Texas Workforce Commission

Workforce Investment Act Title I-B
2011 Annual Report

Texas Workforce Commission Mission

To promote and support a workforce system that offers employers, individuals, and communities the opportunity to achieve and sustain economic prosperity.

TEXAS
WORKFORCE SOLUTIONS

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Texas Workforce Commission

VISION

Texans will view the Texas Workforce Commission, the Local Workforce Development Boards, and their partners as a quality supplier of workforce solutions that contribute to economic prosperity.

STRATEGIES

Strategy 1: A Market-Driven Approach – To promote the Texas workforce system as a market-driven approach to service delivery that targets services to meet the changing needs of workers and employers

Strategy 2: Industry Clusters – To form state and regional partnerships to foster growth and development in support of the Governor's Texas Industry Cluster Initiative

Strategy 3: Targeted Training Resources – To encourage targeting limited training resources to businesses and industries associated with the Governor's Texas Industry Cluster Initiative; high-growth, high-demand occupations; emerging occupations; or those occupations that have significant impact on the local economy

Strategy 4: Regional Planning – To continue the emphasis on regional planning and services alignment

Strategy 5: Workforce Tools and Products – To enhance existing automated tools and identify new tools and products that support workforce solutions

MARKET-DRIVEN

For an economy to grow and prosper, employers must convey to job seekers the skills their businesses need—and job seekers must recognize the skills they possess or obtain new skills to meet businesses' needs. A market-driven workforce development system plays a vital role in this process, acting as a hub for sharing information related to jobs and skills, facilitating connections between businesses and job seekers, and providing assistance with job search and training needs.

Texas Workforce Solutions—Texas' workforce development system—comprises the Texas Workforce Commission (TWC) in partnership with 28 Local Workforce Development Boards (Boards). Its market-driven approach encompasses all potential customers, including employers and job seekers, as well as workforce service providers, economic development entities, universities, community colleges, and training providers. This approach ensures that all workforce system customers are valued and informed contributors and drivers of the system and allows state and local policy makers to strategically plan for the current and future needs of the state.

Texas Workforce Solutions continuously monitors and analyzes the needs of the state's workforce and businesses, adjusting, as necessary, to ensure a solid approach that enables job growth, promotes a well-trained workforce, and ensures Texas' ability to compete on a global level.

Texas was named America's Top State for Business 2012 in CNBC's sixth-annual study and has always ranked among the top two. Texas was recently named the Best State to Do Business by *Chief Executive* magazine for the eighth year in a row. The state added more jobs over the past year than anywhere else in the country, with its unemployment rate remaining more than a full point below the national average. In November 2011, *Forbes* listed Texas as the best state for job growth over the next five years.

AN IMPROVING LANDSCAPE

The strength of the workforce, measured by the skills and education of workers, is critical to the continued success of Texas' economy. Texas has recorded strong job growth numbers, adding more than 280,000 jobs in the last year, despite the challenges of the national recession. In an environment of increased demand for workforce development services, TWC is focused on helping Texans find employment. TWC uses an integrated approach to serve multiple populations at the same time and to provide multiple services to meet job seeker and employer needs.

Focus on Integration

Texas has historically been seen as a leader in workforce integration. However, TWC and the Boards continue to refine and improve Texas' integrated structure in order to operate in the most efficient and effective manner possible, while ensuring the workforce system is both flexible and adaptable, and most importantly, market based and customer focused. Improved access and efficiency along with value-added services are a few of the many benefits customers receive from an integrated system.

Texas job seekers benefit from a wide variety of programs and services administered by Workforce Solutions Offices, including:

- Workforce Investment Act (WIA)
- Wagner-Peyser Employment Service
- Unemployment Insurance (UI) Benefits Information
- Choices, the Temporary Assistance for Needy Families (TANF) employment and training program
- Supplemental Nutrition Assistance Program (SNAP) Employment and Training
- Subsidized child care
- Trade Adjustment Assistance (TAA)

This variety of programs provides Workforce Solutions Office staff with numerous tools to assist customers in meeting their needs. An added benefit is that job seeker information is centrally maintained, removing the necessity to provide separate documentation for each program.

National and global economic conditions affect Texas. More UI claimants are facing benefit exhaustion. Texas' integrated system provides UI claimants and those exhausting UI benefits with access to services and resources from multiple funding streams.

EFFICIENCIES

Integrating programs within Workforce Solutions Offices allows Texas to leverage resources, thus minimizing the impact of reductions in funding and the increased demand for services. The continued reduction to five percent for Program Year 2011 (PY'11) governor's reserve funds has restricted the state's ability to effectively fund and carry out the required statewide WIA activities. TWC's integrated approach to services, however, allowed Workforce Solutions Office staff to serve a greater number of individuals with services to improve the job seeker's probability of success.

BUSINESS CUSTOMER VALUE

Businesses receive value-added assistance in an integrated workforce system. Through dedicated Business Service Units, businesses are provided access to customized service options that address their specific business needs. Employers gain access to pools of job seekers at all levels of education and experience, allowing them to tailor new hires to the requirements of the job and build a better workforce. Close ties to the local labor market enable Boards to conduct outreach by working with businesses to provide opportunities for work experience and on-the-job training (OJT), and allow low-skilled workers to build skill sets relevant to the current market. Additionally, Boards are in an excellent position to partner with other community resources to expand opportunities for all customers.

Innovation at Work

Innovative, progressive services promote a stronger Texas, and Texas Workforce Solutions continuously works to provide value-added services to improve customers' opportunities for growth.

STATE LEADERSHIP IN WORKFORCE INITIATIVES

The states have proven themselves effective laboratories for innovative workforce initiatives. In Texas, TWC and the Boards can best serve the needs of Texas job seekers, employers, and communities. Boards are most familiar with local needs and opportunities through first-hand knowledge of local partners, and baseline community assessments that ensure our extensive local one-stops and the system's initiatives deliver the maximum possible value. Texas believes that federal rules, grants, and base funding should emphasize state roles and maximize a state's flexibility to design effective and comprehensive initiatives.

TWC uses a portion of the state's limited WIA governor's reserve statewide funding, in conjunction with other funding, where feasible and appropriate, to encourage innovation at the local level through grants to Boards, institutions of higher education, community-based organizations, and other suitable entities. With reduced funding, TWC prioritized programs that would assist specific populations and initiatives: veterans, youth, and science, technology, engineering, and math (STEM) programs. TWC undertakes projects that encourage and improve growth industries, the earning capabilities of job seekers facing barriers to employment, and the effectiveness of Texas Workforce Solutions.

TEXAS VETERANS LEADERSHIP PROGRAM

Veterans returning from military action face numerous challenges when transitioning to civilian life. A consistently higher-than-average unemployment rate, homelessness, and service-related injuries can impede their success. TWC's Texas Veterans Leadership Program (TVLP) is a resource and referral network that assists veterans of Iraq and Afghanistan to address such challenges.

Success Story

Texas is one of four states selected to receive a $750,000 grant from the U.S. Department of Labor to work on a joint project with the U.S. Department of the Army to assist soldiers in obtaining employment when they separate from the service. TVLP has taken the lead in the development and implementation of a plan for the enhanced outreach and employment services for ex-military claimants. The plan includes forming a leadership council composed of employers and human resources professionals, different state and federal agencies, veterans' service organizations, and community and faith-based organizations.

TVLP has Veterans Resource and Referral Specialists (VRRSs) located across the state to outreach veterans and provide a comprehensive, integrated approach to addressing their unique challenges. VRRSs operate within Workforce Solutions Offices where they can work more closely with Workforce Solutions staff and partner with program staff, including Texas Veterans Commission (TVC) representatives, providing veterans with the personalized attention they need.

Veterans Success Stories

Operation Iraqi Freedom (OIF) veteran Jesse and his family sold everything they owned and moved from Washington state to Georgetown, Texas. Jesse felt he would have a better opportunity finding employment in Texas. A TVLP VRRS, Bob, referred Jesse to several different employers with whom Bob had networked to build solid relationships. The veteran started working for one of these employers within three weeks of the referral. Bob also coordinated with the Veterans of Foreign Wars so the family could receive financial assistance to help pay rent and utilities and coordinated with the local food bank for the family to receive food until Jesse received his first pay check. Unfortunately, the office environment with that employer did not work out for Jesse. Realizing that Jesse needed a different work environment, Bob coordinated with the human resources director of a contractor with the U.S. Department of Veterans Affairs. Within a month, Bob was able to place Jesse with his second job. To date, Jesse has helped TVLP in getting five more veterans hired by the contractor.

Denise, the Houston, Texas VRRS, has been instrumental in working with the Texas Medical Center to develop a veterans hiring initiative. Denise assisted in the planning and coordination of a veterans only hiring event with the Texas Medical Center in June 2012 and outreached other veteran organizations in the Houston area, including TVC's employment services representatives. The hiring event was a great success with nearly 300 veterans attending. Since April 2012, Denise has been working directly with the human resources directors of the 14 hospitals that comprise the Texas Medical Center. Through her efforts and collaboration, 249 veterans have been hired by the Texas Medical Center.

The Laredo, Texas VRRS, Gabriel, assisted Operation Enduring Freedom veteran Ivan in obtaining employment with a major oil company. Ivan developed post-traumatic stress disorder (PTSD) during his second month on the job. The PTSD episodes began to occur on a daily basis and led to management and coworkers becoming concerned for his well-being. The employer contacted Gabriel for assistance. Gabriel trained and worked with the employer's human resources department and the veteran's supervisor. Gabriel also coordinated with local community resources for Ivan to receive the treatment he needed. Through Gabriel's efforts, Ivan was able to return to work.

