Workforce Investment Act

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DRAFT

Texas Workforce Commission

December 31, 2000

TWC Mission Statement:

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

TWC Vision Statement:

Texans will view local workforce development Boards, the Texas Workforce Commission and their partners as a quality supplier of workforce solutions.

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Workforce Investment Act Title I-B

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EXECUTIVE SUMMARY

The Texas Workforce Commission successfully completed the implementation of the Workforce Investment Act (WIA) for program year 1999. The necessary foundation for the early implementation of WIA existed in Texas as a result of earlier legislative action. The foundation included a system of one-stop service centers, a system of local workforce Boards and an integrated state administrative structure for workforce related programs.

The state has exceeded eight of the targets established in negotiation with the United States Department of Labor (USDOL). The TWC has fully implemented a statewide automated data collection system for WIA and other programs administered by the local Boards and has established an automated system of local adjustments for client characteristics and economic conditions. In addition, TWC has implemented a training provider certification system that has over 6,000 training providers currently registered.

Because Texas is an early implementing state that utilized preliminary definitions and data collection strategies, the data reported for the rate of training related placements and for comparison of training with other services is of limited utility. In a similar vein, the WIA costs reported and wages at placement are limited by the variance between program and performance years and by the limitation of Unemployment Insurance (UI) wage record data.

The information reported concerning special populations indicates that without exception these groups were well served during the performance year 1999. In every case the designated groups achieved at or above the state's targets for entered employment. Two of the special population groups, displaced homemakers and welfare recipients exhibited entered employment rates significantly above the state target.

INTRODUCTION

Texas implemented the provisions of the Workforce Investment Act (WIA) of 1998 on July 1, 1998. As an early WIA implementing state, Texas was well positioned as a result of legislation enacted prior to WIA in the Texas Legislature.

House Bill 1863, enacted by the 74th Texas Legislature and signed into law in June of 1995, prepared the state and local levels for anticipated Federal block grants of employment and training funds. This legislation consolidated twenty-eight workforce-related programs from 10 different state agencies into a new agency, the Texas Workforce Commission (TWC). It is the establishment of local control over block-granted programs concerning employment assistance and self-sufficiency that stands as the cornerstone of the new Texas Workforce Network. Coupled with this was the principle that local planning based on the economy and labor market needs of each area will produce results that will best assist Texans achieve and sustain economic prosperity. TWC, the twenty-eight workforce development Boards and their service providers, whether community based, faith based or private entities, all comprise of the Texas Workforce Network.

In addition, the participation by TWC in the Department of Labor's Unemployment Insurance (UI) Wage Matching Pilot Project for reporting performance under the Job Training Partnership Act (JTPA) provided TWC with valuable experience using UI wage record data to evaluate Employment and Training performance. UI wage information was a means for evaluating performance on several measures similar to those performance measures now being reported under WIA.

Background

WIA performance for program year 1999 is based on the period from October 1, 1998 to September 30, 1999. This performance year (PFY) includes three quarters of Program Year (PY) 1998 for the Job Training Partnership Act (JTPA) and one quarter of the WIA. As a result the performance data discussed below represents only one quarter of performance in the new WIA service delivery system. In addition, the clients served in the first quarter of WIA (July 1, 1999 to September 30, 1999) include a significant number of JTPA clients who were carried over from the last year of JTPA.

Services offered to WIA participants in Texas are tracked through TWC's case management and performance data collection system: The Workforce Information System of Texas (TWIST). Implementation of a statewide One-Stop Career Center system has revolutionized the delivery of employment and training services in Texas. Prior to the development of integrated One-Stop centers, customers frequently had to appear at a variety of social service facilities to apply for the various separate but related programs. Each program used a different automated system, and customers were required to repeatedly supply the same personal information when applying for services. Without a central place for customer information, programs also had difficulty devising a holistic service plan for each customer, frequently duplicating efforts and missing opportunities to access funding. The new workforce development system, founded on the principle of local control, required an integrated data collection system that would accommodate a high degree of flexibility and diversity across local areas while still satisfying federal and state reporting requirements.

TWIST was designed to address the need for a centralized database for all of these programs. Workforce centers across the state now utilize TWIST to track customer information for programs such as the Workforce Investment Act, Welfare to Work, TANF Employment Program Choices, and Food Stamp Employment and Training. TWIST has consistently received recognition for achievements in information technology and government innovation. Most notably, TWIST was recently honored by the Smithsonian Institute. TWIST is now a part of the Smithsonian's permanent research collection of information technology innovation at the National Museum of American History. In addition, TWIST won first place in *Application Development Trends* Innovator contest (April 1998) and received special recognition from the Department of Labor's Joint Employment and Training Technology Conference in 1997.

Workforce And Welfare Reform In Texas

The State of Texas substantially restructured its workforce governance and service delivery systems prior to the passage of the Workforce Investment Act (WIA). In 1995 the Texas Legislature enacted House Bill 1863 which established the Texas Workforce Commission and consolidated over 28 different workforce development programs into the new agency. The state law established a new governance structure that provided for the designation of local workforce development areas, newly constituted local workforce development boards and a network of local one-stop career development centers. The vision of the state legislation was to integrate and streamline service delivery for employers and workers of Texas and to assist welfare recipients to become self-sufficient.

In that WIA mirrored many of the key provisions of the state legislation, Texas chose to grandfather in the governance structure established under HB 1863. Texas implemented WIA

July 1, 1999 and by January 1, 2000, all 28 local workforce development boards were fully operational.

State Vision

In Texas, the Governor's "Vision Texas" statewide planning framework articulates four key principles on which Texas bases its strategic plans for various programs, including WIA: limited and efficient state government; local control; personal responsibility; and support for strong families. State leadership expects that activities guided by these four principles will improve the quality and quantity of positive results for the customers of the workforce development system-employers and workers and their families. Within that vision key workforce goals have been established that provide for:

- A dynamic, integrated and ever-improving, business-driven workforce development system where employers and individuals have ready access to a network of information and services responsive to their unique employment needs.
- An operational, comprehensive system-wide set of performance measures to monitor, evaluate and improve the effectiveness and accountability of the workforce development system.
- Texans have access to obtain the literacy, education and workplace skills necessary for self-sufficient employment, employment advancement and life-long learning.
- Texas workers have the educational and occupational skills for employment advancement in meaningful, challenging and productive higher-skilled, higher-wage careers and the educational foundation for lifelong learning.
- Texas youth are empowered with the knowledge, skills and behaviors necessary for employment and economic independence in higher-skilled, higher-wage careers and lifelong learning.

Seamless customer service is provided through the many locally controlled Texas Workforce Centers across the state. In partnership with employers, Texas has designed and implemented a "Hire Texas" web site allowing for more online job matching to improve customer access to information. Implementation of WIA has focused increased attention on the customer, both employers and job seekers. WIA has also presented opportunities for boards and the state to further build partnerships and to integrate service delivery with education, training, community-based and human service organizations. Establishment of the Training Provider Certification System under WIA has served as an important tool in furthering the quality and outcomes of workforce education and training.

The Texas One-Stop System

As a result of the system established by the Texas legislation creating the local boards, the state has a relatively mature one-stop system. The legislation includes a requirement for every board to have at least one certified full service one-stop center. TWC has established a system of one-stop standards and certification visits to implement this requirement and to maintain the one-stop service delivery system in the state.

Currently, the state workforce network has approximately 70 certified full service one-stop centers. The Commission is currently developing processes to involve the boards in the one-stop certification system. In this regard, the Commission has recently completed a pilot project with a local board that will enable the implementation of cooperative one-stop center certification system in the near future.

Texas WIA Partners
Texas experienced a very smooth in the transition of services to the new delivery system under WIA. The state made tremendous progress in developing partnerships and agreements at the state and local levels both with required and optional program partners. Cooperation among partner agencies and programs was fundamental to the successful transition.

