peyser funding is available at all American Job Centers. Furthermore, both organizations are collaborating to see that Wagner-Peyser funding is being used as the "front door" to provide core (tier 1) and intensive (tier 2) services to participants at the initial point of entry into the workforce system, and that WIA funds are being utilized largely for training (tier 3) services. This type of integration would allow for a greater number of participants to be served by the state.

WFD lists the cost per participant of every local area and for the state as a whole in the table in *Attachment A*. The data for this section was taken from several different reports. The participant data was derived using the same methodology that established the data on ETA Form 9091. The reports were run on a different date than the data presented in ETA Form 9091, which may lead to minor discrepancies between the two reports. These discrepancies are statistically insignificant and should not have an impact on the overall value of the data presented in this section. The financial data for this section was derived from the monthly financial status reports submitted to WFD by each LWIA. Please note that the expenditure figures in this section do not directly correlate with the federal spending figures found on ETA Form 9091. The federal spending figures on ETA Form 9091 are derived from actual cash requests from LWIAs, as

represented in WFD's financial system. The monthly financial status reports reflect true expenditures and may not directly align with the dates that cash is requested from WFD. The data presented in this section is meant to provide approximate values for comparison and evaluation only and should not be construed to represent exact figures for any specific LWIA or the state as a whole.

During PY13 many LWIAs conducted various cost saving and efficiency efforts within their respective areas. WFD expects to continue to see a decrease in the overall cost per participant and an increase in the overall number of participants across the state. The state's overall cost per exiter (CPE) in PY 2014 was \$4,065. Three of the LWIAs had a CPE that was less than the state average. The state's overall cost per entered employment rate (CPEER) in PY 2014 was \$9,329. 10 of the LWIAs had a CPEER that was less than the state average. The state's overall cost per entered retention rate (CPERR) in PY 2014 was \$7,955. The state has identified outliers on both ends of the spectrum to either glean best practices or to reach out for technical assistance.

Introduction to the Data: Program Year 2014

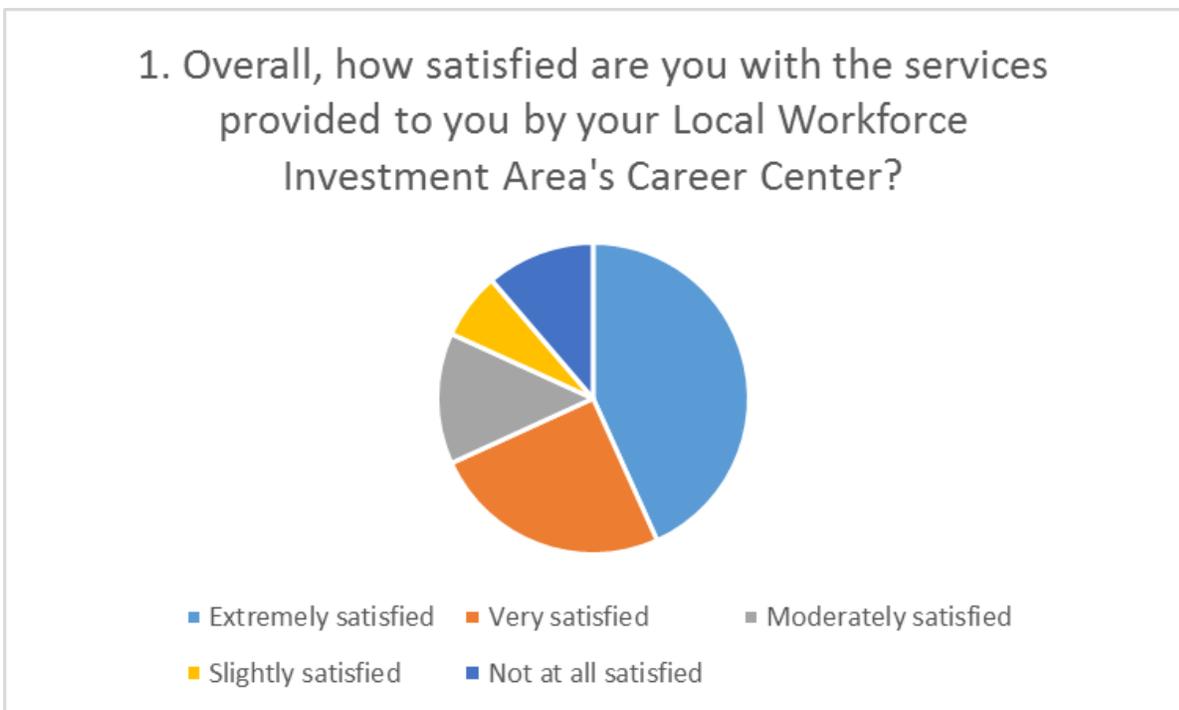
The tables on *Attachment C* represent Georgia's state-level and local area performance data for Program Year 2014. All required elements are reported uniformly.

States and LWIAs negotiate performance levels each year. A state is considered to "meet" its target if it attains at least 90% of the negotiated level. The state "exceeds" its target when outcomes are higher than the negotiated rates. Georgia uses the same nine measures at the sub-state level but considers a local area to have met its target if it attains at least 80% of its negotiated level. Georgia is reporting on the nine common measures for PY 2014.

Attachment A

Customer Service Satisfaction Survey

1. Overall, how satisfied are you with the services provided to you by your Local Workforce Investment Area's Career Center?		
Answer Options	Response Percent	Response Count
Extremely satisfied	43.26%	276
Very satisfied	24.92%	159
Moderately satisfied	13.64%	87
Slightly satisfied	6.90%	44
Not at all satisfied	11.29%	72
<i>answered question</i>		638



2. Taking into account all of the expectations you held, have the services you received from your Local Workforce Investment Area's Career Center met your expectations?

Answer Options	Response Percent	Response Count
Extremely well	39.44%	252
Very well	25.82%	165
Moderately well	15.02%	96
Slightly well	7.67%	49
Not at all well	12.05%	77
<i>answered question</i>		639

2. Taking into account all of the expectations you held, have the services you received from your Local Workforce Investment Area's Career Center met your expectations?



