

# Georgia WIA Annual Report Narrative

---

## Program Year 2011

**Executive Director Tricia Pridemore**

**10/1/2012**

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

## TABLE OF CONTENTS

### **State Workforce Investment Board and the Governor’s Office of Workforce Development**

State Workforce Investment Board	3
Georgia Work Ready Overview	3
Go Build Georgia	5

### **Annual Report Narrative**

State Evaluations of Workforce Investment Activities	6
--	---

### **Governor’s Office of Workforce Development and Local Workforce Investment Boards**

<i>Adult and Dislocated Worker Services</i>	6
<i>Youth Services</i>	9

<b>Waiver Outcomes</b>	10
------------------------	----

<b>Cost Efficiency Measures</b>	11
---------------------------------	----

<b>Introduction to the Data</b>	11
---------------------------------	----

<b>Data Tables A-O</b>	12
------------------------	----

*Dear Fellow Georgians,*

*Through the yearlong process of the Georgia Competitiveness Initiative, we received valuable feedback from key stakeholders across the state. Workforce Development and education ranked among the highest priorities, and we also heard about the urgent need for skilled labor amid technological advancements and growing infrastructure.*

*Within Georgia's workforce development efforts, I would like to see tighter program alignment for all entities involved. This includes an increased emphasis on skilled trade education, veterans' services, offender re-entry and at-risk youth programs. These programs must maximize resources, eliminating redundancies in efforts and funding.*

*To increase the importance of skilled trade education, the Governor's Office of Workforce Development launched Go Build Georgia on January 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, and how to pursue a career in these industries seeking to hire. A sharpened focus on these careers will help guide Georgians to meaningful employment.*

*Lastly, I challenge the State Workforce Investment Board (SWIB) 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 most needed and most beneficial sectors for the state. With Georgia's unemployment rate still above the national average, it is time to sharpen the focus on Georgia's workforce development. We must work together to move the needle on unemployment and strengthen Georgia's economy.*



*Governor Nathan Deal*

## **State Workforce Investment Board and the Governor's Office of Workforce Development**

### **State Workforce Investment Board**

The active collaboration of the SWIB, the LWIBs, GOWD and the state's One-Stop Delivery System is the 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.

On July 1, 2012 USDOL authorized the transfer of WIA from GDOL to GOWD per a 2011 Executive Order issued by Governor Deal and approved by the Georgia General Assembly in the 2013 state budget.

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

The SWIB will seek to better prepare our youth for entry into the workforce, work closely to maintain and develop our current supply of skilled labor, and target specific sub-populations most in need of WIA services. This includes a heightened focus on the 18-24 year old population, as well as re-entry programs for parolees and ex-offenders. Georgia will also target services in skilled labor and matching in demand occupations in these industries.

### **Georgia Work Ready Overview**

Georgia Work Ready was established on August 23, 2006 by former Governor Sonny Perdue and the Georgia Chamber of Commerce. The program was created to align workforce development and education in order to strengthen the economic development efforts in the state. The Work Ready Effort enabled Georgia's communities to have a process to develop a workforce pipeline.

Georgia Work Ready was established based on a skills assessment and certification for job seekers and a job profiling system for businesses. The program was created with a two-fold approach. Individuals can earn a Work Ready Certificate and a county can earn the status of being a Certified Work Ready Community.

The program also included Work Ready Regions, regional associations of similar industry members organized and led by a Work Ready Region leader. The Work Ready Regions program included 20 regions

targeting seven industries: aerospace, advanced communications, advanced manufacturing, bioscience, energy and logistics. This portion of the program was an industry-led strategy to identify the needs of business and the available skills of Georgia's workers. The goal was to match the right talent with the right jobs across the state.

After six years of assessing Georgia's workforce through the Georgia Work Ready program, the Governor's Office of Workforce Development made positive changes to help benefit Georgians and use funds efficiently and effectively.

As of February 1, 2012 the Governor's Office of Workforce Development implemented policy changes to the Georgia Work Ready program.

The Work Ready assessment was offered only to unemployed individuals or individuals looking to apply for a job listed on [www.workreadyconnect.org](http://www.workreadyconnect.org). The Governor's Office of Workforce Development makes [www.workreadyconnect.org](http://www.workreadyconnect.org) available free of charge to individuals and companies that recognize Work Ready as part of their hiring process.

As of July 1, 2012, the Governor's Office of Workforce Development ceased to cover the cost of the Work Ready assessment, assessment realms, and the costs associated with the administration of the Work Ready assessment. GOWD encourages anyone interested in taking the assessment to contact their local technical college.

There were also changes made to the Certified Work Ready Community grants pertaining to the attainment goals.

Counties who currently have Certified Work Ready Community grants no longer have goals based on the attainment of Georgia Work Ready Certificates. The new goals are set forth as improved high school graduation rate, improved high school attendance rate, and improved post-secondary attendance rate. The Governor's Office of Workforce Development is working with the Georgia Department of Education, the Technical College System of Georgia, and the University System of Georgia to collect and analyze data for these three measurements to set appropriate improvement goals for each county. All current Certified Work Ready Community grants are set to expire by April 1, 2013.

#### **Georgia Work Ready Accomplishments to date:**

##### **Certificates earned from program start to date (9/10/12)**

- 292,770 certificates earned
  - 26% Bronze
  - 55% Silver
  - 18% Gold
  - 1% Platinum
- 98,263 High School Students earned a certificate
- 103,541 Unemployed individuals earned a certificate

### **Certified Work Ready Communities:**

- 136 Counties Certified to date
- We awarded \$144,000 worth of CWRC grants in PY2011

### **Go Build Georgia**

To increase the importance of skilled trade education, Governor Deal launched Go Build Georgia on January 17, 2012 at the State Capitol. Go Build Georgia, a labor neutral public-private partnership, aims to educate young people and the public at large about the skilled trades, and how to pursue a career in these industries.

Studies show that for every four skilled tradesmen that retire only one tradesman enters the field. This has created a skills gap in Georgia which leaves the state in need of young, qualified workers. Go Build Georgia seeks to show students all of their educational options as well as dispel any myths that the skilled trades do not offer competitive salaries and great life style benefits.

In addition to a depleted labor supply, the skilled trades face negative perceptions. In recent surveys 66.8% of 18-26 year olds have very little to no interest in a career in the skilled trades. 77.8% of parents think their child entering into the skilled craft labor trades will have a negative impact on their child's health and safety and 44% think it will have a negative impact on their child's financial goals. This public/private partnership aims to change the perception of skilled trade jobs through public outreach designed to educate young people and the public at large about the wage, lifestyle and employment benefits in the skilled labor trades, thereby encouraging a new generation of highly-skilled workers.

By building a broad coalition of key stakeholders, Go Build Georgia aims to increase the number of those entering the skilled trade workforce while increasing our participant level in training programs to fulfill these in demand occupations. Through this strategic focus on the skilled labor supply in our state, Georgia seeks to reduce the skilled labor gap and current unemployment rate by putting more Georgians back to work through these meaningful trade careers.

