

Texas Workforce Commission

Member of the Texas Workforce Network

October 1, 2004

Ms. Esther Johnson
U.S. Department of Labor
Employment and Training Administration
Office of Performance and Technology
200 Constitution Avenue, NW, Room S-5206
Washington, DC 20210

Dear Ms. Johnson:

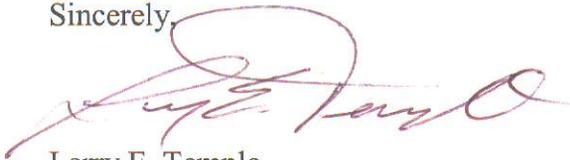
The Texas Workforce Commission (TWC) is pleased to submit its Workforce Investment Act (WIA) Annual Report for Program Year 2003 (PY'03), which documents the state's performance outcomes and provides a brief narrative of our accomplishments. The required hard copies will follow this electronic submission.

The report highlights strategies employed by Texas during PY'03, and our continued efforts to provide preeminent services to employers and job seekers through our 28 Workforce Development Boards and more than 280 Texas Workforce Centers across the state.

TWC looks forward to continuing our partnership with the Department of Labor and other stakeholders in creating workforce solutions for employers, job seekers, and communities.

If you have any questions regarding the performance reports, please contact Adam Leonard, Director of Performance, Analysis, and Reporting, at (512) 936-5866. Please contact Luis M. Macias, Director of Workforce Development, at (512) 936-0697, with any other questions you may have.

Sincerely,



Larry E. Temple
Executive Director

Enclosures

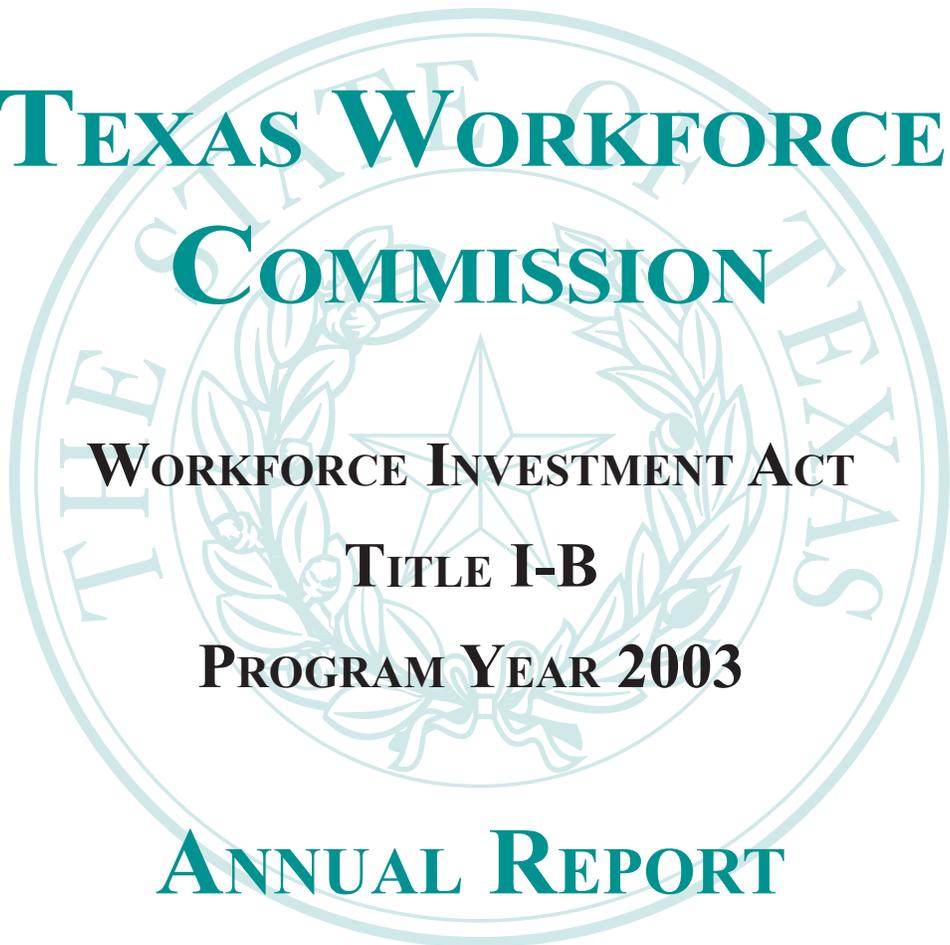
mc: Diane Rath, Chair and Commissioner Representing the Public
Ron Lehman, Commissioner Representing Employers
Ronald G. Congleton, Commissioner Representing Labor
H. E. (Gene) Crump, Jr., Deputy Executive Director
Luis M. Macias, Director of Workforce Development

Diane D. Rath, Chair
Commissioner Representing
the Public

Ron Lehman
Commissioner Representing
Employers

Ronald G. Congleton
Commissioner Representing
Labor

Larry E. Temple
Executive Director

The seal of the State of Texas is a large, light blue circular emblem in the background. It features a five-pointed star in the center, surrounded by a wreath of olive and live oak branches. The words "THE STATE OF TEXAS" are written around the perimeter of the seal.

TEXAS WORKFORCE COMMISSION

WORKFORCE INVESTMENT ACT

TITLE I-B

PROGRAM YEAR 2003

ANNUAL REPORT

*Fulfilling our 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
* * * * *

TEXAS WORKFORCE COMMISSION

WORKFORCE INVESTMENT ACT TITLE I-B PROGRAM YEAR 2003

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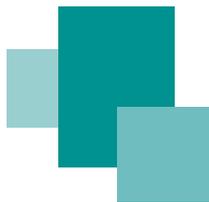
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ACHIEVEMENTS FOR PROGRAM YEAR 2003

- Enhanced employer engagement in the workforce system through increased flexibility of Workforce Investment Act (WIA) funds
- Strengthened the link between workforce and economic development
- Served more Texans, more efficiently through improved access to workforce solutions
- Continued to build for the future

“In Texas, we recognize the importance of creating and retaining jobs because job creation means greater opportunity and a better way of life for Texas workers and Texas families, and it provides the stable source of revenue for priorities like education, health care, and transportation.”

Governor Rick Perry





PART I: STAKEHOLDERS' REPORT

The Texas workforce system offers assistance to employers in filling nearly 400,000 jobs per year, and certifying more than \$120 million in tax credits annually. On average the workforce system, through its more than 280 one-stop centers, touches 1.8 million Texans every year. More than 600,000 individuals find work annually with the help of the workforce system.

A trained workforce is critical to business success. The Texas Workforce Commission (TWC) is dedicated to leading a business-driven workforce system that develops skilled workers to meet business demands. Customized training continues to be an effective strategy for meeting business needs for a skilled workforce.

Successfully responding to our customers' needs is demonstrated through the achievement of our WIA performance measures. In Program Year 2003 (PY03), TWC exceeded the targets for all WIA performance measures, and for the fourth year earned the Secretary of Labor's WIA Incentive Award. This outstanding performance resulted in a total of \$12 million in incentive funds for Texas.

■ **Enhanced employer engagement in the workforce system through increased flexibility of WIA funds**

The Texas workforce system listens to employers' business challenges, workforce issues and training needs and then crafts solutions to meet those immediate and future needs. Responding to employers' training needs is a priority for the Texas workforce system. Below are a few examples of successful local partnerships with employers, designed to meet distinct training needs.



The health care industry in the Gulf Coast workforce area recognized that it was suffering from a significant shortage of qualified health care workers and sought the assistance of the Texas workforce system. Members and staff from the Gulf Coast Workforce Development Board and the Greater Houston Partnership listened to industry leaders and initiated the Health Services Steering Committee to design solutions to meet the workforce needs of the health care industry. The partnership succeeded in designing and promoting services that increased enrollment in nursing school programs more than 20 percent.

Roger Beasley Dealerships, in partnership with the Capital Area and Rural Capital Area Workforce Development Boards, developed a project to provide training and certification that lead to full-time employment as automotive technicians. The project also includes paid on-the-job training into automobile industry career ladders that lead to progressively more challenging positions. This year the Beasley Dealerships will recruit, train and place in full-time employment 40 job seekers.

To provide the Workforce Development Boards (Boards) the greatest flexibility to design and deliver services that meet the needs of employers, TWC made a request to the U. S. Department of Labor (DOL) to waive certain bureaucratic hurdles that limited the Boards' ability to meet employers' training needs.

As a result of the approved waiver, Boards are allowed to use a portion of WIA formula funds as "**Local Activity Funds.**" Boards have the opportunity to designate up to 10 percent of adult, dislocated worker, and youth formula funds as Local Activity Funds.

The North Central Texas Workforce Development Board took advantage of the Local Activity Funds waiver and created customized training tailored to meet the needs of local employers. This project provided occupational and skills training to assist employed workers and individuals seeking employment. The training upgraded and enhanced employed workers' skills, and trained job seekers who were employed by the partner business upon successful completion of the training.

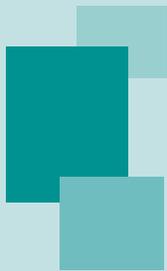
Boards are also provided with maximum flexibility to design employer-driven services with **WIA Statewide Alternative** funds. In PY03, TWC allocated \$9.96 million to the workforce areas. These funds allowed Boards to respond to the emerging workforce needs in their areas, especially to assist employers in sustaining or expanding their business and qualified workforce.

To better meet employers' needs for current worker training, the Golden Crescent Workforce Development Board conducted a survey of 3,700 employers, asking them to identify their most critical workforce training need. These employers indicated that computer training for their current workforce was their greatest need. Several employer focus groups were held to get input on the development of the curriculum. Using WIA Statewide Alternative funds, the Board hired a vendor that conducted training sessions at both the workplace and the workforce center.

*"This waiver will improve our services for the affected populations, allow the Texas Boards to respond to local economic conditions, and facilitate matching employers with job seekers."
Diane Rath, Chair and Commissioner Representing the Public*



“This grant [Workforce Investment Fund] will allow us to complete our training program for ISO 9001:2000’ registration. ISO 9001 is quickly becoming the highest standard for quality systems worldwide. This registration has become essential for marketing and exporting to major businesses and suppliers. We feel very fortunate to receive this assistance from the Workforce Board.”
Jimmy Dye, President of Dye Manufacturing



“We work closely with local workforce development boards across Texas to fill job openings with qualified workers, and we fund training to upgrade the skills of workers to better match area employers’ needs. We also work closely with economic development organizations to support existing Texas companies and bring new business to the state.”
Ron Lehman, Commissioner Representing Employers

Seven hundred forty-eight current workers received training, and one employer trained 80 percent of his workforce.

When businesses in its 19 county area expressed a need for customized training, upgrading the skills of current employees, and retraining employees for new or emerging occupations, the West Central Workforce Development Board used its WIA Statewide Alternative funds to create the “Workforce Investment Fund” to provide financial assistance for small- and medium-sized businesses. In PY03, the Board awarded approximately \$140,000 of the fund for five training projects that resulted in the retention of 55 jobs and training for 27 new jobs in skilled occupations. All of the projects have been in rural communities, many with a population of less than 2,000.

The Commissioner Representing Employers, Ron Lehman, convenes the Texas Business Conference, which is periodically held throughout the state to provide information on employer-requested topics. Presentations at the conference include information on training available through the Texas workforce system. The Texas Business Conference attracts over 6,000 attendees annually and 98 percent have rated the conference as good or excellent.

Through the Texas Business Conference and other forums, employers have consistently indicated that their number one need is qualified workers. To connect Texas employers with qualified job seekers, TWC developed **WorkInTexas.com**, a state-of-the-art job matching system available to employers at no cost.

WorkInTexas.com provides tools for employers to manage their recruiting efforts and features the largest applicant database in Texas, with over 1.8 million job seekers. It offers employers the ability to create unlimited job postings, view applicant resumes, obtain instant access to qualified candidates, and receive e-mail notification of job matches. WorkInTexas.com is available in the resource rooms of local workforce centers. As an Internet system, employers can access WorkInTexas.com 24/7 from any location with Internet availability. In its first six weeks of operation, 11,260 Texas employers registered and 15,179 successful entries into employment were recorded.

Fort Worth-based Lisa Motor Lines added five new truck drivers in one month through matches on WorkInTexas.com, and U.S.A. Trucks hired 15 drivers for Texas positions. "We're delighted that WorkInTexas.com sends e-mail alerts to inform us when candidates match potential jobs," says Renee Rose, a job placement representative who works with the two trucking companies. "Compared to other job-search web sites, private ones and those in other states, WorkInTexas.com is very thorough."

■ Strengthened the link between workforce and economic development

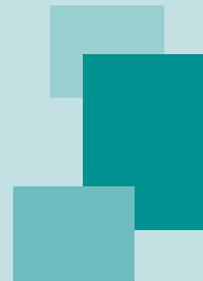
The Texas workforce system is an active partner with the DOL Business Relations Group. As part of the "President's High Growth Job Training Initiative," and the "National Business Partners Program," TWC's Office of Employer Initiatives coordinates state-level interaction between the National Business Partners Program and the Boards to facilitate services to employers, such as Home Depot, Toys-R-Us, Manpower, Express Personnel, Werner Trucking, CitiCards, and First Data Corporation.

The Office of Employer Initiatives also provides a vital link to the economic development community and meets weekly with the Office of the Governor's Economic Development Division. In an effort to bring employers together with workforce and economic development organizations, TWC, the Governor's Office, and the Texas Economic Development Council sponsored the Second Annual **Workforce and Economic Development Conference** in June 2004. The conference promoted the critical linkage between employers, workforce, and economic development in collaborating to design solutions that will increase economic vitality.

Vought Aircraft Industries planned the elimination of over 500 jobs in the Dallas-Fort Worth Metroplex. TWC's Office of Employer Initiatives, in partnership with area Boards, played a large part in crafting a proposal that convinced Vought not only to retain those 500 jobs, but also to create over 3,000 new jobs.

Working with employers and economic development professionals, the Office of Employer Initiatives identified the need for an easy to use tool to provide employers with site selection information.

*"The new program WorkInTexas.com is an innovative Internet tool that will match qualified workers with good employers at no cost. In Texas, our two great competitive advantages are a strong, skilled workforce and a job climate that is second-to-none. This is an exciting time for Texas as the state continues to attract new businesses, grow existing industries, create new jobs and compete in a global marketplace."
Governor Rick Perry*





The **Sites On Texas** tool, currently under development, will be available through the Boards and will provide businesses with customized information gathered from multiple sources about the skilled labor supply, labor costs, existing training curricula, infrastructure and other business climate variables. It will give local communities a tool to help them secure and make the most of economic development opportunities.

■ **Served more Texans, more efficiently, through improved access to workforce solutions**

The Texas workforce system is committed to building a ready workforce to meet the needs of employers. Providing current workers and job seekers with the skills, training, and opportunities needed to succeed in the workforce is critical.

The Texas workforce system through over 280 Texas Workforce Centers and satellite offices provides job seekers with access to a wide range of integrated workforce services and resources under one roof. Services include resume preparation, assessment, job search assistance, labor market information, counseling, and training.

The Tarrant County Workforce Development Board and Workforce Innovations Network (WIN) created the “Center for Workforce Development.” Some believe this is the nation’s first truly employer-driven one-stop workforce center. The WIN initiative is a national partnership that works with a network of employer associations and other employer-led organizations at the local and state level. The WIN partners in Tarrant County include the Board, the Arlington Chamber of Commerce, several educational institutions, and various community-based organizations.

There are countless stories of successful job placements throughout the state. In fact, during PY03, over 82,000 individuals registered and received WIA-funded services. This is over and above the thousands of others who benefit from WIA-funded self-service. The following are a few examples of the Texas workforce system’s positive impact in linking people with employment and helping them climb the career ladder.

“The collaboration in the Arlington WIN project demonstrates the effectiveness of using Chambers of Commerce and other employer-intermediaries in making the public workforce system more responsive to employers and workers needing jobs.”
Allyson Knox,
Project Manager for the
U. S. Chamber of Commerce

A human resources manager in the North East workforce area was laid off, attended a job search workshop as an Unemployment Insurance claimant, and was co-enrolled in WIA dislocated worker training. At the same time, the North East Workforce Center's Business Service Unit was assisting a new retail store with its initial staffing needs. Through the collaboration between the Business Service Unit and the case management staff, this former human resource manager gained employment as the retail store's new human resources manager. She now knows the value the workforce system can bring to a company, and as a result she will use the resources of the Texas Workforce Center to meet all of her store's staffing needs.

In the Central Texas workforce area services were provided to a single mother who had dropped out of high school. Through WIA training, she earned her General Equivalency Diploma (GED), moved up the career ladder, and is now a Licensed Vocational Nurse earning \$17.00/hour.