■ Extremely well ■ Very well ■ Moderately well ■ Slightly well ■ Not at all well

3. Considering an ideal program for someone in your situation, how well did the services you received from your Local Workforce Investment Area's Career Center compare with that ideal?

Answer Options	Response Percent	Response Count
Extremely well	39.44%	252
Very well	25.98%	166
Moderately well	14.71%	94
Slightly well	7.67%	49
Not well at all	12.21%	78
<i>answered question</i>		639

3. Considering an ideal program for someone in your situation, how well did the services you received from your Local Workforce Investment Area's Career Center compare with that ideal?



■ Answer Options ■ Extremely well ■ Very well ■ Moderately well ■ Slightly well

4. Based on the level of service you've received from your Local Workforce Investment Area's Career Center, how likely would you be to recommend others?

Answer Options	Response Percent	Response Count
Extremely likely	52.74%	337
Very likely	20.66%	132
Moderately likely	13.77%	88
Not likely	12.83%	82
<i>answered question</i>		639

4. Based on the level of service you've received from your Local Workforce Investment Area's Career Center, how likely would you be to recommend others?

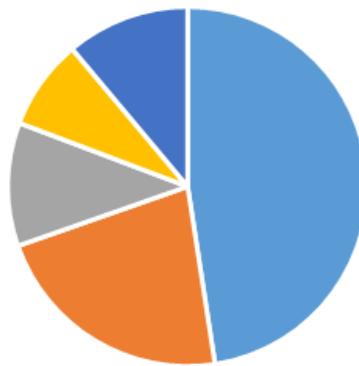


■ Extremely likely ■ Very likely ■ Moderately likely ■ Not likely

5. Overall, how would you rate your total experience from your Local Workforce Investment Area's Career Center?

Answer Options	Response Percent	Response Count
Excellent	47.57%	304
Very good	22.07%	141
Good	11.11%	71
Mildly good	8.14%	52
Not good at all	11.11%	71
<i>answered question</i>		639

5. Overall, how would you rate your total experience from your Local Workforce Investment Area's Career Center?



■ Excellent ■ Very good ■ Good ■ Mildly good ■ Not good at all

Attachment B

Local Workforce Investment Area	Adult	DW	Youth	Total		Adult Program Expend	DW Program Expend	Youth Program Expend	Total \$		Cost Per Adult	Cost per DW	Cost per youth	Total Cost per Participant
1 - Northwest Georgia	453	785	434	1672		\$ 1,790,090	\$ 3,698,611	\$ 2,341,498	\$ 7,830,199		\$ 3,952	\$ 4,712	\$ 5,395	\$ 4,683.13
2 - Georgia Mountains	285	348	229	862		\$ 1,111,703	\$ 900,672	\$ 692,186	\$ 2,704,561		\$ 3,901	\$ 2,588	\$ 3,023	\$ 3,137.54
3 - City of Atlanta	523	296	1074	1893		\$ 297,979	\$ 438,013	\$ 1,146,340	\$ 1,882,332		\$ 570	\$ 1,480	\$ 1,067	\$ 994.36
4 - Cobb County	382	448	654	1484		\$ 1,101,614	\$ 1,410,976	\$ 1,690,267	\$ 4,202,857		\$ 2,884	\$ 3,150	\$ 2,585	\$ 2,832.11
5 - Dekalb County	1342	876	795	3013		\$ 1,834,497	\$ 1,454,411	\$ 1,513,908	\$ 4,802,816		\$ 1,367	\$ 1,660	\$ 1,904	\$ 1,594.03
6 - Fulton County	556	591	255	1402		\$ 892,859	\$ 1,166,870	\$ 601,939	\$ 2,661,668		\$ 1,606	\$ 1,974	\$ 2,361	\$ 1,898.48
7 - Atlanta Regional	1324	1328	1320	3972		\$ 3,465,742	\$ 6,441,731	\$ 4,259,757	\$ 14,167,229		\$ 2,618	\$ 4,851	\$ 3,227	\$ 3,566.77
8 - West Central Georgia	1562	1034	667	3263		\$ 1,135,895	\$ 878,425	\$ 1,034,556	\$ 3,048,876		\$ 727	\$ 850	\$ 1,551	\$ 934.38
9 - Northeast Georgia	718	550	468	1736		\$ 1,788,635	\$ 1,311,187	\$ 1,071,084	\$ 4,170,905		\$ 2,491	\$ 2,384	\$ 2,289	\$ 2,402.60
10 - Macon/Bibb	124	79	59	262		\$ 900,935	\$ 526,521	\$ 930,788	\$ 2,358,243		\$ 7,266	\$ 6,665	\$ 15,776	\$ 9,000.93
11 - Middle Georgia	211	204	131	546		\$ 807,333	\$ 630,849	\$ 598,583	\$ 2,036,764		\$ 3,826	\$ 3,092	\$ 4,569	\$ 3,730.34
12 - Richmond/Burke	243	77	240	560		\$ 694,932	\$ 379,547	\$ 631,847	\$ 1,706,326		\$ 2,860	\$ 4,929	\$ 2,633	\$ 3,047.01
13 - East Central Georgia	160	76	184	420		\$ 492,689	\$ 367,208	\$ 592,579	\$ 1,452,476		\$ 3,079	\$ 4,832	\$ 3,221	\$ 3,458.28
14 - Lower Chattahoochee	171	53	236	460		\$ 714,949	\$ 465,384	\$ 619,423	\$ 1,799,756		\$ 4,181	\$ 8,781	\$ 2,625	\$ 3,912.51
15 - Middle Flint	181	79	86	346		\$ 467,257	\$ 216,801	\$ 300,609	\$ 984,667		\$ 2,582	\$ 2,744	\$ 3,495	\$ 2,845.86
16 - Heart of Georgia/Altamah	287	185	441	913		\$ 1,106,828	\$ 1,019,995	\$ 787,418	\$ 2,914,240		\$ 3,857	\$ 5,513	\$ 1,786	\$ 3,191.94
17 - Southwest Georgia	478	383	497	1358		\$ 1,370,365	\$ 792,655	\$ 1,411,513	\$ 3,574,533		\$ 2,867	\$ 2,070	\$ 2,840	\$ 2,632.20
18 - South Georgia	731	311	734	1776		\$ 1,688,796	\$ 877,156	\$ 1,264,684	\$ 3,830,636		\$ 2,310	\$ 2,820	\$ 1,723	\$ 2,156.89
19 - Southeast Georgia				0										
20 - Coastal	390	225	553	1168		\$ 1,350,415	\$ 973,030	\$ 1,384,552	\$ 3,707,997		\$ 3,463	\$ 4,325	\$ 2,504	\$ 3,174.65
Statewide Total	10121	7928	9057	27106		\$23,013,512	\$23,950,039	\$22,873,529	\$ 69,837,080		\$ 2,273.84	\$ 3,020.94	\$2,525.51	\$ 2,576.44