APPRENTICESHIP

TWC's apprenticeship training program prepares and trains individuals for careers in skilled trades and crafts, combining on-the-job (OJT) training supervised by experienced journeyworkers with job-related, classroom instruction during which participants learn the practical and theoretical aspects of a highly skilled occupation. Additionally, learning takes place as paid OJT, sometimes referred to as "earn while you learn."

Apprenticeship training programs meet the skilled workforce needs of industry, training qualified individuals for lifelong careers. Traditional industries include construction and manufacturing, and emerging industries include health care, information technology, energy, telecommunications, and more. The following are some of the occupational apprenticeships currently supported by TWC funding:

- carpenter
- electrician
- electronic systems technician
- millwright
- telecommunications worker

TWC provides apprenticeship training funds to local education agencies to support the cost of related classroom instruction in registered apprenticeship training programs. In 2012, the Texas Legislature funded $1,581,140 for apprenticeship training programs.

In Fiscal Year 2012 (FY'12), TWC exceeded the Legislative Budget Board Apprenticeship Training performance measure of 3,600 individuals served by training 3,855 individuals. The final contact-hour rate was $3.921. The FY'10–FY'12 contact-hour rates are significantly higher than the FY'09 rate of $2.893. This increase results from TWC's use of $1 million of WIA funds in each of these years in support of apprenticeship.

VETERANS WORKFORCE OUTREACH INITIATIVE

Hard-to-serve veterans have one or more barriers to employment, such as homelessness; a history of substance abuse; physical, mental, or learning disabilities; PTSD; ex-offender status; or recent discharge from military duty. The Veterans Workforce Outreach Initiative is designed to support the National Veteran's Outreach Program, Inc.'s goals of outreach to hard-to-serve veterans who are not currently being served through Workforce Solutions Offices, addressing employment barriers faced by hard-to-serve veterans and reintegrating hard-to-serve veterans into meaningful employment.

Employment barriers are addressed and resources are accessed to overcome barriers under the guidance of a case manager. Veterans benefit from a range of services which may include:

- assessments,
- job development and job placement,
- individual case management services including guidance, encouragement, and resources, and
- supportive services such as transportation.

The project was funded from a competitive Request for Proposals. One grantee, American GI Forum, was awarded American Recovery and Reinvestment Act funds and WIA statewide discretionary funds; the program was implemented in San Antonio, Houston, the Dallas/Fort-Worth metro area, and El Paso.

The project provided 984 individual veterans with assessment services and 579 were placed into employment at an average wage of $12.42 per hour.

COLLEGE CREDIT FOR HEROES PROGRAM

Created by Senate Bill 1736, 82nd Texas Legislature, Regular Session (2011), the purpose of the College Credit for Heroes program (CCH) is to facilitate the recognition of U.S. veterans' and military members' military training and experience by Texas institutions of higher education by maximizing college credits awarded to veterans for their military training and experience and expediting their transition into the workforce. Seven community colleges were selected to develop accelerated paths toward workforce certifications and degree plans with an initial focus on careers in allied health. Additionally, CCH has partnered with the Medical Education and Training Campus in San Antonio to provide active duty service members with accelerated degree plans.

COLLEGE CREDIT FOR HEROES

TWC originally funded CCH with WIA governor's reserve statewide funds, but due to the five percent reduction in funds, it could only continue the program with the use of WIA performance incentive grant funds.

TWC provided awards for the development of models for streamlining the pathways for veterans toward degrees and workforce certifications. The following colleges have created standardized practices for awarding veterans college credits and/or certifications based on their military experiences. These practices will be shared with other Texas colleges.

1. **Alamo Colleges Medical Education Training Center/Veterans Associate Degree Opportunity Program:** Alamo Colleges in San Antonio collaborated with the Medical Education Training Campus at Fort Sam Houston to develop an Associate of Applied Science degree in health management to streamline transferable credits and accelerate a attainment of the degree for those veterans and service members already certified in a health profession. Alamo Colleges created the Military to RN Career Mobility Track to accelerate a veteran's path to nursing licensure.

2. **Central Texas College Online Military Training Evaluation System:** Central Texas College in Killeen developed www.CollegeCreditforHeroes.org, a web-based application and database that enable veterans and service members to receive additional college credit hours for their military experience and an official transcript, which can be used at colleges throughout the state.

3. **Houston Community College Accelerated Alternate Delivery Program:** Houston Community College worked directly with the National Board of Surgical Technology and Surgical Assisting to eliminate 37 hours of college credit that were previously required of veteran surgical technologist prior to taking the national certification exam. Instead, they designed an accelerated program for veterans and service members trained as surgical technologists and created a five-hour refresher course for these individuals to prepare to take the certification exam. Additionally, students will receive up to 37 credit hours towards an associate's degree in Allied Health for completion of the course.

4. **Lee College Model Program for Individual Education Plan:** Lee College in Baytown developed the Individual Education Plan to identify, develop, and support methods of maximizing college credit for veterans and service members using prior learning assessments and credits by examination.

5. **Lone Star College System Texas Inter-College Council on Veterans and Best Practices:** Lone Star College System in the greater Houston area convened the Texas Inter-College Council on Veterans. The college presented its findings in a best practices report to the public at the fall 2012 Veteran's Excellence Conference in Houston.

6. **San Jacinto College Allied Health Programs Analysis Project and Summit:** San Jacinto College in the greater Houston area developed a comprehensive analysis of the following: allied health offerings at all Texas community colleges; geographical training gaps; existing and needed transfer credit opportunities; barriers to awarding credit for military training and experience; and external barriers such as certification, licensing, or accreditation processes. San Jacinto College presented the findings of its comprehensive study in spring 2012.

7. **Temple College Accelerated Emergency Services Program:** Temple College in Temple created an accelerated program in Emergency Medical Services for veterans and service members with military medical experience. The program streamlines the Level 1 Emergency Medical Technician (EMT) certification from three semesters to one, and from five semesters to three for a Level 2 certification. Temple College is sharing its streamlined model for EMT certifications with other Texas colleges.

THERAPEUTICS MANUFACTURING INITIATIVE

Funded by WIA statewide discretionary funds, the Texas Engineering Experiment Station (TEES) at Texas A&M University developed a Level 1 associate certificate program and bachelor certificate program in Therapeutics Manufacturing. TEES created an Industrial and Academic Partner Advisory Board as a vehicle for obtaining industry endorsement of resulting curriculum developed for the program, and of the 14 courses aligned with the curriculum.

TEES also created a student internship program and included outreach to hard-to-serve individuals. The internship program provided for placement of 25 interns, in 120-hour internships with stipends at Texas biotech and pharmaceutical companies.

SUMMER MERIT PROGRAM

In support of the governor's statewide initiative to recruit Texas students into STEM fields of study and careers, 14 grants, funded with WIA discretionary funds were awarded in a competitive process. The grants were designed to provide scholarships for middle school and high school students, ages 14–21, to attend STEM skills-related summer camp programs.

The camps funded under the Summer Merit Program can be residential or day camps and provide students with opportunities to explore exciting and high-paying STEM careers such as forensics crime science, electrical and computer engineering, aerospace, computer gaming, and many more. All camps are sponsored by Texas universities and community colleges, providing the added bonus of allowing students to experience life on a college campus. The following grantees hosted the 2011 summer camps:

- Austin Community College District
- Lamar University
- Richland College
- Southwest Texas Junior College
- Tarleton State University
- Texas A&M – College Station
- Texas A&M – Kingsville
- Texas A&M – Texarkana
- Texas State Technical College – Harlingen
- Texas State Technical College – Waco
- University of North Texas
- University of Texas – Austin
- University of Texas – Dallas
- University of Texas Southwestern Medical Center

EXXONMOBIL TEXAS SCIENCE AND ENGINEERING FAIR

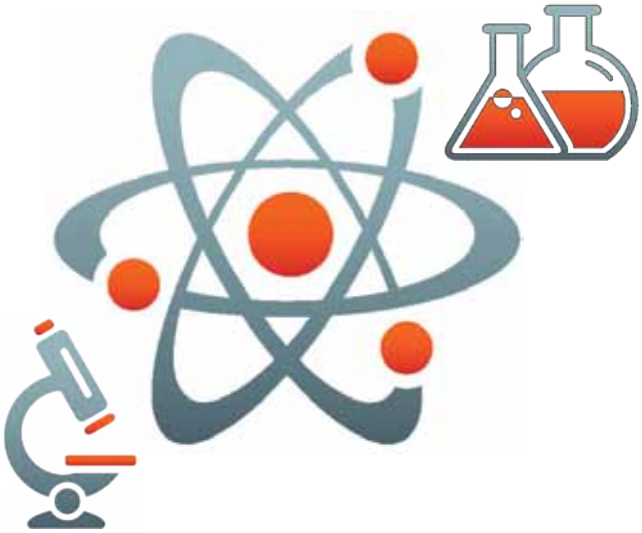
The ExxonMobil Texas Science and Engineering Fair, hosted by the University of Texas at San Antonio (UTSA), brings more than 1,000 Texas middle and high school students to the home of the Alamo. The fair, funded by WIA statewide discretionary funds, offers a competition for students to showcase research projects in STEM fields. UTSA, host for the past seven years, provides space for the fair and coordinates activities to include the display and competition of student projects, award selection, and educational workshops for teachers and parents. Winners can go on to participate in the Intel International Science and Engineering Fair, and senior division winners are invited to attend the Governor's Science and Technology Champions Academy on full scholarship.

Success Story

"I was completely surprised that my project had been selected as Best in Show. The competition is very tough because the fair draws the best students from all over Texas. The most interesting thing I learned from the experience is that the field of science is so vast; there are always questions to be asked and problems to solve."