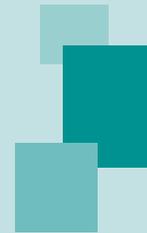
TWC recognizes the demands of a global economy require a highly skilled workforce with a strong academic foundation and occupational skills provided through high-quality education and training programs. Consistent with President Bush's support of apprenticeship, TWC dedicated WIA Statewide Activity funds to support apprenticeship activities with the Boards. Three projects were funded in response to the Request for Proposals.

These apprenticeship projects include the development of curricula for distance learning classes for journeyworkers, preapprentice training such as GED preparation and English as a second language, apprentice training and journeyworker training. These projects are underway, and four instructors are being trained and certified to teach journeyworker upgrade training. Approximately 50 participants are expected to complete preapprenticeship training, nearly 400 apprentices and journeyworkers are expected to complete training, and distance education materials are being developed to support apprenticeship and journeyworker training.



“Workforce development at the local level remains critical to our state’s continued economic growth. By encouraging programs that strengthen the workforce, we promote future job creation and economic development in communities across Texas.”

Governor Rick Perry



“Apprenticeship training programs fill a distinct need, while workers are trained for jobs that already exist and with good wages. Job placement for apprentices is higher than any other training program we have. Additionally, apprentices make an immediate contribution to the workforce through their on-the-job training. In short, apprenticeship training is the most successful training program we have.”

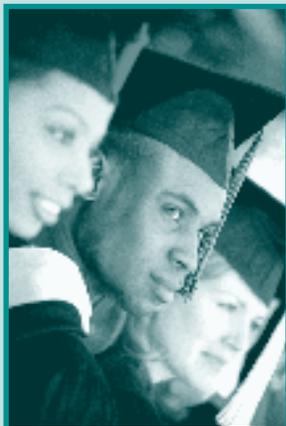
***Ronald G. Congleton,
Commissioner
Representing Labor***



TWC is committed to improving employment opportunities for people with disabilities. JobLine, funded with WIA, is a joint effort of TWC and the National Federation of the Blind which makes automated job information available by telephone to customers who are visually challenged. In addition, TWC staff worked with the Governor's Committee on People with Disabilities to ensure that WorkInTexas.com achieved the highest level of accessibility for persons who are visually impaired.

To help the Boards ensure their one-stop services meet the needs of people with barriers to employment, TWC devoted one of its Quarterly Workforce Forums to these issues. Topics included serving the physically disabled, those with limited English proficiency, and those with learning disabilities. TWC also provided training to local staff on appropriate screening and assessment tools to identify persons with learning disabilities. As the Workforce Center staff implement local workforce solutions, they remain committed to meeting the needs of people with disabilities.

A job seeker who was hearing impaired, and could not read or write English, came to a Texas Workforce Center in Dallas seeking assistance in finding a job. Through a translator, a staff member discovered the job seeker's strongest skill was working with jewelry. His talents were matched with a job in a national jewelry store where he sizes, polishes, and repairs jewelry.



Texas recognizes that disadvantaged youth often have multiple barriers to overcome in order to attend college. In 2002, TWC implemented the **First Generation Initiative**, Governor Rick Perry's vision for increasing the recruitment, enrollment, and retention of first generation college students—youth who would be the first in their families to obtain a postsecondary education.

In 2003, TWC expanded the initiative to six additional workforce areas and continued the grants in the six original areas. The First Generation Initiative includes support activities to enable disadvantaged, first generation youth to succeed throughout high school and into postsecondary education. Over 1200 youth were served with the first round of funding, and TWC anticipates another 2000 will benefit from the 2003 expansion.



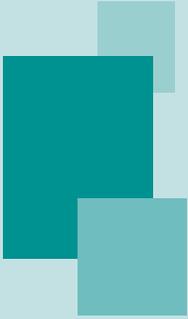
To assist Boards with serving out-of-school youth and improving program delivery and performance, TWC began the **Youth Program Initiative (YPI)**, a collaborative effort between **School & Main Institute**, Inc. and the Boards. YPI provides training and technical assistance to Boards, as well as their service providers, so they may strengthen their regional youth development efforts to better serve youth. The initiative began in 2002 and continued in 2003 with the final 13 workforce areas receiving on-site assistance. Two hundred and sixty-six site visits have been conducted at workforce centers and youth providers across the state. From 2002 to 2003, Boards have shown improvements in four of the WIA youth measures.

Increasingly, employers are seeking workers with stronger science and technology skills. To address the science and engineering workforce infrastructure needs in Texas, TWC supports the **Texas Science Careers Consortium (TSCC)**. TSCC is a coalition of college and university deans from across the state. This program is training Texas' future workforce to achieve technology and science knowledge and skills that will allow Texas employers to compete in the global economy. In April 2004, TWC, TSCC, and the Texas Higher Education Coordinating Board co-sponsored the ExxonMobil Texas Science and Engineering Fair. More than 600 students entered science projects and competed for scholarships and other special awards. The fair offered students throughout Texas a chance to learn and develop skills in science and engineering occupations.

TWC recognizes that individuals may enter the labor force in entry-level jobs and need assistance in developing career paths. **Pathways to Personal Independence** is a ground-breaking publication aimed at communicating career possibilities to persons who find themselves in entry-level positions and need help navigating to increasingly better jobs that lead to self-sufficiency. Identifying three pathways for each of ten common entry-level positions, the publication lists the exact knowledge, skills and abilities and training needed to move forward. An introductory narrative explains career paths for the 21st century, helping workers understand exactly how they can take charge of their own career development.



“The Texas economy is one of the strongest high-tech economies in the country. To continue to expand the knowledge industry in this state will take a growing high-tech workforce. The ExxonMobil Science Fair offers students around the state a chance to learn and develop skills that they will need to be successful in our emerging workforce, and have fun while doing it.”
Neil Smatresk, Dean of Science, UT Arlington & Director of TSCC



TWC developed performance measures to track employers' use of the system and the reemployment of Unemployment Insurance claimants. The measures evaluate the system's success in engaging employers and returning people to work.

As an example of one of the ten entry-level positions, a retail sales person, building upon the knowledge and skills learned, chooses one of the following three pathways identified:

- Advancing through jobs such as Customer Service Representative to Claims Taker to Postal Service Clerk in the Business and Administrative Services Cluster;
- Advancing through jobs such as Parts Salesperson to Retail Sales Supervisor to Wholesale Sales Representative in the Wholesale/Retail Sales and Services Cluster; or
- Advancing through jobs such as Insurance Claims Clerk to Insurance Appraiser to Financial Manager in the Financial Services Cluster.

In the Permian Basin workforce area, the Pathways to Personal Independence model is being used with the health care industry. WIA-funded training is being offered to upgrade the skills of current medical professionals. The training opportunities are Licensed Vocational Nurse to Registered Nurse (RN) and Bachelor of Science in Nursing to Masters in Nursing, lab assistant to Instructor, Program Director to Master's Level Instructor, and Rehabilitation Technician to RN. The impact on the targeted industry, at a minimum, is that with three new Master's Level Instructors, 30 new nursing students will be able to attend classes.

■ Continued to build for the future

TWC supports opportunities to enhance the integrity of workforce services through **increased accountability** and the **elimination of inefficiencies**. Tight budget constraints facing federal and state governments make it increasingly important to explore every avenue for integration, to aggressively monitor spending, and to ensure employers and job seekers who truly need assistance are being served. TWC continues to strengthen our stewardship of public funds, to enhance the Boards' flexibility to provide innovative services, and to improve our program integrity.

TWC implemented several initiatives and strategies to enhance the integrity of the workforce system. Through the adoption of a new policy on each **Board's oversight responsibilities**, TWC instituted safeguards designed to eliminate duplication between TWC and the Boards. This policy addresses the criteria for evaluating Board capacity to oversee and manage local funds and the delivery of local workforce services.



TWC adopted a new **contracting integrity policy** to ensure that fiscal integrity indicators are established, and to strengthen public confidence in the workforce system.

TWC also took steps to improve services and outcomes for trade-affected dislocated workers. By requiring that trade-affected workers be co-enrolled in both Trade Adjustment Assistance (TAA) and WIA Dislocated Worker services, the workforce system ensures that the broadest array of services are available, such as assessment, case management, and follow-up, as well as necessary support services. Boards are responsible for arranging necessary training, ensuring that such training is in a targeted or demand occupation, and WIA eligible training providers conduct the training.

TWC and the Boards respond to the needs of employers and individuals facing potential layoffs by providing Rapid Response services, such as immediate exposure to current job prospects, job search assistance, resume preparation, and training. Rapid Response services facilitate the development of these individuals' plans for future employment by making them more competitive in the job market.

When Levi Strauss and Company announced the closure of its last manufacturing plant in the United States, 800 workers in San Antonio learned that their jobs were about to end. TWC and the Alamo Workforce Development Board sponsored Rapid Response workshops covering topics such as job search skills, resume preparation, and interviewing techniques. Because the trade-affected workers were co-enrolled in WIA and TAA, workforce staff were able to assess workers' knowledge, skills, and abilities to determine their reemployment prospects using WIA funds. TAA funds were then used to pay for necessary training.

In addition, Texas conducts research and evaluation activities to examine the effectiveness of the workforce system. TWC recognizes that comprehensive evaluation is significant to enhancing services for its customers.

“Government should be results oriented—guided not by process but by performance.”
President
George W. Bush





Key research and evaluation during PY03 included:

- TWC continued analyzing WIA participants and trends. In a recent study of adults exiting WIA:
 - ▶ Over 23 percent of all training focused on the health-related field, including the occupations of Practical Nurse, Medical Assistant, Nurse Assistant/Aide, Nursing/RN, Medical Administrative Assistant/Secretary, and Pharmacy Technician/Assistant.
 - ▶ Adult and dislocated workers who received occupational/vocational training were likely to find post-exit employment in the medical sectors of the economy:
 - ✓ 9.4 percent employed in the General Medical and Surgical Hospitals industry;
 - ✓ 3.4 percent in Offices of Physicians;
 - ✓ 3.1 percent in Nursing Care Facilities; and
 - ✓ 3.0 percent in Home Health Care Services.
- TWC evaluated the use of five WIA waivers by the Boards during PY03, including the Youth waiver. The Youth waiver provides more flexibility to meet the needs of both employers and job seekers and allows Older Youth and Out-of-School Youth to use Individual Training Accounts and the Eligible Training Provider List (ETPL).

Prior to the waiver, ETPL was not available to older youth and out-of-school youth—local areas conducted a separate procurement for youth training providers. Boards that chose to implement the waiver developed policies for Older Youth and Out-of-School Youth to access and use ETPL. The evaluation examined the outcomes of youth that used ETPL training providers (ETPL youth) compared to the outcomes of youth that received training from providers outside of ETPL (comparison group) during PY03. The evaluation results are:

- ▶ Eligible training providers trained eight percent of older or out-of-school youth.
- ▶ Nearly 66 percent of ETPL youth exited because of entering employment, compared to 43 percent of the comparison group.
- ▶ ETPL youth earned \$8.77 per hour on average, which is more than \$1.00 per hour greater than the comparison group earned.



- Recent demographic trends have resulted in older workers representing an increasingly large proportion of the nation's workforce. Older workers, typically defined as age 55 or older, are being retained as experienced workers, rather than encouraged to retire. WIA can help enhance the opportunities of older workers who want to remain in the workforce.

TWC conducted an evaluation of 4,213 older workers who participated in WIA programs during PY03. The evaluation results indicate:

- ▶ The majority of older workers were enrolled in Basic Educational Skills/Adult Basic Education classes (36.1 percent), while 23.3 percent participated in on-the-job training experiences.
- ▶ Almost 94 percent were placed during 2003.
- ▶ The average wage was \$13.57 per hour.





PART II: STATEWIDE PERFORMANCE

TWC actively seeks to improve workforce services. TWC values performance measures as an integral part of improving and accounting for workforce delivery services. This has resulted in substantial achievements in meeting the State’s performance goals. Evidence of this is Texas’ achievement of the Secretary’s incentive award under WIA for Program Years 1999, 2000, 2001, and 2002 for a total of \$12 million in WIA Incentive Grants.

The Texas workforce system continues to exceed its targets for all WIA performance measures. Perhaps as important, Texas has improved its performance in 11 of the 17 measures in PY03 compared to PY02. In keeping with its commitment to continuous improvement, Texas has negotiated higher performance targets for 16 of the 17 measures in PY04.

Table 1 presents an overall view of the State’s performance for the 17 required WIA performance measures for Adult, Dislocated Worker, and Youth funding streams in PY03.

Table 1. Summary of WIA Performance for Texas

Performance Measure	Negotiated Performance Level	Actual Performance Level	Numerator	Denominator
Adult Entered Employment	71.00%	80.56%	12,355	15,336
Adult Employment Retention	76.00%	84.85%	12,723	14,995
Adult Earning Changes	\$3,300.00	\$3,663.63	\$52,521,683	14,336
Adult Employment And Credential Rate	47.00%	67.61%	3,962	5,860
Dislocated Worker Entered Employment	71.10%	83.80%	10,022	11,960
Dislocated Worker Employment Retention	80.00%	89.54%	10,377	11,589
Dislocated Worker Earnings Replacement	89.00%	94.55%	\$137,809,473	\$145,756,135
Dislocated Worker Employment And Credential Rate	50.00%	71.51%	2,796	3,910
Older Youth Entered Employment	63.00%	71.39%	1,532	2,146
Older Youth Retention	77.00%	81.14%	1,635	2,015
Older Youth Earnings Change	\$2,800.00	\$3,356.66	\$5,783,524	1,723
Older Youth Credential Rate	45.00%	53.10%	1,387	2,612
Younger Youth Retention Rate	50.00%	62.03%	2,700	4,353
Younger Youth Diploma or Equivalent Rate	42.00%	64.95%	1,925	2,964
Younger Youth Skill Attainment Rate	75.00%	86.61%	33,443	38,612
Employer Customer Satisfaction	68.00%	77.75%		
Participant Customer Satisfaction	72.00%	76.13%		

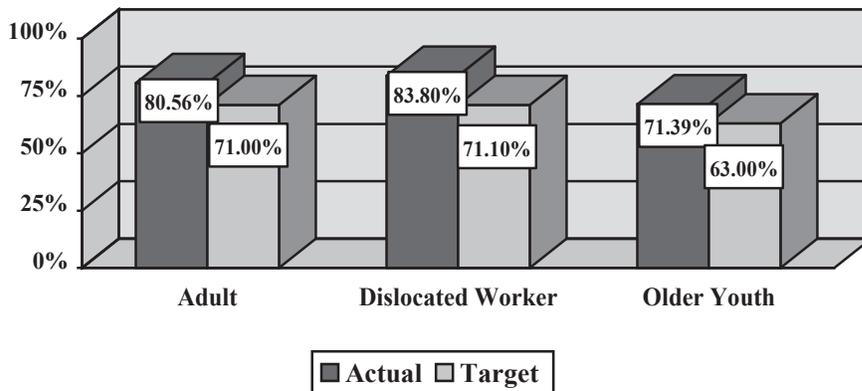
In Table 1, the bolded and shaded cells indicate improvements from PY02.



PERFORMANCE: ACTUAL VS. TARGET

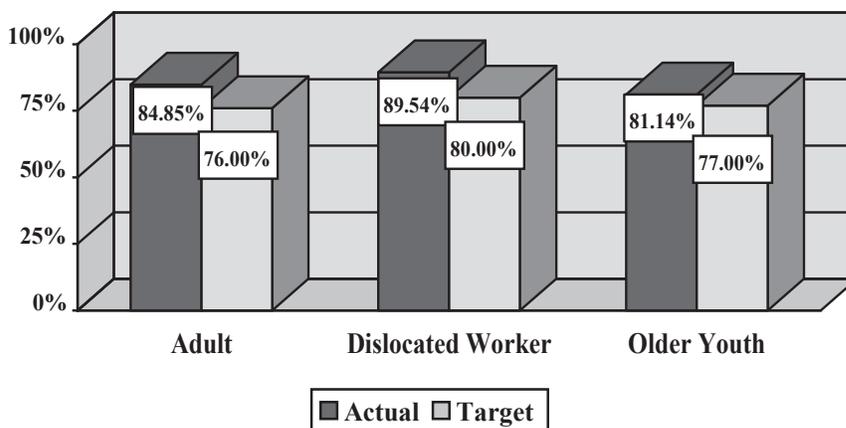
Entered Employment

For the fourth year, Texas surpassed its targets for Adult, Dislocated Worker and Older Youth services Entered Employment Rates. The Adult and the Dislocated Worker services in particular have shown a steady annual improvement in the last four years from 70.55 percent to 80.56 percent and from 77.10 percent to 83.80 percent Entered Employment Rate, respectively.