Attachment C

ETA WIOA 9091 Annual: Annual Summary

Please note this data was last refreshed on 8/21/2015

Report Period: PY-2014
Report Due Date: 10/1/2015
Report End Date: 6/30/2015

Date: 11/24/2015
State: GA

Table B - Adult Program Results			
Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	73.1%	74.2%	2,467
			3,326
Employment Retention Rate	85.0%	86.3%	2,893
			3,351
Average Earnings	\$12,800.0	\$13,473.9	\$37,470,848
			2,781
Employment & Credential Rate	0.0%	57.7%	1,674
			2,901

Table C - Outcomes for Adult Special Populations								
Reported Information	Public Assistance Recipients Receiving Intensive or Training Services		Veterans		Individuals with Disabilities		Older Individuals	
	Entered Employment Rate	72.1%	1,082	67.4%	155	69.0%	20	54.9%
		1,500		230		29		173
Employment Retention Rate	87.1%	1,164	84.7%	177	90.9%	10	81.1%	103
		1,336		209		11		127
Average Earnings	\$12,163.0	\$13,379,354	\$14,202.7	\$2,386,052	\$12,637.2	\$126,372	\$11,473.5	\$1,112,928
		1,100		168		10		97
Employment & Credential Rate	57.3%	786	50.0%	104	61.1%	11	44.8%	52
		1,372		208		18		116

Table D - Other Outcome Information for the Adult Program

Reported Information	Individuals Who Only Received Core Services		Individuals Who Only Received Core and Intensive Services		Individuals Who Received Training Services	
Entered Employment Rate	76.3%	184	64.1%	273	77.0%	1,883
		241		426		2,446
Employment Retention Rate	85.3%	355	80.9%	305	88.1%	2,049
		416		377		2,326
Average Earnings	\$13,954.7	\$4,953,926	\$10,863.0	\$3,258,902	\$13,999.2	\$27,284,513
		355		300		1,949

Table E - Dislocated Worker Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	76.5%	78.2%	1,859
			2,377
Employment Retention Rate	90.0%	90.4%	2,013
			2,228
Average Earnings	\$17,062.0	\$16,308.1	\$31,735,528
			1,946
Employment & Credential Rate	0.0%	57.6%	1,169
			2,031

Table F - Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals with Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	75.0%	162	50.0%	2	62.9%	173	73.7%	14
		216		4		275		19
Employment Retention Rate	93.3%	181	100.0%	1	89.0%	194	86.7%	13
		194		1		218		15
Average Earnings	\$18,467.4	\$3,213,323	\$22,890.9	\$22,891	\$15,550.7	\$2,861,322	\$10,799.9	\$140,399
		174		1		184		13
Employment & Credential Rate	54.9%	106	0.0%	0	49.3%	112	38.9%	7
		193		2		227		18

Table G - Other Outcome Information for the Dislocated Worker Program

Reported Information	Individuals Who Only Received Core Services		Individuals Who Only Received Core and Intensive Services		Individuals Who Received Training Services	
Entered Employment Rate	90.5%	38	68.7%	136	79.7%	1,580
		42		198		1,983
Employment Retention Rate	94.7%	54	90.5%	171	90.6%	1,687
		57		189		1,862
Average Earnings	\$13,746.4	\$714,813	\$13,197.3	\$2,217,149	\$16,664.3	\$27,079,526
		52		168		1,625

Table H.1 - Youth (14 - 21) Program Results			
Reported Information	Negotiated Performance Level	Actual Performance Level	
Placement in Employment or Education	66.0%	68.9%	2,058
			2,988
Attainment of Degree or Certificate	73.0%	65.9%	2,013
			3,054
Literacy & Numeracy Gains	51.0%	50.0%	538
			1,075

Table H.1.A - Outcomes for Youth Special Populations								
Reported Information	Public Assistance Recipients		Veterans		Individuals with Disabilities		Out-of-School Youth	
Placement in Employment or Education	68.7%	1,365	100.0%	2	58.4%	139	64.6%	823
		1,987		2		238		1,274
Attainment of Degree or Certificate	64.5%	1,277	50.0%	1	65.3%	154	59.0%	715
		1,979		2		236		1,212
Literacy & Numeracy Gains	48.7%	325	0.0%	0	31.0%	18	50.0%	538
		668		0		58		1,075

Table H.2 - Older Youth (19 - 21) Program Results			
Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	0.0%	66.7%	488
			732
Employment Retention Rate	0.0%	84.6%	517
			611
Average Earnings	\$0.0	\$4,118.3	\$2,335,084
			567
Employment & Credential Rate	0.0%	33.2%	294
			886

Table I - Outcomes for Older Youth Special Populations								
Reported Information	Public Assistance Recipients		Veterans		Individuals with Disabilities		Out-of-School Youth	
	Entered Employment Rate	<u>66.5%</u>	<u>300</u> <u>451</u>	<u>100.0%</u>	<u>1</u> <u>1</u>	<u>55.2%</u>	<u>32</u> <u>58</u>	<u>65.3%</u>
Employment Retention Rate	<u>82.8%</u>	<u>298</u> <u>360</u>	<u>100.0%</u>	<u>2</u> <u>2</u>	<u>80.0%</u>	<u>28</u> <u>35</u>	<u>82.9%</u>	<u>387</u> <u>467</u>
Average Earnings	<u>\$3,826.1</u>	<u>\$1,285,585</u> <u>336</u>	<u>\$6,011.1</u>	<u>\$12,022</u> <u>2</u>	<u>\$3,116.3</u>	<u>\$105,956</u> <u>34</u>	<u>\$3,553.0</u>	<u>\$1,527,773</u> <u>430</u>
Employment & Credential Rate	<u>31.8%</u>	<u>165</u> <u>519</u>	<u>0.0%</u>	<u>0</u> <u>1</u>	<u>21.2%</u>	<u>14</u> <u>66</u>	<u>33.0%</u>	<u>230</u> <u>696</u>

