



Workforce Investment Act Program Year 2014 Annual Report Narrative

“The field of knowledge is the common property of all mankind.”

-Thomas Jefferson to Henry Dearborn

TABLE OF CONTENTS

Introduction

Status of State Evaluation Activities

Activities Funded by the State's Discretionary Funds

Participants in the Workforce Investment System

Rapid Response Activities

Approved Waivers

Customer Satisfaction Data

Performance Data

Introduction

The Commonwealth of Virginia's grant recipient and fiscal agent for the federal Workforce Investment Act funds, the Virginia Community College System (VCCS), is pleased to submit its Program Year 2014 WIA Annual Report.

Program Year 2014 (PY14) has been a year of state legislative action, managing over \$44 million in discretionary grants and preparing for the WIOA implementation. Some of the highlights include: The Virginia General Assembly approved an amendment on March 17, 2015 which established that All Local Workforce Development Areas (LWDAs) are required to ensure that at least 40% of their formula-allocated expenditures in a program year are expended on allowable training costs in the WIOA Title I Adult and Dislocated Worker programs. The amendment specifically states:

Each local workforce development board shall allocate a minimum of 40 percent of WIOA Adult and Dislocated Worker funds to training services as defined under § 134(c)(3)(D) of the WIOA that lead to recognize postsecondary education and workforce credentials aligned with in-demand industry sectors or occupations in the local area or region.

If LWDAs do not meet the required training expenditure requirements, there will be sanctions that increase in severity for each year of noncompliance. Sanctions may include but are not limited to - corrective action plans, ineligibility to receive state-issued awards, additional WIOA incentives or sub-awards. This amendment is effective July 1, 2015 and is located in the Code of Virginia, Chapter 4.2 section 2.2-2472.2

VCCS is now managing approximately \$44 million in discretionary grants that include the following: Disability Employment Initiative Round IV; Workforce Data Quality Initiative Round Two; Veterans Services Demonstration Project; Job Driven National Emergency Grant/Dislocated Worker Grant; Dislocated Worker Training National Emergency Grant/Dislocated Worker Grant; Workforce Innovation Fund-Financial Success Network; National Governor's Association-Connecting Postsecondary Education & The Workforce; and the Supplemental Nutrition Assistance Program Employment & Training. Of the \$44 million, The Commonwealth was successful in receiving three grant awards in PY14.

In October 2014, the VCCS was awarded the Workforce Investment Act, Workforce Innovation funds in the amount of \$11,196,152 by the U.S. Department of Labor, Employment and Training Administration to implement the Working Families Success Network Model. This Model will be implemented with six One Stop Center sites in Virginia for 1800 participants. The focus of this award is to provide *workforce and education services resulting in career advancement*: education and training, employability skills, job placement; *income and work support*: access to student financial aid, public benefits, free tax preparation; and *financial services and asset building*: financial education, financial coaching.

In April 2015, the Virginia Department of Social Services (VDSS) was awarded the Supplemental Nutrition Assistance Program (SNAP) Employment & Training grant project in the amount of \$22,329,952 by the U.S. Department of Agriculture. The VCCS is a sub-recipient to the VDSS for this grant. The focus of this grant is to pilot an effort to test existing and new employment and training initiatives that will increase the number of SNAP work registrants who obtain unsubsidized employment, increase earned income, and reduce reliance on public assistance. The VCCS will partner with agencies to deliver services to 3,760 participants who will receive career and employment services in targeted industry sectors with the goal of each earning at least one industry-recognized credential.

In August 2014, the VCCS was awarded \$170,000 by the National Governor's Association Center for Best Practices for the Commonwealth of Virginia to participate in the Center's policy academy on Connecting Post-Secondary Education & the Workforce. The focus of the academy is to help participating states and territories make progress in four integrated components: Articulate and implement a strong vision connecting the education and training systems with the needs of the economy so more Americans achieve the "new minimum" of a postsecondary degree or certificate with labor market value to gain access to the middle class and beyond; integrate and use education and workforce data to inform policy, track progress, and measure success; build industry and education partnerships to get results; and modify the use of resources and incentives to support the attainment of the integrated vision.

In preparation for the WIOA implementation, the Commonwealth of Virginia approved an amendment authorizing the development of a Combined State Plan pursuant to the WIOA.

In addition, a state WIOA Implementation team has been created (formulated) to help develop the State Combined Plan. This team is comprised of partners from various agencies including the Department of Aging and Rehabilitative Services, Virginia Employment Commission, Department of Education, Virginia Department of Labor of Industry, and representation from the Local Workforce Development Boards (LWDBs).

Overall, the Commonwealth of Virginia has had a successful PY14 in meeting performance measures, receiving grants and implementing WIA Title I programs.

Status of State Evaluation Activities PY14

Virginia’s [Elevate Virginia website](http://www.elevatevirginia.org) (www.elevatevirginia.org) features [a WIA scorecard](#) that was implemented by the Virginia Board of Workforce Development in an effort to understand how locally operated WIA programs perform. The purpose of the scorecard is to provide a tool that will: (1) provide easy-to-access data on the performance of WIA programs; (2) identify areas of improvement for the system and (3) facilitate policy and decision making for stakeholders of the system. One of the benefits of the scorecard is the ability to analyze the cost of workforce investment activities relative to the effect on performance outcomes for participants.

Information on the status of state evaluation activities are provided in the chart below:

State Evaluation Details	One-Stop Operations Survey
<i>The timeline for starting and completing the evaluation;</i>	The Survey was distributed on April 7, 2015. Survey participants were asked to complete the survey by April 17, 2015.
<i>The questions the evaluation will/did address;</i>	The objective of the survey was to determine, for each local workforce development area, the level of partner agency participation and resource sharing currently taking place at Virginia’s comprehensive and satellite one-stop centers.
<i>A description of the evaluation’s methodology, including description of any control or comparison group and description of the analysis techniques employed;</i>	An informational survey was distributed by email to each Workforce Development Board Director in the state, 15 directors in total. The survey was completed by LWDA staff in an Excel format.
<i>The timeline for the final report and other deliverables; and</i>	N/A
<i>Summary of evaluation findings, including a summary of best practices, for those evaluations completed during the program year for which the WIA Annual report is being submitted.</i>	<p>Information was submitted on behalf of 21 comprehensive one-stop centers and 25 satellite locations. The findings were as follows:</p> <p><i>Total one-stop square footage: 254,205 sq. ft.</i> <i>Avg. one-stop square footage: 5,573 sq. ft.</i> <i>Lease agreements in place: 76% of sites</i> <i>Total lease costs: \$4,073,877</i> <i>Avg. lease costs: \$113,163</i> <i>For those with lease agreements, the avg. # of partners that share in the lease: 2</i></p>

	<p><i>Cost-sharing agreements in place: 54%</i></p> <p><i>Resource Rooms present: 43 of 46 sites</i></p> <p><i>Resource Room avg. square footage: 1,091 sq. ft.</i></p> <p><i>Avg. annual cost for the Resource Room (22 sites reporting): \$44,676</i></p> <p><i>Avg. # of case managers on-site: 6 (5.9)</i></p> <p><i>Avg. case management costs: \$252,738</i></p> <p><i>Avg. # of WIA case managers on-site: 3 (2.8)</i></p> <p><i>Avg. WIA case management costs: \$133,613</i></p>
--	---

Uniform Reporting

Virginia hereby assures that all required elements are reported uniformly so that a state-by-state comparison can be made.