However, challenges remain in integrating service delivery among the various one-stop federal programs. While TWC and the local Boards have developed creative ways to overcome many of the barriers to service integration, the system is still hampered by inconsistencies that could perhaps be addressed at the federal levels. Texas continues to advocate for national initiatives that move the system beyond program silos. We encourage the federal agencies to continue work toward developing compatibility among programs and services including:

- Common and uniform cost allocation policies across federal programs
- Common performance and evaluation criteria
- Common planning cycles and timeframes
- Common reporting and data collection requirements
- Common confidentiality policies
- Common definitions
- Common incentives and sanctions policies (for participation in one-stop centers)

Statewide Performance

On the WIA core measures measuring the entered employment rate for adults, older youth (19-21) and dislocated workers, the state exceeded the targets established by the United States Department of Labor (USDOL) for every measure. In addition, the state exceeded the USDOL targets for the retention and wage gain measures with the exception of Adult retention. The state's performance on Adult Retention was 1.1% below the USDOL target.

Texas' twenty-eight Workforce Development Boards were certified by July 1, 2000. WIA performance for each Board is reported monthly, and the results are published in the TWC Monthly Performance Report. On a composite scale, all Boards exceeded the contracted Board target for performance. In no instance does any Board report performance below the 80% minimum standard established by USDOL for PY99.

Table 1 below presents the performance for the six states classified by USDOL as early implementers of WIA Title I-B. The data presented in Table 1 demonstrates that the PY99 performance for Texas compares favorably with the other early implementing states.

Table 1. Comparison of WIA Performance Among Early Implementing States

	TEXAS	FLORIDA	VERMONT	UTAH	KENTUCKY	INDIANA
Adult EER	70.55%	65.04%	66%	68.8%	60.95%	75.5%
Adult Retention	82.29%	80.81%	75%	83.3%	72.95%	84%
Adult Earnings Gain	$4,894.66	$4,431.00	$3,210.00	$4,613.00	$3,614.23	$3,872.00
DW EER	77.10%	72.86%	74%	77%	71.26%	82.2%
DW Retention	89.44%	84.77%	90%	87.3%	85.08%	92.3%
DW Wage Replacement	120.32%	170.01%	89%	97.4%	86.14%	94.8%
19-21 EER	65.65%	68.18%	73%	72.5%	62.76%	**
19-21 Retention	81.90%	80.60%	69%	87.7%	72.85%	**
19-21 Earnings Gain	$5,018.39	$3,942	$2,183.00	$4,120.00	$3,217.40	**
Youth Diploma	**	24.14%	**	33.3%	**	**
Participant Customer Satisfaction	**	67.10%	**	85.24%	85.88%	69%
Employer Customer Satisfaction	**	65.20%	**	71.75%	72.09%	65%

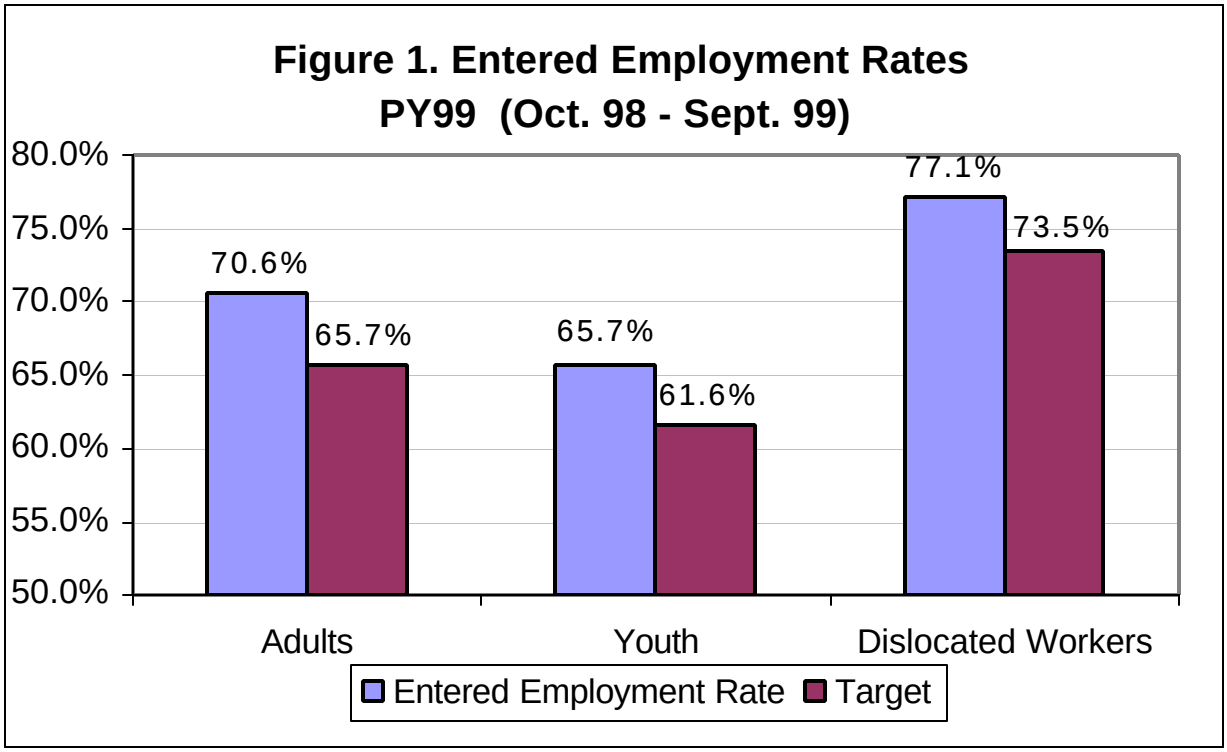
** information not available

The Texas performance on the earnings gained and dislocated worker wage replacement rate is particularly positive. Overall, the data provides substantive support for our position that WIA has been successfully implemented in Texas.