Table J - Younger Youth (14 - 18) Program Results			
Reported Information	Negotiated Performance Level	Actual Performance Level	
		Skill Attainment Rate	0.0%
Youth Diploma or Equivalent Rate	0.0%	<u>67.8%</u>	<u>1,597</u> <u>2,356</u>
Employment Retention Rate	0.0%	<u>70.1%</u>	<u>1,240</u> <u>1,770</u>

Table K - Outcomes for Younger Youth Special Populations

Reported Information	Public Assistance Recipients		Individuals with Disabilities		Out-of-School Youth	
Skill Attainment Rate	60.5%	683	66.7%	126	66.7%	269
		1,128		189		403
Youth Diploma or Equivalent Rate	66.5%	1,032	69.8%	127	44.6%	265
		1,552		182		594
Employment Retention Rate	70.0%	834	58.0%	69	62.3%	405
		1,191		119		650

Table L - Other Reported Information

Reported Information	12-Mth Employment Retention Rate		12-Mth Earnings Increase / Replacement		Non-Traditional Employment		Wages at Entry to Employment		Training-Related Employment	
Adults	86.8%	3,219	\$7,219.2	\$25,599,171	2.8%	69	\$5,712.3	\$13,737,981	69.3%	1,018
		3,707		3,546				2,467		2,405
Dislocated Workers	91.2%	2,410	167.8%	\$37,101,624	2.2%	40	\$7,651.4	\$13,833,787	62.6%	744
		2,642		\$22,105,377				1,859		1,808
Older Youths	83.7%	539	\$4,199.9	\$2,490,528	1.4%	7	\$2,720.8	\$1,273,338		
		644		593				488		468

Table M - Participation Levels		
Reported Information	Total Participants Served	Total Exitters
Total Adult Customers	11,326	5,662
Total Adult Self-Service Only	0	0
WIOA Adult	8,078	3,738
WIOA Dislocated Worker	3,364	1,992
Total Youth (14 - 21)	8,118	3,590
Younger Youth (14 - 18)	6,250	2,749
Older Youth (19 - 21)	1,868	841
Out-of-School Youth	2,880	1,365
In-School Youth	5,238	2,224

Table N - Cost of Program Activities		
Program Activity		Total Federal Spending
Local Adults		\$21,217,052.25
Local Dislocated Workers		\$18,696,490.92
Local Youth		\$24,114,031
Rapid Response (up to 25%) 134 (a) (2) (A)		\$3,238,059.36
Statewide Required Activities (up to 25%) 134 (a) (2) (B)		\$2,790,609
Statewide Allowable Activities 134 (a) (3)	Go Build Georgia	\$344,633.29
	Star Academy	\$243,909.80
	Governor's High Demand Career Initiative	100,493.88
	Metro Atlanta Career Survey Initiative	65,207.20
	WIOA Transition	50,588.62
Total of All Federal Spending Listed Above		\$70,861,075.32

Table O - Local Performance

Table O - Local Performance			
Local Area Name Region 1	Total Participants Served	Adults	472
		Dislocated Workers	380
		Older Youth (19 - 21)	102
		Younger Youth (14 - 18)	289
ETA Assigned # 13210	Total Exitters	Adults	222
		Dislocated Workers	255
		Older Youth (19 - 21)	63
		Younger Youth (14 - 18)	216
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults		77.9%
	Dislocated Workers		79.2%
	Older Youth (19 - 21)		73.9%
Retention Rates	Adults		88.7%
	Dislocated Workers		90.8%
	Older Youth (19 - 21)		75.0%
	Younger Youth (14 - 18)		71.0%
Average Earnings	Adults		\$13,339.6
	Dislocated Workers		\$14,609.7
	Older Youth (19 - 21)		\$2,670.8
Credential / Diploma Rates	Adults		60.4%
	Dislocated Workers		60.4%
	Older Youth (19 - 21)		55.1%
	Younger Youth (14 - 18)		81.6%
Skill Attainment Rate	Younger Youth (14 - 18)		76.9%
Placement in Employment or Education	Youth (14 - 21)		72.4%
Attainment of Degree or Certificate	Youth (14 - 21)		76.4%
Literacy & Numeracy Gains	Youth (14 - 21)		87.0%

Table O - Local Performance

Table O - Local Performance			
Local Area Name Region 2	Total Participants Served	Adults	430
		Dislocated Workers	145
		Older Youth (19 - 21)	50
		Younger Youth (14 - 18)	278
ETA Assigned # 13050	Total Exiters	Adults	155
		Dislocated Workers	83
		Older Youth (19 - 21)	20
		Younger Youth (14 - 18)	85
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults		86.7%
	Dislocated Workers		87.3%
	Older Youth (19 - 21)		70.0%
Retention Rates	Adults		89.4%
	Dislocated Workers		92.6%
	Older Youth (19 - 21)		100.0%
	Younger Youth (14 - 18)		85.7%
Average Earnings	Adults		\$14,452.6
	Dislocated Workers		\$16,928.5
	Older Youth (19 - 21)		\$8,922.4
Credential / Diploma Rates	Adults		65.8%
	Dislocated Workers		68.8%
	Older Youth (19 - 21)		53.8%
	Younger Youth (14 - 18)		68.5%
Skill Attainment Rate	Younger Youth (14 - 18)		61.1%
Placement in Employment or Education	Youth (14 - 21)		83.3%
Attainment of Degree or Certificate	Youth (14 - 21)		77.3%
Literacy & Numeracy Gains	Youth (14 - 21)		26.3%