The Go Build Georgia team embarked on a 15 stop Regional Tour across the state starting in February 2012. They spoke with school counselors, educators, business leaders, and skilled tradesmen about working together to meet Georgia's workforce needs. The tour stops visited Technical Colleges and/or Career Academies to present the Go Build program and hear feedback from the audience. Counselors were provided with Go Build Georgia tool kits that included resources to begin sharing the message of the program with their students. The tour brought in over 800 attendees statewide and reached over 1000 counselors either directly or indirectly.

GOWD in a partnership with WSB-TV produced a 30 minute PSA "Rebuilding Georgia" which aired in March. The special finished #1 in the time period with a 4.1 household rating. GOWD also established a partnership with the Outdoor Advertising Association of Georgia. There are currently 100+ digital billboards across the state displaying the Go Build Georgia website to encourage people to log-on.

On Sunday, June 17<sup>th</sup> the Go Build Georgia 28 page Sunday circular was inserted into 84+ Georgia newspapers. There was a projected readership of more than 3 million Georgians. The circular painted the

picture of skilled labor careers in Georgia. The feature narratives included stories about entrepreneurship, women in the trades, training opportunities and much more.

The Go Build Georgia High School Teams project seeks to establish teams made up of high school educators and administrators, local business leaders and skilled craft professionals, rounded out by students and parents on each of Georgia's 336 public high school campuses. The project hopes to partner with the Technical College System of Georgia as well. These teams will communicate the income and lifestyle benefits of the skilled trade professions to its respective student base and also function as implementation teams for Go Build Georgia initiatives including skilled trade career days, industry site tours and message dissemination. The goal of the Go Build Georgia High School Team Project is to successfully plug students into the skilled trade workforce pipeline either through technical college enrollment, apprenticeship programs, curriculum based career pathways and clubs that have a skilled trade component. In just 2 short weeks 43 individual high schools have committed to hosting a GBG HS Team across 24 counties and 13 LWIA regions.

The Governor's Office of Workforce Development (GOWD) has formed a Go Build Georgia Advisory Council to analyze industry trends and industry growth potential. The council ensures that the state addresses industry feedback pertaining to workforce needs and the skill attainment activities that are necessary to stay competitive.

## **Annual Report Narrative**

### **State Evaluations of Workforce Investment Activities**

Georgia's annual onsite WIA Program Reviews were conducted at each local workforce area during PY'11, with the last conducted in March 2012. The teams conducting the reviews included state WIA, Employment Services, Finance and Grants Management staff. 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
- Preparation of grant recipients for state and federal audits and focus on cost effectiveness and return on investment
- 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

### **Governor's Office of Workforce Development and Local Workforce Investment Boards**

Effective July 1, 2012, the administrative entity for implementation of the Workforce Investment Act and receipt of Workforce Investment Act funds was moved from the Georgia Department of Labor to the Governor's Office of Workforce Development (GOWD), as designated by Executive Order of the Governor, signed December 12, 2011.

### **Adult and Dislocated Worker Services**

Due to the recent economic conditions of our country and our state, Georgia's young adult population, ages 18-24, have experienced heightened levels of unemployment. The unemployment rate for the 18-19 age

group is 24.5% and the unemployment rate for the 20-24 age group is 13.2%. During this time of recession and jobless recovery, young adults tend to experience above average rates of job loss and reduced access to high-skilled positions. As more and more Georgians find themselves unemployed, young adults, especially those with little work experience and other challenges, will be competing against more qualified workers for fewer available entry-level positions. With a heightened focus on this 18-24 year old population, Georgia hopes to further decrease the unemployment rate in the state through a targeted approach with this hard to serve population.

By creating multiple points of entry into the state workforce system for this population, we plan to direct individuals to opportunities that best fit their needs with a heightened focus on Georgia's high demand occupations. Through strategic outreach with both public and private partners, we will focus on a greater distribution of information to this age group so that they are fully aware of the entry points to the workforce system. By creating easy to navigate websites, such as GoBuildGeorgia.com, which provide greater online access to educational resources, training and career information, we will continue to place greater emphasis on outreach efforts to this target population.

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 lives and standing in Georgia's workforce and their local community. In order to achieve this, GOWD will increase adult education participants and the number of General Equivalency Degree(GED) completers annually while working to highlight the advantages of adult education to the public.

In calendar year 2010, there were 19,006 GED diplomas awarded. This class of Georgia GED graduates saw their combined earnings increase by almost \$170 million dollars. There are an estimated 1.2 million adults over the age of 18 in Georgia who have less than a high school education. While Georgia works to identify the barriers to adult education within our state, it is our goal to increase the number of adult learners taking part in Adult Basic and Secondary Education, GED preparation and testing, and English as a Second Language programs.

The recession has negatively impacted almost every sector of the economy, and Georgia's manufacturing has been one of the sectors hit the hardest. Every state in the nation lost manufacturing jobs since 2007, but Georgia has been among the worst with the collapse of the construction industry and a slower demand for textiles. Since 2001, Georgia has lost over 150,000 jobs, and manufacturing has fallen in rank to sixth in Georgia's list of industries with the most jobs<sup>1</sup>.

To ensure that manufacturing remains one of Georgia's top industries, the state is exploring ways to create and execute the business community's response to the immediate workforce issues facing the manufacturing industry. While Georgia continues to remain competitive both nationally and internationally by recruiting new companies to the state, it is imperative that the state take critical steps to ensure that we retain our existing manufacturing companies and fulfill their workforce demand.

In our current economic conditions, Small Manufacturing Enterprises (SMEs), many of which are suppliers to the major manufacturing firms, are an integral part of the growth potential of manufacturing. For Georgia to increase its output, SMEs must take an innovative approach by up-skilling the current workforce

---

<sup>1</sup> Figure 3, Georgia Department of Labor, Workforce Statistics and Economic Research

and recruiting employees with higher skills. To address the challenges of SMEs that can lead to downsizing, the state is encouraging LWIBs and the workforce delivery system to collaborate with the Georgia Manufacturing Extension Partnership (GaMEP), which is a federal and state sponsored program, and their regional offices. MEPs can assist manufacturers with finding and training employees, retraining, reducing layoffs, cost savings and strategic planning to increase top-line growth. By enhancing communication between the LWIBs and MEPs, the state can ensure that Georgia's manufacturers grow and stay competitive.

Due to the large veteran population served in Georgia, it has been challenging to target ex-service members receiving Unemployment Insurance (UCX customers) for additional intensive services to ensure swift reemployment. On July 1st, 2012, USDOL awarded GDOL, in partnership with GOWD, a \$750,000 grant for reemployment services to recently separated military members (referred to as UCX claimants). This grant focuses on U.S. Army, Reserves and National Guard veterans.