PERFORMANCE IN PROGRAM YEAR 1999

Entered Employment Rate

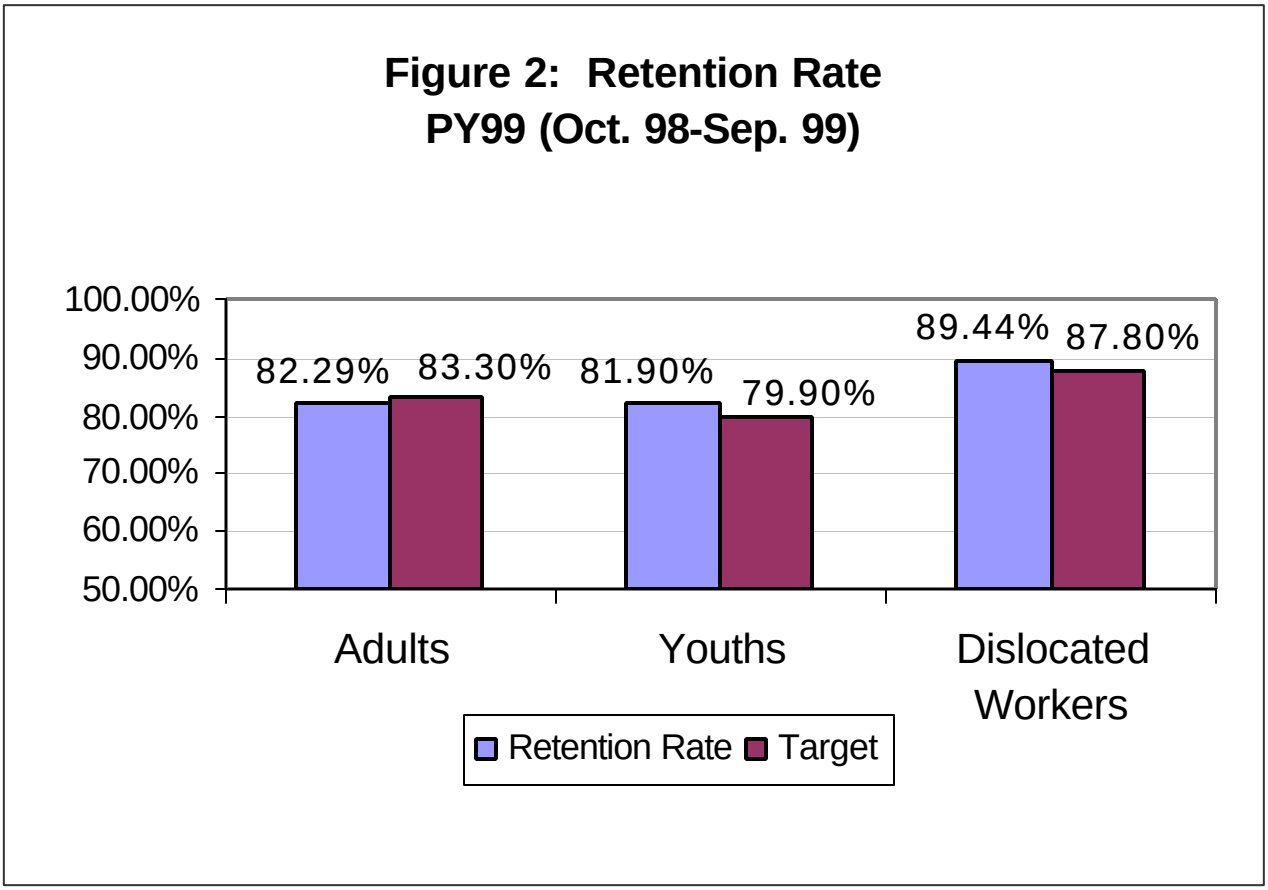
The actual entered employment rate for adults was 70.6%, approximately 5% above the target of 65.7%. A similar pattern appears in the entered employment rate for youth with actual performance of 65.7% and a target of 61.6%. The state also exceeded the target for dislocated workers (73.5%) with an actual rate of 77.1%. Figure 1 below presents a comparison of the entered employment rate targets for the three populations to the actual performance for PFY 1999.



Adult Numerator: 5,826; Adult Denominator: 8,258.
Youth Numerator: 1,267; Youth Denominator: 1,930.
Dislocated Worker Numerator: 10,489; Dislocated Worker Denominator: 13,604.

Retention Rate

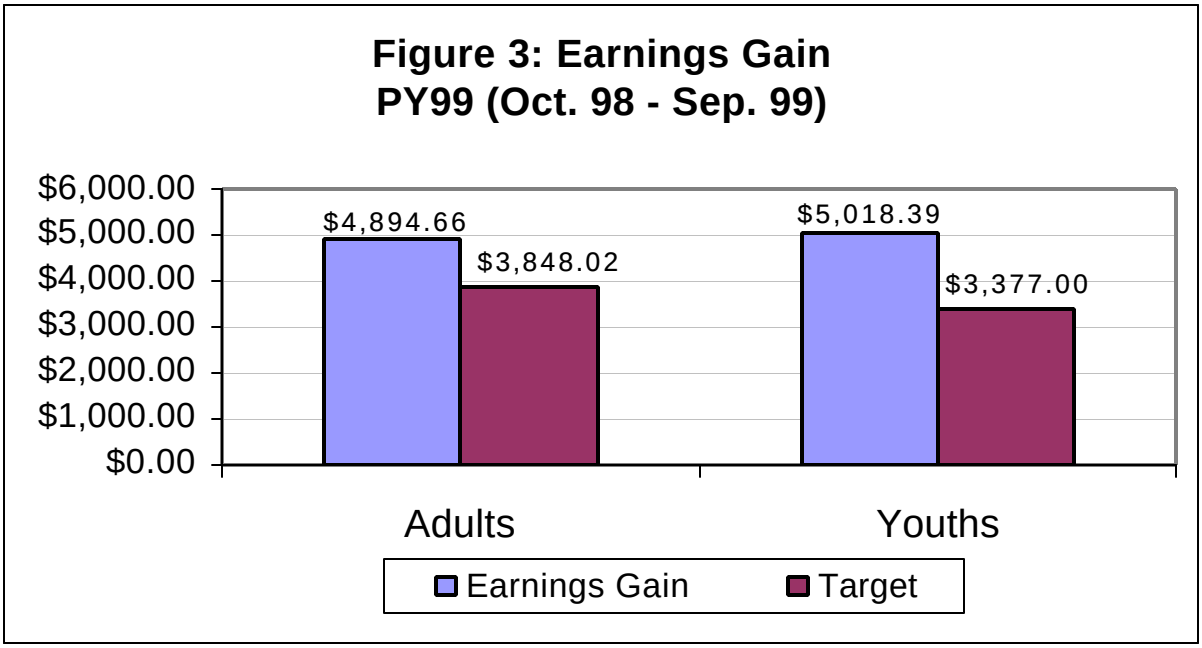
The WIA program in Texas surpassed goals set for Youth and Dislocated Worker Retention Rates. Figure 2 compares actual performance to Retention Rate targets. Texas WIA performance exceeded retention targets for Youth and Dislocated Workers. The state performance on Adult Retention was within 1.1% of target. Data on employment retention is gathered through the UI wage system six months after the client exits the program. There is a five month lag in reporting UI data after the wages were earned.



Adult Numerator: 7,292; Adult Denominator: 8,861.
Youth Numerator: 1,557; Youth Denominator: 1,901.
Dislocated Worker Numerator: 9,380; Dislocated Worker Denominator: 10,488.

Earnings Gains

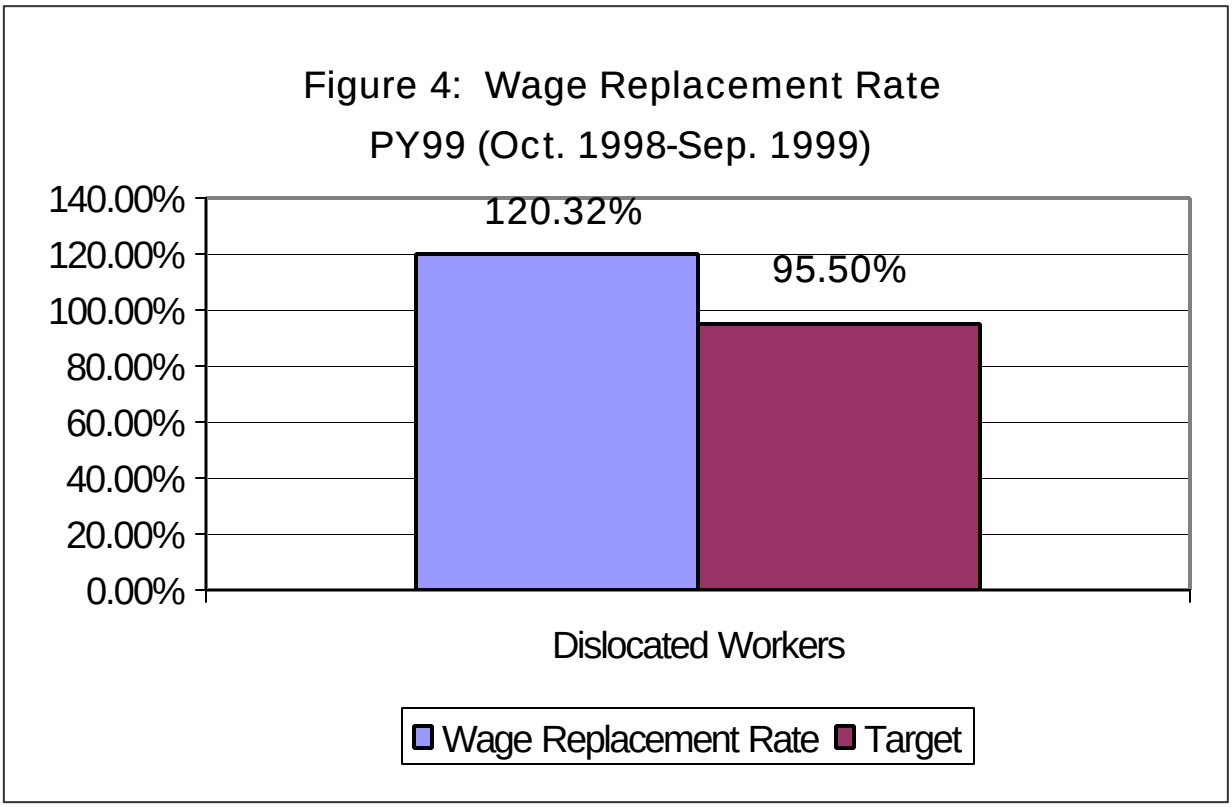
The state's WIA program is currently exceeding the Adult and Youth Earnings Gain targets by 27% and 48% respectively. Figure 3 compares actual Earnings Gains to the appropriate targets. Earnings gains are calculated with UI wage record data for wages earned six months after program exit.