Activities Funded by the State’s Discretionary Funds

Virginia utilized discretionary funds for the following initiatives:

- Incentive awards for most improved and exemplary performance were provided to twelve local workforce areas.
- The Virginia Board of Workforce Development competitively-awarded statewide WIA funds to four local workforce areas to support projects emphasizing local coordination. With the goal of increasing the region’s level of credential attainment, New River/ Mount Rogers Workforce Investment Board established *Small Learning Communities* within its rural service area by offering four portable Roving Computer Labs (RCLs) which serve as remote one-stop resource rooms to participants, including local and regional businesses. Northern Virginia Workforce Investment Board supported a Veterans’ Job Developer position responsible for placing veterans into meaningful employment and developing relationships with regional employers. In response to the growing accommodation and food services industries in Northern Virginia, Alexandria/ Arlington Workforce Investment Board enrolled a cohort of formerly homeless individuals in a training program to earn a ServSafe credential which would qualify them for a variety of culinary job opportunities. West Piedmont Workforce Investment Board developed a program emphasizing youth exposure to Career Pathways and businesses within the region through career exploration opportunities including introduction of students to Career Pathways relevant to local industries, and enhancement of interviewing skills through interviewstream.com.
- A Credential Incentive Pilot program was offered to provide incentives to seven colleges across five regions delivering noncredit workforce training that leads to student attainment of industry-recognized credentials. In addition to

geographic diversity, colleges selected in the pilot demonstrated a capacity to provide workforce training through noncredit instruction and direct connections to industries with regional labor demands that intersected with college service regions and course offerings.

- Allocations were provided to local workforce development areas for WIOA transition activities consistent with *TEGL 12-14 Allowable Uses and Funding Limits of WIA Program Year 2014 Funds for WIOA Transition Activities*.

Participants in the Workforce Investment System

This section provides information on participants in the workforce investment system. More than 100,400 individuals received universal/core services through a Virginia Workforce Center during the report period. Specific details on participants in the workforce investment system are available in the performance data section. As noted by DOL in recent state of the state letters, Virginia either met or exceeded all negotiated performance levels for PY 2014. Despite the ongoing impact of the weak economic climate in many local areas, on average 78% of adults and dislocated workers served were placed into employment and 90% maintained employment retention.

Virginia is pleased to share examples of the many success stories for career-seekers and business customers who were served by the workforce system.

Dislocated Worker Success Story

Finding Meaningful Careers in Unexpected Places



Thomas McNinch of Fredericksburg first visited Michelle Beverage, a Germanna Community College adult career coach, at the Fredericksburg Workforce Center in February of last year.

Disappointed at the lack of opportunities to put his B.S. in geography to good use, McNinch was interested in increasing his skills to pursue a meaningful career.

After being out of work for a 10-month period, McNinch felt like he had hit a wall when it came to his options and decided it was time for a change.

“Searching for a new career was a daunting task,” McNinch said. “Applying for positions via the internet was like sending your resume into a black hole. Applying in person and making contact with the hiring person proved just as difficult. After months of ‘We’ll be in touch,’ and, ‘Good luck in your career endeavors,’ I decided to contact Germanna’s Center for Workforce and came in contact with Michelle Beverage and Stephanie Crowe (outreach specialist) who provided the information and connections that worked for me.”

Michelle Beverage had the extensive coaching experience to provide him with the tools and resources needed to put him on the path to success. She encouraged him to utilize his eligibility for On Ramp funding to enroll with Germanna’s partnering organization, CDS Tractor Trailer Training, to earn his Commercial Driver’s License (CDL).

A month after enrolling, McNinch graduated with his CDL and two weeks after that, found full-time employment with benefits including health care, 401(k), and paid vacation and holidays. The team at CDS also proved helpful to Thomas in tailoring his desired job with the right companies.

Germanna Community College staff are honored to have provided McNinch the educational resources and career coaching services he found beneficial on his path to success.

STEM Youth Success Story

Opportunity Inc. Youth Goes from Virginia Beach STEM Program to Princeton



Myesha Jemison has never been one to settle on a single hobby or interest. “I like to engage in different things to have a well-rounded platform of knowledge,” says the 18-year-old Bayside High School Health Sciences Academy senior.

Jemison has experience volunteering at hospitals, holding leadership positions in various organizations, and most recently participating in Opportunity Inc.’s Virginia Beach STEM Program. The purpose of this program is to expose students to STEM careers via internship opportunities, robotics competitions and dual enrollment credits.

Yet, the common theme that glues all of her experience together is her passion to help other people.

“Having explored medicine in my volunteer experience and learning more about engineering through the STEM program, I realized that I definitely want to work in the field of global medicine,” says Myesha.

After figuring out what she wanted to do, Jemison was faced with the question – how will she pay for it?

“One day, I was watching the news and saw that a local girl won the Bill Gates Millennium Scholarship. I thought, ‘I can do that!’

After an intensive application process, Jemison was notified in May that she is a Gates Millennium Scholar which means she earned a good-through-graduation scholarship to use at the college of her choice. She said she’d never cried so many joyful tears.

Myesha is now attending Princeton University where she’s studying computer science. She plans to become a global infectious disease physician.

“The STEM program really gave me a glimpse of college academics through the STEM college classes I was enrolled in to get ahead,” says Myesha. “I thank Opportunity Inc. for this chance to spread my wings.”

Youth Success Story

Eastern Shore Brothers Discover Pathways to Lifelong Careers



The old saying that good things usually come in threes frequently applies but, in the case of the Hernandez brothers, the good thing actually came in twos. Chris and Alex Hernandez participated in the Eastern Shore Community College (ESCC) Workforce Investment Act (WIA) Youth program while students at Arcadia High School, with the goal of making a successful transition to employment and further education.