The two-year UCX grant will enable Georgia's team to develop the following services and service strategies:

- Resource event(s) linking veterans to employers, retraining and services
- Centralized web site access linking veterans to information and resources from key agencies
- A structured, comprehensive curriculum for veteran-specific workshops for claimants (piloted initially in the four areas with the highest military populations: Metro Atlanta, Columbus, Augusta and Hinesville)
- Regional marketing outreach training for front line staff responsible for promoting the hiring of veteran customers
- Encouraging UCX veterans to retrain for various credentialed sectors in civilian employment
- Training for key staff to help better serve veterans transitioning into the civilian workforce
- Improved data sharing among Georgia agencies and the Department of Defense

To expedite the road to civilian employment, the state is working towards facilitating college credit or certifications for veterans in high demand occupations. GOWD is exploring ways to work with the Technical College System of Georgia and the University System of Georgia to research industry certifications and possibly create reciprocal systems to accept military certifications in critical industries. The intent is to maximize college credits awarded to active military members and veterans for their military experience. The program would develop streamlined degree paths and workforce certificates to accelerate the transition into Georgia's workforce.

In addition to maximizing college credit, GOWD is working with the military, transportation-related businesses and additional state agencies to advance the entry of veterans into civilian employment in the transportation industry. It is projected that there will be over 12,778<sup>2</sup> openings in the transportation industry in Georgia in the next three years, and this project ensures qualified veterans are viable candidates for these jobs. Initial efforts will focus on making it easier for military personnel to obtain a Georgia Commercial Driver's license (CDL) by working with the Georgia Department of Driver Services to certify Georgia's military installations as third-party CDL testers. Options that will be explored include: on-base

---

<sup>2</sup> Economic Modeling Specialists Inc., November 2011

customer service centers and after-hours access to select DDS sites. The plan is to work through the issues surrounding expedited CDL certification for Georgia's military personnel. The pilot will take place at one installation with plans to develop a statewide model for other installations.

With a multi-agency approach in mind, Georgia is working to develop an online infrastructure that integrates the existing workforce investment resources and services into a holistic system to support all aspects of veterans' integration into a civilian work life. Work is under way for the creation of a veteran's portal that will be designed to ensure dynamic content is comprehensive, intuitive and appealing to veterans and employers alike. Veterans will be able to find jobs in Georgia, and employers will be able to find qualified veterans to hire via a "Hire a Georgia Veteran" campaign and pledge portal. Employers who sign the pledge will be asked to submit their Tax ID number to allow wage data to be tracked through GWS. GOWD can then verify whether the employer has hired a veteran since signing the pledge. When operational, it will bring outstanding public and private resources into an online access for veterans to explore careers, build career pathways and find and apply for available jobs from veteran-friendly employers.

1 in 13 people in Georgia are under some type of corrections supervision. 86% (48,695) will eventually be released. Parolees have a 31% unemployment rate. Georgia will target this hard to serve population through workforce development initiatives to reduce the recidivism rate with parolees and ex-offenders. We will work closely with the business community to solicit employer feedback to gauge perceived challenges to hiring ex-offenders. In doing so, Georgia will enhance reentry success through increased opportunities for career-oriented employment of ex-offenders. As a statewide parolee and ex-offender re-entry employment strategy is developed for WIA and to be extended throughout Georgia's workforce system, the Governor intends for the SWIB and GOWD to work alongside the State Board of Pardons and Paroles to tighten communication and increase access to eligible participants.

### **Youth Services**

Georgia's current high school graduation rate is 67% compared with a national graduation rate of 75%.<sup>3</sup> Like many states, Georgia reported lower graduation rates after changes to the reporting method were announced by the U.S. Department of Education in 2011. As a key indicator for the health of a state's workforce, Georgia's current graduation rates are in need of improvement if we are to compete economically; both of which boast graduation rates above the national average.

Services that have been found to be most effective in increasing high school graduation rates are tutoring, lost credit redemption classes and/or software, mentoring and entrepreneurship training. Increasing the amount of Younger Youth who are enrolled in these types of programs will not only benefit the state's high school graduation rates and overall workforce health, but will also benefit the participant.

While hard to quantify, soft skills are becoming increasingly important in today's workplace. Education is necessary to gain employment, but an applicant's soft skills are what will get that individual from the interview to the job site. Employers, however, are indicating that they see decreased levels of soft skills in today's youth. The lack of these necessary skills in the next generation of Georgia's workforce is a large

---

<sup>3</sup> Governor's Office of Student Achievement, 2012

problem facing the state's business climate. Likewise, failure to equip youth with these skills throughout the course of their education is detrimental to that individual's future. In order to avoid these issues with 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 prove successful. Job shadowing and internships introduce participants to different work environments as well as the customs and practices therein.

While soft skills attainment is a common problem, the problem can be worse in certain populations. One of the populations that have been identified is youth in Youth Detention Centers (YDC). While many of these youth are able to finish high school or attain their GEDs while serving their time, they are not exposed to the work place. This can severely cripple their efforts to attain employment upon release. To further understand and help correct this problem, the Governor's Office of Workforce Development will partner with the Department of Juvenile Justice (DJJ) to establish a soft skills pilot program in a YDC within the state of Georgia. This program will target youth who have already graduated high school or have attained their GED and will be overseen by the DJJ and the State Workforce Investment Board Youth Committee.

### **Waiver Outcomes**

The waiver **to provide Individual Training Accounts (ITAs) to youth** has allowed training to youth who would not otherwise receive such training. During Program Year 2011, local workforce areas provided ITAs to a total of 734 youth. For this performance period, 7.8% of the older youth receiving ITAs secured employment. By contrast, the employment rate for older youth who did not receive an ITA was 4.1%.

Georgia was also granted a waiver to allow **local workforce areas to use up to 20% of formula Dislocated Worker funds for Incumbent Worker Training**. Three Local Workforce Investment Areas and 285 customers participated in incumbent worker training in PY 11.

During PY11, 2 of the 20 local workforce areas **transferred formula funds from the Dislocated Worker to the Adult funding stream**. In keeping with the approved waiver, both of the areas chose to transfer more than 30% of their Dislocated Worker funds to the Adult funding stream. This flexibility made service delivery more effective for the parts of the state not experiencing major layoffs.

A waiver allowing **the exemption of On-the-Job (OJT) participants from the credential and employment performance measure** has encouraged the use of OJT as a service strategy. An additional waiver granted permits **areas to use a sliding scale for employer OJT reimbursements, based on the size of the business' workforce**. 375 employers and 944 customers participated in OJT during PY 11, up from 263 employers and 721 customers in PY 10.

For PY11, 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. 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**

Please see attached pdf. These figures only include PY11 program expenditures; no carry forward funds were included.

### **Introduction to the data**

#### **Program Year 2011**

The tables on the following pages represent Georgia's state-level and local area performance data for Program Year 2011. While state-level tables B through L include numerators and denominators as well as performance rates, only the negotiated and actual performance rates are provided for the local workforce area data in Table O, based on the federal reporting format. Georgia is extremely proud to report that performance statewide exceeded all federal performance goals.

States and local areas negotiate performance levels each year. A state is considered to "meet" its target if it attains at least 90 percent of the negotiated level. The state "exceeds" its target when outcomes are higher than the negotiated rates. Georgia uses the same 9 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 9 common measures for Program Year 2011 after using statutory measures in previous program years.