Mai-Ahn Vu, senior division Best in Show winner at the 2012 ExxonMobil Texas Science and Engineering Fair

GOVERNOR'S SCIENCE AND TECHNOLOGY CHAMPIONS ACADEMY



Being a winner (and a winner's mentor) in the senior division of the fair has its perks. Student winners and eligible teachers are awarded scholarships to attend the Governor's Science and Technology Champions Academy, also known as the Governor's Champions Camp. The camp is a STEM academic-based, one-week residential summer camp, hosted by the University of Texas at Arlington. Funded by WIA statewide discretionary funds through a competitive process, the camp offers students a variety of STEM interests, combining active learning presentations by faculty members, hands-on team projects, industry field trips, open-ended research investigations, and individual take-home projects. The eligible teachers who attend the camp participate in student activities and staff development training that can be applied to classroom settings. The 2011 camp marks the fourth year TWC has funded scholarships for the winning students and their mentors.

Innovation at the Local Level

As the first point of contact for most job seekers and businesses seeking workforce development services, Boards are in a position to craft forward-looking opportunities to meet the needs of their customers. As an ally in ensuring local success, TWC historically distributed as much WIA statewide discretionary funding as possible to Boards for their use in innovative projects, and must find ways to continue to fund services and programs for employers, job seekers, and workers with less federal support. The reduction of the WIA governor's reserve to five percent, has limited opportunities to fund innovative projects.

Through collaboration with outside partners and other statewide workforce boards, state-of-the-art technology, and old-fashioned customer service, Boards work hard to serve their customers. Following are just a few examples of Board successes in PY'11.

RURAL WORKFORCE NETWORK—YEAR 2

The Rural Workforce Network (RWN) Consortium Year 2 Biotechnology/Life Sciences – Medical Targeted Industries project is designed to further build capacity to meet the skills readiness and skills training needs of employers and job seekers in the RWN region through an understanding of employer's needs, assessments of job-seeker's skills, and the creation and credentialing of a work-ready workforce. The project is a WIA Regional Coordination initiative funded by WIA statewide discretionary funds through a competitive RFP. The Workforce Solutions Concho Valley is the grantee and fiscal agent.

The project involves:

- Five Boards: Workforce Solutions Concho Valley, Workforce Solutions of West Central Texas, Workforce Solutions for South Plains, Workforce Solutions Permian Basin, and Workforce Solutions North Texas
- Four employers: Hendrick Medical Center (Abilene), University Medical Center Health Systems (Lubbock), Electra Hospital District (Electra), and Clinical Pathology Laboratories, Inc. (Midland)
- Nine public colleges serving the region from multiple campuses: Howard College, Cisco College, Western Texas College, South Plains College, Odessa College, Midland College, Vernon College, Anita Thigpen Perry School of Nursing (part of Texas Tech University Health Sciences Center), and Angelo State University College of Nursing and Allied Health (after August 2011, known as: College of Health and Human Services)
- Ten economic development entities: Concho Valley Center for Entrepreneurial Development, San Angelo Chamber of Commerce, Development Corporation of Abilene, Ballinger Chamber of Commerce, Sweetwater Enterprise for Economic Development, West Texas Coalition for Innovation and Commercialization, Wichita Falls Chamber of Commerce and Industry, Nocona Chamber of Commerce, Lubbock Economic Development Alliance, and High Ground of Texas
- Seven educational organizations: Texas Education Service Centers Regions 9, 15, 17, and 18, West Central Tech Prep, Concho Valley Partnership (Tech Prep), and San Angelo Independent School District.

Project activities include development of the occupational assessment report to determine the occupational training needs of targeted businesses in the five-Board RWN region; an inventory of existing secondary education, work-experience-related programs and outcomes; the alignment of occupations and secondary educational programs; a jobs analysis report focusing on medical therapeutic services, medical diagnostic services, and administrative and information support services; providing WorkKeys® preassessments or KeyTrain® preassessments for students in Board areas; and other activities.

BAYTECH: BAY AREA HOUSTON ADVANCED TECHNOLOGY CONSORTIUM

The oil/gas/petrochemical industry is experiencing the early stages of what's called the "great crew change." Of equal note, the aerospace industry is still reeling from the retirement of the shuttle program and cancellation of additional programs, leaving thousands of highly trained professionals unemployed. These two industries are essential to the Gulf Coast economy. Workforce Solutions Gulf Coast identified the need to connect these two industries to achieve multiple objectives and staff developed stronger alliances with economic development organizations, engaging companies in both industries in technical discussions, and worked with the NASA Johnson Space Center on development of a new Strategic Partnership department.

Another result was the development of the Bay Area Houston Advanced Technology Consortium, or BayTech, a 501(c)(3) technology consortium developed by the Bay Area Houston Economic Partnership composed of academia, industry, NASA Johnson Space Center, and the state of Texas.

BayTech's goals are to create innovative partnerships that successfully acquire research and technology development funding to produce products and services that ensure:

- new jobs
- regional workforce and knowledge based retention
- new revenue streams
- future business opportunities for the greater Houston region and Texas, and
- optimized usage of NASA Johnson Space Center laboratories, facilities, and capabilities through public-private agreements.

Additionally, BayTech has partnered with TWC, the Houston Technology Center, and Workforce Solutions Gulf Coast to provide training scholarships and technology skills training to individuals affected by the retirement of the NASA Space Shuttle program.

To date, more than 1,000 jobs have been filled as a result of these efforts.

SUMMER EMPLOYMENT INITIATIVE

Employers in the Permian Basin are long on jobs and short on qualified employees, with a severe housing shortage, an already strained infrastructure, and serious water capacity issues, which make the importation of a workforce impractical. Realizing that employers needed immediate help, not just development for the future, Workforce Solutions Permian Basin facilitated a privately funded, market-driven opportunity to create over 950 positions for summer employment open to all youth 16–24 year olds in the Permian Basin workforce area.

The innovative Summer Employment Initiative is the first leg of Workforce Solutions Permian Basin's year-round "grow your own" workforce program, reflecting its commitment to providing local support and solutions for workforce area employers' unique challenges. Spearheading a concentrated effort to get the word out about Permian Basin opportunities, Workforce Solutions Permian Basin is partnering with local high schools, community colleges and employers to acquaint youth with excellent career options and opportunities to train for well-paid, rewarding jobs.

Evaluating the Past—Evaluation and Research Projects

EVALUATION 2011, ACCOMPLISHMENTS AND OUTCOMES OF THE TEXAS WORKFORCE SYSTEM

In May 2012, the Texas Workforce Investment Council (TWIC) released the *2012 Update* to *Advancing Texas: Strategic Plan for the Texas Workforce System FY2010-FY2015*. The plan outlined long-term objectives designed to take the workforce development system into the future. From this update, performance targets were established or revised for several action and project plans. The 2012 Update now serves as the foundation of system and partner agency actions in the continued implementation of *Advancing Texas* and evaluation of its objectives and performance targets.

Evaluation 2011, a publication of strategic plan outcome information, focuses on a series of five report cards with data from program and system performance based on the efforts and actions of partner agencies. Overall, the Texas workforce system is serving more individuals; however, employment-related measures have declined. It is expected that the effects of the national recession will continue over the next one to two reporting cycles. The evaluation found the following:

EDUCATIONAL ACHIEVEMENT

- Of the 607,563 program participants, 478,886 (78.82 percent) achieved an educational outcome, an increase of 2.34 percent from last year and 3.75 percent from 2009.
- The absolute number of individuals with an educational achievement outcome increased from 445,091 in 2009 to 478,886 in 2010.
- Of the 14 programs, eight had absolute increases and 10 had percentage increases.

ENTERED EMPLOYMENT

- Of the 1,911,861 program participants, 1,290,542 (67.50 percent) entered employment—a 4.19 percent decrease from 2010. Ten of 18 programs showed one-year percentage decreases.
- While the percentages declined, the absolute number of program participants was 1,911,861, up from 1,877,596 in 2010. The number entering employment declined to 1,290,542, but 11 of 18 programs reported absolute increases.

EMPLOYMENT RETENTION

- Of the 1,258,778 program participants who entered employment, 1,017,741 (80.85 percent) retained employment—a one-year increase of 1.39 percent. Ten of the 16 programs showed percentage gains.
- The number retaining employment increased, rising from 1,003,095 in 2010 to 1,017,741.

CUSTOMERS SERVED

- System partners served 5,286,340 individuals, representing a 2.12 percent decrease from 2010 and a slight increase (0.32 percent) from 2009.
- Of the 25 programs, service levels rose for nine.

TEXAS BACK TO WORK

Texas Back to Work (TBTW) is a subsidized employment program for UI claimants who previously earned $15 per hour or less. Employers that hire eligible claimants for at least 16 weeks (minimum of 30 hours a week) are eligible for a monthly hiring incentive limited to a maximum of $2,000 for each individual hired. Since the program began in February 2010, more than 30,000 individuals have secured employment with more than 4,500 employers statewide.

TWC continually assesses the impact of TBTW placements on the use of UI benefits both in terms of total dollars paid and weeks compensated. Using regression analysis to measure this impact while controlling for other demographic and economic factors, it was found that a TBTW placement tended to reduce UI benefits used by nine weeks on average (including state and federal benefits). When considering both UI benefit use and the cost of the subsidy, initial data indicates that the cost for a UI claimant with a TBTW placement was $596 less on average than the total benefit cost for a similar claimant who was not placed.

Success Story

Using the TBTW program, Associated Hygienic Products (AHP) hired 23 individuals who had been receiving UI benefits. AHP started production at its Waco plant in 2010 with 173 employees, and increased to more than 220 employees in 2011 with plans to hire 50 more by the end of this year.

RAPID REEMPLOYMENT MODEL

Public Law 103-152 requires states to establish a system of profiling all new claimants for regular UI in order to identify the claimants most likely to exhaust regular UI benefits and target those claimants for participation in reemployment services. The U.S. Department of Labor Employment and Training Administration (DOLETA) refers to the system as Worker Profiling and Reemployment Services; in Texas, it is known as the Rapid Reemployment Model (RREM), which offers Rapid Reemployment Services (RRES).