Chris and Alex moved with their mother from California and enrolled at Arcadia High School, a location where they could flourish and pursue their dreams. Due to limited family income and other factors, Chris became the first brother to enter the WIA program and to begin work with the ESCC career coach, Faye Wilfong.

Chris enrolled in the welding program and there discovered his career niche in life. Chris mastered basic and then advanced skills as well as numerous certifications required for employment in the field.

With assistance from the career coach and financial backing from the WIA program, Chris also enrolled in an ESCC night welding class, furthering his welding skills and enhancing work contacts. During this time, he also obtained part-time employment to help with family and personal expenses. In addition to his welding program, Chris enrolled in college prep courses in math and science and maintained excellent grades.

After graduation, Chris was offered employment with Liebherr, a nationally known manufacturing company. There he immediately put his welding skills to work and, within months of his employment, was selected for their elite apprenticeship program. Chris completed his apprenticeship in October 2014.

Alex, the younger brother, enrolled in the WIA program during his junior year. He chose the building trades program with an eye toward becoming a building contractor. Alex also included college prep classes in his high school program and maintained excellent grades. After talking with the Marine recruiter during his junior year, Alex decided that his future lay with the military.

After completing basic training, Alex transferred to another training post where he received his assignment for refueling jets. He is still hopeful that, at some point, he will be using those building trades' skills he earned in high school.

WIA and the career coaching program provided the support and financial aid which enabled both of these young men to pursue their dreams successfully. Their personal initiative and the outstanding training they received in high school formed a basis for their success in life.

Veteran Success Story

Virginia Program Helps Veterans Land Great Jobs



William Lee, a retired Army Veteran, was referred to the SkillSource Group, Inc.'s Northern Virginia Jobs for Veterans (J4VETS) program in November 2013 after he was laid off as a Senior Program Manager. Mr. Lee immediately expressed interest in enrolling in a Project Management Professional (PMP) preparation course with Global Knowledge, which he completed in January 2014. Mr. Lee obtained his PMP certification after sitting for the exam just one time in April 2014.

Mr. Lee needed additional assistance with his employment search and his J4VETS Case Manager referred him to the SkillSource Veterans' Job Developer, funded through the United Way of the National Capital Area's Veterans' Employment Initiative. Soon after, Mr. Lee was employed by TASC, Inc. as a Director of Capture

Management. He started his new position in June 2014, and is very grateful to the SkillSource Veterans' Job Developer and the J4VETS program for helping him to obtain his certification and his new employment.

“The entire J4VETS Program commits to helping the Vet. I felt as if the entire organization was working for my benefit. From assistance in obtaining training to actually finding job leads, J4VETS was there for me,” Lee stated. Lee has offered to serve as a Mentor for the Northern Virginia Technology Council’s (in partnership with Mitre Corporation) next “Networking” cohort to help fellow veterans with their transition into civilian life and employment goals.

Todd Rowley, the chairman of the Northern Virginia Workforce Area #11, noted, “As the most populous local workforce area in the Commonwealth of Virginia, the Northern Virginia Workforce Area is honored to offer outstanding workforce services to veterans seeking employment in our region. Our veterans’ employment efforts are closely aligned with outstanding organizations such as the Fairfax County Chamber of Commerce and the Northern Virginia Technology Council, each of which is responding to their member’s interest in hiring veterans for a wide range of employment opportunities. In my mind, there is no better way to serve a veteran who has served our nation than to guide their employment search, resulting in permanent, well-compensated employment.”

Learn more about the J4Vets Program here: <http://www.myskillsource.org/page/id/24/veterans>

Rapid Response Activities

Rapid Response Annual Report Information 2014-2015

The Dislocated Worker Unit (DWU) has increased efficiency by implementing virtual employee needs assessments and automated reporting tools to track Virginia’s Rapid Response activities. As a result of increased data collection, this report includes services provided to those employers who filed a Worker Adjustment and retraining Notification (WARN) and those who did not (Non-WARN). The charts below provide a comparison to the previous years.

	PY12	PY13	PY14
WARN Notices	78	59	59
Number of workers affected	8172	5597	6498
Average number of workers per event	105	95	110

	PY12	PY13	PY14
NON WARN	19	30	51
Number of workers affected	1590	1781	3321
Average number of workers per event	84	59	65

In accordance with WARN Act requirements, Rapid Response staff contacted company officials within 48 hours of receipt of a WARN, followed by employer briefings held with management, and planned employee briefings as desired by the employer. Most briefings were held before the workers left their respective companies. Employee briefings, led by one of four Regional Rapid Response Coordinators, were provided by a team of local workforce development partners who offered direct services to impacted workers. The Rapid Response Coordinators were instrumental in planning and resourcing Job Fairs, onsite employer resource centers, customized transition workshops and registration for WIA and partner services.

DWU Initiatives for PY 2014

- Rapid Response Summits of regional workforce and economic development partners were conducted quarterly. This facilitated the increased adoption of reemployment services as part of Rapid Response service strategies.
- Updated state and regional Rapid Response website pages. Regional webpages include a link to dislocated worker needs survey.
- Updated Rapid Response Professional Resources for Workforce Practitioners website page
- Rapid Response regional staff developed Regional Plans of Service in conjunction with workforce and economic development partners.
- The addition of EnrollVA to all Rapid Response Teams to promote affordable healthcare options for dislocated workers
- Continued implementation of the Rapid Response Self-Assessment Tool to address continual improvement and program capacity building.
- Professional Development activities to enhance the skills of Regional Rapid Response Staff.

Approved Waivers

The summary below provides a listing of the seven (7) waivers for which Virginia has received approval, information on how the waivers have changed the activities of the state and local areas, and how activities carried out under the waivers have directly or indirectly affected state and local area performance outcomes.