For self-service customers, Georgia recently implemented a mechanism to capture and report these participants and can report that there were 239,606 self-service customers for Program Year 2011.

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

Customer Satisfaction	Negotiated Performance Level	Actual Performance Level - American Customer Satisfaction Index	Number of Surveys Completed	Number of Customers Eligible for the Survey	Number of Customers Included in the Sample	Response Rate
Participants	N/A	N/A	N/A	N/A	N/A	N/A
Employers	N/A	N/A	N/A	N/A	N/A	N/A

**Table B - Adult Program Results**

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	70.5%	71.9%	2,702
			3,756
Employment Retention Rate	80.0%	83.7%	2,440
			2,916
Average Earnings	\$11,000	\$12,229	\$29,839,240
			2,440
Employment and Credential Rate	N/A	56.5%	1,843
			3,240

**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	69.4%	782 1,126	71.1%	194 273	52.4%	44 84	58.1%
Employment Retention Rate	82.7%	666 805	83.4%	156 187	77.3%	34 44	82.8%	96 116
Average Earnings	\$10,767.6	\$7,171,207 666	\$12,965.0	\$2,022,547 156	\$9,310.6	\$316,561 34	\$10,165.8	\$975,914 96
Employment and Credential Rate	54.7%	617 1,129	59.4%	126 212	39.0%	23 69	40.4%	42 104

**Table D - Other Outcome Information for the Adult Program**

Reported Information	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services	
Entered Employment Rate	74.2%	2,011	66.1%	691
		2,710		1,046
Employment Retention Rate	84.9%	1,905	79.7%	535
		2,245		671
Average Earnings	\$12,528.9	\$23,867,497	\$11,162.1	\$5,971,743
		1,905		535

**Table E - Dislocated Worker Program Results**

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	73.0%	79.0%	3,577
			4,530
Employment Retention Rate	87.0%	89.9%	3,358
			3,735
Average Earnings	\$13,800	\$17,629.7	\$59,200,392
			3,358
Employment and Credential Rate	N/A	66.5%	3,944 4,576

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

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	76.1%	370	69.8%	44	66.5%	329	63.4%	26
		486		63		495		41
Employment Retention Rate	88.8%	382	81.1%	30	87.8%	274	83.3%	25
		430		37		312		30
Average Earnings	\$20,414.9	\$7,798,480	\$13,604.3	\$408,129	\$16,933.4	\$4,639,753	\$13,642.1	\$341,053
		382		30		274		25
Employment and Credential Rate	67.4%	364	60.6%	26	58.7%	283	43.6%	17
		540		43		282		39

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

Reported Information	Individuals Who Received Training Services		Individuals Who Received Only Core and Intensive Services	
	Entered Employment Rate	79.9%	3,013	74.3%
		3,771		759
Employment Retention Rate	90.1%	2,873	89.0%	485
		3,190		545
Average Earnings	\$17,582.3	\$50,513,932	\$17,910.2	\$8,686,461
		2,873		485

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

	Negotiated Performance Level	Actual Performance Level	
		Placement in Employment or Education	59.0%
			3,147
Attainment of Degree or Certificate	63.0%	69.2%	2,125
			3,070
Literacy and Numeracy Gains	28.0%	37.7%	442
			1,171

Table H.2 - Older Youth (19-21) Results

Reported Information	Negotiated Performance Level		Actual Performance Level	
	Value	Count	Value	Count
Entered Employment Rate	N/A		65.7%	537
				964
Employment Retention Rate	N/A		78.4%	393
				501
Earnings Change in Six Months	N/A		\$4,003.5	\$2,005,730
				501
Credential Rate	N/A		22.6%	262
				1,150

Table I - Outcomes for Older Youth Special Populations

Reported Information	Public Assistance Recipients		Veterans		Individuals With Disabilities		Out-of-School Youth	
	Value	Count	Value	Count	Value	Count	Value	Count
Entered Employment Rate	54.8%	340	100.0%	3	53.8%	49	56.9%	428
		566		3		91		752
Employment Retention Rate	77.2%	193	0.0%	0	72.7%	32	78.3%	300
		250		0		44		383
Earnings Change in Six Months	\$3,805.2	\$951,299	\$0.0	\$0	\$2,881.1	\$170,768	\$3,728.7	\$1,428,082
		250		0		44		383
Credential Rate	20.7%	38	0.0%	0	24.1%	26	20.0%	178
		608		3		108		392

Table J - Younger Youth (14-18) Results

Reported Information	Negotiated Performance Level		Actual Performance Level	
	Rate	Count	Rate	Count
Skill Attainment Rate	N/A		69.8%	2,438
		4,024		
Youth Diploma or Equivalent Rate	N/A		77.4%	1,673
		2,162		
Retention Rate	N/A		60.8%	1,038
		1,708		

Table K - Outcomes for Younger Youth Special Populations

Reported Information	Public Assistance Recipients		Individuals With Disabilities		Out-of-School Youth	
	Rate	Count	Rate	Count	Rate	Count
Skill Attainment Rate	68.2%	2,006	78.1%	529	68.4%	680
		2,940		677		994
Youth Diploma or Equivalent Rate	76.2%	1,025	81.2%	173	57.5%	226
		1,345		243		393
Retention Rate	57.8%	594	48.5%	82	54.2%	202
		1,037		169		373

Table L - Other Reported Information

	12 Month Employment Retention Rate		12 Mo. Earnings Change (Adults and Older Youth) or 12 Mo. Earnings Replacement (Dislocated Workers)		Placements 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	
<b>Adults</b>	84.1%	2,361	\$6,363.8	\$17,863,282	2.9%	78	\$5,157.8	\$13,936,363	62.7%	1,260
		2,807		2,807		2,702		2,702		2,011
<b>Dislocated Workers</b>	89.8%	3,140	\$135.9	\$56,811,171	3.4%	123	\$7,300.6	\$26,114,101	58.4%	1,761
		3,495		\$41,815,846		3,577		3,577		3,013
<b>Older Youth</b>	75.3%	358	\$5,714.9	\$1,688,964	2.0%	14	\$2,719.7	\$1,456,620		537
<b>Youth</b>		454		251		537		537		

Table M - Participation Levels

Reported Information	Total Participants Served	Total Exiters
<b>Total Adult Customers</b>	259,249	225,380
<b>Total Adults (self-service only)</b>	239,606	216,287
<b>WIA Adults</b>	249,992	220,712
<b>WIA Dislocated Workers</b>	9,560	4,793
<b>Total Youth (14-21)</b>	9,012	3,493
<b>Younger Youth (14-18)</b>	6,673	2,428
<b>Older Youth (19-21)</b>	2,339	1,065
<b>Out-of-School Youth</b>	3,285	1,318
<b>In-School Youth</b>	5,727	2,175