TWC reviews RREM biennially to address changes in labor market and economic conditions and will introduce the RREM IV profiling model in October 2012 to identify UI claimants who are candidates for RRES. Data used to develop RREM is retrieved from the state's UI benefits system and contains 13 statistically significant factors which are categorized into 38 variables. The model is based on the collective influence of factors as no single characteristic indicates the likelihood of exhaustion.

TWC documents and provides references on procedures and logistics to monitor RREM performance and ensure it reflects changing local labor market conditions. Additionally, efforts are continuously extended to research other potential influencing factors, trends in using alternate dependent variables, and advanced methodologies to enhance the quality of RREM.

REEMPLOYMENT AND ELIGIBILITY ASSESSMENT

Last year, TWC had 11 Boards participate in the Emergency Unemployment Compensation Reemployment and Eligibility Assessment (EUC REA) initiative, outreaching 26,647 UI claimants and providing services to 8,062.

Implemented in April 2012, the Emergency Unemployment Compensation REA initiative originated as part of the Middle Class Tax Relief and Job Creation Act of 2012 which required states to provide reemployment services to individuals receiving EUC Tier 1 benefits or transitioning from Tier 1 to Tier 2 benefits on or after March 23, 2012 to help the long-term unemployed reengage with the workforce and to minimize erroneous payments to claimants.

TWC added approximately 225 temporary employment service staff across the state, specifically to assist with outreaching and serving the EUC REA initiative's intended population. As of the end of August, Texas had outreached approximately 130,000 EUC claimants and provided services to about 87,000. The initiative, mandated to be initiated very quickly, was implemented on schedule because TWC already maintains a focus on services to claimants.

This initiative as currently designed runs through December 31, 2012, at which time, TWC expects to have outreached over 185,000 EUC claimants, and provided services to approximately 125,000.

TWC did not reapply to participate in this initiative for 2012-2013 due to the DOLETA requirement that the program have mandatory participation, which Texas state law prohibits.

TEXASINTERNSHIP.JOBS

TWC continued to take advantage of the ease and power of the .jobs universe and created a microsite—TexasInternship.jobs. In collaboration with the non-profit employer group DirectEmployers Association, TWC developed TexasInternship.jobs as a simple, no-cost, online tool to help Texas businesses recruit talent from the next generation of workers. The microsite allows employers to advertise their available internship positions and allows students or other interested candidates from all over the world to search for, find, and apply for them.

Looking to the Future

EAGLE FORD SHALE

The Eagle Ford Shale, a sprawling 24-county expanse in South Texas, is a hydrocarbon-producing formation expected to yield vast amounts of oil and natural gas–more oil than other traditional shale areas. The drillable shale play runs across Texas from the Mexican border into East Texas, roughly 50 miles wide and 400 miles long. According to a recent study by the University of Texas at San Antonio, since its discovery in 2008, Eagle Ford Shale has already accounted for a nearly $1.3 billion impact to Texas' gross state product, supported 12,601 full-time jobs, and an additional $2.9 billion in total economic output impact. By conservative estimates, the study notes, shale activity is expected to account for nearly $11.6 billion in gross state product and $21.6 billion in total economic output impact, and to support close to 67,971 full-time jobs by 2020.

In cooperation with the City of Laredo, Laredo Economic Development Corporation, Workforce Solutions South Texas, and numerous other groups and entities, TWC helped facilitate a job fair for employers hiring workers for the Eagle Ford area. Fifty-seven employers and more than 6,000 job seekers attended the one day event. TWC helped facilitate four major Eagle Ford Shale job fairs—two in Laredo, one in Victoria, and one in Eagle Pass; the workforce system as a whole helped with these fairs, as well as many other smaller local job fairs. One of the major benefits TWC can offer to Eagle Ford Shale employers is organizing job fairs as a facilitated connection point between them and Eagle Ford Shale–interested job seekers.

TWC and five area Boards are creating strategies to help connect employers and potential workers. Workforce Solutions Alamo, Workforce Solutions of the Coastal Bend, Workforce Solutions Golden Crescent, Workforce Solutions Middle Rio Grande, and Workforce Solutions for South Texas have staff with industry knowledge who are focused on helping Eagle Ford Shale employers recruit the skilled workers they need.

To address long-term needs of the Eagle Ford Shale area, training for new and incumbent workers will be a focus. The Texas workforce system will look at creating additional Eagle Ford Shale conferences and symposiums to bring together education partners, industry representatives, Boards, and other statewide resources to identify best practices and create an integrated strategic plan for growth.

As part of Texas' continuing effort to stay on the cutting edge, Texas was an early implementer of Common Measures and one of two pilot states implementing the Workforce Investment Streamlined Performance Reporting System (WISPR). Texas officially implemented Common Measures in PY 2005 based on DOLETA's encouragement and waiver approval in August 2006, which permitted Texas to report only nine common measures rather than the 17 historic performance measures under WIA §136(b). Texas began using its integrated reporting system shortly thereafter. Texas continues to see Common Measures and integrated reporting as valuable tools in promoting system integration, eliminating barriers created by discordant measures, and improving customer outcomes.

In PY 2011, Texas achieved 100 percent or more of the negotiated target on all nine Common Measures, and 120% or more of the negotiated targets on four of the nine.

TABLE 1. SUMMARY OF WIA PERFORMANCE FOR TEXAS

Performance Measure	Negotiated Performance Level	Actual Performance Level	Percent of Target	Numerator	Denominator
Adult Entered Employment	64%	66.5%	103.9%	8,764	13,174
Adult Employment Retention	79%	81.8%	103.6%	12,532	15,311
Adult Average Earnings	$11,800	$15,308.13	129.7%	$187,800,134	12,268
Dislocated Worker Entered Employment	68%	75.1%	110.4%	6,071	8,088
Dislocated Worker Employment Retention	84%	89.4%	106.5%	6,894	7,709
Dislocated Worker Average Earnings	$14,200	$18,602.78	131.0%	$126,089,651	6,778
Placement in Employment or Education	58%	66.0%	113.9%	3,410	5,164
Attainment of Degree or Certificate	53%	64.4%	121.5%	2,886	4,483
Literacy and Numeracy Gains	35%	50.7%	144.8%	1,406	2,775

While performance on nearly all measures has improved, there is one measure where performance has been dropping: Adult Average Earnings. Historically, TWC relied heavily on the flexibility that WIA Statewide Alternative Funding and our Local Activity Fund waiver allowed to provide innovative services such as incumbent worker training and employer-customized training for new workers. Customers who received these services typically had much stronger Average Earning Outcomes (115% higher on average).

Unfortunately, over the past several years TWC's local Boards have been less able to provide these types of services. First, because the recession caused such a dramatic increase in the unemployed job seekers that the system was challenged just to keep up with the demand for traditional services. But then as numbers came back down and there was once again capacity and demand for these types of services, TWC found itself less able to provide them. DOL "approved" an extension of TWC's Local Activity Fund waiver, but added new restrictions that dramatically reduced the flexibility that the original, nearly decade-long established waiver had provided. Then, Congress reduced the amount of funding available for statewide discretionary funded services. As a result of these two changes, neither TWC nor the Boards had the flexibility of funding to allow us to continue many of the types of projects we had used to good effect in the past. These changes have profound implications for performance.

As noted, customers served through the types of programs that Statewide Alternative and Local Activity Funds previously provided typically had significantly higher earnings outcomes. Customers receiving these services also made up a significant portion of the total customers served, but that portion has been slipping, and reduction in WIA Adult Average Earnings outcomes is the result.

Impact and Benefits of Integration

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

Texas believes that DOLETA should continue to encourage integration efforts. When setting performance targets, DOLETA should provide additional flexibility to the states that demonstrate commitment to integration—a commitment that goes beyond just enrolling those customers who will boost performance. To that end, Texas is one of nine states that participated in DOLETA's Target Regression Model Pilot project in PY 2010, which is designed to adjust targets based on the types of customers being served and the local economic conditions. This allows for more accurate target setting, and eliminates potential incentives to target customers who are more likely to improve performance numbers.

TWC relied heavily on the regression model to negotiate PY 2012 performance targets with DOL and is hopeful that the approach will be applied system-wide in the future. Ultimately, a One-Stop system should be judged at the customer level, not the program level, because programs are more than a means to provide services. Each customer has his or her own strengths, weaknesses, and needs that must be appropriately addressed regardless of the effect on program performance.

Program Costs

In PY 2011, the Texas Workforce System spent an average of $3,058.69 per participant receiving WIA services. Table 2 provides information about the cost per participant for WIA Adult, Dislocated Worker, and Youth programs.

TABLE 2. OPERATION COSTS

	Cost/Participant
Overall, All Program Strategies (Does Not Include Adult Self Service Only)	$3,058.69
Adult Program	$2,147.87
Dislocated Worker Program	$3,751.93
Youth Program	$3,790.90

TABLE 3. OPERATING RESULTS

	Available	Expended	Percentage
Overall, All Program Strategies	$176,696,088	$136,496,886	94.0%
Adult Program Funds	53,678,498	42,063,949	94.3%
Dislocated Worker Program Funds	66,189,158	48,020,990	92.7%
Youth Program Funds	56,828,431	46,411,946	95.4%

Overall includes local administration funds. Amounts available and expended include the PY 2011 allocation as well as amounts carried forward from prior program years.