Waiver Description	Impact on State and Local Areas and Activities	Impact on Performance
<i>Waiver of WIA Section 133(b)(4) to increase the allowable transfer amount between adult and dislocated worker funding streams allocated to a local area. (Transfer authority up to 50%)</i>	Allows the state to be flexible and responsive in meeting unique needs based on changes in local and regional economic conditions.	This increased flexibility has a positive impact on adult employment and wage rates.
<i>Waiver to permit the State to replace the performance measure at WIA Section 136(b) with the common measures.</i>	State and local areas have successfully implemented common measures.	VA met or exceeded all measures in PY14.
<i>Waiver of WIA section 123 requirements to competitively select providers of youth program elements which applies to section 129(c)(2)(D),(G), and (I); and 20 CFR 664.410(a)(4), (7), and (8),(9), and (10).</i>	Allows local areas to be flexible and responsive in meeting unique needs based on local and regional resources and available partnerships.	This increased flexibility has a positive impact on all youth measures.
<i>Waiver of the provision at 20CFR Part 663.530 that prescribes a time limit on the period of initial eligibility for training providers.</i>	The waiver has resulted in an increased and robust set of eligible providers than otherwise would be eligible.	Positive impact can be seen in terms of credential attainment rates.
<i>Waiver of WIA Section 134(a) to permit local areas to use a portion of local funds for incumbent worker training. (Up to 20% of dislocated worker funds, only where part of layoff aversion strategy).</i>	To date, no training has been delivered with this waiver. The state expects at minimum one local workforce area to implement this training option in PY 2014.	N/A
<i>Waiver of WIA Section 134(a)(1)(A) to permit up to 20% the funds reserved for rapid response activities to be used for incumbent worker training. (Incumbent worker training as part of a layoff aversion strategy and activities to assist local workforce areas in the provision of employment and training services and employer services).</i>	Virginia has not identified statewide activities that would fully comply with the parameters outlined by ETA. However, the state continues to review potential statewide activities as a part of the statewide layoff aversion strategy.	N/A

Waiver of the prohibition at 20CFR 664.510 on the use of Individual Training Accounts for older and out-of-school youth.

The majority of youth served under WIA are currently being trained with traditional youth strategies.

The impact of the waiver on eligible youth performance is under evaluation.

PROGRAM YEAR 2014 ANNUAL REPORT TABLES

TABLE A – WORKFORCE INVESTMENT ACT CUSTOMER SATISFACTION DATA
(Waived)

TABLE B – Adult Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	77.0	72.0	1,436
			1,995
Employment Retention Rate	87.0	86.8	1,717
			1,978
Six Month Average Earnings	\$12,000	\$10,581	\$17,045,457
			1611
Employment and Credential Rate	63.0	61.6	935
			1,519

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	72.0	890	73.1	147	56.7	85	61.8
		1,236		201		150		204
Employment Retention Rate	85.8	951	85.3	122	88.6	70	86.0	129
		1,108		143		79		150
Six Months Average Earnings	\$9677	\$8,593,256	\$13,984	\$1,566,198	\$10,870	\$652,202	\$9,628	\$1,145,786
		888		112		60		11956.

Table D – Other Outcome Information by Service Level 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	56.9	66	68.4	576	76.6	794
		116		842		1,037
Employment Retention Rate	83.3	95	84.9	617	88.4	1,005
		114		727		1,137
Six Months Average Earnings	\$9,108	\$828,836	\$9,648	\$5,634,256	\$11,306	\$10,582,365
		91		584		936

Table E – Dislocated Worker Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	83.0	83.8	2,001
			2,388
Employment Retention Rate	93.0	93.5	1,930
			2,065
Six Month Average Earnings	\$18,000	\$16,346	\$29,553,332
			1,808
Employment and Credential Rate	65.0	65.4	887
			1,356

Table F – Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals with Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	81.6	320	76.4	81	77.6	373	59.1	13
		392		106		481		22
Employment Retention Rate	92.0	242	91.2	52	91.1	359	100.0	7
		263		57		394		7
Six Months Average Earnings	\$23,661	\$5,276,429	\$27,029	\$1,243,318	\$16,969	\$5,735,513	\$10,537	\$73,759
		223		46		338		7

Table G – Outcome Information by Service Level for 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	75.5	40	82.4	842	85.2	1,119
		53		1,022		1,313
Employment Retention Rate	90.6	48	93.5	823	93.6	1,059
		53		880		1,132
Six Months Average Earnings	\$16,670	\$783,481	\$15,051	\$11,619,033	\$17,342	\$17,150,818
		47		772		989

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

Reported Information	Negotiated Performance Level	Actual Performance Level	
Placement in Employment or Education	63.0	67.0	809
			1,208
Attainment of Degree or Certificate	65.0	78.3	932
			1,190
Literacy-Numeracy Gains	57.0	63.3	292
			461

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 Rate	66.8	457	100.0	2	59.1	178	70.5	296
		684		2		301		420
Attainment of Degree or Certificate Rate	77.7	508	100.0	2	84.9	259	70.3	246
		654		2		305		350
Literacy-Numeracy Gains	63.6	164	100.0	1	54.7	35	63.3	292
		258		1		65		461

Table L – Other Reported Information

Reported Information	12 Month Employment Retention Rate		12 Months Earnings Increase (Adults) or 12 Months Earnings Replacement (Dislocated Workers)		Placements in Non-Traditional Employment		Wages at Entry into Employment for Those Individuals Who Entered Unsubsidized Employment		Entry Into Unsubsidized Employment Related to the Training Received of Those Who Completed Training Services	
Adults	86.9	1,838	\$4,214	\$8,356,871	7.7	111	\$4,793	\$6,388,748	50.4	400
		2,114		1,983		1,436		1,333		794
Dislocated Workers	92.8	1,989	97.0	\$29,612,515	9.7	193	\$7,997	\$15,289,945	41.8	468
		2,141		\$30,454,022		2,001		1,912		1,119
Older Youth	83.4	281	\$4,223	\$1,288,001	6.2	15	\$2,785	\$623,828		
		337		305		241		224		

Table M – Participation Levels

Reported Information	Total Participants Served	Total Exiters
Total Adult Customers	108,596	101,526
Total Adults (self-service only)	100,432	96,363
WIA Adults	105,250	99,330
WIA Dislocated Workers	3,404	2,221
Total Youth (14 – 21)	2,748	1,373
Younger Youth (14-18)	1,798	926
Older Youth (19-21)	950	447
Out-of-School Youth	1,140	536
In-School Youth	1,608	837

TABLE N – Cost of Program Activities

Program Activity	Total Federal Spending	
Local Adults	\$12,657,500	
Local Dislocated Workers	\$8,059,155	
Local Youth	\$11,177,932	
Rapid Response (Up to 25%) WIA Section 134(a)(2)(B)	\$2,511,903	
Statewide Required Activities (Up to 15%) WIA Section 134(a)(2)(B)	\$2,472,142	
Statewide Allowable Activities WIA Section 134(a)(3)	Program Activity Description	
	(A)(i) Admin by State of Sect 134 Activities (VWC & Gov's Office)	\$29,086
	(A)(ii) Capacity Building & Technical Assistance	\$0
	(A)(iii) Research & Demonstrations	\$0
	(A)(iv) Incumbent Worker Training	\$0
	(A)(v) Identification of Eligible Training Providers	\$0
	(A)(vi) Displaced homemaker program	\$0
	(A)(viii) Other activities the State determines necessary	\$46,948
Total of All Federal Spending Listed Above	\$36,954,665	