Adult Numerator: $43,131,735.83; Adult Denominator: 8,812.
Youth Numerator: $9,529,916.88; Youth Denominator: 1,899.

Wage Replacement Rate

Statewide the WIA program is currently exceeding the goal set for the Dislocated Workers Wage Replacement Rate by nearly 30%. This represents a remarkable achievement, as it means that Dislocated Workers who enter the WIA program in Texas and complete their training are finding employment that pays an average of 30% more than the jobs they lost prior to entering the program. Figure 4 below compares actual Wage Replacement performance to established targets.



Wage Replacement Numerator: $123,988,296.80.
Wage Replacement Denominator: $103,048,065.50.

Table 2 below provides summary information concerning Texas' WIA performance in performance year 1999.

Table 2.

Summary of State Performance on the Negotiated Performance Measures

State Name: Texas
Program Year: PY99 (Performance October 1, 1998 - September 30, 1999)

Performance Measure	Negotiated Performance Level	Actual Performance Level		
Adult Entered Employment	65.7	70.6	Numerator	5,826
			Denominator	8,258
Adult Employment Retention	83.3	82.3	Numerator	7,292
			Denominator	8,861
Adult Earnings Change	$3,848.00	$4,894.66	Numerator	$43,131,735.83
			Denominator	8,812
Dislocated Worker Entered Employment	73.5	77.1	Numerator	10,489
			Denominator	13,604
Dislocated Worker Employment Retention	87.8	89.4	Numerator	9,380
			Denominator	10,488
Dislocated Worker Earnings Replacement	95.5	120.3	Numerator	$123,988,296.80
			Denominator	$103,048,065.50
Older Youth Entered Employment	61.6	65.7	Numerator	1,267
			Denominator	1,930
Older Youth Retention	79.9	81.9	Numerator	1,557
			Denominator	1,901
Older Youth Earnings Change	$3,377.00	$5,018.39	Numerator	$9,529,916.88
			Denominator	1,899

Table 3 below provides summary information on participants served and performance year 1999 exiters.

Table 3.

Other Outcome Information

State Name: Texas
Program Year: PY99

Performance Measure	Adults	Dislocated Workers	Older Youth	Younger Youth
Total Participants Served	19,990	21,488	3,077	17,532
Total Program Exiters	9,005	9,765	1,430	1,697

EMPLOYMENT

Training-Related

The nature of WIA performance measures makes it difficult to determine if a participant secured employment that was related to his or her WIA training. Data for the performance measures are derived from UI wage information, which does not indicate the nature of the position in which the wages were earned. The data we do have is gathered administratively at exit and cannot reflect the nature of the jobs obtained after exit.

TWC has implemented a fully developed Training Provider Certification System (TPCS). The TPCS system provides WIA clients with certified training providers and ITAs are limited to demand occupations as indicated by labor market information provided to the Boards. The implementation of the TPCS system provides reasonable guarantees that WIA clients will receive high quality training in occupations that are in demand in the local economy. Because WIA performance is based on UI wage record data, it is difficult for Boards to obtain complete information concerning the training relatedness of placements obtained after exit. The Texas UI wage record system provides information on the industry of the employer, not on the specific occupation of the employee. Table 4 provides information on training relatedness

Table 4. Percent of Employment Related to WIA Training by Funding Stream, PY99 (10/98-03/99)

Exit Quarters PY99 Q1 - Q3 (July 99 - Mar 00)	Adult (Grant 95)	Youth (Grant 97)	Dislocated Worker (Grant 100)	Total
Training-Related Employment	59.8%	42.6%	57.8%	**56.4%**
Not Training-Related	21.0%	28.3%	17.6%	**22.2%**
Unavailable	19.2%	29.0%	24.6%	**21.4%**

Wages at Entry

Wages at entry are based on the average wage of those persons found in the Entered Employment Rate numerator. The average quarterly wage is computed from wages reported by employers for the quarter following a WIA participant's termination from all programs. Table 5 reports WIA wages at employment entry.

Table 5. WIA Wages at Entry

Client Group	Number Employed	Wages at Entry
Adult	5,787	$3,586.76
Youth	1,266	$2,760.97
Dislocated Worker	10,726	$5,769.32

Twelve Month Retention

A twelve month retention rate cannot be computed at this time due to the time lag in the availability of UI wage data. Figure 2 on page 6 reports six-month's Retention Rates for the period of October 1998 to September 1999.

Comparison of Training with Other Services Received

The comparison of training services with other services for the Texas WIA in PY 1999 is not useful because of changes in the definition of the point at which performance is measured. As an early implementing state, Texas attended a series of meetings with USDOL in 1998 and 1999 to make a number of decisions concerning the implementation of the performance system. This was necessary because many elements of the WIA performance system has not been established by USDOL at the time of the start of the program year for early implementing states. At those meetings an agreement was made with USDOL that performance for program year 1999 in Texas would be measured at the initiation of an intensive service. As a result, TWIST was programmed to collect performance information at the point of intensive services, and Boards were instructed to design their service delivery system based on performance beginning at intensive services.

When USDOL issued Training and Employment Guidance Letter 7-99, the policy was changed on the initiation of performance with performance beginning at the point of staff assisted core services. Because Texas was operating under the earlier definition, the state did not collect any performance information on clients who had obtained only core services. As a result any comparison of training services with other services received is not valid with data collected in TWIST for program year 1999. This problem is further exacerbated by the use of three quarters of JTPA information in the PFY1999 performance data. Because JTPA did not have a service category of intensive services there is little useful data to use as surrogate data for intensive services under WIA.

The Tables 6, 7, and 8 below present the data available in TWIST concerning training and other services. The data should be reviewed in the context of the limitations noted above.

Table 6. Comparison of Intensive and Training Services Provided to Adults

Client Group	Intensive Services	Training Services
Entered Employment	76.2%	76.0%
Retention (6 months)	73.2%	71.3%
Average Wage	$16,530.57	$16,964.91

Table 7. Comparison of Intensive and Training Services Provided to Youths

Client Group	Intensive Services	Training Services
Entered Employment	72.2%	73.5%
Retention (6 months)	78.4%	69.9%
Average Wage	$17,263.86	$14,473.66

Table 8. Comparison of Intensive and Training Services Provided to Dislocated Workers

Client Group	Intensive Services	Training Services
Entered Employment	76.3%	79.7%
Retention (6 months)	71.5%	78.4%
Wage Replacement Ratio	146.2%	145.6%

Cost

The cost data provided in Tables 9 and 10 below indicate that the WIA program has been executed relatively efficiently in Texas. Table 8 reports average costs while Table 9 reports expenditures. The divergence in the period included in the WIA performance year and the WIA program year limits the accuracy and utility of the WIA cost data.