**Table N - Cost of Program Activities**

Program Activity		Total Federal Spending
Local Adults		\$31,641,641.24
Local Dislocated Workers		\$33,721,452.45
Local Youth		\$35,020,216.28
Rapid Response (up to 25%) 134 (a) (2) (A)		\$18,713,147.67
Statewide Required Activities (up to 25%) 134 (a) (2) (B)		\$16,052,908.18
Statewide Allowable Activities 134 (a) (3)	Program Activity Description	
Total of All Federal Spending Listed Above		\$135,149,365.82

**Table O - Local Program Activities**

Local Area Name	Total Participants Served	Adults	24,609
		Dislocated Workers	1,146
Northwest Georgia (Area 1)		Youth (14-21)	347
		Younger Youth (14-16)	

ETA Assigned #  13210	Total Exitters	Adults	22,485	
		Dislocated Workers	579	
		Youth (14-21)	202	
		Younger Youth (14-18)		
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants			
	Employers			
Entered Employment Rate	Adults	70.5%	68.3%	
	Dislocated Workers	79.0%	81.4%	
	Older Youth			
Retention Rate	Adults	79.5%	83.6%	
	Dislocated Workers	86.5%	91.4%	
	Older Youth			
Average Earnings (Adults/Dislocated Workers) / Earnings Change in Six Months (Older Youth)	Adults	\$11,187	\$12,755	
	Dislocated Workers	\$13,170	\$13,552	
	Older Youth			
Credential/Diploma Rate	Adults			
Skill Attainment Rate	Dislocated Workers			
Placement in Employment or Education	Older Youth			
	Younger Youth			
Attainment of Degree or Certificate	Youth (14-21)	59.0%	63.7%	
Literacy or Numeracy Gains	Youth (14-21)	76.0%	79.4%	
	Youth (14-21)	34.0%	95.1%	
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")				
Overall Status of Local Performance	Not Met		Met	Exceeded
				X

Table O - Local Program Activities

Local Area Name	Total Participants Served	Adults	12,678
Georgia Mountains (Area 2)		Dislocated Workers	374
		Youth (14-21)	161
		Younger Youth (14-18)	
ETA Assigned #	Total Exitters	Adults	11,365
		Dislocated Workers	113

13050		Youth (14-21)	39
		Younger Youth (14-18)	
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants Employers		
Entered Employment Rate	Adults	75.0%	60.7%
	Dislocated Workers	80.5%	77.5%
	Older Youth		
Retention Rate	Adults	82.5%	80.3%
	Dislocated Workers	86.5%	88.5%
	Older Youth		
Average Earnings (Adults/Dislocated Workers) / Earnings Change in Six Months (Older Youth)	Younger Youth		
	Adults	\$12,100	\$13,124
	Dislocated Workers	\$13,001	\$14,588
Credential/Diploma Rate	Older Youth		
	Adults		
	Dislocated Workers		
Skill Attainment Rate	Older Youth		
	Younger Youth		
Placement in Employment or Education	Younger Youth		
Attainment of Degree or Certificate	Youth (14-21)	47.0%	56.3%
Literacy or Numeracy Gains	Youth (14-21)	50.0%	77.1%
	Youth (14-21)	22.0%	33.3%
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
Overall Status of Local Performance		Not Met	Met
			Exceeded
			X

Table O - Local Program Activities

Local Area Name	Total Participants Served	Adults	18,031
		Dislocated Workers	401
City of Atlanta (Area 3)	Total Participants Served	Youth (14-21)	1,206
		Younger Youth (14-18)	
ETA Assigned #	Total Exitters	Adults	16,191
		Dislocated Workers	147
13235	Total Exitters	Youth (14-21)	454
		Younger Youth (14-18)	

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants		
	Employers		
Entered Employment Rate	Adults	70.5%	69.1%
	Dislocated Workers	73.0%	75.3%
	Older Youth		
Retention Rate	Adults	79.5%	82.4%
	Dislocated Workers	86.5%	92.4%
	Older Youth		
	Younger Youth		
Average Earnings (Adults/Dislocated Workers) / Earnings Change in Six Months (Older Youth)	Adults	\$10,625	\$10,772
	Dislocated Workers	\$13,082	\$15,261
	Older Youth		
	Younger Youth		
Credential/Diploma Rate	Adults		
	Dislocated Workers		
	Older Youth		
	Younger Youth		
Skill Attainment Rate	Younger Youth		
Placement in Employment or Education	Youth (14-21)	71.0%	70.2%
Attainment of Degree or Certificate	Youth (14-21)	63.0%	69.4%
Literacy or Numeracy Gains	Youth (14-21)	22.0%	1.4%
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
Overall Status of Local Performance		Not Met	Met
			Exceeded
			X

Table O - Local Program Activities

Local Area Name  Cobb County (Area 4)	Total Participants Served	Adults	9,952
		Dislocated Workers	600
		Youth (14-21)	535
		Younger Youth (14-18)	
ETA Assigned #  13245	Total Exiters	Adults	9,193
		Dislocated Workers	372
		Youth (14-21)	225
		Younger Youth (14-18)	
		Negotiated Performance Level	Actual Performance Level

<b>Customer Satisfaction</b>	<b>Program Participants</b>		
	<b>Employers</b>		
<b>Entered Employment Rate</b>	Adults	77.5%	61.3%
	Dislocated Workers	73.0%	66.1%
	Older Youth		
<b>Retention Rate</b>	Adults	79.5%	83.8%
	Dislocated Workers	86.5%	86.9%
	Older Youth		
	Younger Youth		
<b>Average Earnings (Adults/Dislocated Workers) / Earnings Change in Six Months (Older Youth)</b>	Adults	\$12,100	\$14,406
	Dislocated Workers	\$15,180	\$22,596
	Older Youth		
<b>Credential/Diploma Rate</b>	Adults		
	Dislocated Workers		
	Older Youth		
<b>Skilled Attainment Rate</b>	Younger Youth		
<b>Placement in Employment or Education</b>	Youth (14-21)	59.0%	60.5%
<b>Attainment of Degree or Certificate</b>	Youth (14-21)	50.0%	48.1%
<b>Literacy or Numeracy Gains</b>	Youth (14-21)	22.0%	45.1%
<b>Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")</b>			
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>
			<b>Exceeded</b>
			<b>X</b>

**Table O - Local Program Activities**

<b>Local Area Name</b>  DeKalb County (Area 5)	<b>Total Participants Served</b>	Adults	17,856
		Dislocated Workers	1,063
		Youth (14-21)	720
		Younger Youth (14-18)	
<b>ETA Assigned #</b>  13240	<b>Total Exiters</b>	Adults	14,840
		Dislocated Workers	744
		Youth (14-21)	58
		Younger Youth (14-18)	
		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>
<b>Customer Satisfaction</b>	<b>Program Participants</b>		
	<b>Employers</b>		
<b>Entered Employment Rate</b>	Adults	83.5%	85.0%
	Dislocated Workers	80.0%	88.8%