Table O – Local Performance

<i>Local Area Name:</i> Southwestern Virginia	<i>Total Participants Served</i>	Adults	4,878
		Dislocated Workers	79
		Older Youth (19 -21)	70
		Younger Youth (14-18)	128
ETA Assigned # 51040	<i>Total Exiters</i>	Adults	4,473
		Dislocated Workers	38
		Older Youth (19 -21)	26
		Younger Youth (14-18)	65
<i>Reported Information</i>		<i>Negotiated Performance Levels</i>	<i>Actual Performance Level</i>
Entered Employment Rates	Adults	74	75
	Dislocated Workers	81	85
	Older Youth		85
Retention Rates	Adults	85	93
	Dislocated Workers	90	100
	Older Youth		100
	Younger Youth		67
Six Months Average Earnings	Adults	\$11,800	\$12,212
	Dislocated Workers	\$15,600	\$15,150
Six Month Earnings Increase	Older Youth		\$5,437
Credential/Diploma Rates	Adult		73
	Dislocated Workers		74
	Older Youth		50
	Younger Youth		91
Skill Attainment Rate	Younger Youth		39
Placement in Employment or Education	Youth (14 – 21)	60	68
Attainment of Degree or Certificate	Youth (14 – 21)	56	83
Literacy-Numeracy Gains	Youth (14 – 21)	53	74
<i>Description of Other State Indicators of Performance (WIA Section 136(d)(1))</i>			
Employment and Credential Rate	Adults	61	73
Employment and Credential Rate	Dislocated Workers	65	74
Career Readiness Certificate Attainment	Adults, Dislocated Workers, Youth age 19 & Older	25	64.4
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	1	11

Table O – Local Performance

<i>Local Area Name:</i> New River / Mt. Rogers	<i>Total Participants Served</i>	Adults	8,207
		Dislocated Workers	335
		Older Youth (19 -21)	86
		Younger Youth (14-18)	141
ETA Assigned #: 51045	<i>Total Exiters</i>	Adults	7,848
		Dislocated Workers	132
		Older Youth (19 -21)	41
		Younger Youth (14-18)	79
<i>Reported Information</i>		<i>Negotiated Performance Levels</i>	<i>Actual Performance Level</i>
Entered Employment Rates	Adults	75	83
	Dislocated Workers	81	89
	Older Youth		100
Retention Rates	Adults	84	89
	Dislocated Workers	90	95
	Older Youth		94
	Younger Youth		77
Six Months Average Earnings	Adults	\$10,000	\$9,635
	Dislocated Workers	\$14,250	\$13,358
Six Months Earning Increase	Older Youth		\$4,999
Credential/Diploma Rate	Adults		60
	Dislocated Workers		74
	Older Youth		39
	Younger Youth		96
Skill Attainment Rate	Younger Youth		46
Placement in Employment or Education	Youth (14 – 21)	62	89
Attainment of Degree or Certificate	Youth (14 – 21)	62	87
Literacy-Numeracy Gains	Youth (14 – 21)	57	77
<i>Description of Other State Indicators of Performance (WIA Section 136(d)(1))</i>			
Employment and Credential Rate	Adults	62	60
Employment and Credential Rate	Dislocated Workers	66	76
Career Readiness Certificate Attainment	Adults, Dislocated Workers, Youth age 19 & Older	25	27.1
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	2	10

Table O – Local Performance

<i>Local Area Name:</i> Western Virginia Workforce Development Board	<i>Total Participants Served</i>	Adults	6,313
		Dislocated Workers	193
		Older Youth (19 -21)	60
		Younger Youth (14-18)	91
ETA Assigned #: 51095	<i>Total Exiters</i>	Adults	5,856
		Dislocated Workers	104
		Older Youth (19 -21)	24
		Younger Youth (14-18)	33
<i>Reported Information</i>		<i>Negotiated Performance Levels</i>	<i>Actual Performance Level</i>
Entered Employment Rates	Adults	75	86
	Dislocated Workers	87	93
	Older Youth		75
Retention Rates	Adults	86	91
	Dislocated Workers	92	94
	Older Youth		91
	Younger Youth		56
Six Months Average Earnings	Adults	\$10,000	\$9,860
	Dislocated Workers	\$15,500	\$14,830
Six Months Earning Increase	Older Youth		\$3,916
Credential/Diploma Rate	Adults		86
	Dislocated Workers		75
	Older Youth		67
	Younger Youth		77
Skill Attainment Rate	Younger Youth		36
Placement in Employment or Education	Youth (14 – 21)	64	67
Attainment of Degree or Certificate	Youth (14 – 21)	67	81
Literacy-Numeracy Gains	Youth (14 – 21)	55	68
<i>Description of Other State Indicators of Performance (WIA Section 136(d)(1))</i>			
Employment and Credential Rate	Adults	65	86
Employment and Credential Rate	Dislocated Workers	70	76
Career Readiness Certificate Attainment	Adults, Dislocated Workers, Youth age 19 & Older	25	27.1
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	2	10

Table O – Local Performance

<i>Local Area Name:</i> Shenandoah Valley Workforce Investment Board	<i>Total Participants Served</i>	Adults	8,499
		Dislocated Workers	164
		Older Youth (19 -21)	70
		Younger Youth (14-18)	64
ETA Assigned #: 51120	<i>Total Exiters</i>	Adults	7,953
		Dislocated Workers	101
		Older Youth (19 -21)	14
		Younger Youth (14-18)	32
<i>Reported Information</i>		<i>Negotiated Performance Levels</i>	<i>Actual Performance Level</i>
Entered Employment Rates	Adults	74	80
	Dislocated Workers	79	82
	Older Youth		77
Retention Rates	Adults	87	85
	Dislocated Workers	93	96
	Older Youth		93
	Younger Youth		76
Six Months Average Earnings	Adults	\$9,340	\$10,449
	Dislocated Workers	\$12,500	\$13,857
Six Months Earnings Increase	Older Youth		\$4,215
Credential/Diploma Rate	Adults		64
	Dislocated Workers		69
	Older Youth		31
	Younger Youth		75
Skill Attainment Rate	Younger Youth		0
Placement in Employment or Education	Youth (14 – 21)	48	71
Attainment of Degree or Certificate	Youth (14 – 21)	51	65
Literacy-Numeracy Gains	Youth (14 – 21)	53	58
<i>Description of Other State Indicators of Performance (WIA Section 136(d)(1))</i>			
Employment and Credential Rate	Adults	58	64
Employment and Credential Rate	Dislocated Workers	62	70
Career Readiness Certificate Attainment	Adults, Dislocated Workers, Youth age 19 & Older	25	32.4
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	1	11