Table 9. WIA PY99 Average Costs

Client Group	Cost per Participant (based on Direct Program Services Expenditures)	Cost per Entered Employment (based on Total Expended)
Adult	$2,504.39	$5,945.30
Older Youth	$1,217.76	$6,146.27
Dislocated Worker	$1,547.30	$3,335.77

Table 10: Cost of Program Activities

State Name: Texas
Program Year: PY99

Program Activity	Total Federal Spending
Local Adults	$48,079,648.30
Local Dislocated Workers	$9,834,037.22
Local Youth	$36,116,369.11
Rapid Response	$942,869.83

Statewide Allowable Activities	Expenditures*
1. One-Stop Development	$3,500,000.00
2. TPS-Local Capaicity Support	$280,000.00
3. Youth Strategy Capacity (Youth Councils)	$700,000.00
4. Direct Assistance to a Local Board	$45,000.00
5. Migrant Season Farm Worker	$404,732.00

*Table 10 cites PY99 actual expenditures. Many additional activities are under way and have not been completed.

Special Populations Outcomes

Special populations comparisons shown in Table 11 are composites across all programs (Adult, Older Youth, Dislocated Worker). Public assistance recipients, veterans, and displaced homemakers have benefited the most from the program, achieving the highest entered employment and retention rates. A breakout of the special populations by program is given in Appendix 1.

Table 11. WIA Performance Outcomes for Special Populations

Client Group	Entered Employment Rate	Average Wage	Retention (6 months)
Public Assistance Recipients	77.8%	$13,961.01	83.9%
Out-Of-School Youth	NA	NA	NA
Veterans	75.2%	$12,756.06	85.0%
Persons With Disabilities	71.9%	$13,951.66	80.1%
Displaced Homemakers	77.9%	$20,226.03	87.7%
Older Individuals (55+)	72.3%	$4,122.73	83.3%

STATE EVALUATION OF PERFORMANCE

The Performance Reporting Department of the Texas Workforce Commission publishes a monthly report of WIA performance for each Board as part of its Monthly Program Report. Table 12 below provides the Monthly Program Report for July 2000. The WIA measures below present data for program year 1999 and serve as an example of the program performance provided to each Board on a monthly basis. Table 13 provides PY1999 performance data for all twenty-eight Boards in Texas.

Table 12. Monthly Program Report

WIA PROGRAM STATUS
JULY 2000

TWC PERFORMANCE MEASURES

Measure	July 2000 Actual	PY 99 Actual
Total Served	38,509	57,294
Total Exited	1,521	21,499
Total Placed in Employment	1,099	14,556

PROGRAM SPECIFIC PERFORMANCE MEASURES

Measure	Target	PY 99 Actual	Meeting / Not Meeting
Adult Entered Employment Rate	65.70%	70.55%	Meeting
Adult Retention Rate	83.30%	82.29%	Not Meeting
Adult Earnings Gains	$3,848.02	$5,018.39	Meeting
Youth Ages 19-21 Entered Employment Rate	61.60%	65.65%	Meeting
Youth Ages 19-21 Retention Rate	79.90%	81.9%	Meeting
Youth Ages 19-21 Earnings Gains	$3,377.00	$4,894.66	Meeting
Dislocated Worker Entered Employment Rate	73.50%	77.10%	Meeting
Dislocated Worker Retention Rate	87.80%	89.44%	Meeting
Dislocated Worker Earnings Replacement Rate	95.50%	120.32%	Meeting

BOARD PERFORMANCE

The twenty-eight Workforce Development Areas and Local Workforce Boards were in place on or before January 1, 2000. The Texas Workforce Commission reports Board performance monthly. Board and state performance is published in the Monthly Program Report.

TWC administers a wide range of programs that are funded by state and federal legislation. Five of the programs are administered by local Workforce Development Boards. In addition to the WIA program, the Boards administer the Choices, Child Care, Food Stamp Employment and

Training, and the Welfare-to-Work programs. The local Boards are also responsible for the planning of Employment Service activities. The variety and complexity of funding sources, funding cycles, program years, and administrative designs for these multiple programs presents a formidable data reporting challenge. The monthly program reports provide performance data on all Board administered programs.

The Monthly Program Report presents UI-based WIA performance data for the performance year (October - September) and for non-UI based performance measures for the non-UI measure program year (July - June). The Texas Workforce Commission recognizes that each of the twenty-eight Workforce Development Areas is unique. Each Board serves a different population and experiences different economic conditions. Therefore the nine UI-wage based WIA performance targets for each Board are dynamically adjusted each month based on a regression formula that takes into account the characteristics of the clients being served as well as local economic conditions. Table 13 below records each Board's actual performance. Appendix 2 includes individual tables for each Board with additional details.

Table 13. Local Board Performance

Boad	Adult Entered Employment Rate	Youth (19 +) Entered Employment Rate	Dislocated Workers Entered Employment Rate	Adult Earnings Gains	Youth (19 +) Earnings Gains	Dislocated Workers Earnings Replacement Rate	Adult Employment Retention Rate	Youth (19 +) Employment Retention Rate	Dislocated Workers Employment Retention Rate
Alamo	72.93%	64.94%	78.98%	$4,658.97	$4,819.67	95.73%	82.99%	86.49%	89.41%
Brazos Valley	77.61%	56.25%	88.24%	$3,731.86	$4,097.60	113.97%	75.90%	83.33%	93.33%
Cameron County	63.96%	63.38%	85.57%	$5,247.80	$5,737.33	163.19%	82.83%	80.95%	77.11%
Capital Area	69.72%	85.71%	81.67%	$4,772.53	$7,319.62	112.51%	82.08%	92.31%	89.76%
Central Texas	77.08%	60.00%	80.00%	$5,868.54	$7,029.45	204.35%	87.27%	85.71%	95.00%
Coastal Bend	71.81%	54.55%	78.93%	$4,975.86	$4,638.66	118.47%	86.12%	81.43%	86.88%
Concho Valley	74.00%	60.00%	82.61%	$4,273.12	$3,968.85	96.17%	86.67%	75.00%	92.11%
Dallas	69.63%	58.75%	73.84%	$4,633.13	$3,579.05	143.60%	79.84%	75.93%	88.93%
Deep East Texas	86.89%	88.46%	82.07%	$4,790.94	$7,315.74	136.49%	74.13%	88.10%	88.24%
East Texas	73.89%	65.91%	75.51%	$5,489.58	$4,867.19	126.40%	83.50%	77.59%	89.19%
Golden Crescent	74.58%	100.00%	75.34%	$5,999.03	$7,384.40	102.57%	87.69%	100.00%	90.91%
Gulf Coast	75.77%	75.44%	81.12%	$5,237.82	$5,117.56	102.93%	83.90%	85.21%	89.45%
Heart Of Texas	81.44%	90.00%	77.05%	$7,464.59	$8,042.67	145.45%	84.21%	100.00%	92.55%
Lower Rio Grande Valley	64.70%	61.66%	65.20%	$3,839.34	$4,594.67	176.41%	81.57%	82.04%	83.58%
Middle Rio Grande	78.29%	66.67%	81.62%	$3,806.91	$3,653.25	117.16%	79.75%	76.27%	84.11%
North Central	73.51%	91.67%	86.13%	$6,275.57	$6,938.73	125.08%	80.38%	81.82%	93.92%
North East Texas	64.98%	52.83%	72.83%	$3,791.58	$3,704.06	103.60%	80.39%	81.82%	93.71%
North Texas	57.02%	46.15%	76.56%	$4,997.89	$4,199.55	206.39%	82.57%	70.00%	88.78%
Panhandle	75.64%	33.33%	83.67%	$8,208.84	$7,921.28	124.54%	88.89%	81.82%	91.46%
Permian Basin	70.25%	77.78%	67.25%	$4,580.07	$7,422.76	119.44%	78.67%	88.89%	83.77%
Rural Capital	81.40%	80.00%	87.66%	$4,770.51	$6,543.16	114.38%	74.55%	70.00%	92.59%
South East Texas	73.68%	76.47%	83.66%	$5,914.33	$8,662.54	96.95%	89.93%	90.00%	94.53%
South Plains	75.93%	73.08%	81.44%	$5,553.98	$6,810.82	117.91%	83.19%	85.71%	91.77%
South Texas	59.01%	67.42%	76.13%	$4,132.41	$5,445.25	184.63%	84.65%	83.04%	89.94%
Tarrant County	76.03%	75.71%	76.34%	$6,278.50	$5,461.79	114.68%	83.90%	82.43%	91.07%
Texoma	65.00%	83.33%	77.32%	$9,937.50	$9,553.78	125.78%	76.67%	87.50%	93.33%
Upper Rio Grande	61.96%	59.85%	70.88%	$4,216.75	$3,474.48	134.94%	79.69%	74.56%	89.05%
West Central	79.55%	71.43%	70.59%	$6,275.51	$2,111.95	114.46%	85.34%	66.67%	91.67%
Texas Statewide	70.30%	65.49%	75.40%	$5,083.93	$5,012.27	124.95%	81.54%	81.60%	89.01%