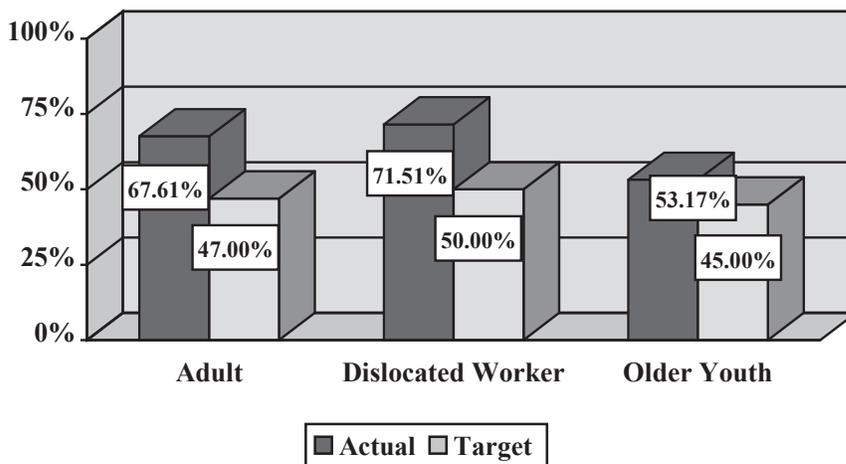
Job Retention

Texas exceeded its targets for Adult, Dislocated Worker, and Older Youth Job Retention Rates. The Adult and Dislocated Worker services exceeded their targets by over 11 percent while the Older Youth services exceeded its target by 5.4 percent. Follow-up services are also an important factor in job retention rates.



Employment and Credential

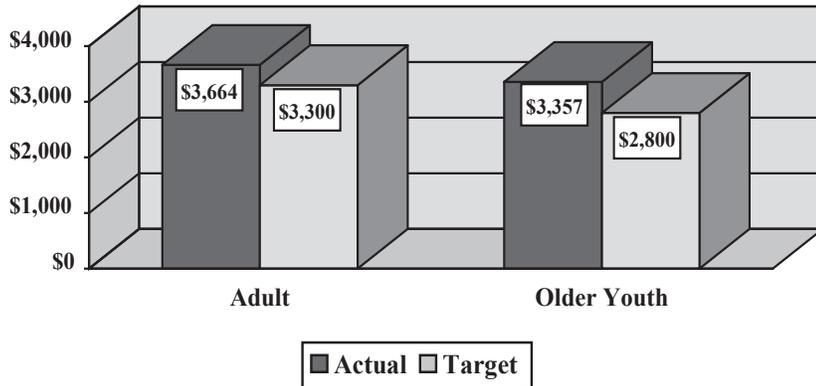
Texas exceeded the Adult, Dislocated Worker, and Older Youth Employment and Credential negotiated targets. The actual performance rates for these three measures have shown a steady yearly increase since WIA implementation. The state's actual performance for the Adult Employment and Credential rate exceeded the target by 20.61 percentage points, the Dislocated Worker 21.51 percentage points and the Older Youth 8.17 percentage points.





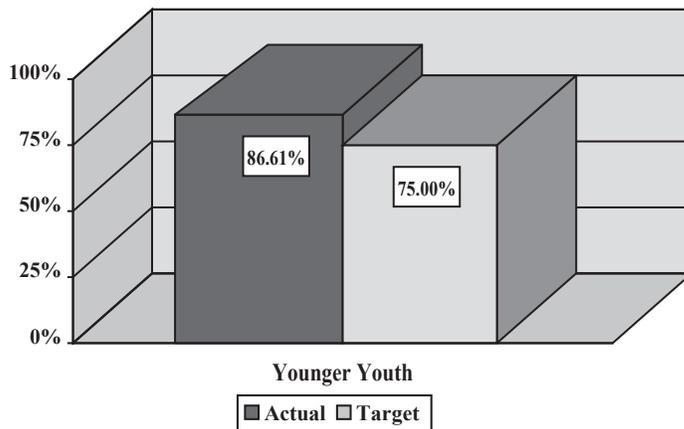
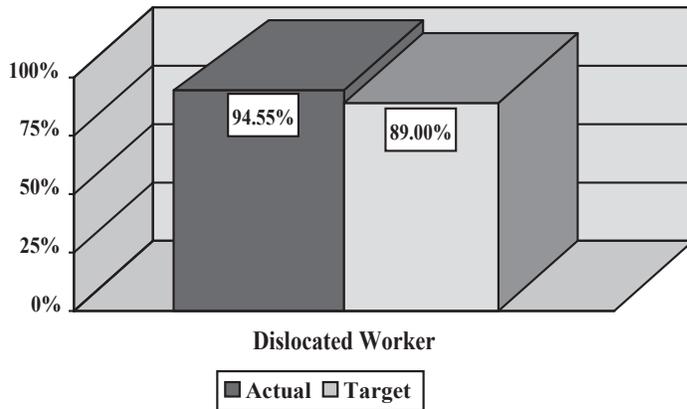
Earnings Change

Texas exceeded the Adult and Older Youth Earnings Gains targets. The Adult Earnings Change actual rate is \$364 above the target - while the Older Youth's is \$557 above the target.



Dislocated Worker Earnings Replacement Rate

In addition to exceeding the Adult and Older Youth Earnings Change rate, Texas also exceeded the negotiated targets for the Dislocated Worker Earnings Replacement Rate. The state's actual performance of 94.55 percent was 106.2 percent of the target and has demonstrated continuous improvement over the last two years.

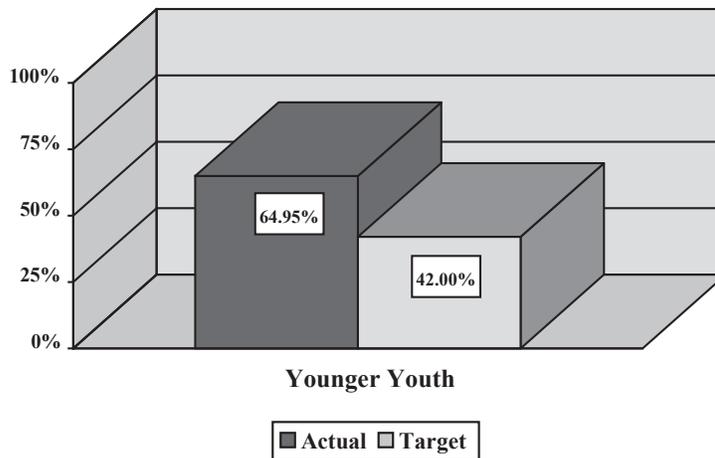


Younger Youth Skill Attainment

The state again exceeded the Younger Youth Skill Attainment Rate. The actual performance level for this target was 11.61 percentage points above the negotiated target. The level of activity in younger youth services has shown a slight increase.

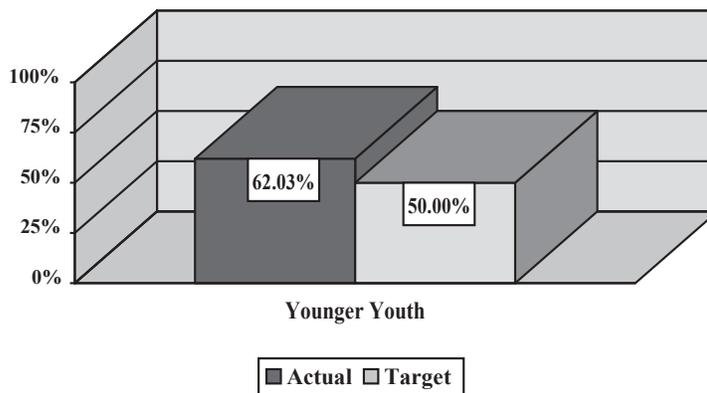
Younger Youth Diploma or Equivalent Attainment

Texas exceeded its target for the Younger Youth Diploma Attainment. This measure has shown significant improvement during the last three years from 48.13 percent in PY01 to 64.95 percent in PY03. The number of youth attaining a diploma increased over the prior year by five percent (1,925 in PY03 and 1,831 in PY02).



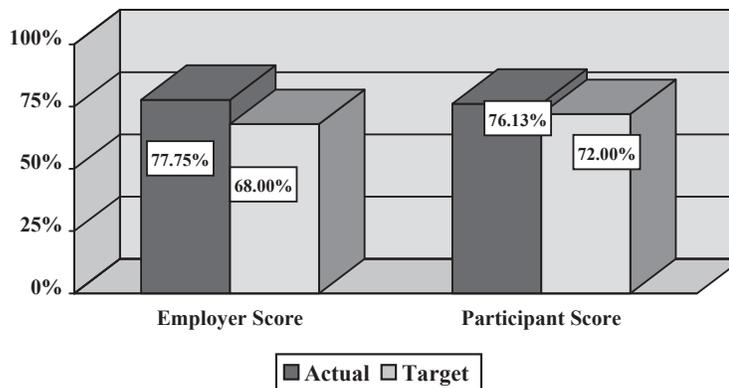
Younger Youth Retention Rate

Texas actual performance for Younger Youth Retention Rate is 12.03 percentage points above the negotiated target. This is the third consecutive year the state has exceeded this measure demonstrating moderate increases from 57.92 percent in PY01 to 62.03 percent in PY03.



Customer Satisfaction

Texas continued improving customer satisfaction scores for the fourth straight year showing moderate increases of approximately three percent over last year. The actual Employer Customer Satisfaction Rate was at 114.3 percent of the target, while the Participant Customer Satisfaction Rate is at 105.7 percent. PY03 results for the American Customer Satisfaction Index scores are shown below.



PROGRAM COST



The Texas workforce system spent an average of \$2,042 per participant enrolled in WIA services. Table 2 provides information about the cost per participant for all three programs.

Table 2. Cost Effectiveness Analysis

	Cost/Participant
Overall, All Program Strategies*	\$2,042
Adult Program	\$1,688
Dislocated Worker Program	\$1,590
Youth Program	\$2,404

*Overall Amounts include Local Administrative Funds

Table 3. Operating Results

	Available**	Expended**	Percentage
Overall, All Program Strategies *	\$238,583,817	\$195,625,318	82.0%
Local Adult Program Funds	65,938,079	59,381,425	90.1%
Local Dislocated Worker Program Funds	72,025,997	54,848,668	76.2%
Local Youth Program Funds	73,294,627	62,805,379	85.7%

* Overall includes Local Administration Funds.

** Amounts Available and Expended include the PY03 allocation as well as amounts carried forward from prior program years.

The following section, “Required Tables A-N,” presents the required statewide performance for the 17 performance indicators for the WIA Adult, Dislocated Worker, and Youth Funding sources. Special populations for these funding sources are also addressed.



REQUIRED TABLES A-N

STATEWIDE PERFORMANCE

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	72	76.13	499	30,692	590	84.6%
Employers	68	77.55	560	35,129	645	86.8%

Table B - Outcomes for Adults

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	71.0%	80.6%	12,355
			15,336
Employment Retention Rate	76.0%	84.8%	12,723
			14,995
Earnings Change in Six Months	\$3,300	\$3,664	\$52,521,683
			14,336
Employment and Credential Rate	47.0%	67.6%	3,962
			5,860

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	77.1%	736	77.1%	564	71.1%	140	76.9%	508
		955		720		197		661
Employment Retention Rate	81.3%	923	81.8%	495	84.1%	175	85.8%	434
		1,135		605		208		506
Earnings Change in Six Months	\$3,739.33	\$4,023,523	\$2,758.74	\$1,550,414	\$3,791.78	\$731,814	\$2,065.80	\$989,517
		1,076		562		193		479
Employment and Credential Rate	57.4%	433	72.4%	176	64.9%	63	66.7%	54
		754		243		97		81

Table D - Other Outcome Information for the Adult Program

Reported Information	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services	
Entered Employment Rate	81.4%	3,770	80.2%	8,585
		4,630		10,706
Employment Retention Rate	84.4%	5,097	85.1%	7,626
		6,037		8,958
Earnings Change in Six Months	\$4,726	\$26,654,117	\$2,974.65	\$25,867,566
		5,640		8,696

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

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	71.1%	83.8%	10,022
			11,960
Employment Retention Rate	80.0%	89.5%	10,377
			11,589
Earnings Replacement in Six Months	89.0%	94.5%	\$137,809,472
			\$145,756,135
Employment and Credential Rate	50.0%	71.5%	2,796
			3,910

Table F - Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
	Entered Employment Rate	78.9%	731	69.1%	85	74.6%	835	59.5%
		926		123		1,120		37
Employment Retention Rate	86.6%	717	85.7%	108	88.9%	869	89.7%	26
		828		126		977		29
Earnings Replacement Rate	89.1%	\$11,024,743	99.0%	\$1,184,559	87.3%	\$11,702,356	184.4%	\$235,714
		\$12,375,500		\$1,196,081		\$13,398,720		\$127,814
Employment And Credential Rate	68.9%	266	63.0%	34	66.1%	183	40.9%	9
		386		54		277		22

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	87.1%	3,416	82.2%
		3,924		8,036
Employment Retention Rate	89.3%	3,080	89.7%	7,297
		3,450		8,139
Earnings Replacement Rate	97.7%	\$38,628,356	93.4%	\$99,181,116
		\$39,554,278		\$106,201,856

Table H - Older Youth Results At-A-Glance

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	63.0%	71.4%	1,532
			2,146
Employment Retention Rate	77.0%	81.1%	1,635
			2,015
Earnings Change in Six Months	\$2,800	\$3,356.66	\$5,783,524
			1,723
Credential Rate	45.0%	53.1%	1,387
			2,612

Table I - Outcomes for Older Youth Special Populations

Reported Information	Public Assistance Recipients		Veterans		Individuals With Disabilities		Out-of-School Youth	
	Entered Employment Rate	70.0%	238	100.0%	3	47.5%	56	72.7%
		340		3		118		1,742
Employment Retention Rate	76.9%	223	100.0%	4	76.9%	50	81.5%	1326
		290		4		65		1,627
Earnings Change in Six Months	\$2,935.35	\$754,386	-\$44.66	-\$179	\$3,108.39	\$174,070	\$3,428.54	\$4,775,957
		257		4		56		1,393
Credential Rate	47.1%	180	66.7%	2	43.4%	59	52.8%	1,134
		382		3		136		2,149

Table J - Younger Youth Results At-A-Glance

	Negotiated Performance Level	Actual Performance Level
Skill Attainment Rate	75.0%	86.6%
		33,443
		38,612
Diploma or Equivalent Attainment Rate	42.0%	64.9%
		1,925
		2,965
Retention Rate	50.0%	62.0%
		2,700
		4,353

Table K - Outcomes for Younger Youth Special Populations

Reported Information	Public Assistance Recipients		Individuals With Disabilities		Out-of-School Youth	
	Skill Attainment Rate	89.8%	1,452	93.4%	1,181	82.2%
		1,617		1,264		2,898
Diploma or Equivalent Attainment Rate	61.0%	177	72.3%	175	44.2%	447
		290		242		1,012
Retention Rate	57.8%	248	56.1%	147	64.0%	1,150
		429		262		1,798

Table L - Other Reported Information

	12 Month Employment Retention Rate	12 Mo. Earnings Change (Adults and Older Youth)		Placements for Participants in Nontraditional Employment	Wages At Entry Into Employment For Those Individuals Who Entered Employment Unsubsidized		Entry Into Unsubsidized Employment Related to the Training Received of Those Who Completed Training Services		
		or	12 Mo. Earnings Replacement (Dislocated Workers)						
Adults	76.3%	10,075	\$ 44,325,611	2.2%	275	\$4,567.67	\$56,072,667	80.9%	2,377
		13,212	\$ 12,692			12,276	2,939		
Dislocated Workers	83.2%	9,014	\$ 119,903,057	2.6%	259	\$6,178.04	\$60,730,136	75.7%	2,166
		10,829	\$ 129,777,413						10,094
Older Youth	74.2%	1,357	\$ 5,201,033	2.7%	42	\$2,787.01	\$3,929,680		
		1,829	\$ 1,686					1,532	1,410

*from SPR

Table M - Participation Levels

	Total Participants Served	Total Exiters
Adults	35,179	15,432
Dislocated Workers	21,029	10,082
Older Youth	5,499	2,174
Younger Youth	20,631	10,561

Table N - Cost of Program Activities

Program Activity	Total Federal Spending
Local Adults	\$58,366,935
Local Dislocated Workers	\$57,286,679
Local Youth	\$62,224,503
Rapid Response (up to 25%) 134 (a) (2) (A)	\$439,893
Statewide Required Activities (up to 15%) 134 (a) (2) (b)	\$11,011,763
*Statewide Allowable Activities 134 (a) (3)	\$1,584,755
Total of All Federal Spending Listed Above	\$190,914,528

The table above includes both local level and state level spending. The line items for “Local Adults,” “Local Dislocated Workers,” and “Local Youth” include both expenditures and obligations. The line items for “Rapid Response,” “Statewide Required Activities,” and “Statewide Allowable Activities” include expenditures only.