Table O – Local Performance

<i>Local Area Name:</i> Piedmont Workforce Network	<i>Total Participants Served</i>	Adults	3,632
		Dislocated Workers	134
		Older Youth (19 -21)	60
		Younger Youth (14-18)	54
ETA Assigned #: 51055	<i>Total Exiters</i>	Adults	3,475
		Dislocated Workers	101
		Older Youth (19 -21)	31
		Younger Youth (14-18)	44
<i>Reported Information</i>		<i>Negotiated Performance Levels</i>	<i>Actual Performance Level</i>
Entered Employment Rates	Adults	73	85
	Dislocated Workers	80	86
	Older Youth		80
Retention Rates	Adults	86	90
	Dislocated Workers	92	94
	Older Youth		80
	Younger Youth		63
Six Months Average Earnings	Adults	\$10,250	\$8,385
	Dislocated Workers	\$14,000	\$17,663
Six Months Earnings Increase	Older Youth		\$3,288
Credential/Diploma Rate	Adults		63
	Dislocated Workers		70
	Older Youth		53
	Younger Youth		87
Skill Attainment Rate	Younger Youth		25
Placement in Employment or Education	Youth (14 – 21)	60	72
Attainment of Degree or Certificate	Youth (14 – 21)	52	77
Literacy-Numeracy Gains	Youth (14 – 21)	52	58
<i>Description of Other State Indicators of Performance (WIA Section 136(d)(1))</i>			
Employment and Credential Rate	Adults	56	63
Employment and Credential Rate	Dislocated Workers	57	70
Career Readiness Certificate Attainment	Adults, Dislocated Workers, Youth age 19 & Older	25	40.8
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	1	11

Table O – Local Performance

<i>Local Area Name:</i>		Adults	4,386
Region 2000 Workforce Investment Board	<i>Total Participants Served</i>	Dislocated Workers	50
		Older Youth (19 -21)	38
		Younger Youth (14-18)	44
		Adults	3,998
ETA Assigned #: 51110	<i>Total Exiters</i>	Dislocated Workers	25
		Older Youth (19 -21)	24
		Younger Youth (14-18)	21
<i>Reported Information</i>		<i>Negotiated Performance Levels</i>	<i>Actual Performance Level</i>
Entered Employment Rates	Adults	77	81
	Dislocated Workers	82	85
	Older Youth		76
Retention Rates	Adults	87	83
	Dislocated Workers	92	93
	Older Youth		77
	Younger Youth		65
Six Months Average Earnings	Adults	\$12,000	\$9,213
	Dislocated Workers	\$15,100	\$12,303
Six Months Earning Increase	Older Youth		\$3,525
Credential/Diploma Rate	Adults		57
	Dislocated Workers		25
	Older Youth		41
	Younger Youth		69
Skill Attainment Rate	Younger Youth		100
Placement in Employment or Education	Youth (14 – 21)	62	69
Attainment of Degree or Certificate	Youth (14 – 21)	63	60
Literacy-Numeracy Gains	Youth (14 – 21)	54	54
<i>Description of Other State Indicators of Performance (WIA Section 136(d)(1))</i>			
Employment and Credential Rate	Adults	63	57
Employment and Credential Rate	Dislocated Workers	67	25
Career Readiness Certificate Attainment	Adults, Dislocated Workers, Youth age 19 & Older	25	27.4
Overall Status of Local Performance	Not Met	Met	Exceeded
	2	4	6

Table O – Local Performance

<i>Local Area Name:</i> South Central Workforce Investment Board	Total Participants Served	Adults	2,221
		Dislocated Workers	209
		Older Youth (19 -21)	28
		Younger Youth (14-18)	103
ETA Assigned #: 51115	Total Exiters	Adults	2,122
		Dislocated Workers	144
		Older Youth (19 -21)	9
		Younger Youth (14-18)	53
<i>Reported Information</i>		<i>Negotiated Performance Levels</i>	<i>Actual Performance Level</i>
Entered Employment Rates	Adults	71	70
	Dislocated Workers	82	84
	Older Youth		64
Retention Rates	Adults	86	92
	Dislocated Workers	89	96
	Older Youth		80
	Younger Youth		68
Six Months Average Earnings	Adults	\$10,735	\$9,391
	Dislocated Workers	\$13,780	\$12,260
Six Months Earnings Increase	Older Youth		\$5,141
Credential/Diploma Rate	Adults		47
	Dislocated Workers		50
	Older Youth		36
	Younger Youth		83
Skill Attainment Rate	Younger Youth		81
Placement in Employment or Education	Youth (14-21)	51	59
Attainment of Degree or Certificate	Youth (14-21)	62	82
Literacy-Numeracy Gains	Youth (14-21)	53	57
<i>Description of Other State Indicators of Performance (WIA Section 136(d)(1))</i>			
Employment and Credential Rate	Adults	40	47
Employment and Credential Rate	Dislocated Workers	54	50
Career Readiness Certificate Attainment	Adults, Dislocated Workers, Youth age 19 & Older	25	38
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	3	9

Table O – Local Performance

<i>Local Area Name:</i> Capital Region Workforce Partnership	Total Participants Served	Adults	10,617
		Dislocated Workers	461
		Older Youth (19 -21)	36
		Younger Youth (14-18)	184
ETA Assigned #: 51125	Total Exiters	Adults	9,927
		Dislocated Workers	340
		Older Youth (19 -21)	24
		Younger Youth (14-18)	121
<i>Reported Information</i>		<i>Negotiated Performance Levels</i>	<i>Actual Performance Level</i>
Entered Employment Rates	Adults	65	62
	Dislocated Workers	81	83
	Older Youth		47
Retention Rates	Adults	82	84
	Dislocated Workers	90	92
	Older Youth		87
	Younger Youth		63
Six Months Average Earnings	Adults	\$10,500	\$9,882
	Dislocated Workers	\$17,000	\$15,095
Six Months Earnings Increase	Older Youth		\$3,074
Credential/Diploma Rate	Adults		51
	Dislocated Workers		64
	Older Youth		13
	Younger Youth		83
Skill Attainment Rate	Younger Youth		39
Placement in Employment or Education	Youth (14 – 21)	50	58
Attainment of Degree or Certificate	Youth (14 – 21)	50	84
Literacy-Numeracy Gains	Youth (14 – 21)	40	58
<i>Description of Other State Indicators of Performance (WIA Section 136(d)(1))</i>			
Employment and Credential Rate	Adults	58	51
Employment and Credential Rate	Dislocated Workers	62	64
Career Readiness Certificate Attainment	Adults, Dislocated Workers, Youth age 19 & Older	25	44
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	4	8