Table O - Local Performance

Table O - Local Performance			
Local Area Name Region 3	Total Participants Served	Adults	354
		Dislocated Workers	56
		Older Youth (19 - 21)	106
		Younger Youth (14 - 18)	677
ETA Assigned # 13235	Total Exiters	Adults	134
		Dislocated Workers	49
		Older Youth (19 - 21)	35
		Younger Youth (14 - 18)	241
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults		76.6%
	Dislocated Workers		73.2%
	Older Youth (19 - 21)		69.0%
Retention Rates	Adults		82.9%
	Dislocated Workers		86.1%
	Older Youth (19 - 21)		87.0%
	Younger Youth (14 - 18)		66.7%
Average Earnings	Adults		\$14,692.2
	Dislocated Workers		\$13,173.6
	Older Youth (19 - 21)		\$4,726.0
Credential / Diploma Rates	Adults		37.1%
	Dislocated Workers		50.0%
	Older Youth (19 - 21)		5.9%
	Younger Youth (14 - 18)		68.5%
Skill Attainment Rate	Younger Youth (14 - 18)		100.0%
Placement in Employment or Education	Youth (14 - 21)		61.2%
Attainment of Degree or Certificate	Youth (14 - 21)		54.3%
Literacy & Numeracy Gains	Youth (14 - 21)		27.5%

Table O - Local Performance

Table O - Local Performance			
Local Area Name Region 4	Total Participants Served	Adults	295
		Dislocated Workers	168
		Older Youth (19 - 21)	198
		Younger Youth (14 - 18)	352
ETA Assigned # 13245	Total Exiters	Adults	108
		Dislocated Workers	58
		Older Youth (19 - 21)	71
		Younger Youth (14 - 18)	176
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults		70.5%
	Dislocated Workers		77.2%
	Older Youth (19 - 21)		72.1%
Retention Rates	Adults		84.6%
	Dislocated Workers		88.7%
	Older Youth (19 - 21)		83.1%
	Younger Youth (14 - 18)		59.8%
Average Earnings	Adults		\$11,531.3
	Dislocated Workers		\$18,651.8
	Older Youth (19 - 21)		\$3,037.2
Credential / Diploma Rates	Adults		59.5%
	Dislocated Workers		67.1%
	Older Youth (19 - 21)		20.0%
	Younger Youth (14 - 18)		64.6%
Skill Attainment Rate	Younger Youth (14 - 18)		57.9%
Placement in Employment or Education	Youth (14 - 21)		64.9%
Attainment of Degree or Certificate	Youth (14 - 21)		55.4%
Literacy & Numeracy Gains	Youth (14 - 21)		50.6%

Table O - Local Performance

Table O - Local Performance			
Local Area Name Region 5	Total Participants Served	Adults	1,063
		Dislocated Workers	390
		Older Youth (19 - 21)	91
		Younger Youth (14 - 18)	611
ETA Assigned # 13240	Total Exiters	Adults	446
		Dislocated Workers	233
		Older Youth (19 - 21)	76
		Younger Youth (14 - 18)	476
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults		74.7%
	Dislocated Workers		78.1%
	Older Youth (19 - 21)		56.4%
Retention Rates	Adults		89.3%
	Dislocated Workers		91.0%
	Older Youth (19 - 21)		0.0%
	Younger Youth (14 - 18)		64.3%
Average Earnings	Adults		\$15,370.3
	Dislocated Workers		\$18,155.7
	Older Youth (19 - 21)		(\$1,078.9)
Credential / Diploma Rates	Adults		49.6%
	Dislocated Workers		53.6%
	Older Youth (19 - 21)		6.5%
	Younger Youth (14 - 18)		47.0%
Skill Attainment Rate	Younger Youth (14 - 18)		0.0%
Placement in Employment or Education	Youth (14 - 21)		80.9%
Attainment of Degree or Certificate	Youth (14 - 21)		47.6%
Literacy & Numeracy Gains	Youth (14 - 21)		8.7%

Table O - Local Performance

Table O - Local Performance			
Local Area Name Region 6	Total Participants Served	Adults	470
		Dislocated Workers	314
		Older Youth (19 - 21)	121
		Younger Youth (14 - 18)	270
ETA Assigned # 13250	Total Exiters	Adults	379
		Dislocated Workers	276
		Older Youth (19 - 21)	40
		Younger Youth (14 - 18)	61
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults		63.7%
	Dislocated Workers		72.3%
	Older Youth (19 - 21)		65.1%
Retention Rates	Adults		80.3%
	Dislocated Workers		88.2%
	Older Youth (19 - 21)		76.7%
	Younger Youth (14 - 18)		63.9%
Average Earnings	Adults		\$11,519.9
	Dislocated Workers		\$20,840.2
	Older Youth (19 - 21)		\$3,850.9
Credential / Diploma Rates	Adults		43.9%
	Dislocated Workers		48.1%
	Older Youth (19 - 21)		4.5%
	Younger Youth (14 - 18)		77.1%
Skill Attainment Rate	Younger Youth (14 - 18)		42.3%
Placement in Employment or Education	Youth (14 - 21)		60.4%
Attainment of Degree or Certificate	Youth (14 - 21)		38.6%
Literacy & Numeracy Gains	Youth (14 - 21)		50.7%

Table O - Local Performance

Table O - Local Performance			
Local Area Name Region 7	Total Participants Served	Adults	1,161
		Dislocated Workers	821
		Older Youth (19 - 21)	370
		Younger Youth (14 - 18)	863
ETA Assigned # 13255	Total Exiters	Adults	401
		Dislocated Workers	305
		Older Youth (19 - 21)	165
		Younger Youth (14 - 18)	251
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults		77.1%
	Dislocated Workers		82.0%
	Older Youth (19 - 21)		68.8%
Retention Rates	Adults		86.8%
	Dislocated Workers		90.3%
	Older Youth (19 - 21)		87.3%
	Younger Youth (14 - 18)		65.9%
Average Earnings	Adults		\$14,330.9
	Dislocated Workers		\$18,410.4
	Older Youth (19 - 21)		\$4,384.5
Credential / Diploma Rates	Adults		59.1%
	Dislocated Workers		65.3%
	Older Youth (19 - 21)		35.8%
	Younger Youth (14 - 18)		64.3%
Skill Attainment Rate	Younger Youth (14 - 18)		29.3%
Placement in Employment or Education	Youth (14 - 21)		64.0%
Attainment of Degree or Certificate	Youth (14 - 21)		67.0%
Literacy & Numeracy Gains	Youth (14 - 21)		35.8%