*This year the Local Dislocated Worker allocation was increased to provide funds for rapid response events. The amount listed for “Rapid Response” expenditures are primarily expenses of the state office dislocated worker unit. Local rapid response activity expenditures are included in the “Local Dislocated Worker” expenditures. “Local Dislocated Worker” Rapid Response expenditures are estimated at \$3,714,100.



PART III: LOCAL PERFORMANCE

WORKFORCE BOARD PERFORMANCE

The performance of the twenty-eight Boards is exhibited in **Tables 4 & 5**. **Table 4** presents results for the first nine measures, and **Table 5** presents the remaining eight measures. The tables allow comparison among the Boards, and provide evidence of the high level of performance reported by most of the Boards.

Table 4. Measures 1 - 9

Measures 1 - 9	Adult Entered Employment Rate	Older Youth Entered Employment Rate	Dislocated Worker Entered Employment Rate	Adult Retention Rate	Older Youth Retention Rate	Dislocated Worker Retention Rate	Adult Average Earnings Change	Older Youth Average Earnings Change	Dislocated Worker Earnings Replacement Rate
Alamo	82.07%	74.55%	80.94%	87.62%	85.56%	89.28%	\$3,731.92	\$3,514.98	89.86%
Brazos Valley	72.09%	81.82%	80.39%	86.67%	83.33%	89.58%	\$3,875.81	\$1,934.94	89.89%
Cameron County	84.54%	80.85%	81.19%	81.14%	84.62%	88.19%	\$3,406.13	\$3,181.22	116.55%
Capital Area	78.85%	66.67%	87.71%	79.69%	66.67%	87.57%	\$3,477.57	\$4,630.46	71.28%
Central Texas	95.77%	88.00%	94.74%	93.24%	93.75%	98.00%	\$5,942.49	\$6,480.95	133.75%
Coastal Bend	75.66%	68.09%	77.25%	87.70%	79.37%	88.60%	\$5,100.41	\$3,734.01	97.54%
Concho Valley	76.19%	58.82%	90.91%	84.85%	76.92%	85.71%	\$2,444.11	\$2,537.27	129.46%
Dallas County	81.10%	71.55%	86.49%	80.08%	79.87%	95.51%	\$3,954.00	\$3,056.87	90.61%
Deep East Texas	81.08%	68.97%	89.29%	85.98%	77.78%	84.00%	\$6,248.73	\$3,444.75	80.40%
East Texas	85.07%	88.57%	89.02%	81.46%	82.22%	89.57%	\$3,375.38	\$3,750.98	108.25%
Golden Crescent	81.36%	70.59%	88.10%	85.39%	76.47%	93.55%	\$6,160.45	\$4,831.19	80.10%
Gulf Coast	80.07%	77.69%	82.17%	85.12%	85.60%	89.72%	\$3,279.93	\$3,863.93	93.63%
Heart Of Texas	82.61%	100.00%	81.82%	84.75%	53.33%	85.90%	\$4,916.44	\$4,136.93	77.07%
Lower Rio Grande	79.24%	66.45%	82.91%	83.18%	78.99%	87.00%	\$4,112.83	\$3,319.48	111.52%
Middle Rio Grande	83.21%	73.33%	78.99%	84.48%	81.36%	84.35%	\$3,122.91	\$4,575.60	101.08%
North Central Texas	86.87%	68.97%	83.61%	87.10%	77.42%	87.73%	\$1,896.41	\$1,444.27	72.52%
North East Texas	81.56%	80.00%	75.50%	86.02%	80.65%	85.38%	\$3,367.63	\$3,628.14	88.99%
North Texas	74.44%	90.00%	83.45%	90.32%	95.83%	90.38%	\$4,314.24	\$6,468.29	93.18%
Panhandle	95.35%	72.22%	87.23%	95.35%	78.38%	90.91%	\$9,058.68	\$4,274.04	112.09%
Permian Basin	82.11%	73.33%	90.59%	86.49%	79.31%	93.09%	\$5,212.99	\$2,212.09	93.29%
Rural Capital Area	91.67%	90.91%	89.23%	87.60%	94.44%	91.73%	\$2,774.78	\$4,290.37	88.09%
South Plains	82.26%	100.00%	87.50%	89.43%	85.71%	86.27%	\$6,358.61	\$2,939.80	82.15%
South Texas	74.50%	69.23%	82.76%	79.66%	80.36%	88.31%	\$4,159.92	\$2,308.46	93.91%
Southeast Texas	82.61%	83.33%	93.69%	88.52%	87.50%	85.90%	\$5,860.17	\$2,636.50	95.29%
Tarrant County	77.48%	75.00%	85.39%	90.64%	87.10%	93.37%	\$3,522.70	\$2,668.24	114.24%
Texoma	79.17%	100.00%	90.60%	90.91%	88.89%	94.38%	\$10,442.04	\$12,659.98	96.37%
Upper Rio Grande	88.06%	63.17%	91.58%	80.26%	76.21%	86.91%	\$3,299.55	\$2,642.21	94.02%
West Central Texas	82.95%	73.08%	84.71%	82.17%	94.74%	89.04%	\$2,878.39	\$2,822.97	86.95%
# Meeting the Measure	28	28	28	28	27	28	26	25	27
% Meeting the Measure	100.00%	100.00%	100.00%	100.00%	96.43%	100.00%	92.86%	89.29%	96.43%
Statewide Report	80.56%	71.39%	83.80%	84.85%	81.14%	89.54%	\$3,663.62	\$3,356.66	94.55%

In Tables 4 and 5, the shading indicates performance that did not meet the targets.



Table 5. Measures 10 - 17

Measures 10 - 17	Adult Employment and Credential Rate	Older Youth Employment and Credential	Dislocated Worker Employment and Credential Rate	Younger Youth Diploma or Equivalent Rate	Younger Youth Skill Attainment Rate	Younger Youth Retention Rate	Participant Customer Satisfaction	Employer Customer Satisfaction
Alamo	66.14%	46.05%	68.45%	53.65%	86.30%	59.25%	68.12	76.12
Brazos Valley	55.56%	64.29%	69.23%	60.00%	82.05%	68.66%	72.26	70.46
Cameron County	77.15%	68.70%	70.18%	86.41%	84.88%	73.40%	84.33	75.62
Capital Area	50.00%	85.71%	57.97%	61.11%	84.24%	72.73%	65.03	72.18
Central Texas	73.79%	85.71%	84.91%	95.16%	98.38%	78.05%	81.04	73.32
Coastal Bend	58.27%	47.30%	64.15%	48.30%	79.47%	56.60%	78.74	74.87
Concho Valley	76.19%	68.00%	80.00%	81.82%	89.70%	63.41%	83.18	76.63
Dallas County	71.09%	50.00%	68.81%	54.26%	84.17%	53.51%	71.33	73.54
Deep East Texas	60.47%	45.71%	60.38%	75.97%	81.86%	69.83%	76.22	76.48
East Texas	74.44%	64.29%	75.56%	79.55%	85.99%	60.80%	79.65	81.55
Golden Crescent	72.46%	63.16%	72.50%	61.22%	93.92%	63.64%	75.18	73.97
Gulf Coast	58.90%	53.71%	64.09%	57.75%	85.66%	59.74%	72.70	75.44
Heart Of Texas	64.00%	100.00%	78.13%	89.74%	87.85%	46.43%	71.87	75.06
Lower Rio Grande	65.87%	49.26%	74.07%	53.13%	85.95%	61.54%	80.26	72.06
Middle Rio Grande	79.78%	73.44%	71.95%	91.55%	98.45%	77.48%	82.64	83.31
North Central Texas	79.73%	57.14%	73.08%	52.24%	85.61%	56.16%	73.78	73.88
North East Texas	67.88%	60.78%	77.33%	73.58%	94.36%	74.60%	77.16	80.55
North Texas	68.33%	58.82%	68.80%	48.65%	83.97%	52.00%	78.25	75.06
Panhandle	90.67%	55.56%	75.61%	74.36%	85.14%	70.37%	81.07	74.24
Permian Basin	67.43%	55.88%	77.50%	77.22%	92.15%	66.30%	83.55	75.47
Rural Capital Area	78.13%	64.29%	92.31%	61.29%	86.53%	77.78%	77.11	75.03
South Plains	68.27%	66.67%	67.35%	95.74%	95.90%	59.49%	78.79	75.06
South Texas	65.15%	53.57%	73.91%	52.38%	92.19%	62.24%	82.51	78.13
Southeast Texas	75.31%	68.75%	78.79%	50.00%	91.83%	66.67%	76.12	78.40
Tarrant County	55.12%	67.86%	67.11%	71.23%	79.84%	71.43%	68.70	74.56
Texoma	79.49%	71.43%	78.10%	84.21%	97.12%	60.00%	82.69	71.01
Upper Rio Grande	82.24%	44.70%	84.09%	60.17%	78.27%	59.10%	73.68	73.83
West Central Texas	71.26%	62.50%	75.34%	82.46%	88.98%	76.74%	74.24	75.74
# Meeting the Measure	28	28	28	28	28	27	26	28
% Meeting the Measure	100.00%	100.00%	100.00%	100.00%	100.00%	96.43%	92.86%	100.00%
Statewide Report	67.61%	53.10%	71.51%	64.95%	86.61%	62.03%	76.13	77.75

In Tables 4 and 5, the shading indicates performance that did not meet the targets.

The final section of this report, “Tables O,” beginning on the next page, presents individual tables for each of the 28 Boards, detailing their performance for the 17 WIA core performance measures. In addition to the core measures, the targets for each measure are also provided.

Table O - Local Performance - Alamo

Local Area Name Alamo	Total Participants Served 6,914	Adults	1,843	
		Dislocated Workers	2,360	
		Older Youth	405	
		Younger Youth	2,306	
WDA Assigned # 20	Total Exiters 2,405	Adults	691	
		Dislocated Workers	675	
		Older Youth	140	
		Younger Youth	899	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	68.12	
	Employer	68	76.12	
Entered Employment Rate	Adults	73.00%	82.07%	
	Dislocated Worker	73.00%	80.94%	
	Older Youth	72.00%	74.55%	
Retention Rate	Adults	78.00%	87.62%	
	Dislocated Worker	83.00%	89.28%	
	Older Youth	79.00%	85.56%	
	Younger Youth	51.55%	59.25%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,000	\$3,732	
	Dislocated Worker	92.60%	89.86%	
	Older Youth	\$2,800	\$3,515	
Credential/Diploma Rate	Adults	48.45%	66.14%	
	Dislocated Worker	51.55%	68.45%	
	Older Youth	46.39%	46.05%	
	Younger Youth	43.30%	53.65%	
Skill Attainment Rate	Younger Youth	77.32%	86.30%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		1	3	13

* Note - Boards are given a 3% variance in the determination of meeting status.

Table O - Local Performance - Brazos Valley

Local Area Name Brazos Valley	Total Participants Served 431	Adults	138	
		Dislocated Workers	108	
		Older Youth	25	
		Younger Youth	160	
WDA Assigned # 16	Total Exiters 218	Adults	65	
		Dislocated Workers	54	
		Older Youth	19	
		Younger Youth	80	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	72.26	
	Employer	68	70.46	
Entered Employment Rate	Adults	67.00%	72.09%	
	Dislocated Worker	71.00%	80.39%	
	Older Youth	73.85%	81.82%	
Retention Rate	Adults	78.00%	86.67%	
	Dislocated Worker	84.00%	89.58%	
	Older Youth	77.00%	83.33%	
	Younger Youth	51.55%	68.66%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,332	\$3,876	
	Dislocated Worker	91.70%	89.89%	
	Older Youth	\$2,310	\$1,935	
Credential/Diploma Rate	Adults	48.45%	55.56%	
	Dislocated Worker	51.55%	69.23%	
	Older Youth	46.39%	64.29%	
	Younger Youth	43.30%	60.00%	
Skill Attainment Rate	Younger Youth	77.32%	82.05%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		1	3	13

* Note - Boards are given a 3% variance in the determination of meeting status.

Table O - Local Performance - Cameron County

Local Area Name Cameron County	Total Participants Served 1,871	Adults	549	
		Dislocated Workers	515	
		Older Youth	312	
		Younger Youth	495	
WDA Assigned # 24	Total Exiters 513	Adults	224	
		Dislocated Workers	78	
		Older Youth	67	
		Younger Youth	144	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	84.33	
	Employer	68	75.62	
Entered Employment Rate	Adults	71.00%	84.54%	
	Dislocated Worker	71.10%	81.19%	
	Older Youth	62.00%	80.85%	
Retention Rate	Adults	76.00%	81.14%	
	Dislocated Worker	82.00%	88.19%	
	Older Youth	77.00%	84.62%	
	Younger Youth	51.55%	73.40%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,300	\$3,406	
	Dislocated Worker	90.00%	116.55%	
	Older Youth	\$3,100	\$3,181	
Credential/Diploma Rate	Adults	48.45%	77.15%	
	Dislocated Worker	51.55%	70.18%	
	Older Youth	46.39%	68.70%	
	Younger Youth	43.30%	86.41%	
Skill Attainment Rate	Younger Youth	77.32%	84.88%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	2	15

* Note - Boards are given a 3% variance in the determination of meeting status.

Table O - Local Performance - Capital Area

Local Area Name Capital Area	Total Participants Served 1,623	Adults	556	
		Dislocated Workers	644	
		Older Youth	77	
		Younger Youth	346	
WDA Assigned # 14	Total Exiters 481	Adults	109	
		Dislocated Workers	201	
		Older Youth	13	
		Younger Youth	158	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	65.03	
	Employer	68	72.18	
Entered Employment Rate	Adults	71.00%	78.85%	
	Dislocated Worker	73.75%	87.71%	
	Older Youth	67.00%	66.67%	
Retention Rate	Adults	76.00%	79.69%	
	Dislocated Worker	80.00%	87.57%	
	Older Youth	77.00%	66.67%	
	Younger Youth	51.55%	72.73%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,499	\$3,478	
	Dislocated Worker	72.75%	71.28%	
	Older Youth	\$2,675	\$4,630	
Credential/Diploma Rate	Adults	48.45%	50.00%	
	Dislocated Worker	51.55%	57.97%	
	Older Youth	46.39%	85.71%	
	Younger Youth	43.30%	61.11%	
Skill Attainment Rate	Younger Youth	77.32%	84.24%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		2	5	10

* Note - Boards are given a 3% variance in the determination of meeting status.

Table O - Local Performance - Central Texas

Local Area Name Central Texas	Total Participants Served 861	Adults	258	
		Dislocated Workers	121	
		Older Youth	64	
		Younger Youth	418	
WDA Assigned # 26	Total Exiters 437	Adults	107	
		Dislocated Workers	57	
		Older Youth	34	
		Younger Youth	239	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	81.04	
	Employer	68	73.32	
Entered Employment Rate	Adults	78.00%	95.77%	
	Dislocated Worker	73.00%	94.74%	
	Older Youth	70.00%	88.00%	
Retention Rate	Adults	76.00%	93.24%	
	Dislocated Worker	80.00%	98.00%	
	Older Youth	79.00%	93.75%	
	Younger Youth	51.55%	78.05%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$4,800	\$5,942	
	Dislocated Worker	100.00%	133.75%	
	Older Youth	\$3,745	\$6,481	
Credential/Diploma Rate	Adults	48.45%	73.79%	
	Dislocated Worker	51.55%	84.91%	
	Older Youth	46.39%	85.71%	
	Younger Youth	43.30%	95.16%	
Skill Attainment Rate	Younger Youth	77.32%	98.38%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	0	17

* Note - Boards are given a 3% variance in the determination of meeting status.