REQUIRED TABLES: STATEWIDE PERFORMANCE

TABLE B. ADULT PROGRAM RESULTS

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	64.0%	66.5%	8,764
			13,174
Employment Retention Rate	79.0%	81.8%	12,532
			15,311
Average Earnings	$11,800	$15,308.13	$187,800,134
			12,268

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	65.8%	3,355	68.5%	689	48.4%	181	54.5%	476
		5,099		1,006		374		873
Employment Retention Rate	81.0%	4,006	82.3%	906	75.4%	193	81.6%	754
		4,943		1,101		256		924
Average Earnings	$12,117.28	$47,390,672	$17,123.17	$15,171,130	$13,679.34	$2,558,037	$21,833.81	$16,178,857
		3,911		886		187		741

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	72.6%	3,599	62.8%	5,165
		4,954		8,220
Employment Retention Rate	87.6%	5,825	77.5%	6,707
		6,652		8,659
Average Earnings	$19,271.33	$110,443,997	$11,833.58	$77,356,137
		5,731		6,537

TABLE E. DISLOCATED WORKER PROGRAM RESULTS

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	68.0%	75.1%	6,071
			8,088
Employment Retention Rate	84.0%	89.4%	6,894
			7,709
Average Earnings	$14,200	$18,602.78	$126,089,650
			6,778

TABLE F. OUTCOMES FOR DISLOCATED WORKER SPECIAL POPULATIONS

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	74.7%	649	66.7%	120	61.4%	744	68.2%	75
		869		180		1,212		110
Employment Retention Rate	88.4%	703	83.7%	123	86.7%	751	84.6%	77
		795		147		866		91
Average Earnings	$21,852.11	$15,056,106	$18,353.05	$2,184,012	$19,375.61	$14,299,197	$17,656.67	$1,341,907
		689		119		738		76

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	78.8%	4,104	68.3%	1,967
		5,207		2,881
Employment Retention Rate	90.4%	4,177	87.9%	2,717
		4,619		3,090
Average Earnings	$19,435.21	$79,975,895	$17,316.47	$46,113,755
		4,115		2,663

TABLE H.1. YOUTH (14-21) PROGRAM RESULTS

	Negotiated Performance Level	Actual Performance Level	
Placement in Employment or Education	58.0%	66.0%	3,410
			5,164
Attainment of Degree or Certificate	53.0%	64.4%	2,886
			4,483
Literacy and Numeracy gains	35.0%	50.7%	1,406
			2,775

TABLE L. OTHER REPORTED INFORMATION

	12 Month Employment Retention Rate		12 Mo. Earnings Change (Adults) or 12 Mo. Earnings Replacement (Dislocated Workers)		Placements for Participants in Nontraditional Employment		Wages At Entry Into Employment For Those Individuals Who Entered Unsubsidized Employment		Entry Into Unsubsidized Employment Related to the Training Received of Those Who Completed Training Services	
Adults	83.2%	10,056	$4,187	$49,805,032	2.7%	239	$5,695	$48,860,670	39.4%	1,418
		12,084		11,894		8764		8,580		3,597
Dislocated Workers	90.3%	5,476	90.6%	$95,705,297	3.0%	183	$8,321	$49,531,967	43.1%	1,737
		6,061		$105,606,459		6,071		5,953		4,032

Entered Training-Related Employment appears low primarily due to incomplete data. If performance is computed only using data where the Boards were able to obtain information about whether or not the participants obtained employment related to training, (i.e. those with an affirmative "yes" or "no"), performance is 67% for WIA Adult and 68.6% for WIA Dislocated Worker.

TABLE M. PARTICIPATION LEVELS

Population	Total Participants	Total Exiters
Total Adult Customers	531,475	480,971
Total Adults (self-service only)	501,258	464,197
WIA Adults	520,842	474,365
WIA Dislocated Worker	12,799	7,723
Total Youth (14-21)	12,243	6,162
Out-of-School Youth	7,429	4,059
In-School Youth	4,828	2,104

Texas uses the WISPR to report data to U.S. DOL. Therefore, customer counts are unduplicated at the individual participant-level rather than at the Period of Participation-level.

TABLE N. COST OF PROGRAM ACTIVITIES

Program Activity		Total Federal Spending
Local Adults		$39,616,897
Local Dislocated Workers		$44,174,141
Local Youth		$42,681,410
Rapid Response (up to 25%) 134 (a) (2) (A)		$2,297,974
Statewide Required Activities (up to 15%) 134 (a) (2) (b)		$10,765,926
Statewide Allowable Activities 134 (a) (3)	**Program Activity Description**	
	Alternative Funding for LWDBs*	$2,224,842
	College Credit for Heroes	$1,412,377
	Disability Navigator Initiative	$894,322
	Apprenticeship Initiative	$700,932
	Governor's Summer Merit Program	$696,534
	Texas Youth/Tech Demo	$490,100
	Veterans Workforce Outreach	$453,220
	Therapeutics Manufacturing Initiative	$430,319
	Small Business Initiative	$412,773
	Entrepreneurship Initiative	$328,642
	Wind Energy WF Assessment	$186,595
	Other Allowable Activities*	$477,604
Total of All Federal Spending Listed Above		$148,244,608

*The electronic reporting system is limited to 11 lines. As a result, these two items were combined.

Local Workforce Development Board Performance

The intent of the statute that created TWC was to consolidate programs within one agency, thus providing an integrated service delivery system. TWC and the Boards came to realize the numerous siloed measures—particularly disparate ones—were a barrier to integration. As long as Boards were being judged at the program level rather than the service delivery system level, they would be focused on isolated issues. With that in mind, Texas requested and was granted a waiver that allows the state to contract with the Boards for as many or as few of the siloed WIA measures as TWC believes appropriate. TWC used the flexibility offered by this waiver to promote integration through Common Measures. Table 4 reflects the Integrated Common Measures and Reemployment & Employer Engagement Measures. Table 5 reflects Board WIA performance.

Of note is that, as was the case in PY 2010, Texas' PY 2011 report uses the new WISPR unduplication method in reporting counts of participants and exiters in Table O. If a participant is served and exits, and then returns for more services months later but within the reporting period, the customer is counted one time under the new WISPR so that the true counts of the number of individuals served are provided, rather than reporting each period of participation separately, which tended to overstate the number of people served in past reports.

Performance in the outcome measures; however, is comparable to previous reports. Outcome measures are applied only to customers receiving more than self-service and are based on each period of participation. This enhances transparency and accountability by holding the system accountable for outcomes each time an individual receives services intended to assist with employment.

While the unemployment situation in Texas is better than the nation as a whole, the national economy continues to challenge the workforce system. In PY 2007, Texas served 1.47 million job seekers. One year later, that number jumped to 1.82 million, peaking in PY 2009 at 1.94 million. In PY 2011, Texas served 1.57 million job seekers, and over 66 percent received at least some staff assistance.

One of Texas' key internal measures of performance is reemploying UI claimants within 10 weeks. Prior to the recession, performance had peaked at roughly 58 percent. Immediately after the national recession hit Texas (October 2008 saw a surge in UI claimants), the state saw performance drop back into the lower 40s. However, year over year comparisons of monthly cohorts have shown steady improvement over the last 27 months, with performance rising into the low-mid 50s and continuing to trend upwards.

Texas is committed to using data to drive decision-making at the strategic/system and local/customer levels. TWC is using the flexibility provided by the WIA Board Measure Waiver to continue to work with a set of performance measures designed to:

- Be better aligned with the goals of the workforce system and of its customers;
- Be accessible to stakeholders at all levels;
- Eliminate or minimize perverse incentives (i.e., not reward behavior that is not in the interests of our customers or that promotes inefficient use of resources);
- Reduce costs and administrative burden of performance reporting; and
- Promote accountability.

Tables 4, 5, and O detail the performance of Texas' 28 Boards.

TABLE 4. COMMON MEASURES AND REEMPLOYMENT MEASURES BY BOARD

	Integrated Common Measures			Reemployment & Employer Engagement Measures			
Measures	Staff-Guided Entered Employment	At-Risk Employment Retention	Educational Achievement	Claimant Reemployment Within 10 Weeks	Job Postings Filled	Employer Success Rate	Employer Workforce Assistance
Alamo	76.04%	79.76%	74.52%	56.37%	26.96%	44.71%	18.02%
Brazos Valley	75.11%	74.49%	81.91%	57.88%	32.33%	49.72%	18.27%
Cameron County	68.89%	80.64%	84.50%	52.80%	41.94%	58.41%	39.66%
Capital Area	74.64%	78.87%	80.06%	54.40%	27.26%	40.73%	20.64%
Central Texas	71.54%	76.14%	86.79%	48.72%	43.93%	64.30%	32.19%
Coastal Bend	76.47%	80.89%	79.21%	58.40%	37.47%	53.28%	25.75%
Concho Valley	75.98%	76.41%	90.00%	61.97%	62.81%	71.43%	25.56%
Dallas	64.03%	78.15%	75.24%	52.63%	32.72%	55.72%	15.59%
Deep East Texas	72.44%	73.44%	81.91%	58.69%	49.74%	62.55%	34.09%
East Texas	69.08%	77.51%	74.97%	55.84%	30.25%	47.87%	17.92%
Golden Crescent	74.75%	77.53%	90.15%	60.76%	42.97%	58.09%	35.95%
Gulf Coast	70.68%	77.53%	82.94%	52.24%	29.13%	44.85%	16.89%
Heart of Texas	69.84%	76.42%	76.10%	54.49%	36.06%	50.98%	24.52%
Lower Rio Grande Valley	74.28%	79.30%	80.18%	54.91%	47.20%	62.23%	34.26%
Middle Rio Grande	71.25%	76.46%	87.59%	52.62%	47.02%	63.16%	51.36%
North Central	74.30%	78.83%	80.30%	48.99%	38.78%	55.05%	16.29%
Northeast Texas	67.99%	73.96%	80.24%	54.92%	47.75%	55.43%	41.20%
North Texas	77.01%	77.38%	80.63%	58.07%	40.96%	54.80%	21.41%
Panhandle	79.55%	76.69%	84.72%	60.42%	40.10%	53.49%	20.36%
Permian Basin	77.90%	80.61%	87.26%	64.05%	23.69%	42.77%	18.73%
Rural Capital	79.94%	79.28%	85.49%	52.87%	42.75%	64.41%	17.66%
South Plains	74.05%	76.53%	73.73%	55.86%	33.34%	53.81%	20.78%
South Texas	71.53%	81.08%	78.24%	55.97%	41.24%	51.41%	33.14%
Southeast Texas	70.83%	80.04%	76.88%	58.49%	46.17%	59.40%	24.60%
Tarrant County	68.28%	78.01%	73.34%	50.59%	30.84%	50.44%	13.73%
Texoma	68.99%	77.55%	73.85%	48.71%	41.38%	52.76%	29.90%
Upper Rio Grande	73.35%	78.91%	80.21%	50.65%	37.96%	52.52%	26.88%
West Central	74.10%	77.01%	81.88%	57.49%	45.99%	59.56%	23.76%
# Meeting the Measure	28	28	28	28	26	26	27
% Meeting the Measure	100.00%	100.00%	100.00%	100.00%	92.86%	92.86%	96.43%
Texas Performance	72.02%	78.12%	79.54%	53.29%	33.13%	51.33%	14.96%
	Exiters from 10/1/2010 to 09/30/2011	Exiters from 04/1/2010 to 03/31/2011	Exiters from 10/1/2010 to 09/30/2011	Registered Claimants from 06/1/2011 to 05/31/2012	01/1/2011 to 12/31/2011	01/1/2011 to 12/31/2011	09/01/2011 to 08/31/2012