Table O - Local Performance

Table O - Local Performance			
Local Area Name Region 8	Total Participants Served	Adults	587
		Dislocated Workers	174
		Older Youth (19 - 21)	73
		Younger Youth (14 - 18)	550
ETA Assigned # 13225	Total Exiters	Adults	359
		Dislocated Workers	132
		Older Youth (19 - 21)	27
		Younger Youth (14 - 18)	124
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults		66.1%
	Dislocated Workers		70.9%
	Older Youth (19 - 21)		68.6%
Retention Rates	Adults		77.8%
	Dislocated Workers		88.3%
	Older Youth (19 - 21)		84.1%
	Younger Youth (14 - 18)		77.8%
Average Earnings	Adults		\$10,084.1
	Dislocated Workers		\$12,568.9
	Older Youth (19 - 21)		\$5,031.3
Credential / Diploma Rates	Adults		48.8%
	Dislocated Workers		41.3%
	Older Youth (19 - 21)		10.5%
	Younger Youth (14 - 18)		83.8%
Skill Attainment Rate	Younger Youth (14 - 18)		30.3%
Placement in Employment or Education	Youth (14 - 21)		75.7%
Attainment of Degree or Certificate	Youth (14 - 21)		68.7%
Literacy & Numeracy Gains	Youth (14 - 21)		24.6%

Table O - Local Performance

Table O - Local Performance			
Local Area Name Region 9	Total Participants Served	Adults	880
		Dislocated Workers	259
		Older Youth (19 - 21)	70
		Younger Youth (14 - 18)	323
ETA Assigned # 13275	Total Exiters	Adults	446
		Dislocated Workers	183
		Older Youth (19 - 21)	31
		Younger Youth (14 - 18)	113
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults		76.7%
	Dislocated Workers		73.2%
	Older Youth (19 - 21)		78.9%
Retention Rates	Adults		84.4%
	Dislocated Workers		87.4%
	Older Youth (19 - 21)		93.3%
	Younger Youth (14 - 18)		88.5%
Average Earnings	Adults		\$11,821.4
	Dislocated Workers		\$14,687.9
	Older Youth (19 - 21)		\$5,285.1
Credential / Diploma Rates	Adults		52.5%
	Dislocated Workers		51.2%
	Older Youth (19 - 21)		60.9%
	Younger Youth (14 - 18)		82.5%
Skill Attainment Rate	Younger Youth (14 - 18)		0.0%
Placement in Employment or Education	Youth (14 - 21)		81.7%
Attainment of Degree or Certificate	Youth (14 - 21)		79.9%
Literacy & Numeracy Gains	Youth (14 - 21)		88.9%

Table O - Local Performance			
Local Area Name Region 10	Total Participants Served	Adults	107
		Dislocated Workers	40
		Older Youth (19 - 21)	30
		Younger Youth (14 - 18)	74
ETA Assigned # 13295	Total Exiters	Adults	45
		Dislocated Workers	19
		Older Youth (19 - 21)	10
		Younger Youth (14 - 18)	41
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults		85.7%
	Dislocated Workers		95.5%
	Older Youth (19 - 21)		62.5%
Retention Rates	Adults		92.6%
	Dislocated Workers		86.4%
	Older Youth (19 - 21)		88.9%
	Younger Youth (14 - 18)		100.0%
Average Earnings	Adults		\$16,485.2
	Dislocated Workers		\$15,935.8
	Older Youth (19 - 21)		\$2,247.5
Credential / Diploma Rates	Adults		85.7%
	Dislocated Workers		82.6%
	Older Youth (19 - 21)		65.2%
	Younger Youth (14 - 18)		89.5%
Skill Attainment Rate	Younger Youth (14 - 18)		100.0%
Placement in Employment or Education	Youth (14 - 21)		80.0%
Attainment of Degree or Certificate	Youth (14 - 21)		78.1%
Literacy & Numeracy Gains	Youth (14 - 21)		87.1%

Table O - Local Performance

Table O - Local Performance			
Local Area Name Region 11	Total Participants Served	Adults	163
		Dislocated Workers	49
		Older Youth (19 - 21)	15
		Younger Youth (14 - 18)	102
ETA Assigned # 13265	Total Exiters	Adults	57
		Dislocated Workers	28
		Older Youth (19 - 21)	4
		Younger Youth (14 - 18)	33
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults		81.6%
	Dislocated Workers		95.0%
	Older Youth (19 - 21)		100.0%
Retention Rates	Adults		94.2%
	Dislocated Workers		89.1%
	Older Youth (19 - 21)		76.9%
	Younger Youth (14 - 18)		63.9%
Average Earnings	Adults		\$15,498.1
	Dislocated Workers		\$13,443.4
	Older Youth (19 - 21)		\$5,114.6
Credential / Diploma Rates	Adults		73.8%
	Dislocated Workers		69.0%
	Older Youth (19 - 21)		27.3%
	Younger Youth (14 - 18)		100.0%
Skill Attainment Rate	Younger Youth (14 - 18)		66.7%
Placement in Employment or Education	Youth (14 - 21)		76.7%
Attainment of Degree or Certificate	Youth (14 - 21)		81.6%
Literacy & Numeracy Gains	Youth (14 - 21)		0.0%

Table O - Local Performance

Table O - Local Performance			
Local Area Name Region 12	Total Participants Served	Adults	124
		Dislocated Workers	24
		Older Youth (19 - 21)	23
		Younger Youth (14 - 18)	173
ETA Assigned # 13195	Total Exiters	Adults	69
		Dislocated Workers	17
		Older Youth (19 - 21)	16
		Younger Youth (14 - 18)	50
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults		52.3%
	Dislocated Workers		56.1%
	Older Youth (19 - 21)		81.0%
Retention Rates	Adults		84.1%
	Dislocated Workers		95.8%
	Older Youth (19 - 21)		88.9%
	Younger Youth (14 - 18)		58.3%
Average Earnings	Adults		\$13,271.5
	Dislocated Workers		\$18,263.1
	Older Youth (19 - 21)		\$2,601.6
Credential / Diploma Rates	Adults		37.8%
	Dislocated Workers		32.3%
	Older Youth (19 - 21)		57.1%
	Younger Youth (14 - 18)		90.9%
Skill Attainment Rate	Younger Youth (14 - 18)		0.0%
Placement in Employment or Education	Youth (14 - 21)		68.6%
Attainment of Degree or Certificate	Youth (14 - 21)		52.9%
Literacy & Numeracy Gains	Youth (14 - 21)		0.0%