Table O - Local Performance - Coastal Bend

Local Area Name Coastal Bend	Total Participants Served 2,418	Adults	895	
		Dislocated Workers	601	
		Older Youth	181	
		Younger Youth	741	
WDA Assigned # 22	Total Exiters 1,229	Adults	572	
		Dislocated Workers	362	
		Older Youth	86	
		Younger Youth	209	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	78.74	
	Employer	68	74.87	
Entered Employment Rate	Adults	74.28%	75.66%	
	Dislocated Worker	72.00%	77.25%	
	Older Youth	63.00%	68.09%	
Retention Rate	Adults	79.00%	87.70%	
	Dislocated Worker	83.00%	88.60%	
	Older Youth	79.00%	79.37%	
	Younger Youth	51.55%	56.60%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$4,348	\$5,100	
	Dislocated Worker	100.00%	97.54%	
	Older Youth	\$2,996	\$3,734	
Credential/Diploma Rate	Adults	48.45%	58.27%	
	Dislocated Worker	51.55%	64.15%	
	Older Youth	46.39%	47.30%	
	Younger Youth	43.30%	48.30%	
Skill Attainment Rate	Younger Youth	77.32%	79.47%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	5	12

* Note - Boards are given a 3% variance in the determination of meeting status.

Table O - Local Performance - Concho Valley

Local Area Name Concho Valley	Total Participants Served 351	Adults	118	
		Dislocated Workers	48	
		Older Youth	22	
		Younger Youth	163	
WDA Assigned # 12	Total Exiters 152	Adults	71	
		Dislocated Workers	36	
		Older Youth	16	
		Younger Youth	29	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	83.18	
	Employer	68	76.63	
Entered Employment Rate	Adults	73.00%	76.19%	
	Dislocated Worker	72.00%	90.91%	
	Older Youth	60.00%	58.82%	
Retention Rate	Adults	74.00%	84.85%	
	Dislocated Worker	80.00%	85.71%	
	Older Youth	75.00%	76.92%	
	Younger Youth	51.55%	63.41%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$2,749	\$2,444	
	Dislocated Worker	80.00%	129.46%	
	Older Youth	\$1,177	\$2,537	
Credential/Diploma Rate	Adults	48.45%	76.19%	
	Dislocated Worker	51.55%	80.00%	
	Older Youth	46.39%	68.00%	
	Younger Youth	43.30%	81.82%	
Skill Attainment Rate	Younger Youth	77.32%	89.70%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		1	3	13

* Note - Boards are given a 3% variance in the determination of meeting status.

Table O - Local Performance - Dallas County

Local Area Name Dallas County	Total Participants Served 6,283	Adults	2,209	
		Dislocated Workers	1,174	
		Older Youth	559	
		Younger Youth	2,341	
WDA Assigned # 6	Total Exiters 2,797	Adults	703	
		Dislocated Workers	628	
		Older Youth	174	
		Younger Youth	1,292	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	71.33	
	Employer	68	73.54	
Entered Employment Rate	Adults	71.00%	81.10%	
	Dislocated Worker	73.44%	86.49%	
	Older Youth	66.00%	71.55%	
Retention Rate	Adults	78.67%	80.08%	
	Dislocated Worker	82.00%	95.51%	
	Older Youth	77.00%	79.87%	
	Younger Youth	51.55%	53.51%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,433	\$3,954	
	Dislocated Worker	92.60%	90.61%	
	Older Youth	\$2,600	\$3,057	
Credential/Diploma Rate	Adults	48.45%	71.09%	
	Dislocated Worker	51.55%	68.81%	
	Older Youth	46.39%	50.00%	
	Younger Youth	43.30%	54.26%	
Skill Attainment Rate	Younger Youth	77.32%	84.17%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	5	12

* Note - Boards are given a 3% variance in the determination of meeting status.

Table O - Local Performance - Deep East Texas

Local Area Name Deep East Texas	Total Participants Served 1,778	Adults	643	
		Dislocated Workers	548	
		Older Youth	118	
		Younger Youth	469	
WDA Assigned # 17	Total Exiters 935	Adults	286	
		Dislocated Workers	265	
		Older Youth	51	
		Younger Youth	333	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	76.22	
	Employer	68	76.48	
Entered Employment Rate	Adults	71.00%	81.08%	
	Dislocated Worker	76.00%	89.29%	
	Older Youth	72.50%	68.97%	
Retention Rate	Adults	78.00%	85.98%	
	Dislocated Worker	84.00%	84.00%	
	Older Youth	79.00%	77.78%	
	Younger Youth	51.55%	69.83%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$4,800	\$6,249	
	Dislocated Worker	82.00%	80.40%	
	Older Youth	\$2,354	\$3,445	
Credential/Diploma Rate	Adults	48.45%	60.47%	
	Dislocated Worker	51.55%	60.38%	
	Older Youth	46.39%	45.71%	
	Younger Youth	43.30%	75.97%	
Skill Attainment Rate	Younger Youth	77.32%	81.86%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	5	12

* Note - Boards are given a 3% variance in the determination of meeting status.

Table O - Local Performance - East Texas

Local Area Name East Texas	Total Participants Served 3,325	Adults	1,988	
		Dislocated Workers	648	
		Older Youth	125	
		Younger Youth	564	
WDA Assigned # 8	Total Exiters 557	Adults	281	
		Dislocated Workers	115	
		Older Youth	33	
		Younger Youth	128	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	79.65	
	Employer	68	81.55	
Entered Employment Rate	Adults	73.90%	85.07%	
	Dislocated Worker	73.06%	89.02%	
	Older Youth	75.00%	88.57%	
Retention Rate	Adults	79.00%	81.46%	
	Dislocated Worker	82.00%	89.57%	
	Older Youth	79.00%	82.22%	
	Younger Youth	51.55%	60.80%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,500	\$3,375	
	Dislocated Worker	100.00%	108.25%	
	Older Youth	\$3,745	\$3,751	
Credential/Diploma Rate	Adults	48.45%	74.44%	
	Dislocated Worker	51.55%	75.56%	
	Older Youth	46.39%	64.29%	
	Younger Youth	43.30%	79.55%	
Skill Attainment Rate	Younger Youth	77.32%	85.99%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	4	13

* Note - Boards are given a 3% variance in the determination of meeting status.

Table O - Local Performance - Golden Crescent

Local Area Name Golden Crescent	Total Participants Served 983	Adults	580	
		Dislocated Workers	154	
		Older Youth	36	
		Younger Youth	213	
WDA Assigned # 19	Total Exiters 338	Adults	110	
		Dislocated Workers	82	
		Older Youth	9	
		Younger Youth	137	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	75.18	
	Employer	68	73.97	
Entered Employment Rate	Adults	71.00%	81.36%	
	Dislocated Worker	71.10%	88.10%	
	Older Youth	62.00%	70.59%	
Retention Rate	Adults	76.00%	85.39%	
	Dislocated Worker	77.00%	93.55%	
	Older Youth	75.00%	76.47%	
	Younger Youth	51.55%	63.64%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,700	\$6,160	
	Dislocated Worker	80.00%	80.10%	
	Older Youth	\$3,424	\$4,831	
Credential/Diploma Rate	Adults	48.45%	72.46%	
	Dislocated Worker	51.55%	72.50%	
	Older Youth	46.39%	63.16%	
	Younger Youth	43.30%	61.22%	
Skill Attainment Rate	Younger Youth	77.32%	93.92%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	3	14

* Note - Boards are given a 3% variance in the determination of meeting status.

Table O - Local Performance - Gulf Coast

Local Area Name Gulf Coast	Total Participants Served 23,064	Adults	12,249	
		Dislocated Workers	5,408	
		Older Youth	1,569	
		Younger Youth	3,838	
WDA Assigned # 28	Total Exiters 12,905	Adults	7,930	
		Dislocated Workers	3,634	
		Older Youth	421	
		Younger Youth	920	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	72.70	
	Employer	68	75.44	
Entered Employment Rate	Adults	77.00%	80.07%	
	Dislocated Worker	77.00%	82.17%	
	Older Youth	65.00%	77.69%	
Retention Rate	Adults	78.00%	85.12%	
	Dislocated Worker	84.00%	89.72%	
	Older Youth	79.00%	85.60%	
	Younger Youth	51.55%	59.74%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,268	\$3,280	
	Dislocated Worker	92.60%	93.63%	
	Older Youth	\$3,424	\$3,864	
Credential/Diploma Rate	Adults	48.45%	58.90%	
	Dislocated Worker	51.55%	64.09%	
	Older Youth	46.39%	53.71%	
	Younger Youth	43.30%	57.75%	
Skill Attainment Rate	Younger Youth	77.32%	85.66%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	4	13

* Note - Boards are given a 3% variance in the determination of meeting status.

Table O - Local Performance - Heart of Texas

Local Area Name Heart of Texas	Total Participants Served 992	Adults	379	
		Dislocated Workers	352	
		Older Youth	24	
		Younger Youth	237	
WDA Assigned # 13	Total Exiters 402	Adults	148	
		Dislocated Workers	143	
		Older Youth	5	
		Younger Youth	106	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	71.87	
	Employer	68	75.06	
Entered Employment Rate	Adults	69.00%	82.61%	
	Dislocated Worker	72.00%	81.82%	
	Older Youth	60.00%	100.00%	
Retention Rate	Adults	76.00%	84.75%	
	Dislocated Worker	80.00%	85.90%	
	Older Youth	54.40%	53.33%	
	Younger Youth	51.55%	46.43%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$2,749	\$4,916	
	Dislocated Worker	86.00%	77.07%	
	Older Youth	\$2,515	\$4,137	
Credential/Diploma Rate	Adults	48.45%	64.00%	
	Dislocated Worker	51.55%	78.13%	
	Older Youth	46.39%	100.00%	
	Younger Youth	43.30%	89.74%	
Skill Attainment Rate	Younger Youth	77.32%	87.85%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		2	2	13

* Note - Boards are given a 3% variance in the determination of meeting status.

Table O - Local Performance - Lower Rio Grande Valley

Local Area Name Lower Rio Grande Valley	Total Participants Served 5,866	Adults	2,918	
		Dislocated Workers	431	
		Older Youth	527	
		Younger Youth	1,990	
WDA Assigned # 23	Total Exiters 3,492	Adults	1,055	
		Dislocated Workers	195	
		Older Youth	434	
		Younger Youth	1,808	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	80.26	
	Employer	68	72.06	
Entered Employment Rate	Adults	72.00%	79.24%	
	Dislocated Worker	71.10%	82.91%	
	Older Youth	62.00%	66.45%	
Retention Rate	Adults	77.13%	83.18%	
	Dislocated Worker	84.00%	87.00%	
	Older Youth	77.00%	78.99%	
	Younger Youth	51.55%	61.54%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,300	\$4,113	
	Dislocated Worker	100.00%	111.52%	
	Older Youth	\$2,675	\$3,319	
Credential/Diploma Rate	Adults	48.45%	65.87%	
	Dislocated Worker	51.55%	74.07%	
	Older Youth	46.39%	49.26%	
	Younger Youth	43.30%	53.13%	
Skill Attainment Rate	Younger Youth	77.32%	85.95%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	2	15

* Note - Boards are given a 3% variance in the determination of meeting status.

Table O - Local Performance - Middle Rio Grande

Local Area Name Middle Rio Grande	Total Participants Served 1,263	Adults	297	
		Dislocated Workers	93	
		Older Youth	51	
		Younger Youth	822	
WDA Assigned # 27	Total Exiters 1,143	Adults	252	
		Dislocated Workers	82	
		Older Youth	28	
		Younger Youth	781	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	82.64	
	Employer	68	83.31	
Entered Employment Rate	Adults	71.00%	83.21%	
	Dislocated Worker	71.33%	78.99%	
	Older Youth	60.00%	73.33%	
Retention Rate	Adults	76.00%	84.48%	
	Dislocated Worker	79.00%	84.35%	
	Older Youth	77.00%	81.36%	
	Younger Youth	51.55%	77.48%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$2,732	\$3,123	
	Dislocated Worker	95.00%	101.08%	
	Older Youth	\$2,675	\$4,576	
Credential/Diploma Rate	Adults	48.45%	79.78%	
	Dislocated Worker	51.55%	71.95%	
	Older Youth	46.39%	73.44%	
	Younger Youth	43.30%	91.55%	
Skill Attainment Rate	Younger Youth	77.32%	98.45%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	0	17

* Note - Boards are given a 3% variance in the determination of meeting status.

Table O - Local Performance - North Central Texas

Local Area Name North Central Texas	Total Participants Served 2,876	Adults	1,355	
		Dislocated Workers	798	
		Older Youth	102	
		Younger Youth	621	
WDA Assigned # 4	Total Exiters 699	Adults	183	
		Dislocated Workers	306	
		Older Youth	37	
		Younger Youth	173	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	73.78	
	Employer	68	73.88	
Entered Employment Rate	Adults	71.00%	86.87%	
	Dislocated Worker	76.00%	83.61%	
	Older Youth	69.00%	68.97%	
Retention Rate	Adults	78.00%	87.10%	
	Dislocated Worker	82.00%	87.73%	
	Older Youth	72.00%	77.42%	
	Younger Youth	51.55%	56.16%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$1,935	\$1,896	
	Dislocated Worker	74.00%	72.52%	
	Older Youth	\$1,474	\$1,444	
Credential/Diploma Rate	Adults	48.45%	79.73%	
	Dislocated Worker	51.55%	73.08%	
	Older Youth	46.39%	57.14%	
	Younger Youth	43.30%	52.24%	
Skill Attainment Rate	Younger Youth	77.32%	85.61%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	5	12

* Note - Boards are given a 3% variance in the determination of meeting status.

Table O - Local Performance - North East Texas

Local Area Name North East Texas	Total Participants Served 1,627	Adults	812	
		Dislocated Workers	424	
		Older Youth	35	
		Younger Youth	356	
WDA Assigned # 7	Total Exiters 939	Adults	206	
		Dislocated Workers	429	
		Older Youth	35	
		Younger Youth	269	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	77.16	
	Employer	68	80.55	
Entered Employment Rate	Adults	71.00%	81.56%	
	Dislocated Worker	70.00%	75.50%	
	Older Youth	64.00%	80.00%	
Retention Rate	Adults	78.00%	86.02%	
	Dislocated Worker	79.00%	85.38%	
	Older Youth	77.00%	80.65%	
	Younger Youth	51.55%	74.60%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,122	\$3,368	
	Dislocated Worker	86.00%	88.99%	
	Older Youth	\$3,210	\$3,628	
Credential/Diploma Rate	Adults	48.45%	67.88%	
	Dislocated Worker	51.55%	77.33%	
	Older Youth	46.39%	60.78%	
	Younger Youth	43.30%	73.59%	
Skill Attainment Rate	Younger Youth	77.32%	94.36%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	2	15

* Note - Boards are given a 3% variance in the determination of meeting status.

Table O - Local Performance - North Texas

Local Area Name North Texas	Total Participants Served 813	Adults	392	
		Dislocated Workers	287	
		Older Youth	36	
		Younger Youth	98	
WDA Assigned # 3	Total Exiters 424	Adults	184	
		Dislocated Workers	146	
		Older Youth	16	
		Younger Youth	78	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	78.25	
	Employer	68	75.06	
Entered Employment Rate	Adults	74.00%	74.44%	
	Dislocated Worker	72.00%	83.45%	
	Older Youth	67.19%	90.00%	
Retention Rate	Adults	79.00%	90.32%	
	Dislocated Worker	82.00%	90.38%	
	Older Youth	79.00%	95.83%	
	Younger Youth	51.55%	52.00%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$4,800	\$4,314	
	Dislocated Worker	95.00%	93.18%	
	Older Youth	\$2,354	\$6,468	
Credential/Diploma Rate	Adults	48.45%	68.33%	
	Dislocated Worker	51.55%	68.80%	
	Older Youth	46.39%	58.82%	
	Younger Youth	43.30%	48.65%	
Skill Attainment Rate	Younger Youth	77.32%	83.97%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		1	3	13

* Note - Boards are given a 3% variance in the determination of meeting status.

Table O - Local Performance - Panhandle

Local Area Name Panhandle	Total Participants Served 673	Adults	241	
		Dislocated Workers	150	
		Older Youth	124	
		Younger Youth	158	
WDA Assigned # 1	Total Exiters 277	Adults	122	
		Dislocated Workers	64	
		Older Youth	31	
		Younger Youth	60	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	81.07	
	Employer	68	74.24	
Entered Employment Rate	Adults	76.00%	95.35%	
	Dislocated Worker	74.00%	87.23%	
	Older Youth	62.00%	72.22%	
Retention Rate	Adults	79.00%	95.35%	
	Dislocated Worker	84.00%	90.91%	
	Older Youth	77.00%	78.38%	
	Younger Youth	51.55%	70.37%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$4,800	\$9,059	
	Dislocated Worker	92.00%	112.09%	
	Older Youth	\$3,500	\$4,274	
Credential/Diploma Rate	Adults	48.45%	90.67%	
	Dislocated Worker	51.55%	75.61%	
	Older Youth	46.39%	55.56%	
	Younger Youth	43.30%	74.36%	
Skill Attainment Rate	Younger Youth	77.32%	85.14%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	1	16

* Note - Boards are given a 3% variance in the determination of meeting status.