TABLE 5. WIA PY2011 PERFORMANCE BY BOARD

Measures	Adult Entered Employment Rate	Dislocated Worker Entered Employment Rate	Adult Employment Retention Rate	Dislocated Worker Retention Rate	Adult Average Earnings	Dislocated Worker Average Earnings	Placement in Employment or Education	Attainment of Degree or Certificate	Literacy and Numeracy Gains
Alamo	70.62%	78.42%	80.40%	91.17%	$13,046.60	$15,847.73	56.39%	61.42%	69.23%
Brazos Valley	66.22%	79.28%	86.05%	91.67%	$17,270.98	$17,927.92	78.31%	72.46%	47.37%
Cameron County	73.68%	81.93%	85.88%	89.39%	$16,155.28	$19,749.31	70.54%	76.52%	100.00%
Capital Area	67.50%	79.61%	88.58%	92.52%	$21,411.49	$30,060.92	76.64%	76.02%	74.86%
Central Texas	86.09%	81.48%	88.68%	87.55%	$12,632.96	$16,270.08	87.01%	82.00%	100.00%
Coastal Bend	73.05%	80.99%	87.55%	88.15%	$14,522.62	$16,405.37	67.35%	68.63%	47.83%
Concho Valley	80.60%	89.05%	85.71%	93.75%	$12,623.74	$18,628.27	73.81%	78.72%	50.00%
Dallas	56.98%	70.82%	79.86%	87.21%	$16,569.09	$17,446.42	64.05%	67.88%	50.92%
Deep East Texas	71.05%	70.87%	92.06%	89.13%	$12,546.37	$18,172.14	63.64%	83.78%	75.00%
East Texas	67.20%	77.53%	86.00%	93.48%	$17,032.26	$19,090.78	45.76%	35.86%	31.11%
Golden Crescent	84.38%	83.18%	90.79%	88.89%	$16,415.54	$19,899.19	61.54%	65.22%	36.36%
Gulf Coast	63.38%	71.09%	78.91%	88.87%	$15,458.54	$20,884.66	59.49%	42.26%	35.76%
Heart of Texas	75.23%	88.33%	91.67%	90.91%	$13,752.56	$16,765.59	69.90%	75.45%	66.67%
Lower Rio Grande Valley	67.27%	76.62%	82.11%	87.62%	$12,575.35	$16,064.04	78.28%	70.19%	64.86%
Middle Rio Grande	77.25%	89.06%	91.11%	81.97%	$17,942.83	$22,269.37	84.96%	54.84%	66.67%
North Central	72.14%	77.47%	86.13%	90.60%	$16,370.53	$22,325.70	70.47%	67.98%	66.34%
Northeast Texas	74.16%	67.59%	84.55%	89.70%	$11,880.83	$16,065.82	63.93%	67.44%	50.00%
North Texas	56.52%	70.24%	85.11%	88.94%	$12,157.87	$15,529.30	65.52%	74.07%	100.00%
Panhandle	85.23%	85.71%	85.45%	90.91%	$16,267.75	$19,698.53	84.00%	75.32%	100.00%
Permian Basin	84.44%	80.00%	88.61%	93.55%	$18,555.87	$23,926.81	84.31%	69.39%	33.33%
Rural Capital	76.47%	81.01%	89.80%	93.07%	$12,269.75	$21,457.90	76.47%	59.46%	66.67%
South Plains	80.34%	74.73%	89.63%	92.59%	$14,949.53	$14,019.69	56.91%	67.44%	55.56%
South Texas	74.44%	77.27%	83.44%	88.89%	$15,140.32	$14,049.41	83.16%	68.48%	74.19%
Southeast Texas	76.85%	79.71%	85.53%	89.74%	$14,456.19	$22,792.38	75.00%	65.52%	47.22%
Tarrant County	69.12%	78.31%	85.91%	89.63%	$17,070.28	$17,247.11	51.71%	46.15%	33.77%
Texoma	73.08%	76.19%	96.30%	84.62%	$17,730.01	$17,260.03	83.33%	65.52%	50.00%
Upper Rio Grande	77.33%	78.04%	92.31%	89.57%	$19,304.51	$12,619.72	66.54%	69.20%	40.86%
West Central	63.64%	65.20%	80.29%	85.63%	$12,091.16	$14,918.04	83.87%	70.00%	33.33%
# Meeting the Measure	26	28	28	28	28	27	26	25	27
% Meeting the Measure	92.86%	100.00%	100.00%	100.00%	100.00%	96.43%	92.86%	89.29%	96.43%
Texas Performance	66.52%	75.06%	81.85%	89.43%	$15,308.13	$18,602.78	66.03%	64.38%	51.23%

The final section of this report, Table O, beginning on the next page, presents individual tables for each of the 28 Boards, detailing performance for WIA common measures. The targets for each WIA measure, which TWC formally contracted with the Boards, are also provided.

Note: Subsequent to negotiating PY 2011 targets, TWC updated its reporting of customers served with Statewide Alternative (15%) funds to be consistent with changes in DOLETA's reporting requirements. The effect of these changes shows up most dramatically in Average Earnings performance, which is not comparable to performance reported in prior annual reports.

Table O - Local Program Activities				
Local Area Name **Alamo**	Total Participants Served 63,064	Adults	61,296	
		Dislocated Workers	795	
		Youth	973	
WDA Assigned # 20	Total Exiters 63,037	Adults	62,032	
		Dislocated Workers	466	
		Youth	539	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	70.62%	
	Dislocated Workers	--	78.42%	
Employment Retention Rate	Adults	--	80.40%	
	Dislocated Workers	--	91.17%	
Average Earnings	Adults	--	$13,046.60	
	Dislocated Workers	--	$15,847.73	
Placement in Employment or Education	Youth (14-21)	58%	56.39%	
Attainment of Degree or Certificate	Youth (14-21)	--	61.42%	
Literacy and Numeracy Gains	Youth (14-21)	35%	69.23%	
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
		0	1	1

Table O - Local Program Activities				
Local Area Name **Brazos Valley**	Total Participants Served 8,781	Adults	8,411	
		Dislocated Workers	141	
		Youth	229	
WDA Assigned # 16	Total Exiters 8,431	Adults	8,228	
		Dislocated Workers	103	
		Youth	100	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	66.22%	
	Dislocated Workers	--	79.28%	
Employment Retention Rate	Adults	--	86.05%	
	Dislocated Workers	--	91.67%	
Average Earnings	Adults	--	$17,270.98	
	Dislocated Workers	--	$17,927.92	
Placement in Employment or Education	Youth (14-21)	58%	78.31%	
Attainment of Degree or Certificate	Youth (14-21)	--	72.46%	
Literacy and Numeracy Gains	Youth (14-21)	35%	47.37%	
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
		0	0	2

Table O - Local Program Activities				
Local Area Name **Cameron County**	Total Participants Served 12,199	Adults	11,712	
		Dislocated Workers	155	
		Youth	332	
WDA Assigned # 24	Total Exiters 12,726	Adults	12,482	
		Dislocated Workers	91	
		Youth	153	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	73.68%	
	Dislocated Workers	--	81.93%	
Employment Retention Rate	Adults	--	85.88%	
	Dislocated Workers	--	89.39%	
Average Earnings	Adults	--	$16,155.28	
	Dislocated Workers	--	$19,749.31	
Placement in Employment or Education	Youth (14-21)	58%	70.54%	
Attainment of Degree or Certificate	Youth (14-21)	--	76.52%	
Literacy and Numeracy Gains	Youth (14-21)	35%	100.00%	
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
		0	0	2

Table O - Local Program Activities				
Local Area Name **Capital Area**	Total Participants Served 39,588	Adults	38,648	
		Dislocated Workers	434	
		Youth	506	
WDA Assigned # 14	Total Exiters 37,386	Adults	36,833	
		Dislocated Workers	282	
		Youth	271	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	67.50%	
	Dislocated Workers	--	79.61%	
Employment Retention Rate	Adults	--	88.58%	
	Dislocated Workers	--	92.52%	
Average Earnings	Adults	--	$21,411.49	
	Dislocated Workers	--	$30,060.92	
Placement in Employment or Education	Youth (14-21)	58%	76.64%	
Attainment of Degree or Certificate	Youth (14-21)	--	76.02%	
Literacy and Numeracy Gains	Youth (14-21)	35%	74.86%	
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance"				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	0	2