Table O - Local Performance

Table O - Local Performance			
Local Area Name Region 13	Total Participants Served	Adults	123
		Dislocated Workers	39
		Older Youth (19 - 21)	17
		Younger Youth (14 - 18)	107
ETA Assigned # 13260	Total Exiters	Adults	82
		Dislocated Workers	24
		Older Youth (19 - 21)	10
		Younger Youth (14 - 18)	62
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults		77.6%
	Dislocated Workers		87.0%
	Older Youth (19 - 21)		63.6%
Retention Rates	Adults		84.5%
	Dislocated Workers		93.9%
	Older Youth (19 - 21)		88.9%
	Younger Youth (14 - 18)		81.9%
Average Earnings	Adults		\$11,632.5
	Dislocated Workers		\$20,034.3
	Older Youth (19 - 21)		\$3,483.4
Credential / Diploma Rates	Adults		45.7%
	Dislocated Workers		47.6%
	Older Youth (19 - 21)		25.0%
	Younger Youth (14 - 18)		87.3%
Skill Attainment Rate	Younger Youth (14 - 18)		79.3%
Placement in Employment or Education	Youth (14 - 21)		65.6%
Attainment of Degree or Certificate	Youth (14 - 21)		81.2%
Literacy & Numeracy Gains	Youth (14 - 21)		31.6%

Table O - Local Performance

Table O - Local Performance			
Local Area Name Region 14	Total Participants Served	Adults	116
		Dislocated Workers	9
		Older Youth (19 - 21)	18
		Younger Youth (14 - 18)	232
ETA Assigned # 13110	Total Exiters	Adults	65
		Dislocated Workers	8
		Older Youth (19 - 21)	10
		Younger Youth (14 - 18)	130
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults		79.2%
	Dislocated Workers		85.7%
	Older Youth (19 - 21)		41.2%
Retention Rates	Adults		85.5%
	Dislocated Workers		91.3%
	Older Youth (19 - 21)		61.5%
	Younger Youth (14 - 18)		61.1%
Average Earnings	Adults		\$11,359.0
	Dislocated Workers		\$13,909.1
	Older Youth (19 - 21)		\$4,250.3
Credential / Diploma Rates	Adults		65.2%
	Dislocated Workers		57.1%
	Older Youth (19 - 21)		11.1%
	Younger Youth (14 - 18)		88.5%
Skill Attainment Rate	Younger Youth (14 - 18)		100.0%
Placement in Employment or Education	Youth (14 - 21)		54.5%
Attainment of Degree or Certificate	Youth (14 - 21)		71.3%
Literacy & Numeracy Gains	Youth (14 - 21)		0.0%

Table O - Local Performance

Table O - Local Performance			
Local Area Name Region 15	Total Participants Served	Adults	183
		Dislocated Workers	12
		Older Youth (19 - 21)	64
		Younger Youth (14 - 18)	47
ETA Assigned # 13285	Total Exiters	Adults	98
		Dislocated Workers	9
		Older Youth (19 - 21)	25
		Younger Youth (14 - 18)	19
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults		70.2%
	Dislocated Workers		95.7%
	Older Youth (19 - 21)		76.0%
Retention Rates	Adults		87.1%
	Dislocated Workers		90.0%
	Older Youth (19 - 21)		79.2%
	Younger Youth (14 - 18)		54.5%
Average Earnings	Adults		\$12,104.3
	Dislocated Workers		\$13,265.2
	Older Youth (19 - 21)		\$2,163.6
Credential / Diploma Rates	Adults		58.7%
	Dislocated Workers		88.2%
	Older Youth (19 - 21)		59.4%
	Younger Youth (14 - 18)		75.0%
Skill Attainment Rate	Younger Youth (14 - 18)		100.0%
Placement in Employment or Education	Youth (14 - 21)		78.4%
Attainment of Degree or Certificate	Youth (14 - 21)		73.1%
Literacy & Numeracy Gains	Youth (14 - 21)		96.4%

Table O - Local Performance

Table O - Local Performance			
Local Area Name Region 16	Total Participants Served	Adults	243
		Dislocated Workers	120
		Older Youth (19 - 21)	38
		Younger Youth (14 - 18)	246
ETA Assigned # 13280	Total Exiters	Adults	105
		Dislocated Workers	61
		Older Youth (19 - 21)	26
		Younger Youth (14 - 18)	132
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults		85.9%
	Dislocated Workers		88.1%
	Older Youth (19 - 21)		57.1%
Retention Rates	Adults		85.2%
	Dislocated Workers		93.1%
	Older Youth (19 - 21)		80.0%
	Younger Youth (14 - 18)		83.0%
Average Earnings	Adults		\$12,992.4
	Dislocated Workers		\$13,631.9
	Older Youth (19 - 21)		\$3,598.6
Credential / Diploma Rates	Adults		60.8%
	Dislocated Workers		30.2%
	Older Youth (19 - 21)		20.0%
	Younger Youth (14 - 18)		80.0%
Skill Attainment Rate	Younger Youth (14 - 18)		33.3%
Placement in Employment or Education	Youth (14 - 21)		77.4%
Attainment of Degree or Certificate	Youth (14 - 21)		82.2%
Literacy & Numeracy Gains	Youth (14 - 21)		68.8%