Table O - Local Performance - Permian Basin

Local Area Name Permian Basin	Total Participants Served 1,016	Adults	290	
		Dislocated Workers	217	
		Older Youth	65	
		Younger Youth	444	
WDA Assigned # 11	Total Exiters 392	Adults	131	
		Dislocated Workers	113	
		Older Youth	24	
		Younger Youth	124	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	83.55	
	Employer	68	75.47	
Entered Employment Rate	Adults	72.00%	82.11%	
	Dislocated Worker	75.00%	90.59%	
	Older Youth	62.00%	73.33%	
Retention Rate	Adults	78.00%	86.49%	
	Dislocated Worker	82.00%	93.09%	
	Older Youth	79.00%	79.31%	
	Younger Youth	51.55%	66.30%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,900	\$5,213	
	Dislocated Worker	95.00%	93.29%	
	Older Youth	\$1,177	\$2,212	
Credential/Diploma Rate	Adults	48.45%	67.43%	
	Dislocated Worker	51.55%	77.50%	
	Older Youth	46.39%	55.88%	
	Younger Youth	43.30%	77.22%	
Skill Attainment Rate	Younger Youth	77.32%	92.15%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	2	15

* Note - Boards are given a 3% variance in the determination of meeting status.

Table O - Local Performance - Rural Capital Area

Local Area Name Rural Capital Area	Total Participants Served 877	Adults	393	
		Dislocated Workers	251	
		Older Youth	38	
		Younger Youth	195	
WDA Assigned # 15	Total Exiters 254	Adults	77	
		Dislocated Workers	119	
		Older Youth	11	
		Younger Youth	47	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	77.11	
	Employer	68	75.03	
Entered Employment Rate	Adults	78.00%	91.67%	
	Dislocated Worker	77.00%	89.23%	
	Older Youth	70.00%	90.91%	
Retention Rate	Adults	78.00%	87.60%	
	Dislocated Worker	84.00%	91.73%	
	Older Youth	79.00%	94.44%	
	Younger Youth	51.55%	77.78%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$2,830	\$2,775	
	Dislocated Worker	92.60%	88.09%	
	Older Youth	\$2,782	\$4,290	
Credential/Diploma Rate	Adults	48.45%	78.13%	
	Dislocated Worker	51.55%	92.31%	
	Older Youth	46.39%	64.29%	
	Younger Youth	43.30%	61.29%	
Skill Attainment Rate	Younger Youth	77.32%	86.53%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	2	15

* Note - Boards are given a 3% variance in the determination of meeting status.

Table O - Local Performance - Southeast Texas

Local Area Name Southeast Texas	Total Participants Served 2,157	Adults	577	
		Dislocated Workers	697	
		Older Youth	182	
		Younger Youth	701	
WDA Assigned # 18	Total Exiters 774	Adults	196	
		Dislocated Workers	188	
		Older Youth	20	
		Younger Youth	370	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	76.12	
	Employer	68	78.40	
Entered Employment Rate	Adults	78.00%	82.61%	
	Dislocated Worker	77.00%	93.69%	
	Older Youth	72.00%	83.33%	
Retention Rate	Adults	78.00%	88.52%	
	Dislocated Worker	84.00%	85.90%	
	Older Youth	79.00%	87.50%	
	Younger Youth	51.55%	66.67%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,868	\$5,860	
	Dislocated Worker	97.00%	95.29%	
	Older Youth	\$2,675	\$2,637	
Credential/Diploma Rate	Adults	48.45%	75.31%	
	Dislocated Worker	51.55%	78.79%	
	Older Youth	46.39%	68.75%	
	Younger Youth	43.30%	50.00%	
Skill Attainment Rate	Younger Youth	77.32%	91.83%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	3	14

* Note - Boards are given a 3% variance in the determination of meeting status.

Table O - Local Performance - South Plains

Local Area Name South Plains	Total Participants Served 1,437	Adults	883	
		Dislocated Workers	256	
		Older Youth	46	
		Younger Youth	252	
WDA Assigned # 2	Total Exiters 353	Adults	110	
		Dislocated Workers	136	
		Older Youth	24	
		Younger Youth	83	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	78.49	
	Employer	68	75.06	
Entered Employment Rate	Adults	79.00%	82.26%	
	Dislocated Worker	77.62%	87.50%	
	Older Youth	73.00%	100.00%	
Retention Rate	Adults	79.00%	89.43%	
	Dislocated Worker	80.00%	86.27%	
	Older Youth	77.00%	85.71%	
	Younger Youth	51.55%	59.49%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$4,800	\$6,359	
	Dislocated Worker	82.00%	82.15%	
	Older Youth	\$3,200	\$2,940	
Credential/Diploma Rate	Adults	48.45%	68.27%	
	Dislocated Worker	51.55%	67.35%	
	Older Youth	46.39%	66.67%	
	Younger Youth	43.30%	95.74%	
Skill Attainment Rate	Younger Youth	77.32%	95.90%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		1	2	14

* Note - Boards are given a 3% variance in the determination of meeting status.

Table O - Local Performance - South Texas

Local Area Name South Texas	Total Participants Served 1,541	Adults	926	
		Dislocated Workers	71	
		Older Youth	63	
		Younger Youth	481	
WDA Assigned # 21	Total Exiters 378	Adults	190	
		Dislocated Workers	15	
		Older Youth	30	
		Younger Youth	143	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	82.51	
	Employer	68	78.13	
Entered Employment Rate	Adults	67.00%	74.50%	
	Dislocated Worker	71.10%	82.76%	
	Older Youth	63.00%	69.23%	
Retention Rate	Adults	76.00%	79.66%	
	Dislocated Worker	80.00%	88.31%	
	Older Youth	79.00%	80.36%	
	Younger Youth	51.55%	62.24%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,400	\$4,160	
	Dislocated Worker	89.00%	93.91%	
	Older Youth	\$2,996	\$2,308	
Credential/Diploma Rate	Adults	48.45%	65.15%	
	Dislocated Worker	51.55%	73.91%	
	Older Youth	46.39%	53.57%	
	Younger Youth	43.30%	52.38%	
Skill Attainment Rate	Younger Youth	77.32%	92.19%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		1	2	14

* Note - Boards are given a 3% variance in the determination of meeting status.

Table O - Local Performance - Tarrant County

Local Area Name Tarrant County	Total Participants Served 3,070	Adults	962	
		Dislocated Workers	1,185	
		Older Youth	214	
		Younger Youth	709	
WDA Assigned # 5	Total Exiters 1,358	Adults	408	
		Dislocated Workers	613	
		Older Youth	30	
		Younger Youth	307	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	68.70	
	Employer	68	74.56	
Entered Employment Rate	Adults	73.00%	77.48%	
	Dislocated Worker	72.50%	85.39%	
	Older Youth	64.00%	75.00%	
Retention Rate	Adults	79.00%	90.64%	
	Dislocated Worker	84.00%	93.37%	
	Older Youth	79.00%	87.10%	
	Younger Youth	51.55%	71.43%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,445	\$3,523	
	Dislocated Worker	92.60%	114.24%	
	Older Youth	\$2,600	\$2,668	
Credential/Diploma Rate	Adults	48.45%	55.12%	
	Dislocated Worker	51.55%	67.11%	
	Older Youth	46.39%	67.86%	
	Younger Youth	43.30%	71.23%	
Skill Attainment Rate	Younger Youth	77.32%	79.84%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	4	13

* Note - Boards are given a 3% variance in the determination of meeting status.

Table O - Local Performance - Texoma

Local Area Name Texoma	Total Participants Served 954	Adults	440	
		Dislocated Workers	317	
		Older Youth	32	
		Younger Youth	165	
WDA Assigned # 25	Total Exiters 185	Adults	34	
		Dislocated Workers	111	
		Older Youth	8	
		Younger Youth	32	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	82.69	
	Employer	68	71.01	
Entered Employment Rate	Adults	79.68%	79.17%	
	Dislocated Worker	77.00%	90.60%	
	Older Youth	65.00%	100.00%	
Retention Rate	Adults	79.00%	90.91%	
	Dislocated Worker	84.00%	94.38%	
	Older Youth **	77.00%	88.89%	
	Younger Youth	51.55%	60.00%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$4,800	\$10,442	
	Dislocated Worker	80.00%	96.37%	
	Older Youth **	\$3,200	\$12,660	
Credential/Diploma Rate	Adults	48.45%	79.49%	
	Dislocated Worker	51.55%	78.10%	
	Older Youth	46.39%	71.43%	
	Younger Youth	43.30%	84.21%	
Skill Attainment Rate	Younger Youth	77.32%	97.12%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	2	15

* Note - Boards are given a 3% variance in the determination of meeting status.

Table O - Local Performance - Upper Rio Grande

Local Area Name Upper Rio Grande	Total Participants Served 6,661	Adults	2,098	
		Dislocated Workers	3,056	
		Older Youth	418	
		Younger Youth	1,089	
WDA Assigned # 10	Total Exiters 3,681	Adults	835	
		Dislocated Workers	1,155	
		Older Youth	342	
		Younger Youth	1,349	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	73.68	
	Employer	68	73.83	
Entered Employment Rate	Adults	68.31%	88.06%	
	Dislocated Worker	70.28%	91.58%	
	Older Youth	64.00%	63.17%	
Retention Rate	Adults	77.26%	80.26%	
	Dislocated Worker	80.00%	86.91%	
	Older Youth	77.00%	76.21%	
	Younger Youth	51.55%	59.10%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$2,950	\$3,300	
	Dislocated Worker	92.60%	94.02%	
	Older Youth	\$2,600	\$2,642	
Credential/Diploma Rate	Adults	48.45%	82.24%	
	Dislocated Worker	51.55%	84.09%	
	Older Youth	46.39%	44.70%	
	Younger Youth	43.30%	60.17%	
Skill Attainment Rate	Younger Youth	77.32%	78.27%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	8	9

* Note - Boards are given a 3% variance in the determination of meeting status.

Table O - Local Performance - West Central

Local Area Name West Central	Total Participants Served 613	Adults	190	
		Dislocated Workers	115	
		Older Youth	49	
		Younger Youth	259	
WDA Assigned # 9	Total Exiters 531	Adults	152	
		Dislocated Workers	80	
		Older Youth	36	
		Younger Youth	263	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	74.24	
	Employer	68	75.74	
Entered Employment Rate	Adults	71.00%	82.95%	
	Dislocated Worker	71.10%	84.71%	
	Older Youth	60.00%	73.08%	
Retention Rate	Adults	76.00%	82.17%	
	Dislocated Worker	84.00%	89.04%	
	Older Youth	75.00%	94.74%	
	Younger Youth	51.55%	76.74%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$2,935	\$2,878	
	Dislocated Worker	88.70%	86.95%	
	Older Youth	\$1,177	\$2,823	
Credential/Diploma Rate	Adults	48.45%	71.26%	
	Dislocated Worker	51.55%	75.34%	
	Older Youth	46.39%	62.50%	
	Younger Youth	43.30%	82.46%	
Skill Attainment Rate	Younger Youth	77.32%	88.98%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	3	14

* Note - Boards are given a 3% variance in the determination of meeting status.

WIA Annual Report Data

State Name: TX

Program Year: 2003

Table A: Workforce Investment Act Customer Satisfaction Results

Customer Satisfaction	Negotiated Performance Level	Actual Performance - Level - American Customer Satisfaction Index	Number of Surveys Completed	Number of Customers Eligible for the Survey	Number of Customers Included in the Sample	Response Rate
Participants	72	76.1	499	30,692	590	84.6
Employers	68	77.6	560	35,129	645	86.8

Table B: Adult Program Results At-A-Glan

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	71	80.6	12,355
			15,336
Employment Retention Rate	76	84.8	12,723
			14,995
Earnings Change in Six Month	3,300	3,664	52,521,683
			14,336
Employment and Credential Rate	47	67.6	3,962
			5,860

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	77.1	736	78.3	564	71.1	140	76.9	508
		955		720		197		661
Employment Retention Rate	81.3	923	81.8	495	84.1	175	85.8	434
		1,135		605		208		506
Earnings Change in Six Months	3,739	4,023,523	2,759	1,550,414	3,792	731,814	2,066	989,517
		1,076		562		193		479
Employment and Credential Rate	57.4	433	72.4	176	64.9	63	66.7	54
		754		243		97		81

Table D: Other Outcome Information for the Adult Program

Reported Information	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services	
Entered Employment Rate	81.4	3,770	80.2	8,585
		4,630		10,706
Employment Retention Rate	84.4	5,097	85.1	7,626
		6,037		8,958
Earnings Change in Six Months	4,726	26,654,117	2,975	25,867,566
		5,640		8,696

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

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	71.1	83.8	10,022
			11,960
Employment Retention Rate	80	89.5	10,377
			11,589
Earnings Replacement in Six Months	89	94.5	137,809,472
			145,756,134
Employment and Credential Rate	80	71.5	2,796
			3,910

Table F: Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	78.9	731	69.1	85	74.6	835	59.5	22
		926		123		1,120		37
Employment Retention Rate	86.6	717	85.7	108	88.9	869	89.7	26
		828		126		977		29
Earnings Replacement Rate	89.1	11,024,743	99	1,184,559	87.3	11,702,356	184.4	235,714
		12,375,500		1,196,081		13,398,720		127,814
Employment And Credential Rate	68.9	266	63	34	66.1	183	40.9	9
		386		54		277		22

Table G: Other Outcome Information for the Dislocated Worker Program

Reported Information	Individuals Who Received Training Services		Individuals Who Received Core and Intensive Services	
	Entered Employment Rate	87.1	3,416	82.2
	3,924		8,036	
Employment Retention Rate	89.3	3,080	89.7	7,297
		3,450		8,139
Earnings Replacement Rate	97.7	38,628,356	93.4	99,181,116
		39,554,278		106,201,856

Table H: Older Youth Results At-A-Glance

	Negotiated Performance Level	Actual Performance Level	
		Entered Employment Rate	63
	2,146		
Employment Retention Rate	77	81.1	1,635
			2,015
Earnings Change in Six Months	2,800	3,357	5,783,524
			1,723
Credential Rate	45	53.1	1,387
			2,612

Table I: Outcomes for Older Youth Special Populations

Reported Information	Public Assistance Recipients		Veterans		Individuals With Disabilities		Out-of-School Youth	
	Entered Employment Rate	70	238	100	3	47.5	56	72.7
340			3		118		1,742	
Employment Retention Rate	76.9	223	100	4	76.9	50	81.5	1,326
		290		4		65		1,627
Earnings Change in Six Months	2,935	754,386	-45	-179	3,108	174,070	3,429	4,775,957
		257		4		56		1,393
Credential Rate	47.1	180	66.7	2	43.4	59	52.8	1,134
		382		3		136		2,149

Table J: Younger Youth Results At-A-Glance

	Negotiated Performance Level	Actual Performance Level	
		Skill Attainment Rate	75
			38,612
Diploma or Equivalent Attainment Rate	42	64.9	1,925
			2,964
Retention Rate	50	62	2,700
			4,353

Table K: Outcomes for Younger Youth Special Populations

Reported Information	Public Assistance Recipients		Individuals Disabilities		Out-of-School Youth	
Skill Attainment Rate	89.8	1,452	93.4	1,181	82.2	2,381
		1,617		1,264		2,898
Diploma or Equivalent Attainment Rate	61	177	72.3	175	44.2	447
		290		242		1,012
Retention Rate	57.8	248	56.1	147	64	1,150
		429		262		1,798

Table L: Other Reported Information

	12 Month Employment Retention Rate		12 Mo. Earnings Change (Adults and Older Youth) or 12 Mo. Earnings Replacement (Dislocated Workers)		Placements for Participants in Nontraditional Employment		Wages At Entry Into Employment For Those Individuals Who Entered Employment Unsubsidized Employment		Entry Into Unsubsidized Employment Related to the Training Received of Those Who Completed Training Services	
Adults	76.3	10,075	3,492	44,325,611	2.2	275	4,568	56,072,667	80.9	2,377
		13,212		12,692		12,355		12,276		2,939
Dislocated Workers	83.2	9,014	92.4	119,903,057	2.6	259	6,178	60,730,136	75.7	2,166
		10,829		129,777,413		10,022		9,830		2,863
Older Youth	74.2	1,357	3,085	5,201,033	2.7	42	2,787	3,929,680		
		1,829		1,686		1,532		1,410		