Table O - Local Program Activities				
Local Area Name **Central Texas**	Total Participants Served 18,924	Adults	18,487	
		Dislocated Workers	199	
		Youth	238	
WDA Assigned # 26	Total Exiters 19,674	Adults	19,373	
		Dislocated Workers	231	
		Youth	70	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	86.09%	
	Dislocated Workers	--	81.48%	
Employment Retention Rate	Adults	--	88.68%	
	Dislocated Workers	--	87.55%	
Average Earnings	Adults	--	$12,632.96	
	Dislocated Workers	--	$16,270.08	
Placement in Employment or Education	Youth (14-21)	58%	87.01%	
Attainment of Degree or Certificate	Youth (14-21)	--	82.00%	
Literacy and Numeracy Gains	Youth (14-21)	35%	100.00%	
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
		0	0	2

Table O - Local Program Activities				
Local Area Name **Coastal Bend**	Total Participants Served 18,173	Adults	17,674	
		Dislocated Workers	191	
		Youth	308	
WDA Assigned # 22	Total Exiters 18,470	Adults	18,243	
		Dislocated Workers	107	
		Youth	120	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	73.05%	
	Dislocated Workers	--	80.99%	
Employment Retention Rate	Adults	--	87.55%	
	Dislocated Workers	--	88.15%	
Average Earnings	Adults	--	$14,522.62	
	Dislocated Workers	--	$16,405.37	
Placement in Employment or Education	Youth (14-21)	58%	67.35%	
Attainment of Degree or Certificate	Youth (14-21)	--	68.63%	
Literacy and Numeracy Gains	Youth (14-21)	35%	47.83%	
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
		0	0	2

Table O - Local Program Activities				
Local Area Name Concho Valley	Total Participants Served 2,918	Adults	2,715	
		Dislocated Workers	102	
		Youth	101	
WDA Assigned # 12	Total Exiters 3,163	Adults	2,977	
		Dislocated Workers	119	
		Youth	67	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	80.60%	
	Dislocated Workers	--	89.05%	
Employment Retention Rate	Adults	--	85.71%	
	Dislocated Workers	--	93.75%	
Average Earnings	Adults	--	$12,623.74	
	Dislocated Workers	--	$18,628.27	
Placement in Employment or Education	Youth (14-21)	58%	73.81%	
Attainment of Degree or Certificate	Youth (14-21)	--	78.72%	
Literacy and Numeracy Gains	Youth (14-21)	35%	50.00%	
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
		0	0	2

Table O - Local Program Activities				
Local Area Name **Dallas**	Total Participants Served 78,903	Adults	76,227	
		Dislocated Workers	1,098	
		Youth	1,578	
WDA Assigned # 6	Total Exiters 81,186	Adults	79,538	
		Dislocated Workers	900	
		Youth	748	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	56.98%	
	Dislocated Workers	--	70.82%	
Employment Retention Rate	Adults	--	79.86%	
	Dislocated Workers	--	87.21%	
Average Earnings	Adults	--	$16,569.09	
	Dislocated Workers	--	$17,446.42	
Placement in Employment or Education	Youth (14-21)	58%	64.05%	
Attainment of Degree or Certificate	Youth (14-21)	--	67.88%	
Literacy and Numeracy Gains	Youth (14-21)	35%	50.92%	
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
		0	0	2

Table O - Local Program Activities				
Local Area Name **Deep East Texas**	Total Participants Served 8,864	Adults	8,669	
		Dislocated Workers	67	
		Youth	128	
WDA Assigned # 17	Total Exiters 9,219	Adults	9,092	
		Dislocated Workers	91	
		Youth	36	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	71.05%	
	Dislocated Workers	--	70.87%	
Employment Retention Rate	Adults	--	92.06%	
	Dislocated Workers	--	89.13%	
Average Earnings	Adults	--	$12,546.37	
	Dislocated Workers	--	$18,172.14	
Placement in Employment or Education	Youth (14-21)	58%	63.64%	
Attainment of Degree or Certificate	Youth (14-21)	--	83.78%	
Literacy and Numeracy Gains	Youth (14-21)	35%	75.00%	
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
		0	0	2

Table O - Local Program Activities				
Local Area Name **East Texas**	Total Participants Served 28,102	Adults	26,935	
		Dislocated Workers	653	
		Youth	514	
WDA Assigned # 8	Total Exiters 28,665	Adults	27,795	
		Dislocated Workers	485	
		Youth	385	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	67.20%	
	Dislocated Workers	--	77.53%	
Employment Retention Rate	Adults	--	86.00%	
	Dislocated Workers	--	93.48%	
Average Earnings	Adults	--	$17,032.26	
	Dislocated Workers	--	$19,090.78	
Placement in Employment or Education	Youth (14-21)	58%	45.76%	
Attainment of Degree or Certificate	Youth (14-21)	--	35.86%	
Literacy and Numeracy Gains	Youth (14-21)	35%	31.11%	
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
		2	0	0

Table O - Local Program Activities				
Local Area Name **Golden Crescent**	Total Participants Served 6,251	Adults	6,117	
		Dislocated Workers	87	
		Youth	47	
WDA Assigned # 19	Total Exiters 6,311	Adults	6,207	
		Dislocated Workers	78	
		Youth	26	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	84.38%	
	Dislocated Workers	--	83.18%	
Employment Retention Rate	Adults	--	90.79%	
	Dislocated Workers	--	88.89%	
Average Earnings	Adults	--	$16,415.54	
	Dislocated Workers	--	$19,899.19	
Placement in Employment or Education	Youth (14-21)	58%	61.54%	
Attainment of Degree or Certificate	Youth (14-21)	--	65.22%	
Literacy and Numeracy Gains	Youth (14-21)	35%	36.36%	
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
		0	1	1

Table O - Local Program Activities				
Local Area Name **Gulf Coast**	Total Participants Served 171,770	Adults	167,150	
		Dislocated Workers	2,705	
		Youth	1,915	
WDA Assigned # 28	Total Exiters 172,370	Adults	169,904	
		Dislocated Workers	1,785	
		Youth	681	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	63.38%	
	Dislocated Workers	--	71.09%	
Employment Retention Rate	Adults	--	78.91%	
	Dislocated Workers	--	88.87%	
Average Earnings	Adults	--	$15,458.54	
	Dislocated Workers	--	$20,884.66	
Placement in Employment or Education	Youth (14-21)	58%	59.49%	
Attainment of Degree or Certificate	Youth (14-21)	--	42.26%	
Literacy and Numeracy Gains	Youth (14-21)	35%	35.76%	
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
		0	2	0

Table O - Local Program Activities				
Local Area Name **Heart of Texas**	Total Participants Served 14,754	Adults	14,427	
		Dislocated Workers	110	
		Youth	217	
WDA Assigned # 13	Total Exiters 15,097	Adults	14,886	
		Dislocated Workers	92	
		Youth	119	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	75.23%	
	Dislocated Workers	--	88.33%	
Employment Retention Rate	Adults	--	91.67%	
	Dislocated Workers	--	90.91%	
Average Earnings	Adults	--	$13,752.56	
	Dislocated Workers	--	$16,765.59	
Placement in Employment or Education	Youth (14-21)	58%	69.90%	
Attainment of Degree or Certificate	Youth (14-21)	--	75.45%	
Literacy and Numeracy Gains	Youth (14-21)	35%	66.67%	
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
		0	0	2

Table O - Local Program Activities				
Local Area Name **Lower Rio Grande**	Total Participants Served 30,923	Adults	29,574	
		Dislocated Workers	225	
		Youth	1,124	
WDA Assigned # 23	Total Exiters 32,250	Adults	31,242	
		Dislocated Workers	155	
		Youth	853	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	67.27%	
	Dislocated Workers	--	76.62%	
Employment Retention Rate	Adults	--	82.11%	
	Dislocated Workers	--	87.62%	
Average Earnings	Adults	--	$12,575.35	
	Dislocated Workers	--	$16,064.04	
Placement in Employment or Education	Youth (14-21)	58%	78.28%	
Attainment of Degree or Certificate	Youth (14-21)	--	70.19%	
Literacy and Numeracy Gains	Youth (14-21)	35%	64.86%	
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance"				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	0	2

Table O - Local Program Activities				
Local Area Name **Middle Rio Grande**	Total Participants Served 3,861	Adults	3,528	
		Dislocated Workers	84	
		Youth	249	
WDA Assigned # 27	Total Exiters 3,873	Adults	3,664	
		Dislocated Workers	78	
		Youth	131	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	77.25%	
	Dislocated Workers	--	89.06%	
Employment Retention Rate	Adults	--	91.11%	
	Dislocated Workers	--	81.97%	
Average Earnings	Adults	--	$17,942.83	
	Dislocated Workers	--	$22,269.37	
Placement in Employment or Education	Youth (14-21)	58%	84.96%	
Attainment of Degree or Certificate	Youth (14-21)	--	54.84%	
Literacy and Numeracy Gains	Youth (14-21)	35%	66.67%	
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
		0	0	2

Table O - Local Program Activities				
Local Area Name North Central Texas	Total Participants Served 68,547	Adults	67,139	
		Dislocated Workers	676	
		Youth	732	
WDA Assigned # 4	Total Exiters 70,801	Adults	69,992	
		Dislocated Workers	444	
		Youth	365	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	72.14%	
	Dislocated Workers	--	77.47%	
Employment Retention Rate	Adults	--	86.13%	
	Dislocated Workers	--	90.60%	
Average Earnings	Adults	--	$16,370.53	
	Dislocated Workers	--	$22,325.70	
Placement in Employment or Education	Youth (14-21)	58%	70.47%	
Attainment of Degree or Certificate	Youth (14-21)	--	67.98%	
Literacy and Numeracy Gains	Youth (14-21)	35%	66.34%	
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
		0	0	2