	Older Youth		
	Adults	80.5%	85.4%
	Dislocated Workers	86.6%	94.8%
Retention Rate	Older Youth		
	Younger Youth		
	Adults	\$11,398	\$12,237
Average Earnings (Adults/Dislocated Workers) / Earnings Change in Six Months (Older Youth)	Dislocated Workers	\$15,180	\$27,187
	Older Youth		
	Adults		
	Dislocated Workers		
Credential/Diploma Rate	Older Youth		
	Younger Youth		
Skill Attainment Rate	Younger Youth		
Placement in Employment or Education	Youth (14-21)	71.0%	85.5%
Attainment of Degree or Certificate	Youth (14-21)	63.0%	79.2%
Literacy or Numeracy Gains	Youth (14-21)	22.0%	27.9%
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
		Not Met	Met
Overall Status of Local Performance			Exceeded
			X

Table O - Local Program Activities

Local Area Name	Total Participants Served	Adults	1,017
Fulton County (Area 6)		Dislocated Workers	543
ETA Assigned #		Youth (14-21)	315
13250		Younger Youth (14-18)	
	Total Exiters	Adults	696
		Dislocated Workers	299
		Youth (14-21)	128
		Younger Youth (14-18)	
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants		
	Employers		
	Adults	65.0%	63.9%
Entered Employment Rate	Dislocated Workers	79.5%	71.4%
Retention Rate	Older Youth		
	Adults	79.5%	74.5%

	Dislocated Workers	86.6%	87.5%
	Older Youth		
	Younger Youth		
Average Earnings (Adults/Dislocated Workers) / Earnings Change in Six Months (Older Youth)	Adults	\$11,549	\$10,879
	Dislocated Workers	\$15,180	\$22,987
	Older Youth		
	Adults		
	Dislocated Workers		
	Older Youth		
Credential/Diploma Rate	Younger Youth		
Skill Attainment Rate	Younger Youth		
Placement in Employment or Education	Youth (14-21)	59.0%	35.8%
Attainment of Degree or Certificate	Youth (14-21)	50.0%	41.1%
Literacy or Numeracy Gains	Youth (14-21)	22.0%	18.6%
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
Overall Status of Local Performance		Not Met	Met
			X
		Exceeded	

Table O - Local Program Activities

Local Area Name  Atlanta Regional (Area 7)  ETA Assigned #  13255	Total Participants Served	Adults	24,797
		Dislocated Workers	1,438
		Youth (14-21)	1,215
		Younger Youth (14-18)	
	Total Exiters	Adults	21,794
		Dislocated Workers	543
		Youth (14-21)	520
		Younger Youth (14-18)	
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants		
	Employers		
Entered Employment Rate	Adults	72.0%	80.1%
	Dislocated Workers	80.6%	88.3%
	Older Youth		
Retention Rate	Adults	79.5%	80.4%
	Dislocated Workers	87.8%	87.9%
	Older Youth		
Average Earnings (Adults/Dislocated Workers) / Earnings	Younger Youth		
	Adults	\$11,100	\$11,030

Change in Six Months (Older Youth)	Dislocated Workers	\$15,180	\$19,445
	Older Youth		
Credentia/Diploma Rate	Adults		
	Dislocated Workers		
Skill Attainment Rate	Older Youth		
	Younger Youth		
Placement in Employment or Education	Youth (14-21)	62.0%	60.7%
Attainment of Degree or Certificate	Youth (14-21)	63.0%	73.0%
Literacy or Numeracy Gains	Youth (14-21)	22.0%	39.5%
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
Overall Status of Local Performance	Not Met	Met	Exceeded
			X

Table O - Local Program Activities

Local Area Name West Central Georgia (Area 8)	Total Participants Served	Adults	17,910
		Dislocated Workers	1,094
		Youth (14-21)	630
		Younger Youth (14-18)	
ETA Assigned # 13225	Total Exiters	Adults	15,437
		Dislocated Workers	391
		Youth (14-21)	217
		Younger Youth (14-18)	
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants		
	Employers		
Entered Employment Rate	Adults	70.5%	67.2%
	Dislocated Workers	82.0%	77.9%
	Older Youth		
Retention Rate	Adults	82.0%	82.9%
	Dislocated Workers	86.9%	90.4%
	Older Youth		
Average Earnings (Adults/Dislocated Workers) / Earnings Change in Six Months (Older Youth)	Adults	\$10,767	\$11,238
	Dislocated Workers	\$12,487	\$13,422
	Older Youth		

Credential/Diploma Rate Skill Attainment Rate Placement in Employment or Education Attainment of Degree or Certificate Literacy or Numeracy Gains	Adults		
	Dislocated Workers		
	Older Youth		
	Younger Youth		
	Younger Youth		
Placement in Employment or Education	Youth (14-21)	47.0%	57.1%
Attainment of Degree or Certificate	Youth (14-21)	50.0%	41.2%
Literacy or Numeracy Gains	Youth (14-21)	22.0%	24.7%
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
Overall Status of Local Performance		Not Met	Met
			Exceeded
			X

Table O - Local Program Activities

Local Area Name  Northeast Georgia (Area 9)	Total Participants Served	Adults	23,162
		Dislocated Workers	606
		Youth (14-21)	515
ETA Assigned #  13275	Total Exiters	Adults	21,127
		Dislocated Workers	211
		Youth (14-21)	216
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants		
	Employers		
Entered Employment Rate	Adults	80.7%	75.2%
	Dislocated Workers	80.7%	84.1%
	Older Youth		
Retention Rate	Adults	82.5%	81.3%
	Dislocated Workers	86.5%	84.8%
	Older Youth		
Average Earnings (Adults/Dislocated Workers) / Earnings Change in Six Months (Older Youth)	Adults	\$12,100	\$11,190
	Dislocated Workers	\$12,420	\$13,629
	Older Youth		
Credential/Diploma Rate	Adults		
	Dislocated Workers		
	Older Youth		
	Younger Youth		

<b>Skill Attainment Rate</b>	<b>Younger Youth</b>		
<b>Placement in Employment or Education</b>	<b>Youth (14-21)</b>	71.0%	64.2%
<b>Attainment of Degree or Certificate</b>	<b>Youth (14-21)</b>	76.0%	77.2%
<b>Literacy or Numeracy Gains</b>	<b>Youth (14-21)</b>	34.0%	68.2%
<b>Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")</b>			
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>
			<b>X</b>