Table O – Local Performance

<i>Local Area Name:</i>		Adults	5,751
Northern Virginia Workforce Investment Board	<i>Total Participants Served</i>	Dislocated Workers	479
		Older Youth (19 -21)	176
		Younger Youth (14-18)	139
		Adults	5,547
ETA Assigned #: 51010	<i>Total Exiters</i>	Dislocated Workers	335
		Older Youth (19 -21)	62
		Younger Youth (14-18)	41
<i>Reported Information</i>		<i>Negotiated Performance Levels</i>	<i>Actual Performance Level</i>
Entered Employment Rates	Adults	75.2	66
	Dislocated Workers	78.2	86
	Older Youth		63
Retention Rates	Adults	79.2	87
	Dislocated Workers	85.3	92
	Older Youth		87
	Younger Youth		63
Six Months Average Earnings	Adults	\$13,400	\$13,746
	Dislocated Workers	\$17,500	\$26,928
Six Months Earnings Increase	Older Youth		\$3,700
Credential/Diploma Rate	Adults		70
	Dislocated Workers		78
	Older Youth		36
	Younger Youth		86
Skill Attainment Rate	Younger Youth		32
Placement in Employment or Education	Youth (14 – 21)	57.2	66
Attainment of Degree or Certificate	Youth (14 – 21)	53.2	75
Literacy-Numeracy Gains	Youth (14 – 21)	53	54
<i>Description of Other State Indicators of Performance (WIA Section 136(d)(1))</i>			
Employment and Credential Rate	Adults	61	70
Employment and Credential Rate	Dislocated Workers	65	78
Career Readiness Certificate Attainment	Adults, Dislocated Workers, Youth age 19 & Older	25	54.8
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	1	11

Table O – Local Performance

<i>Local Area Name:</i>		Adults	8,085
Alexandria / Arlington Workforce Investment Board	<i>Total Participants Served</i>	Dislocated Workers	117
		Older Youth (19 -21)	24
		Younger Youth (14-18)	32
		Adults	8,045
ETA Assigned #: 51005	<i>Total Exiters</i>	Dislocated Workers	62
		Older Youth (19 -21)	18
		Younger Youth (14-18)	25
<i>Reported Information</i>		<i>Negotiated Performance Levels</i>	<i>Actual Performance Level</i>
Entered Employment Rates	Adults	77	81
	Dislocated Workers	77	84
	Older Youth		73
Retention Rates	Adults	87	79
	Dislocated Workers	87	96
	Older Youth		85
	Younger Youth		74
Six Months Average Earnings	Adults	\$13,200	\$10,469
	Dislocated Workers	\$16,200	\$19,534
Six Months Earnings Increase	Older Youth		\$4,754
Credential/Diploma Rate	Adults		70
	Dislocated Workers		77
	Older Youth		20
	Younger Youth		94
Skill Attainment Rate	Younger Youth		100
Placement in Employment or Education	Youth (14 – 21)	63	85
Attainment of Degree or Certificate	Youth (14 – 21)	65	74
Literacy-Numeracy Gains	Youth (14 – 21)	57	64
<i>Description of Other State Indicators of Performance (WIA Section 136(d)(1))</i>			
Employment and Credential Rate	Adults	60	70
Employment and Credential Rate	Dislocated Workers	60	77
Career Readiness Certificate Attainment	Adults, Dislocated Workers, Youth age 19 & Older	25	22.9
Overall Status of Local Performance	Not Met	Met	Exceeded
	2	1	9

Table O – Local Performance

<i>Local Area Name:</i> Bay Consortium Workforce Investment Board	<i>Total Participants Served</i>	Adults	6,791
		Dislocated Workers	193
		Older Youth (19 -21)	81
		Younger Youth (14-18)	83
ETA Assigned #: 51070	<i>Total Exiters</i>	Adults	6,362
		Dislocated Workers	141
		Older Youth (19 -21)	50
		Younger Youth (14-18)	41
<i>Reported Information</i>		<i>Negotiated Performance Levels</i>	<i>Actual Performance Level</i>
Entered Employment Rates	Adults	77	73
	Dislocated Workers	83	81
	Older Youth		64
Retention Rates	Adults	87	88
	Dislocated Workers	93	91
	Older Youth		79
	Younger Youth		85
Six Months Average Earnings	Adults	\$10,950	\$10,147
	Dislocated Workers	\$16,500	\$18,191
Six Months Earnings Increase	Older Youth		\$3,538
Credential/Diploma Rate	Adults		52
	Dislocated Workers		59
	Older Youth		58
	Younger Youth		63
Skill Attainment Rate	Younger Youth		53
Placement in Employment or Education	Youth (14 – 21)	63	76
Attainment of Degree or Certificate	Youth (14 – 21)	65	87
Literacy-Numeracy Gains	Youth (14 – 21)	57	49
<i>Description of Other State Indicators of Performance (WIA Section 136(d)(1))</i>			
Employment and Credential Rate	Adults	60	52
Employment and Credential Rate	Dislocated Workers	60	59
Career Readiness Certificate Attainment	Adults, Dislocated Workers, Youth age 19 & Older	25	27.5
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	7	5

Table O – Local Performance

<i>Local Area Name:</i>		Adults	7,664
Greater Peninsula Workforce Investment Board	<i>Total Participants Served</i>	Dislocated Workers	103
		Older Youth (19 -21)	71
		Younger Youth (14-18)	111
		Adults	7,140
ETA Assigned # 51020	<i>Total Exiters</i>	Dislocated Workers	66
		Older Youth (19 -21)	52
		Younger Youth (14-18)	59
<i>Reported Information</i>		<i>Negotiated Performance Levels</i>	<i>Actual Performance Level</i>
Entered Employment Rates	Adults	67	64
	Dislocated Workers	75	84
	Older Youth		56
Retention Rates	Adults	73	87
	Dislocated Workers	78	94
	Older Youth		93
	Younger Youth		69
Six Months Average Earnings	Adults	\$9,200	\$10,602
	Dislocated Workers	\$11,500	\$16,773
Six Months Earnings Increase	Older Youth		\$3,235
Credential/Diploma Rate	Adults		59
	Dislocated Workers		80
	Older Youth		55
	Younger Youth		93
Skill Attainment Rate	Younger Youth		68
Placement in Employment or Education	Youth (14 – 21)	57	60
Attainment of Degree or Certificate	Youth (14 – 21)	55	74
Literacy-Numeracy Gains	Youth (14 – 21)	57	69
<i>Description of Other State Indicators of Performance (WIA Section 136(d)(1))</i>			
Employment and Credential Rate	Adults	50	59
Employment and Credential Rate	Dislocated Workers	51	80
Career Readiness Certificate Attainment	Adults, Dislocated Workers, Youth age 19 & Older	25	71.4
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	1	11