Table M: Participation Levels

	Total Participants Served	Total Exiters
Adults	35,179	15,432
Dislocated Workers	21,029	10,082
Older Youth	5,499	2,174
Younger Youth	20,631	10,561

Table N: Cost of Program Activities

Program Activity		Total Federal Spending
Local Adults		\$58,366,935.00
Local Dislocated Workers		\$57,286,679.00
Local Youth		\$62,224,503.00
Rapid Response (up to 25%) 134 (a) (2) (A)		\$439,893.00
Statewide Required Activities (up to 25%) 134 (a) (2) (B)		\$11,011,763.00
Statewide Allowable Activities 134 (a) (3)	Other Allowable Activities (<10%)	\$1,584,755.00
	N/A	\$0.00
Total of All Federal Spending Listed Above		\$180,666,429.00

WIA Annual Report Data

State Name: TX

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Alamo Workforce Development Inc.	Total Participants Served	Adults	1,843
		Dislocated Workers	2,360
		Older Youth	405
		Younger Youth	2,306
	Total Exiters	Adults	691
		Dislocated Workers	675
		Older Youth	140
		Younger Youth	899

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	72	68.1
	Employers	68	76.1
Entered Employment Rate	Adults	73	82.1
	Dislocated Workers	73	80.9
	Older Youth	72	74.5
Retention Rate	Adults	78	87.6
	Dislocated Workers	83	89.3
	Older Youth	79	85.6
	Younger Youth	51.6	59.2
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,000	3,731.92
	Dislocated Workers	92.6	89.9
	Older Youth (\$)	2,800	3,514.98
Credential / Diploma Rate	Adults	48.45	66.1
	Dislocated Workers	51.6	68.4
	Older Youth	46.4	46.1
	Younger Youth	43.3	53.6
Skill Attainment Rate	Younger Youth	77.3	86.3
Description of Other State Indicators of Performance			
N/A		0	0
N/A		0	0
Overall Status of Local Performance		Not Met	Met
		1	3
		Exceeded	13

WIA Annual Report Data

State Name: TX

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Brazos Valley Workforce Development Board	Total Participants Served	Adults	138
		Dislocated Workers	108
		Older Youth	25
		Younger Youth	160
	Total Exiters	Adults	65
		Dislocated Workers	54
		Older Youth	19
		Younger Youth	80

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	72	72.3
	Employers	68	70.5
Entered Employment Rate	Adults	67	72.1
	Dislocated Workers	71	80.4
	Older Youth	73.9	81.8
Retention Rate	Adults	78	86.7
	Dislocated Workers	84	89.6
	Older Youth	77	83.3
	Younger Youth	51.6	68.7
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,332	3,875.81
	Dislocated Workers	91.7	89.9
	Older Youth (\$)	2,310	1,934.94
Credential / Diploma Rate	Adults	48.45	55.6
	Dislocated Workers	51.6	69.2
	Older Youth	46.4	64.3
	Younger Youth	43.3	60
Skill Attainment Rate	Younger Youth	77.3	82.1
Description of Other State Indicators of Performance			
N/A		0	0
N/A		0	0
Overall Status of Local Performance		Not Met	Met
		1	3
		Exceeded	13

WIA Annual Report Data

State Name: TX

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Cameron County Workforce Development Board	Total Participants Served	Adults	549
		Dislocated Workers	515
		Older Youth	312
		Younger Youth	495
	Total Exiters	Adults	224
		Dislocated Workers	78
		Older Youth	67
		Younger Youth	144

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	72	84.3
	Employers	68	75.6
Entered Employment Rate	Adults	71	84.5
	Dislocated Workers	71.1	81.2
	Older Youth	62	80.9
Retention Rate	Adults	76	81.1
	Dislocated Workers	82	88.2
	Older Youth	77	84.6
	Younger Youth	51.6	73.4
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,300	3,406.13
	Dislocated Workers	90	116.6
	Older Youth (\$)	3,100	3,181.22
Credential / Diploma Rate	Adults	48.45	77.2
	Dislocated Workers	51.6	70.2
	Older Youth	46.4	68.7
	Younger Youth	43.3	86.4
Skill Attainment Rate	Younger Youth	77.3	84.9
Description of Other State Indicators of Performance			
N/A		0	0
N/A		0	0
Overall Status of Local Performance		Not Met	Met
		0	2
		Exceeded	15

WIA Annual Report Data

State Name: TX

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Capital Area Workforce Development Board Area	Total Participants Served	Adults	556
		Dislocated Workers	644
		Older Youth	77
		Younger Youth	346
	Total Exiters	Adults	109
		Dislocated Workers	201
		Older Youth	13
		Younger Youth	158

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	72	65
	Employers	68	72.2
Entered Employment Rate	Adults	71	78.8
	Dislocated Workers	73.8	87.7
	Older Youth	67	66.7
Retention Rate	Adults	76	79.7
	Dislocated Workers	80	87.6
	Older Youth	77	66.7
	Younger Youth	51.6	72.7
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,499	3,477.57
	Dislocated Workers	72.8	71.3
	Older Youth (\$)	2,675	4,630.46
Credential / Diploma Rate	Adults	48.45	50
	Dislocated Workers	51.6	58
	Older Youth	46.4	85.7
	Younger Youth	43.3	61.1
Skill Attainment Rate	Younger Youth	77.3	84.2
Description of Other State Indicators of Performance			
N/A		0	0
N/A		0	0
Overall Status of Local Performance		Not Met	Met
		2	5
		Exceeded	10

WIA Annual Report Data

State Name: TX

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Central Texas Workforce Development Board	Total Participants Served	Adults	258
		Dislocated Workers	121
		Older Youth	64
		Younger Youth	418
	Total Exiters	Adults	107
		Dislocated Workers	57
		Older Youth	34
		Younger Youth	239

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	72	81
	Employers	68	73.3
Entered Employment Rate	Adults	78	95.8
	Dislocated Workers	73	94.7
	Older Youth	70	88
Retention Rate	Adults	76	93.2
	Dislocated Workers	80	98
	Older Youth	79	93.8
	Younger Youth	51.6	78
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	4,800	5,942.49
	Dislocated Workers	100	133.7
	Older Youth (\$)	3,745	6,480.95
Credential / Diploma Rate	Adults	48.45	73.8
	Dislocated Workers	51.6	84.9
	Older Youth	46.4	85.7
	Younger Youth	43.3	95.2
Skill Attainment Rate	Younger Youth	77.3	98.4
Description of Other State Indicators of Performance			
N/A		0	0
N/A		0	0
Overall Status of Local Performance		Not Met	Met
		0	0
		Exceeded	17

WIA Annual Report Data

State Name: TX

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Coastal Bend Workforce Development Board	Total Participants Served	Adults	895
		Dislocated Workers	601
		Older Youth	181
		Younger Youth	741
	Total Exiters	Adults	572
		Dislocated Workers	362
		Older Youth	86
		Younger Youth	209

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	78.7	
	Employers	68	74.9	
Entered Employment Rate	Adults	74.3	75.7	
	Dislocated Workers	72	77.3	
	Older Youth	63	68.1	
Retention Rate	Adults	79	87.7	
	Dislocated Workers	83	88.6	
	Older Youth	79	79.4	
	Younger Youth	51.6	56.6	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	4,348	5,100.41	
	Dislocated Workers	100	97.5	
	Older Youth (\$)	2,996	3,734.01	
Credential / Diploma Rate	Adults	48.45	58.3	
	Dislocated Workers	51.6	64.2	
	Older Youth	46.4	47.3	
	Younger Youth	43.3	48.3	
Skill Attainment Rate	Younger Youth	77.3	79.5	
Description of Other State Indicators of Performance				
N/A		0	0	
N/A		0	0	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	5	12

WIA Annual Report Data

State Name: TX

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Concho Valley Workforce Development Board	Total Participants Served	Adults	118
		Dislocated Workers	48
		Older Youth	22
		Younger Youth	163
	Total Exiters	Adults	71
		Dislocated Workers	36
		Older Youth	16
		Younger Youth	29

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	72	83.2
	Employers	68	76.6
Entered Employment Rate	Adults	73	76.2
	Dislocated Workers	72	90.9
	Older Youth	60	58.8
Retention Rate	Adults	74	84.8
	Dislocated Workers	80	85.7
	Older Youth	75	76.9
	Younger Youth	51.6	63.4
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	2,749	2,444.11
	Dislocated Workers	80	129.5
	Older Youth (\$)	1,177	2,537.27
Credential / Diploma Rate	Adults	48.45	76.2
	Dislocated Workers	51.6	80
	Older Youth	46.4	68
	Younger Youth	43.3	81.8
Skill Attainment Rate	Younger Youth	77.3	89.7
Description of Other State Indicators of Performance			
N/A		0	0
N/A		0	0
Overall Status of Local Performance		Not Met	Met
		1	3
		Exceeded	13

WIA Annual Report Data

State Name: TX

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Dallas-WorkSource for Dallas County	Total Participants Served	Adults	2,209
		Dislocated Workers	1,174
		Older Youth	559
		Younger Youth	2,341
	Total Exiters	Adults	703
		Dislocated Workers	628
		Older Youth	174
		Younger Youth	1,292

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	71.3	
	Employers	68	73.5	
Entered Employment Rate	Adults	71	81.1	
	Dislocated Workers	73.4	86.5	
	Older Youth	66	71.5	
Retention Rate	Adults	78.7	80.1	
	Dislocated Workers	82	95.5	
	Older Youth	77	79.9	
	Younger Youth	51.6	53.5	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,433	3,954	
	Dislocated Workers	92.6	90.6	
	Older Youth (\$)	2,600	3,056.87	
Credential / Diploma Rate	Adults	48.45	71.1	
	Dislocated Workers	51.6	68.8	
	Older Youth	46.4	50	
	Younger Youth	43.3	54.3	
Skill Attainment Rate	Younger Youth	77.3	84.2	
Description of Other State Indicators of Performance				
N/A		0	0	
N/A		0	0	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	5	12

WIA Annual Report Data

State Name: TX

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Deep East Texas Workforce Development Board	Total Participants Served	Adults	643
		Dislocated Workers	548
		Older Youth	118
		Younger Youth	469
	Total Exiters	Adults	286
		Dislocated Workers	265
		Older Youth	51
		Younger Youth	333

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	72	76.2
	Employers	68	76.5
Entered Employment Rate	Adults	71	81.1
	Dislocated Workers	76	89.3
	Older Youth	72.5	69
Retention Rate	Adults	78	86
	Dislocated Workers	84	84
	Older Youth	79	77.8
	Younger Youth	51.6	69.8
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	4,800	6,248.73
	Dislocated Workers	82	80.4
	Older Youth (\$)	2,354	3,444.75
Credential / Diploma Rate	Adults	48.45	60.5
	Dislocated Workers	51.6	60.4
	Older Youth	46.4	45.7
	Younger Youth	43.3	76
Skill Attainment Rate	Younger Youth	77.3	81.9
Description of Other State Indicators of Performance			
N/A		0	0
N/A		0	0
Overall Status of Local Performance		Not Met	Met
		0	5
		Exceeded	12

WIA Annual Report Data

State Name: TX

Program Year: 2003

Table O: Summary of Participants

Local Area Name: East Texas Workforce Development Board	Total Participants Served	Adults	1,988
		Dislocated Workers	648
		Older Youth	125
		Younger Youth	564
	Total Exiters	Adults	281
		Dislocated Workers	115
		Older Youth	33
		Younger Youth	128

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	72	79.7
	Employers	68	81.6
Entered Employment Rate	Adults	73.9	85.1
	Dislocated Workers	73.1	89
	Older Youth	75	88.6
Retention Rate	Adults	79	81.5
	Dislocated Workers	82	89.6
	Older Youth	79	82.2
	Younger Youth	51.6	60.8
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,500	3,375.38
	Dislocated Workers	100	108.3
	Older Youth (\$)	3,745	3,750.98
Credential / Diploma Rate	Adults	48.45	74.4
	Dislocated Workers	51.6	75.6
	Older Youth	46.4	64.3
	Younger Youth	43.3	79.5
Skill Attainment Rate	Younger Youth	77.3	86
Description of Other State Indicators of Performance			
N/A		0	0
N/A		0	0
Overall Status of Local Performance		Not Met	Met
		0	4
		Exceeded	13

WIA Annual Report Data

State Name: TX

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Golden Crescent Workforce Development Board	Total Participants Served	Adults	580
		Dislocated Workers	154
		Older Youth	36
		Younger Youth	213
	Total Exiters	Adults	110
		Dislocated Workers	82
		Older Youth	9
		Younger Youth	137

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	72	75.2
	Employers	68	74
Entered Employment Rate	Adults	71	81.4
	Dislocated Workers	71.1	88.1
	Older Youth	62	70.6
Retention Rate	Adults	76	85.4
	Dislocated Workers	77	93.5
	Older Youth	75	76.5
	Younger Youth	51.6	63.6
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,700	6,160.45
	Dislocated Workers	80	80.1
	Older Youth (\$)	3,424	4,831.19
Credential / Diploma Rate	Adults	48.45	72.5
	Dislocated Workers	51.6	72.5
	Older Youth	46.4	63.2
	Younger Youth	43.3	61.2
Skill Attainment Rate	Younger Youth	77.3	93.9
Description of Other State Indicators of Performance			
N/A		0	0
N/A		0	0
Overall Status of Local Performance		Not Met	Met
		0	3
		Exceeded	14

WIA Annual Report Data

State Name: TX

Program Year: 2003

Table O: Summary of Participants

Local Area Name: The WorkSource-Gulf Coast Workforce Board	Total Participants Served	Adults	12,249
		Dislocated Workers	5,408
		Older Youth	1,569
		Younger Youth	3,838
	Total Exiters	Adults	7,930
		Dislocated Workers	3,634
		Older Youth	421
		Younger Youth	920

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	72	72.7
	Employers	68	75.4
Entered Employment Rate	Adults	77	80.1
	Dislocated Workers	77	82.2
	Older Youth	65	77.7
Retention Rate	Adults	78	85.1
	Dislocated Workers	84	89.7
	Older Youth	79	85.6
	Younger Youth	51.6	59.7
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,268	3,279.93
	Dislocated Workers	92.6	93.6
	Older Youth (\$)	3,424	3,863.93
Credential / Diploma Rate	Adults	48.45	58.9
	Dislocated Workers	51.6	64.1
	Older Youth	46.4	53.7
	Younger Youth	43.3	57.7
Skill Attainment Rate	Younger Youth	77.3	85.7
Description of Other State Indicators of Performance			
N/A		0	0
N/A		0	0
Overall Status of Local Performance		Not Met	Met
		0	4
		Exceeded	13

WIA Annual Report Data

State Name: TX

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Heart of Texas Workforce Development Board	Total Participants Served	Adults	379
		Dislocated Workers	352
		Older Youth	24
		Younger Youth	237
	Total Exiters	Adults	148
		Dislocated Workers	143
		Older Youth	5
		Younger Youth	106

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	72	71.9
	Employers	68	75.1
Entered Employment Rate	Adults	69	82.6
	Dislocated Workers	72	81.8
	Older Youth	60	100
Retention Rate	Adults	76	84.7
	Dislocated Workers	80	85.9
	Older Youth	54.4	53.3
	Younger Youth	51.6	46.4
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	2,749	4,916.44
	Dislocated Workers	86	77.1
	Older Youth (\$)	2,514.5	4,136.93
Credential / Diploma Rate	Adults	48.45	64
	Dislocated Workers	51.6	78.1
	Older Youth	46.4	100
	Younger Youth	43.3	89.7
Skill Attainment Rate	Younger Youth	77.3	87.9
Description of Other State Indicators of Performance			
N/A		0	0
N/A		0	0
Overall Status of Local Performance		Not Met	Met
		2	2
		Exceeded	13

WIA Annual Report Data

State Name: TX

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Lower Rio Grande Valley Workforce Development Board	Total Participants Served	Adults	2,918
		Dislocated Workers	431
		Older Youth	527
		Younger Youth	1,990
	Total Exiters	Adults	1,055
		Dislocated Workers	195
		Older Youth	434
		Younger Youth	1,808

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	80.3	
	Employers	68	72.1	
Entered Employment Rate	Adults	72	79.2	
	Dislocated Workers	71.1	82.9	
	Older Youth	62	66.5	
Retention Rate	Adults	77.1	83.2	
	Dislocated Workers	84	87	
	Older Youth	77	79	
	Younger Youth	51.6	61.5	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,300	4,112.83	
	Dislocated Workers	100	111.5	
	Older Youth (\$)	2,675	3,319.48	
Credential / Diploma Rate	Adults	48.45	65.9	
	Dislocated Workers	51.6	74.1	
	Older Youth	46.4	49.3	
	Younger Youth	43.3	53.1	
Skill Attainment Rate	Younger Youth	77.3	85.9	
Description of Other State Indicators of Performance				
N/A		0	0	
N/A		0	0	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	2	15