**Table O - Local Program Activities**

<b>Local Area Name</b>  <b>Macon-Bibb (Area 10)</b>	<b>Total Participants Served</b>	<b>Adults</b>	<b>5,173</b>
		<b>Dislocated Workers</b>	<b>107</b>
		<b>Youth (14-21)</b>	<b>108</b>
<b>ETA Assigned #</b>  <b>13295</b>	<b>Total Exiters</b>	<b>Adults</b>	<b>4,609</b>
		<b>Dislocated Workers</b>	<b>41</b>
		<b>Youth (14-21)</b>	<b>67</b>
		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>
<b>Customer Satisfaction</b>	<b>Program Participants</b>		
	<b>Employers</b>		
<b>Entered Employment Rate</b>	<b>Adults</b>	83.5%	67.5%
	<b>Dislocated Workers</b>	73.0%	75.0%
	<b>Older Youth</b>		
<b>Retention Rate</b>	<b>Adults</b>	82.5%	85.2%
	<b>Dislocated Workers</b>	86.5%	84.2%
	<b>Older Youth</b>		
<b>Average Earnings (Adults/Dislocated Workers) / Earnings Change in Six Months (Older Youth)</b>	<b>Adults</b>	\$11,617	\$13,993
	<b>Dislocated Workers</b>	\$12,442	\$15,998
	<b>Older Youth</b>		
<b>Credential/Diploma Rate</b>	<b>Adults</b>		
	<b>Dislocated Workers</b>		
	<b>Older Youth</b>		
<b>Skill Attainment Rate</b>	<b>Younger Youth</b>		
<b>Placement in Employment or Education</b>	<b>Youth (14-21)</b>	47.0%	68.4%

Attainment of Degree or Certificate	Youth (14-21)	50.0%	52.1%
Literacy or Numeracy Gains	Youth (14-21)	22.0%	0.0%
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
Overall Status of Local Performance		Not Met	Met
			X

Table O - Local Program Activities

Local Area Name	Total Participants Served	Adults	6,135
		Dislocated Workers	266
Middle Georgia (Area 11)	Total Exited	Youth (14-21)	177
		Younger Youth (14-18)	
ETA Assigned #	Total Exited	Adults	5,339
		Dislocated Workers	186
13265	Total Exited	Youth (14-21)	80
		Younger Youth (14-18)	
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants		
	Employers		
Entered Employment Rate	Adults	82.8%	75.6%
	Dislocated Workers	73.0%	78.4%
	Older Youth		
Retention Rate	Adults	82.5%	85.5%
	Dislocated Workers	89.5%	86.3%
	Older Youth		
Average Earnings (Adults/Dislocated Workers) / Earnings Change in Six Months (Older Youth)	Adults	\$12,100	\$12,395
	Dislocated Workers	\$14,626	\$14,784
	Older Youth		
Credential/Diploma Rate	Adults		
	Dislocated Workers		
	Older Youth		
Skill Attainment Rate	Younger Youth		
	Younger Youth		
Placement in Employment or Education	Youth (14-21)	71.0%	73.9%
Attainment of Degree or Certificate	Youth (14-21)	76.0%	71.8%
Literacy or Numeracy Gains	Youth (14-21)	22.0%	40.0%
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			

	Not Met	Met	Exceeded
Overall Status of Local Performance			X

Table O - Local Program Activities

Local Area Name	Total Participants Served	Adults	
		6,594	
Richmond-Burke (Area 12)		Dislocated Workers	130
		Youth (14-21)	268
ETA Assigned #	Total Exitters	Younger Youth (14-18)	
		Adults	6,077
13195		Dislocated Workers	99
		Youth (14-21)	128
		Younger Youth (14-18)	
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants		
	Employers		
Entered Employment Rate	Adults	79.4%	82.3%
	Dislocated Workers	85.5%	89.3%
	Older Youth		
Retention Rate	Adults	79.5%	87.3%
	Dislocated Workers	86.5%	90.0%
	Older Youth		
Average Earnings (Adults/Dislocated Workers) / Earnings Change in Six Months (Older Youth)	Younger Youth		
	Adults	\$9,900	\$11,701
	Dislocated Workers	\$12,420	\$10,571
Credentia/Diploma Rate	Older Youth		
	Adults		
	Dislocated Workers		
Skill Attainment Rate	Older Youth		
	Younger Youth		
Placement in Employment or Education	Younger Youth		
Attainment of Degree or Certificate	Youth (14-21)	59.0%	62.8%
Literacy or Numeracy Gains	Youth (14-21)	50.0%	55.6%
	Youth (14-21)	22.0%	66.7%
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
Overall Status of Local Performance		Not Met	Met
			Exceeded



**Table O - Local Program Activities**

Local Area Name  Lower Chattahoochee (Area 14)	Total Participants Served	Adults	6,556	
		Dislocated Workers	55	
		Youth (14-21)	256	
		Younger Youth (14-18)		
ETA Assigned #  13110	Total Exiters	Adults	5,770	
		Dislocated Workers	52	
		Youth (14-21)	211	
		Younger Youth (14-18)		
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants			
	Employers			
Entered Employment Rate	Adults	77.5%	71.7%	
	Dislocated Workers	79.5%	63.8%	
	Older Youth			
Retention Rate	Adults	79.5%	89.7%	
	Dislocated Workers	86.5%	97.4%	
	Older Youth			
Average Earnings (Adults/Dislocated Workers) / Earnings Change in Six Months (Older Youth)	Adults	\$10,516	\$13,263	
	Dislocated Workers	\$12,983	\$13,731	
	Older Youth			
Credential/Diploma Rate	Adults			
	Dislocated Workers			
	Older Youth			
Skill Attainment Rate	Younger Youth			
	Younger Youth			
Placement in Employment or Education	Youth (14-21)	47.0%	78.8%	
Attainment of Degree or Certificate	Youth (14-21)	76.0%	81.4%	
Literacy or Numeracy Gains	Youth (14-21)	22.0%	0.0%	
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")				
Overall Status of Local Performance	Not Met		Met	Exceeded
				X

**Table O - Local Program Activities**

Local Area Name	Total Participants Served	Adults	5,703
-----------------	---------------------------	--------	-------

Middle Flint (Area 15)	ETA Assigned #  13285	Total Exitters	Dislocated Workers		133
			Youth (14-21)		79
			Younger Youth (14-18)		
			Negotiated Performance Level		Actual Performance Level
Customer Satisfaction			Program Participants		
			Employers		
			Adults		80.9%
			Dislocated Workers		82.4%
Entered Employment Rate			Older Youth		
			Adults		82.5%
			Dislocated Workers		86.5%
Retention Rate			Older Youth		
			Younger Youth		
			Adults		\$10,990
Average Earnings (Adults/Dislocated Workers) / Earnings Change in Six Months (Older Youth)			Dislocated Workers		\$12,420
			Older Youth		
			Adults		
			Dislocated Workers		
Credential/Diploma Rate			Older Youth		
Skill Attainment Rate			Younger Youth		
Placement in Employment or Education			Youth (14-21)		71.0%
Attainment of Degree or Certificate			Youth (14-21)		76.0%
Literacy or Numeracy Gains			Youth (14-21)		34.0%
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")					
Overall Status of Local Performance			Not Met		Met
					Exceeded
					X

Table O - Local Program Activities

Local Area Name  Heart of Georgia	Total Participants Served	Adults	9,331
		Dislocated Workers	217
		Youth (14-21)	473