Table O – Local Performance

<i>Local Area Name:</i> Crater Regional Workforce Investment Group	<i>Total Participants Served</i>	Adults	6,043
		Dislocated Workers	85
		Older Youth (19 -21)	22
		Younger Youth (14-18)	95
ETA Assigned #: 51100	<i>Total Exiters</i>	Adults	5,665
		Dislocated Workers	47
		Older Youth (19 -21)	16
		Younger Youth (14-18)	48
<i>Reported Information</i>		<i>Negotiated Performance Levels</i>	<i>Actual Performance Level</i>
Entered Employment Rates	Adults	70	77
	Dislocated Workers	75	97
	Older Youth		100
Retention Rates	Adults	76	92
	Dislocated Workers	77	94
	Older Youth		78
	Younger Youth		68
Six Months Average Earnings	Adults	\$10,000	\$10,647
	Dislocated Workers	\$14,000	\$14,891
Six Months Earnings Increase	Older Youth		\$7,825
Credential/Diploma Rate	Adults		48
	Dislocated Workers		79
	Older Youth		0
	Younger Youth		87
Skill Attainment Rate	Younger Youth		100
Placement in Employment or Education	Youth (14 – 21)	60	67
Attainment of Degree or Certificate	Youth (14 – 21)	55	69
Literacy-Numeracy Gains	Youth (14 – 21)	52	47
<i>Description of Other State Indicators of Performance (WIA Section 136(d)(1))</i>			
Employment and Credential Rate	Adults	55	48
Employment and Credential Rate	Dislocated Workers	67	77
Career Readiness Certificate Attainment	Adults, Dislocated Workers, Youth age 19 & Older	25	67.0
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	2	10

Table O – Local Performance

<i>Local Area Name:</i> Opportunity Inc.	<i>Total Participants Served</i>	Adults	17,071
		Dislocated Workers	186
		Older Youth (19 -21)	70
		Younger Youth (14-18)	312
ETA Assigned #: 51035	<i>Total Exiters</i>	Adults	16,406
		Dislocated Workers	117
		Older Youth (19 -21)	31
		Younger Youth (14-18)	154
<i>Reported Information</i>		<i>Negotiated Performance Levels</i>	<i>Actual Performance Level</i>
Entered Employment Rates	Adults	65.82	73
	Dislocated Workers	67.73	78
	Older Youth		43
Retention Rates	Adults	75.01	86
	Dislocated Workers	80.21	93
	Older Youth		89
	Younger Youth		70
Six Months Average Earnings	Adults	\$10,418	\$11,496
	Dislocated Workers	\$13,554	\$18,699
Six Months Earnings Increase	Older Youth		61
Credential/Diploma Rate	Adults		59
	Dislocated Workers		13
	Older Youth		97
	Younger Youth		95
Skill Attainment Rate			63
Placement in Employment or Education	Youth (14 – 21)	48.98	63
Attainment of Degree or Certificate	Youth (14 – 21)	48.98	90
Literacy-Numeracy Gains	Youth (14 – 21)	53.02	74
<i>Description of Other State Indicators of Performance (WIA Section 136(d)(1))</i>			
Employment and Credential Rate	Adults	50	61
Employment and Credential Rate	Dislocated Workers	51.02	59
Career Readiness Certificate Attainment	Adults, Dislocated Workers, Youth age 19 & Older	25	9.3
Overall Status of Local Performance	Not Met	Met	Exceeded
	1	0	11

Table O – Local Performance

<i>Local Area Name:</i> Region 17 West Piedmont	<i>Total Participants Served</i>	Adults	5,091
		Dislocated Workers	223
		Older Youth (19 -21)	58
		Younger Youth (14-18)	217
ETA Assigned #: 51105	<i>Total Exiters</i>	Adults	4,512
		Dislocated Workers	168
		Older Youth (19 -21)	25
		Younger Youth (14-18)	110
<i>Reported Information</i>		<i>Negotiated Performance Levels</i>	<i>Actual Performance Level</i>
Entered Employment Rates	Adults	77	81
	Dislocated Workers	82	81
	Older Youth		85
Retention Rates	Adults	83	86
	Dislocated Workers	92	94
	Older Youth		86
	Younger Youth		71
Six Months Average Earnings	Adults	\$9,300	\$9,033
	Dislocated Workers	\$12,741	\$10,755
Six Months Earnings Increase	Older Youth		\$4,260
Credential/Diploma Rate	Adults		73
	Dislocated Workers		53
	Older Youth		41
	Younger Youth		70
Skill Attainment Rate	Younger Youth		41
Placement in Employment or Education	Youth (14 – 21)	63	57
Attainment of Degree or Certificate	Youth (14 – 21)	65	66
Literacy-Numeracy Gains	Youth (14 – 21)	57	83
<i>Description of Other State Indicators of Performance (WIA Section 136(d)(1))</i>			
Employment and Credential Rate	Adults	63	73
Employment and Credential Rate	Dislocated Workers	67	53
Career Readiness Certificate Attainment	Adults, Dislocated Workers, Youth age 19 & Older	25	26.3
Overall Status of Local Performance	Not Met	Met	Exceeded
	1	4	7

Table P – Veteran Priority of Service

	Total	Percent Served
Covered Entrants Who Reached to End of the Entry Period	6,603	
Covered Entrants Who Received a Service During the Entry Period	6,556	99.3
Covered Entrants Who Received a Staff-Assisted Service During the Entry Period	445	6.7

Table Q – Veterans 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	80.4	181 225	80.7	176 218	90.0
Employment Retention Rate	89.3	109 122	88.8	103 116	100.0	1 1
Six Months Average Earnings	\$23,243	\$2,208,055 95	\$23,801	\$2,118,320 89	\$0	\$0 0