Table O - Local Performance

Table O - Local Performance			
Local Area Name Region 17	Total Participants Served	Adults	477
		Dislocated Workers	218
		Older Youth (19 - 21)	68
		Younger Youth (14 - 18)	290
ETA Assigned # 13075	Total Exiters	Adults	212
		Dislocated Workers	130
		Older Youth (19 - 21)	39
		Younger Youth (14 - 18)	179
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults		77.8%
	Dislocated Workers		75.3%
	Older Youth (19 - 21)		31.1%
Retention Rates	Adults		90.4%
	Dislocated Workers		95.5%
	Older Youth (19 - 21)		85.7%
	Younger Youth (14 - 18)		60.3%
Average Earnings	Adults		\$14,416.0
	Dislocated Workers		\$14,842.0
	Older Youth (19 - 21)		\$5,246.4
Credential / Diploma Rates	Adults		62.5%
	Dislocated Workers		53.7%
	Older Youth (19 - 21)		26.9%
	Younger Youth (14 - 18)		84.4%
Skill Attainment Rate	Younger Youth (14 - 18)		82.7%
Placement in Employment or Education	Youth (14 - 21)		48.0%
Attainment of Degree or Certificate	Youth (14 - 21)		81.9%
Literacy & Numeracy Gains	Youth (14 - 21)		69.6%

Table O - Local Performance

Table O - Local Performance			
Local Area Name Region 18	Total Participants Served	Adults	466
		Dislocated Workers	87
		Older Youth (19 - 21)	228
		Younger Youth (14 - 18)	359
ETA Assigned # 13300	Total Exiters	Adults	219
		Dislocated Workers	67
		Older Youth (19 - 21)	115
		Younger Youth (14 - 18)	253
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults		93.8%
	Dislocated Workers		91.7%
	Older Youth (19 - 21)		66.7%
Retention Rates	Adults		95.8%
	Dislocated Workers		96.7%
	Older Youth (19 - 21)		98.4%
	Younger Youth (14 - 18)		78.9%
Average Earnings	Adults		\$14,097.3
	Dislocated Workers		\$14,846.1
	Older Youth (19 - 21)		\$6,641.4
Credential / Diploma Rates	Adults		84.2%
	Dislocated Workers		76.7%
	Older Youth (19 - 21)		54.0%
	Younger Youth (14 - 18)		43.5%
Skill Attainment Rate	Younger Youth (14 - 18)		33.3%
Placement in Employment or Education	Youth (14 - 21)		68.6%
Attainment of Degree or Certificate	Youth (14 - 21)		59.1%
Literacy & Numeracy Gains	Youth (14 - 21)		29.5%

Table O - Local Performance

Table O - Local Performance			
Local Area Name Region 19	Total Participants Served	Adults	0
		Dislocated Workers	0
		Older Youth (19 - 21)	0
		Younger Youth (14 - 18)	0
ETA Assigned # 13305	Total Exiters	Adults	0
		Dislocated Workers	0
		Older Youth (19 - 21)	0
		Younger Youth (14 - 18)	0
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults		0.0%
	Dislocated Workers		0.0%
	Older Youth (19 - 21)		0.0%
Retention Rates	Adults		0.0%
	Dislocated Workers		0.0%
	Older Youth (19 - 21)		0.0%
	Younger Youth (14 - 18)		0.0%
Average Earnings	Adults		\$0.0
	Dislocated Workers		\$0.0
	Older Youth (19 - 21)		\$0.0
Credential / Diploma Rates	Adults		0.0%
	Dislocated Workers		0.0%
	Older Youth (19 - 21)		0.0%
	Younger Youth (14 - 18)		0.0%
Skill Attainment Rate	Younger Youth (14 - 18)		0.0%
Placement in Employment or Education	Youth (14 - 21)		0.0%
Attainment of Degree or Certificate	Youth (14 - 21)		0.0%
Literacy & Numeracy Gains	Youth (14 - 21)		0.0%

Table O - Local Performance

Table O - Local Performance			
Local Area Name Region 20	Total Participants Served	Adults	331
		Dislocated Workers	59
		Older Youth (19 - 21)	186
		Younger Youth (14 - 18)	406
ETA Assigned # 13270	Total Exiters	Adults	136
		Dislocated Workers	51
		Older Youth (19 - 21)	57
		Younger Youth (14 - 18)	107
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults		80.6%
	Dislocated Workers		89.0%
	Older Youth (19 - 21)		70.8%
Retention Rates	Adults		93.0%
	Dislocated Workers		93.5%
	Older Youth (19 - 21)		83.8%
	Younger Youth (14 - 18)		64.5%
Average Earnings	Adults		\$17,619.1
	Dislocated Workers		\$15,662.0
	Older Youth (19 - 21)		\$2,335.5
Credential / Diploma Rates	Adults		67.9%
	Dislocated Workers		65.8%
	Older Youth (19 - 21)		23.5%
	Younger Youth (14 - 18)		74.1%
Skill Attainment Rate	Younger Youth (14 - 18)		72.4%
Placement in Employment or Education	Youth (14 - 21)		74.6%
Attainment of Degree or Certificate	Youth (14 - 21)		71.6%
Literacy & Numeracy Gains	Youth (14 - 21)		34.3%

Table P - Veteran Priority of Service		
Reported Information	Total	Percent Served
Covered Entrants Who Reached the End of the Entry Period	<u>305</u>	
Covered Entrants Who Received a Service During the Entry Period	<u>294</u>	<u>96.4%</u>
Covered Entrants Who Received a Staff-Assisted Service During the Entry Period	<u>294</u>	<u>96.4%</u>

Table Q - Veteran' s Outcomes by Special Populations						
Reported Information	Post 9/11 Era Veterans		Post 9/11 Era Veterans who Received at least Intensive Services		TAP Workshop Veterans	
	Entered Employment Rate	<u>81.4%</u>	<u>35</u> <u>43</u>	<u>82.5%</u>	<u>33</u> <u>40</u>	<u>100.0%</u>
Employment Retention Rate	<u>94.1%</u>	<u>16</u> <u>17</u>	<u>92.3%</u>	<u>12</u> <u>13</u>	<u>0.0%</u>	<u>0</u> <u>0</u>
Average Earnings	<u>\$18,010.2</u>	<u>\$288,164</u> <u>16</u>	<u>\$19,383.7</u>	<u>\$232,604</u> <u>12</u>	<u>\$0.0</u>	<u>\$0</u> <u>0</u>