WIA Annual Report Data

State Name: TX

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Middle Rio Grande Workforce Development Board	Total Participants Served	Adults	297
		Dislocated Workers	93
		Older Youth	51
		Younger Youth	822
	Total Exiters	Adults	252
		Dislocated Workers	82
		Older Youth	28
		Younger Youth	781

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	72	82.6
	Employers	68	83.3
Entered Employment Rate	Adults	71	83.2
	Dislocated Workers	71.3	79
	Older Youth	60	73.3
Retention Rate	Adults	76	84.5
	Dislocated Workers	79	84.4
	Older Youth	77	81.4
	Younger Youth	51.6	77.5
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	2,732	3,122.91
	Dislocated Workers	95	101.1
	Older Youth (\$)	2,675	4,575.6
Credential / Diploma Rate	Adults	48.45	79.8
	Dislocated Workers	51.6	72
	Older Youth	46.4	73.4
	Younger Youth	43.3	91.5
Skill Attainment Rate	Younger Youth	77.3	98.4
Description of Other State Indicators of Performance			
N/A		0	0
N/A		0	0
Overall Status of Local Performance		Not Met	Met
		0	0
		Exceeded	17

WIA Annual Report Data

State Name: TX

Program Year: 2003

Table O: Summary of Participants

Local Area Name: North Central Texas Workforce Development Board	Total Participants Served	Adults	1,355
		Dislocated Workers	798
		Older Youth	102
		Younger Youth	621
	Total Exiters	Adults	183
		Dislocated Workers	306
		Older Youth	37
		Younger Youth	173

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	72	73.8
	Employers	68	73.9
Entered Employment Rate	Adults	71	86.9
	Dislocated Workers	76	83.6
	Older Youth	69	69
Retention Rate	Adults	78	87.1
	Dislocated Workers	82	87.7
	Older Youth	72	77.4
	Younger Youth	51.6	56.2
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	1,935	1,896.41
	Dislocated Workers	74	72.5
	Older Youth (\$)	1,473.75	1,444.27
Credential / Diploma Rate	Adults	48.45	79.7
	Dislocated Workers	51.6	73.1
	Older Youth	46.4	57.1
	Younger Youth	43.3	52.2
Skill Attainment Rate	Younger Youth	77.3	85.6
Description of Other State Indicators of Performance			
N/A		0	0
N/A		0	0
Overall Status of Local Performance		Not Met	Met
		0	5
		Exceeded	12

WIA Annual Report Data

State Name: TX

Program Year: 2003

Table O: Summary of Participants

Local Area Name: North East Texas Workforce Development Board	Total Participants Served	Adults	812
		Dislocated Workers	424
		Older Youth	35
		Younger Youth	356
	Total Exiters	Adults	206
		Dislocated Workers	429
		Older Youth	35
		Younger Youth	269

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	77.2	
	Employers	68	80.5	
Entered Employment Rate	Adults	71	81.6	
	Dislocated Workers	70	75.5	
	Older Youth	64	80	
Retention Rate	Adults	78	86	
	Dislocated Workers	79	85.4	
	Older Youth	77	80.6	
	Younger Youth	51.6	74.6	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,122	3,367.63	
	Dislocated Workers	86	89	
	Older Youth (\$)	3,210	3,628.14	
Credential / Diploma Rate	Adults	48.45	67.9	
	Dislocated Workers	51.6	77.3	
	Older Youth	46.4	60.8	
	Younger Youth	43.3	73.6	
Skill Attainment Rate	Younger Youth	77.3	94.4	
Description of Other State Indicators of Performance				
N/A		0	0	
N/A		0	0	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	2	15

WIA Annual Report Data

State Name: TX

Program Year: 2003

Table O: Summary of Participants

Local Area Name: North Texas Workforce Development Board	Total Participants Served	Adults	392
		Dislocated Workers	287
		Older Youth	36
		Younger Youth	98
	Total Exiters	Adults	184
		Dislocated Workers	146
		Older Youth	16
		Younger Youth	78

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	72	78.2
	Employers	68	75.1
Entered Employment Rate	Adults	74	74.4
	Dislocated Workers	72	83.4
	Older Youth	67.2	90
Retention Rate	Adults	79	90.3
	Dislocated Workers	82	90.4
	Older Youth	79	95.8
	Younger Youth	51.6	52
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	4,800	4,314.24
	Dislocated Workers	95	93.2
	Older Youth (\$)	2,354	6,468.29
Credential / Diploma Rate	Adults	48.45	68.3
	Dislocated Workers	51.6	68.8
	Older Youth	46.4	58.8
	Younger Youth	43.3	48.6
Skill Attainment Rate	Younger Youth	77.3	84
Description of Other State Indicators of Performance			
N/A		0	0
N/A		0	0
Overall Status of Local Performance		Not Met	Met
		1	3
		Exceeded	13

WIA Annual Report Data

State Name: TX

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Panhandle Workforce Development Board	Total Participants Served	Adults	241
		Dislocated Workers	150
		Older Youth	124
		Younger Youth	158
	Total Exiters	Adults	122
		Dislocated Workers	64
		Older Youth	31
		Younger Youth	60

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	81.1	
	Employers	68	74.2	
Entered Employment Rate	Adults	76	95.3	
	Dislocated Workers	74	87.2	
	Older Youth	62	72.2	
Retention Rate	Adults	79	95.3	
	Dislocated Workers	84	90.9	
	Older Youth	77	78.4	
	Younger Youth	51.6	70.4	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	4,800	9,058.68	
	Dislocated Workers	92	112.1	
	Older Youth (\$)	3,500	4,274.04	
Credential / Diploma Rate	Adults	48.45	90.7	
	Dislocated Workers	51.6	75.6	
	Older Youth	46.4	55.6	
	Younger Youth	43.3	74.4	
Skill Attainment Rate	Younger Youth	77.3	85.1	
Description of Other State Indicators of Performance				
N/A		0	0	
N/A		0	0	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	1	16

WIA Annual Report Data

State Name: TX

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Permian Basin Workforce Development Board	Total Participants Served	Adults	290
		Dislocated Workers	217
		Older Youth	65
		Younger Youth	444
	Total Exiters	Adults	131
		Dislocated Workers	113
		Older Youth	24
		Younger Youth	124

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	83.6	
	Employers	68	75.5	
Entered Employment Rate	Adults	72	82.1	
	Dislocated Workers	75	90.6	
	Older Youth	62	73.3	
Retention Rate	Adults	78	86.5	
	Dislocated Workers	82	93.1	
	Older Youth	79	79.3	
	Younger Youth	51.6	66.3	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,900	5,212.99	
	Dislocated Workers	95	93.3	
	Older Youth (\$)	1,177	2,212.09	
Credential / Diploma Rate	Adults	48.45	67.4	
	Dislocated Workers	51.6	77.5	
	Older Youth	46.4	55.9	
	Younger Youth	43.3	77.2	
Skill Attainment Rate	Younger Youth	77.3	92.1	
Description of Other State Indicators of Performance				
N/A		0	0	
N/A		0	0	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	2	15

WIA Annual Report Data

State Name: TX

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Rural Capital Area Workforce Development Board Inc.	Total Participants Served	Adults	393
		Dislocated Workers	251
		Older Youth	38
		Younger Youth	195
	Total Exiters	Adults	77
		Dislocated Workers	119
		Older Youth	11
		Younger Youth	47

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	72	77.1
	Employers	68	75
Entered Employment Rate	Adults	78	91.7
	Dislocated Workers	77	89.2
	Older Youth	70	90.9
Retention Rate	Adults	78	87.6
	Dislocated Workers	84	91.7
	Older Youth	79	94.4
	Younger Youth	51.6	77.8
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	2,830	2,774.78
	Dislocated Workers	92.6	88.1
	Older Youth (\$)	2,782	4,290.37
Credential / Diploma Rate	Adults	48.45	78.1
	Dislocated Workers	51.6	92.3
	Older Youth	46.4	64.3
	Younger Youth	43.3	61.3
Skill Attainment Rate	Younger Youth	77.3	86.5
Description of Other State Indicators of Performance			
N/A		0	0
N/A		0	0
Overall Status of Local Performance		Not Met	Met
		0	2
		Exceeded	15

WIA Annual Report Data

State Name: TX

Program Year: 2003

Table O: Summary of Participants

Local Area Name: South East Texas Workforce Development Board	Total Participants Served	Adults	577
		Dislocated Workers	697
		Older Youth	182
		Younger Youth	701
	Total Exiters	Adults	196
		Dislocated Workers	188
		Older Youth	20
		Younger Youth	370

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	72	78.5
	Employers	68	75.1
Entered Employment Rate	Adults	78	82.6
	Dislocated Workers	77	93.7
	Older Youth	72	83.3
Retention Rate	Adults	78	88.5
	Dislocated Workers	84	85.9
	Older Youth	79	87.5
	Younger Youth	51.6	66.7
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,868	5,860.17
	Dislocated Workers	97	95.3
	Older Youth (\$)	2,675	2,636.5
Credential / Diploma Rate	Adults	48.45	75.3
	Dislocated Workers	51.6	78.8
	Older Youth	46.4	68.8
	Younger Youth	43.3	50
Skill Attainment Rate	Younger Youth	77.3	91.8
Description of Other State Indicators of Performance			
N/A		0	0
N/A		0	0
Overall Status of Local Performance		Not Met	Met
		0	3
		Exceeded	14

WIA Annual Report Data

State Name: TX

Program Year: 2003

Table O: Summary of Participants

Local Area Name: South Plains Workforce Development Board	Total Participants Served	Adults	883
		Dislocated Workers	256
		Older Youth	46
		Younger Youth	252
	Total Exiters	Adults	110
		Dislocated Workers	136
		Older Youth	24
		Younger Youth	83

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	72	82.5
	Employers	68	78.1
Entered Employment Rate	Adults	79	82.3
	Dislocated Workers	77.6	87.5
	Older Youth	73	100
Retention Rate	Adults	79	89.4
	Dislocated Workers	80	86.3
	Older Youth	77	85.7
	Younger Youth	51.6	59.5
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	4,800	6,358.61
	Dislocated Workers	82	82.1
	Older Youth (\$)	3,200	2,939.8
Credential / Diploma Rate	Adults	48.45	68.3
	Dislocated Workers	51.6	67.3
	Older Youth	46.4	66.7
	Younger Youth	43.3	95.7
Skill Attainment Rate	Younger Youth	77.3	95.9
Description of Other State Indicators of Performance			
N/A		0	0
N/A		0	0
Overall Status of Local Performance		Not Met	Met
		1	2
		Exceeded	14

WIA Annual Report Data

State Name: TX

Program Year: 2003

Table O: Summary of Participants

Local Area Name: South Texas Workforce Development Board	Total Participants Served	Adults	926
		Dislocated Workers	71
		Older Youth	63
		Younger Youth	481
	Total Exiters	Adults	190
		Dislocated Workers	15
		Older Youth	30
		Younger Youth	143

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	72	76.1
	Employers	68	78.4
Entered Employment Rate	Adults	67	74.5
	Dislocated Workers	71.1	82.8
	Older Youth	63	69.2
Retention Rate	Adults	76	79.7
	Dislocated Workers	80	88.3
	Older Youth	79	80.4
	Younger Youth	51.6	62.2
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,400	4,159.92
	Dislocated Workers	89	93.9
	Older Youth (\$)	2,996	2,308.46
Credential / Diploma Rate	Adults	48.45	65.2
	Dislocated Workers	51.6	73.9
	Older Youth	46.4	53.6
	Younger Youth	43.3	52.4
Skill Attainment Rate	Younger Youth	77.3	92.2
Description of Other State Indicators of Performance			
N/A		0	0
N/A		0	0
Overall Status of Local Performance		Not Met	Met
		1	2
		Exceeded	14

WIA Annual Report Data

State Name: TX

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Tarrant County Local Workforce Development Board	Total Participants Served	Adults	962
		Dislocated Workers	1,185
		Older Youth	214
		Younger Youth	709
	Total Exiters	Adults	408
		Dislocated Workers	613
		Older Youth	30
		Younger Youth	307

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	68.7	
	Employers	68	74.6	
Entered Employment Rate	Adults	73	77.5	
	Dislocated Workers	72.5	85.4	
	Older Youth	64	75	
Retention Rate	Adults	79	90.6	
	Dislocated Workers	84	93.4	
	Older Youth	79	87.1	
	Younger Youth	51.6	71.4	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,445	3,522.7	
	Dislocated Workers	92.6	114.2	
	Older Youth (\$)	2,600	2,668.24	
Credential / Diploma Rate	Adults	48.45	55.1	
	Dislocated Workers	51.6	67.1	
	Older Youth	46.4	67.9	
	Younger Youth	43.3	71.2	
Skill Attainment Rate	Younger Youth	77.3	79.8	
Description of Other State Indicators of Performance				
N/A		0	0	
N/A		0	0	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	4	13

WIA Annual Report Data

State Name: TX

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Texoma Workforce Development Board	Total Participants Served	Adults	440
		Dislocated Workers	317
		Older Youth	32
		Younger Youth	165
	Total Exiters	Adults	34
		Dislocated Workers	111
		Older Youth	8
		Younger Youth	32

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	72	82.7
	Employers	68	71
Entered Employment Rate	Adults	79.7	79.2
	Dislocated Workers	77	90.6
	Older Youth	65	100
Retention Rate	Adults	79	90.9
	Dislocated Workers	84	94.4
	Older Youth	77	88.9
	Younger Youth	51.6	60
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	4,800	10,442.04
	Dislocated Workers	80	96.4
	Older Youth (\$)	3,200	12,659.98
Credential / Diploma Rate	Adults	48.45	79.5
	Dislocated Workers	51.6	78.1
	Older Youth	46.4	71.4
	Younger Youth	43.3	84.2
Skill Attainment Rate	Younger Youth	77.3	97.1
Description of Other State Indicators of Performance			
N/A		0	0
N/A		0	0
Overall Status of Local Performance		Not Met	Met
		0	2
		Exceeded	15

WIA Annual Report Data

State Name: TX

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Upper Rio Grande Workforce Development Board	Total Participants Served	Adults	2,098
		Dislocated Workers	3,056
		Older Youth	418
		Younger Youth	1,089
	Total Exiters	Adults	835
		Dislocated Workers	1,155
		Older Youth	342
		Younger Youth	1,349

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	72	73.7
	Employers	68	73.8
Entered Employment Rate	Adults	68.3	88.1
	Dislocated Workers	70.3	91.6
	Older Youth	64	63.2
Retention Rate	Adults	77.3	80.3
	Dislocated Workers	80	86.9
	Older Youth	77	76.2
	Younger Youth	51.6	59.1
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	2,950	3,299.55
	Dislocated Workers	92.6	94
	Older Youth (\$)	2,600	2,642.21
Credential / Diploma Rate	Adults	48.45	82.2
	Dislocated Workers	51.6	84.1
	Older Youth	46.4	44.7
	Younger Youth	43.3	60.2
Skill Attainment Rate	Younger Youth	77.3	78.3
Description of Other State Indicators of Performance			
N/A		0	0
N/A		0	0
Overall Status of Local Performance		Not Met	Met
		0	8
		Exceeded	9

WIA Annual Report Data

State Name: TX

Program Year: 2003

Table O: Summary of Participants

Local Area Name: West Central Workforce Development Board	Total Participants Served	Adults	190
		Dislocated Workers	115
		Older Youth	49
		Younger Youth	259
	Total Exiters	Adults	152
		Dislocated Workers	80
		Older Youth	36
		Younger Youth	263

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	72	74.2
	Employers	68	75.7
Entered Employment Rate	Adults	71	82.9
	Dislocated Workers	71.1	84.7
	Older Youth	60	73.1
Retention Rate	Adults	76	82.2
	Dislocated Workers	84	89
	Older Youth	75	94.7
	Younger Youth	51.6	76.7
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	2,935	2,878.39
	Dislocated Workers	88.7	87
	Older Youth (\$)	1,177	2,822.97
Credential / Diploma Rate	Adults	48.45	71.3
	Dislocated Workers	51.6	75.3
	Older Youth	46.4	62.5
	Younger Youth	43.3	82.5
Skill Attainment Rate	Younger Youth	77.3	89
Description of Other State Indicators of Performance			
N/A		0	0
N/A		0	0
Overall Status of Local Performance		Not Met	Met
		0	3
		Exceeded	14