The table below (Table 14) is also provided to the Boards in the Monthly Program Report. The Boards' WIA performance is ranked by calculating the percentage of each goal achieved by the Boards and averaging the results. The state goal is provided to demonstrate performance above or below the negotiated level. As this table demonstrates, all twenty-eight Boards exceeded their individual targets in PY1999. Large and small Boards are then separated and ranked. A similar table is provided to the Boards for each Board administered program.

Table 14. Composite Performance Ranking of the Boards, PY99

QUARTILE	BOARD
1	Cameron
1	Central Texas
1	Heart of Texas
1	Middle Rio Grande
1	Rural Capital
1	South East Texas
1	Texoma
2	Brazos Valley
2	Dallas County
2	Deep East Texas
2	North Central
2	South Plains
2	South Texas
2	Tarrant County
3	Alamo
3	East Texas
3	Golden Crescent
3	North Texas
3	Panhandle
3	Permian Basin
3	West Central
4	Capital Area
4	Coastal Bend
4	Concho Valley
4	Gulf Coast
4	Lower Rio Grande
4	North East Texas
4	Upper Rio Grande
	Board Target

RANK	SMALL BOARD
1	Middle Rio Grande
2	South East Texas
3	Central Texas
4	Rural Capital
5	Heart of Texas
6	Texoma
7	Brazos Valley
8	South Texas
9	Deep East Texas
10	South Plains
11	North Texas
12	Permian Basin
13	Panhandle
14	Golden Crescent
15	East Texas
16	West Central
17	Capital Area
18	Concho Valley
19	North East Texas
	Board Target

RANK	*LARGE BOARD
1	Cameron
2	North Central
3	Tarrant County
4	Dallas County
5	Alamo
6	Lower Rio Grande
7	Upper Rio Grande
8	Gulf Coast
9	Coastal Bend
	Board Target

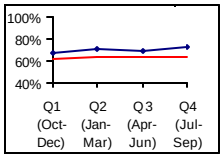
* A Large Board is defined as a Board that receives more than $20,000,000 in funding for all programs.

TWC's Performance Reporting Department also charts WIA performance for the Boards in the Monthly Program Report. These charts (examples of the Entered Employment Rate charts are reproduced in the following three pages) provide a useful device for Board staff and the Commission to track and compare WIA performance throughout the year.

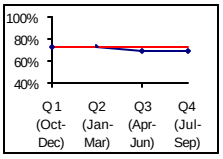
Figure 5: Local Board Adult Entered Employment Rate

WIA Performance Measures
Adult Entered Employment Rate
Quarterly, October 1998 - September 1999
- Performance Goal - Historical Performance

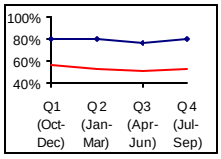
Alamo



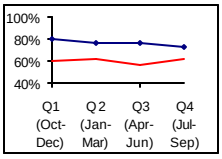
Dallas County



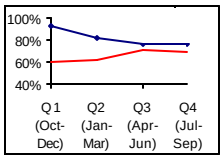
Middle Rio Grande



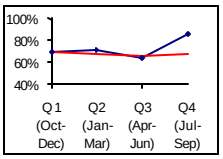
South East Texas



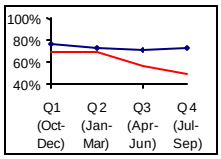
Brazos Valley



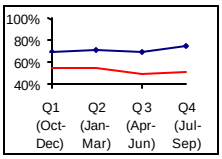
Deep East Texas



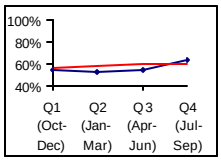
North Central



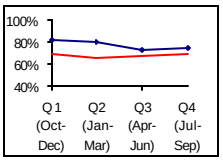
South Plains



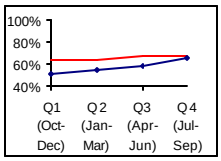
Cameron County



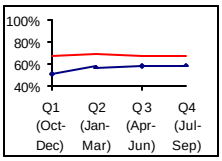
East Texas



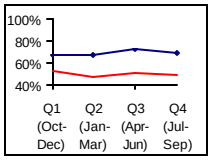
North East Texas



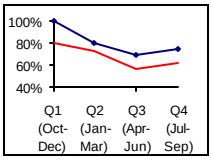
South Texas



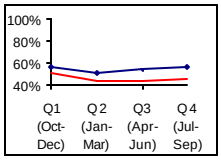
Capital Area



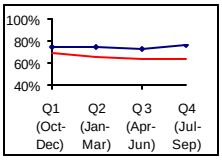
Golden Crescent



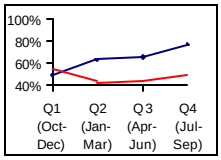
North Texas



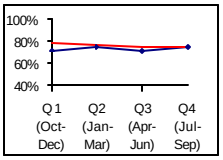
Tarrant County



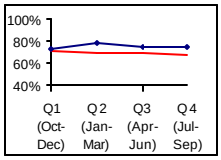
Central Texas



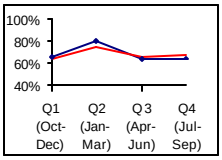
Gulf Coast



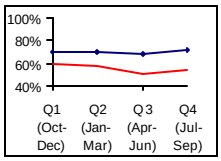
Panhandle



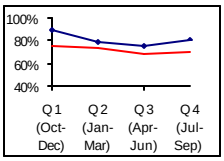
Texoma



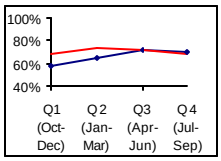
Coastal Bend



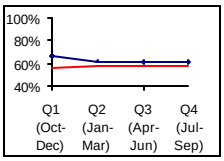
Heart of Texas



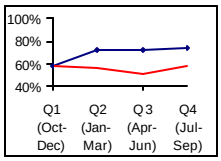
Permian Basin



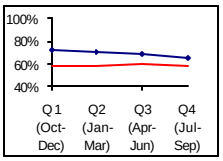
Upper Rio Grande



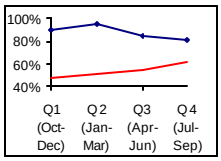
Concho Valley



Lower Rio Grande



Rural Capital



West Central

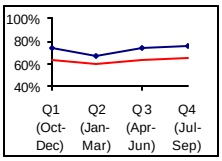
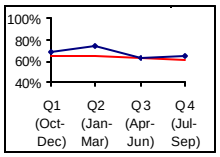