Table O - Local Program Activities				
Local Area Name **Northeast Texas**	Total Participants Served 7,813	Adults	7,457	
		Dislocated Workers	173	
		Youth	183	
WDA Assigned # 7	Total Exiters 9,050	Adults	8,807	
		Dislocated Workers	158	
		Youth	85	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	74.16%	
	Dislocated Workers	--	67.59%	
Employment Retention Rate	Adults	--	84.55%	
	Dislocated Workers	--	89.70%	
Average Earnings	Adults	--	$11,880.83	
	Dislocated Workers	--	$16,065.82	
Placement in Employment or Education	Youth (14-21)	58%	63.93%	
Attainment of Degree or Certificate	Youth (14-21)	--	67.44%	
Literacy and Numeracy Gains	Youth (14-21)	35%	50.00%	
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
		0	0	2

Table O - Local Program Activities				
Local Area Name **North Texas**	Total Participants Served 4,574	Adults	4,493	
		Dislocated Workers	36	
		Youth	45	
WDA Assigned # 3	Total Exiters 4,652	Adults	4,559	
		Dislocated Workers	64	
		Youth	29	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	56.52%	
	Dislocated Workers	--	70.24%	
Employment Retention Rate	Adults	--	85.11%	
	Dislocated Workers	--	88.94%	
Average Earnings	Adults	--	$12,157.87	
	Dislocated Workers	--	$15,529.30	
Placement in Employment or Education	Youth (14-21)	58%	65.52%	
Attainment of Degree or Certificate	Youth (14-21)	--	74.07%	
Literacy and Numeracy Gains	Youth (14-21)	35%	100.00%	
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
		0	0	2

Table O - Local Program Activities				
Local Area Name **Panhandle**	Total Participants Served 7,573	Adults	7,130	
		Dislocated Workers	289	
		Youth	154	
WDA Assigned # 1	Total Exiters 7,795	Adults	7,656	
		Dislocated Workers	83	
		Youth	56	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	85.23%	
	Dislocated Workers	--	85.71%	
Employment Retention Rate	Adults	--	85.45%	
	Dislocated Workers	--	90.91%	
Average Earnings	Adults	--	$16,267.75	
	Dislocated Workers	--	$19,698.53	
Placement in Employment or Education	Youth (14-21)	58%	84.00%	
Attainment of Degree or Certificate	Youth (14-21)	--	75.32%	
Literacy and Numeracy Gains	Youth (14-21)	35%	100.00%	
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
		0	0	2

Table O - Local Program Activities				
Local Area Name **Permian Basin**	Total Participants Served 7,914	Adults	7,753	
		Dislocated Workers	81	
		Youth	80	
WDA Assigned # 11	Total Exiters 8,159	Adults	8,063	
		Dislocated Workers	50	
		Youth	46	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	84.44%	
	Dislocated Workers	--	80.00%	
Employment Retention Rate	Adults	--	88.61%	
	Dislocated Workers	--	93.55%	
Average Earnings	Adults	--	$18,555.87	
	Dislocated Workers	--	$23,926.81	
Placement in Employment or Education	Youth (14-21)	58%	84.31%	
Attainment of Degree or Certificate	Youth (14-21)	--	69.39%	
Literacy and Numeracy Gains	Youth (14-21)	35%	33.33%	
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
		0	1	1

Table O - Local Program Activities				
Local Area Name **Rural Capital**	Total Participants Served 23,934	Adults	23,388	
		Dislocated Workers	414	
		Youth	132	
WDA Assigned # 15	Total Exiters 23,249	Adults	23,027	
		Dislocated Workers	169	
		Youth	53	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	76.47%	
	Dislocated Workers	--	81.01%	
Employment Retention Rate	Adults	--	89.80%	
	Dislocated Workers	--	93.07%	
Average Earnings	Adults	--	$12,269.75	
	Dislocated Workers	--	$21,457.90	
Placement in Employment or Education	Youth (14-21)	58%	76.47%	
Attainment of Degree or Certificate	Youth (14-21)	--	59.46%	
Literacy and Numeracy Gains	Youth (14-21)	35%	66.67%	
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
		0	0	2

Table O - Local Program Activities				
Local Area Name **South Plains**	Total Participants Served 6,781	Adults	6,395	
		Dislocated Workers	135	
		Youth	251	
WDA Assigned # 2	Total Exiters 6,834	Adults	6,600	
		Dislocated Workers	115	
		Youth	119	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	80.34%	
	Dislocated Workers	--	74.73%	
Employment Retention Rate	Adults	--	89.63%	
	Dislocated Workers	--	92.59%	
Average Earnings	Adults	--	$14,949.53	
	Dislocated Workers	--	$14,019.69	
Placement in Employment or Education	Youth (14-21)	58%	56.91%	
Attainment of Degree or Certificate	Youth (14-21)	--	67.44%	
Literacy and Numeracy Gains	Youth (14-21)	35%	55.56%	
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
		0	1	1

Table O - Local Program Activities			
Local Area Name **South Texas**	Total Participants Served 4,923	Adults	4,713
		Dislocated Workers	22
		Youth	188
WDA Assigned # 21	Total Exiters 5,030	Adults	4,893
		Dislocated Workers	16
		Youth	121
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	Adults	--	74.44%
	Dislocated Workers	--	77.27%
Employment Retention Rate	Adults	--	83.44%
	Dislocated Workers	--	88.89%
Average Earnings	Adults	--	$15,140.32
	Dislocated Workers	--	$14,049.41
Placement in Employment or Education	Youth (14-21)	58%	83.16%
Attainment of Degree or Certificate	Youth (14-21)	--	68.48%
Literacy and Numeracy Gains	Youth (14-21)	35%	74.19%
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
		0	0	2

Table O - Local Program Activities				
Local Area Name **Southeast Texas**	Total Participants Served 12,264	Adults	11,946	
		Dislocated Workers	110	
		Youth	208	
WDA Assigned # 18	Total Exiters 13,600	Adults	13,441	
		Dislocated Workers	60	
		Youth	99	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	76.85%	
	Dislocated Workers	--	79.71%	
Employment Retention Rate	Adults	--	85.53%	
	Dislocated Workers	--	89.74%	
Average Earnings	Adults	--	$14,456.19	
	Dislocated Workers	--	$22,792.38	
Placement in Employment or Education	Youth (14-21)	58%	75.00%	
Attainment of Degree or Certificate	Youth (14-21)	--	65.52%	
Literacy and Numeracy Gains	Youth (14-21)	35%	47.22%	
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
		0	0	2

Table O - Local Program Activities				
Local Area Name **Tarrant County**	Total Participants Served 58,949	Adults	57,521	
		Dislocated Workers	865	
		Youth	563	
WDA Assigned # 5	Total Exiters 56,875	Adults	55,938	
		Dislocated Workers	579	
		Youth	358	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	69.12%	
	Dislocated Workers	--	78.31%	
Employment Retention Rate	Adults	--	85.91%	
	Dislocated Workers	--	89.63%	
Average Earnings	Adults	--	$17,070.28	
	Dislocated Workers	--	$17,247.11	
Placement in Employment or Education	Youth (14-21)	56%	51.71%	
Attainment of Degree or Certificate	Youth (14-21)	--	46.15%	
Literacy and Numeracy Gains	Youth (14-21)	35%	33.77%	
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
		1	1	0

Table O - Local Program Activities				
Local Area Name Texoma	Total Participants Served 6,358	Adults	6,136	
		Dislocated Workers	135	
		Youth	87	
WDA Assigned # 25	Total Exiters 6,517	Adults	6,385	
		Dislocated Workers	66	
		Youth	66	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	73.08%	
	Dislocated Workers	--	76.19%	
Employment Retention Rate	Adults	--	96.30%	
	Dislocated Workers	--	84.62%	
Average Earnings	Adults	--	$17,730.01	
	Dislocated Workers	--	$17,260.03	
Placement in Employment or Education	Youth (14-21)	58%	83.33%	
Attainment of Degree or Certificate	Youth (14-21)	--	65.52%	
Literacy and Numeracy Gains	Youth (14-21)	35%	50.00%	
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
		0	0	2

Table O - Local Program Activities				
Local Area Name **Upper Rio Grande**	Total Participants Served 19,310	Adults	17,638	
		Dislocated Workers	700	
		Youth	972	
WDA Assigned # 10	Total Exiters 19,621	Adults	18,671	
		Dislocated Workers	459	
		Youth	491	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	77.33%	
	Dislocated Workers	--	78.04%	
Employment Retention Rate	Adults	--	92.31%	
	Dislocated Workers	--	89.57%	
Average Earnings	Adults	--	$19,304.51	
	Dislocated Workers	--	$12,619.72	
Placement in Employment or Education	Youth (14-21)	58%	66.54%	
Attainment of Degree or Certificate	Youth (14-21)	--	69.20%	
Literacy and Numeracy Gains	Youth (14-21)	35%	40.86%	
Description of Other State Indicators of Performance (WIA section 136(d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance"				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	0	2

Table O - Local Program Activities				
Local Area Name **West Central**	Total Participants Served 10,638	Adults	10,154	
		Dislocated Workers	394	
		Youth	90	
WDA Assigned # 9	Total Exiters 11,549	Adults	11,084	
		Dislocated Workers	428	
		Youth	37	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	Adults	--	63.64%	
	Dislocated Workers	--	65.20%	
Employment Retention Rate	Adults	--	80.29%	
	Dislocated Workers	--	85.63%	
Average Earnings	Adults	--	$12,091.16	
	Dislocated Workers	--	$14,918.04	
Placement in Employment or Education	Youth (14-21)	58%	83.87%	
Attainment of Degree or Certificate	Youth (14-21)	--	70.00%	
Literacy and Numeracy Gains	Youth (14-21)	35%	33.33%	
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
		0	1	1

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