(Area 16) ETA Assigned #  13280	Total Exitters	Younger Youth (14-18)	
		Adults	8,113
		Dislocated Workers	122
		Youth (14-21)	173
		Younger Youth (14-18)	
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants		
	Employers		
Entered Employment Rate	Adults	83.5%	72.2%
	Dislocated Workers	85.5%	83.1%
	Older Youth		
Retention Rate	Adults	82.5%	89.2%
	Dislocated Workers	86.5%	83.3%
	Older Youth		
Average Earnings (Adults/Dislocated Workers) / Earnings Change in Six Months (Older Youth)	Adults	\$10,758	\$14,191
	Dislocated Workers	\$12,420	\$12,537
	Older Youth		
Credential/Diploma Rate	Adults		
	Dislocated Workers		
	Older Youth		
Skill Attainment Rate	Younger Youth		
	Youth (14-21)	71.0%	69.1%
	Youth (14-21)	76.0%	88.6%
Placement in Employment or Education	Youth (14-21)	34.0%	83.3%
Attainment of Degree or Certificate	Youth (14-21)		
Literacy or Numeracy Gains	Youth (14-21)		
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
Overall Status of Local Performance	Not Met		Met
			Exceeded
		X	

Table O - Local Program Activities

Local Area Name  Southwest Georgia (Area 17)	Total Participants Served	Adults	
		16,381	
		Dislocated Workers	
		508	
ETA Assigned #  13075	Total Exitters	Youth (14-21)	
		603	
		Younger Youth (14-18)	
		Adults	
		14,421	
		Dislocated Workers	
		255	
		Youth (14-21)	
		244	
		Younger Youth (14-18)	

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants		
	Employers		
Entered Employment Rate	Adults	78.6%	55.8%
	Dislocated Workers	79.7%	81.5%
	Older Youth		
Retention Rate	Adults	79.5%	86.7%
	Dislocated Workers	87.7%	89.2%
	Older Youth		
	Younger Youth		
Average Earnings (Adults/Dislocated Workers) / Earnings Change in Six Months (Older Youth)	Adults	\$11,104	\$15,093
	Dislocated Workers	\$12,420	\$16,011
	Older Youth		
	Younger Youth		
Credential/Diploma Rate	Adults		
	Dislocated Workers		
	Older Youth		
Skill Attainment Rate	Younger Youth		
Placement in Employment or Education	Youth (14-21)	47.0%	52.7%
Attainment of Degree or Certificate	Youth (14-21)	76.0%	69.3%
Literacy or Numeracy Gains	Youth (14-21)	34.0%	59.8%
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
Overall Status of Local Performance		Not Met	Met
			Exceeded
			X

Table O - Local Program Activities

Local Area Name  South Georgia (Area 18)	Total Participants Served	Adults	8,795
		Dislocated Workers	302
		Youth (14-21)	471
		Younger Youth (14-18)	
ETA Assigned #  New # 13300 (was 13290)	Total Exiters	Adults	7,499
		Dislocated Workers	162
		Youth (14-21)	64
		Younger Youth (14-18)	
		Negotiated Performance Level	Actual Performance Level

<b>Customer Satisfaction</b>	<b>Program Participants</b>		
	<b>Employers</b>		
<b>Entered Employment Rate</b>	Adults	83.5%	89.8%
	Dislocated Workers	82.9%	88.8%
	Older Youth		
<b>Retention Rate</b>	Adults	82.5%	88.5%
	Dislocated Workers	88.2%	92.4%
	Older Youth		
<b>Average Earnings (Adults/Dislocated Workers) / Earnings Change in Six Months (Older Youth)</b>	Younger Youth		
	Adults	\$12,100	\$11,586
	Dislocated Workers	\$12,420	\$13,026
<b>Credential/Diploma Rate</b>	Older Youth		
	Adults		
	Dislocated Workers		
<b>Skill Attainment Rate</b>	Older Youth		
	Younger Youth		
<b>Placement in Employment or Education</b>	Youth (14-21)	71.0%	51.5%
<b>Attainment of Degree or Certificate</b>	Youth (14-21)	76.0%	94.4%
<b>Literacy or Numeracy Gains</b>	Youth (14-21)	22.0%	20.6%
<b>Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")</b>			
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>
			<b>Exceeded</b>
			<b>X</b>

**Table O - Local Program Activities**

<b>Local Area Name</b>  Southeast Georgia (Area 19)	<b>Total Participants Served</b>	Adults	8,847
		Dislocated Workers	133
		Youth (14-21)	147
		Younger Youth (14-18)	
<b>ETA Assigned #</b>  New # 13305 (was 13095)	<b>Total Exiters</b>	Adults	7,728
		Dislocated Workers	84
		Youth (14-21)	64
		Younger Youth (14-18)	
		<b>Negotiated Performance Level</b>	<b>Actual Performance Level</b>
<b>Customer Satisfaction</b>	<b>Program Participants</b>		
	<b>Employers</b>		
<b>Entered Employment Rate</b>	Adults	83.5%	88.5%
	Dislocated Workers	85.5%	89.5%

	Older Youth		
	Adults	82.5%	89.8%
	Dislocated Workers	89.5%	92.7%
Retention Rate	Older Youth		
	Younger Youth		
	Adults	\$12,100	\$12,120
Average Earnings (Adults/Dislocated Workers) / Earnings Change in Six Months (Older Youth)	Dislocated Workers	\$12,478	\$11,732
	Older Youth		
	Adults		
	Dislocated Workers		
Credential/Diploma Rate	Older Youth		
	Younger Youth		
Skill Attainment Rate	Younger Youth		
Placement in Employment or Education	Youth (14-21)	47.0%	63.6%
Attainment of Degree or Certificate	Youth (14-21)	63.0%	86.3%
Literacy or Numeracy Gains	Youth (14-21)	22.0%	37.5%
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
		Not Met	Met
Overall Status of Local Performance			Exceeded
			X

Table O - Local Program Activities

Local Area Name	Total Participants Served	Adults	20,056
Coastal (Area 20)		Dislocated Workers	336
ETA Assigned #		Youth (14-21)	592
13270		Younger Youth (14-18)	
	Total Exiters	Adults	17,635
		Dislocated Workers	236
		Youth (14-21)	269
		Younger Youth (14-18)	
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants		
	Employers		
	Adults	81.2%	70.1%
Entered Employment Rate	Dislocated Workers	81.7%	70.7%
Retention Rate	Older Youth		
	Adults	81.8%	88.1%

	Dislocated Workers	86.5%	90.1%
	Older Youth		
	Younger Youth		
Average Earnings (Adults/Dislocated Workers) / Earnings Change in Six Months (Older Youth)	Adults	\$11,183	\$14,479
	Dislocated Workers	\$14,504	\$14,671
	Older Youth		
	Adults		
	Dislocated Workers		
	Older Youth		
Credential/Diploma Rate	Younger Youth		
Skill Attainment Rate	Younger Youth		
Placement in Employment or Education	Youth (14-21)	59.0%	56.3%
Attainment of Degree or Certificate	Youth (14-21)	63.0%	71.1%
Literacy or Numeracy Gains	Youth (14-21)	22.0%	18.1%
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
Overall Status of Local Performance		Not Met	Met
			Exceeded
			X