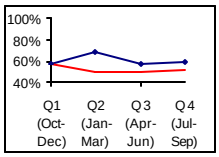
Figure 6: Local Board Youth Entered Employment Rate

WIA Performance Measures
Youth Entered Employment Rate
Quarterly, October 1998 - September 1999
- Performance Goal - Historical Performance

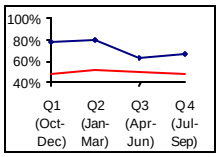
Alamo



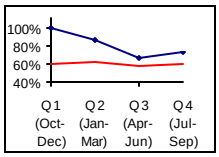
Dallas County



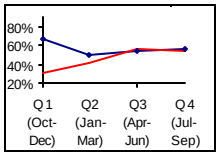
Middle Rio Grande



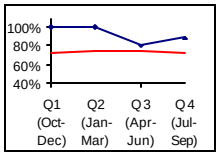
South East Texas



Brazos Valley



Deep East Texas



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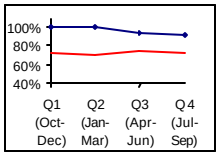
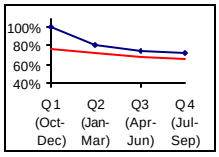
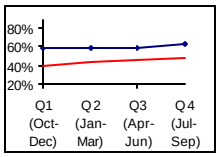


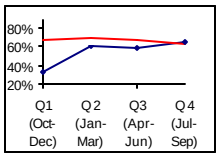
South Plains



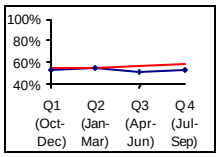
Cameron County



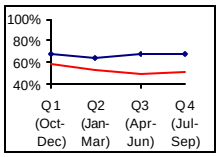
East Texas



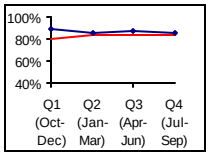
North East Texas



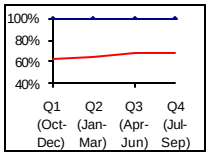
South Texas



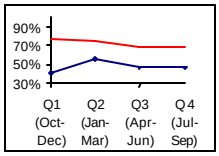
Capital Area



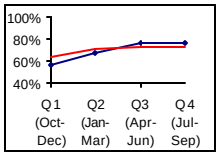
Golden Crescent



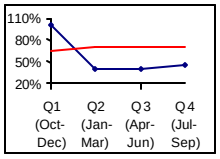
North Texas



Tarrant County



Central Texas



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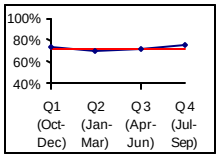

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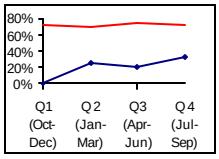

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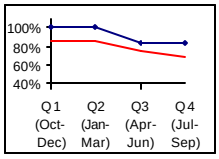

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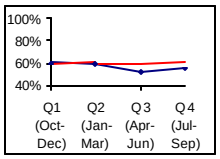

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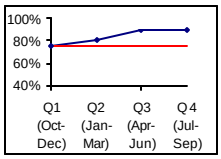

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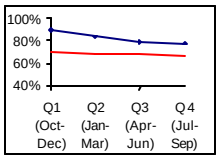

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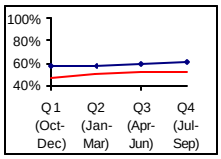

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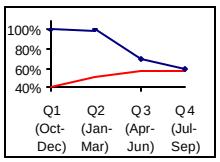

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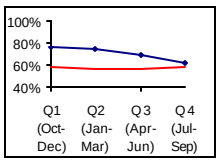

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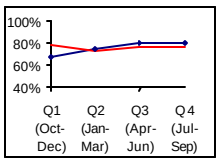

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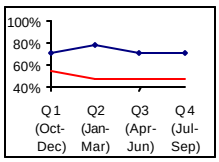
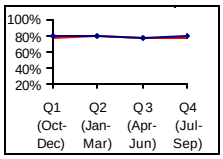


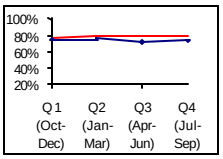
Figure 7: Local Board Youth Entered Employment Rate

WIA Performance Measures
Dislocated Worker Entered Employment Rate
Quarterly, October 1998 - September 1999
- Performance Goal - Historical Performance

Alamo



Dallas County



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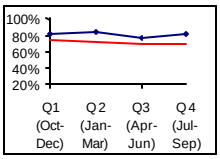

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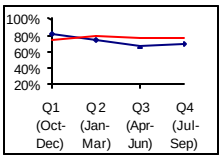

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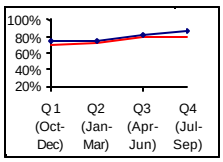

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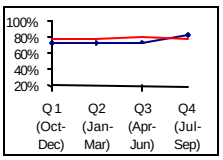

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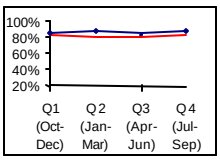

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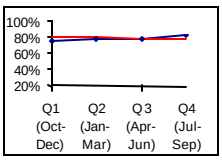
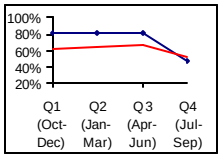


Cameron County



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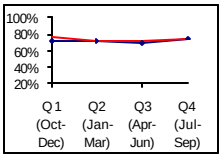

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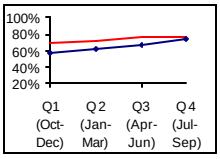

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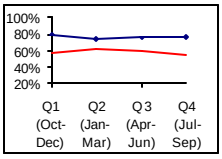
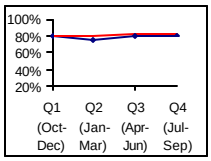
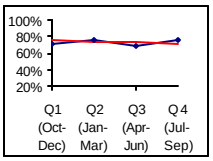


Capital Area



Golden Crescent



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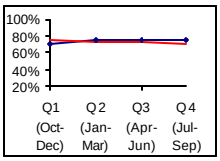
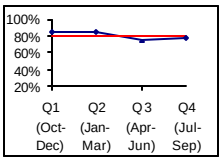


Tarrant County



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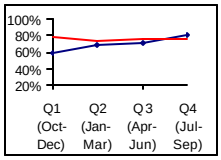

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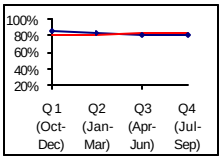

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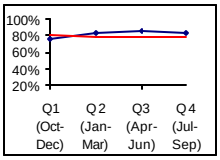

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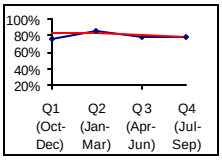

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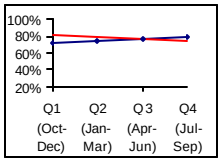

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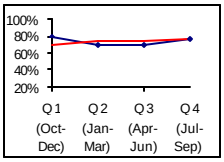

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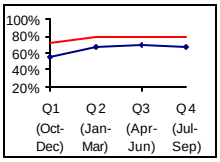

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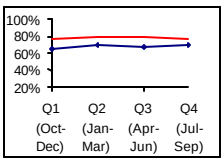

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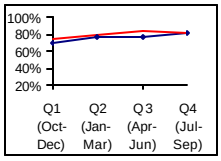

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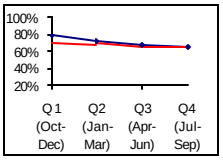

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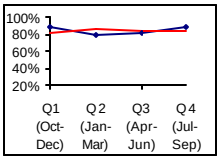

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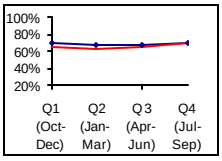

SUCCESS STORIES

Impacting Lives - Changing Careers

The WIA program has helped the workers of Texas adapt to new circumstances brought about by the increase in information-based industries and decline of our petroleum-based economy. The program has also enabled its participants to adjust to changes related to expanded trade with our neighbors in Mexico. Three examples of WIA success stories are presented below.

Les Henderson's Story

Les Henderson, 50, of Austin is taking advantage of the Job Training Partnership Act under the auspices of the Rural Capital Workforce Board's Williamson County Texas Workforce Center in Round Rock. After 14 months as a software engineer with MD Totco in Cedar Park, he was laid off January 1999.

Two layoffs preceded his at the oilfield instrumentation manufacturer. Amid dropping oil prices, canceled sales and curtailed exploration, it was no surprise.

"It's kind of hard not to know those things," Henderson said.

He is redirecting his career under JTPA Title III, Economic Dislocated Worker Adjustment Assistance. It authorizes employment and training assistance for workers who have lost jobs in layoffs or closings, or who are long-term unemployed
Martha Pickering, working with JTPA for 13 years, assessed Henderson's background and interests, plus workforce needs.

"I thought Oracle training would turn him on, and it did," Pickering said.

Training was from March through May. Testing and certification should end this summer. Pickering can forward his resume to prospective employers. It also can be entered into Hire Texas.

Aiming to be an Oracle database administrator, Henderson said his starting salary could range from $40,000 to $50,000, down from nearly $60,000 he previously earned. But, now his career and benefits will be more secure.

"Together with local workforce development Boards, we are seeing more and more people realize their career goals and bolster Texas' workforce strength," said TWC Chair Diane Rath, who with Texas Railroad Commission Chairman Tony Garza on April 2, 1999, launched a statewide effort to inform nearly 37,6000 Texans affected by oil industry cuts of job transition programs that move clients into careers.

Exerpted from *Texas at Work: Employee Newsletter of the Texas Workforce Commission,* vol. 3, no. 10, July 1999.

Robert Noyes' Story

When Levi Strauss & Co. closed its Amarillo plant's doors in November 1998, just a few out of the 600 workers laid off were left behind.

Robert Noyes, employed there for 7 1/2 years, and a fellow mechanic worked another six months — caring for the empty building and repairing equipment set for auction. When he clocked out for the last time in May 1999, it was something that even a year earlier wasn't anticipated.

"From the day I went in the plant, I heard rumors that it was going to close," said Noyes, who had learned to ignore the rumor mill.
It was a little scary at first. "But, then you have to look to the future," Noyes said.

What the immediate future held was education. In August 1999, he enrolled in Amarillo College's industrial maintenance technology program, which focuses on air-conditioning and refrigeration. WIA covered tuition, books and other fees.
"He was very ambitious about his college education and registered for the associate's degree program rather than the certificate program," said WIA Case Manager Cathy Trujillo, noting Noyes made the Spring 2000 Dean's List.

That's no surprise to TAA Specialist Eddy Moke. Noyes' trade-affected status qualified him for educational, job search and placement assistance. And Moke helped Noyes get what he needed.

"His enthusiasm to learn set him apart from the typical workers," said Moke.

That enthusiasm has earned Noyes an Environmental Protection Agency (EPA) license in refrigerant, plus he's studying for the state contractors licensing test. In school, and at his new job (which he started in July) as an industrial mechanic at ASARCO Inc., he's earning transferable skills that could help him start his own business. And, when Noyes completes his coursework, he hopes to earn a bachelor's degree from West Texas State University.

Noyes attributes his success to the workforce team that has helped him. "It's going pretty good for me right now," he said. "Things are looking up again."

***Texas at Work: Employee Newsletter of the Texas Workforce Commission,* vol. 5, no. 1, September 2000.**

Changing Careers in Tarrant County

Kara P. first applied for services (JTPA, and later WIA) in May, 1997. Kara had worked for G.E. Capital for seven years as an Account Reconciliation clerk, earning $10.52 an hour at the time of her layoff. Kara, her husband and three children depended on her earnings. At the time of her application, she voiced her desire to complete her degree in Education and change her career to teaching in order to avoid layoffs, earn a better living, and have a work schedule that would coincide with her young family's lifestyle.

With scholarship assistance from the Tarrant County Workforce Development Board she enrolled in the University of Texas at Arlington in the Fall of 1997. Kara worked part-time as a

substitute teacher while attending school. She excelled in her studies and made the Honor Roll. Kara graduated in May 2000 with a Bachelor's degree in Education.

On August 3, 2000, Kara accepted a full-time teaching position with Grand Prairie Independent School District with a starting pay of $32,000 per year. Kara says she "definitely could not have taken advantage of going to school" without our help. She is thrilled with her new career.

Success story contributed by Isabel Gallahan of the Tarrant County Workforce Development Board.

CONCLUSIONS

The Texas Workforce Commission has successfully implemented the Workforce Investment Act for the state for program year 1999. Because the state had established an employment and training system with the passage of HB1863 in 1995, which was similar to the structure of WIA, the Commission choose to become an early implementer of the new statute. The earlier state legislation provided the foundation for a successful early implementation of WIA by establishing a system of local Boards and one-stop centers.

As part of the state's commitment to the early implementation of WIA, we have been an active participant in USDOL sponsored meetings and other information sharing opportunities in order to allow the remainder of the country to benefit from our early experience. The state's performance on the WIA core performance measures demonstrates the overall success of our early implementation effort. The state has exceeded the US DOL's established performance targets eight of the nine measures. In addition, the program has served a diverse population and has provided services at a cost that is comparable to JTPA.

Because the state of Texas is extremely diverse, containing at least five distinct "economies" and a wide range of ethnic populations and geographic areas, TWC established a system of local adjustments similar to the system employed by JTPA in order to make performance comparisons among Boards equitable. This system of local adjustments is implemented in the state's automated case management and performance data collection system, TWIST. The TWIST system provides the TWC and the Boards access to real time case management and performance information including UI wage record data 24 hours a day, seven days a week.

The implementation of a major federal program such as WIA is a challenge to the states, the local Boards and the USDOL. The accomplishments noted in this report for the state of Texas demonstrate that the service delivery structure created by WIA is viable and can provide the framework for employment and training services for the next decade. However, because WIA is a new service delivery system, a number of important issues remain to be resolved as the new act enters its first full year of implementation.

The first issue involves a number of questions concerning the performance measurement system of WIA. A number of specific questions involving the seventeen WIA performance measures still need to be resolved. These include details concerning the definition of credentials and of younger youth skill attainment goals. The resolution of these performance measurement questions will require a significant amount of discussion with USDOL and other states during this first full year of WIA implementation.

The second issue involves challenges presented by the use of UI wage records for many of the WIA performance standards. UI wage record data has important advantages including low cost and high reliability. However, UI wage data presents some important disadvantages to states and local Boards in their efforts to effectively manage WIA programs.

The major disadvantage results from the significant time lag required to obtain UI wage record data. For the entered employment measures that require the use of UI wage record data for the quarter after exit, the minimum time lag is five months. For the WIA performance measures that require the use of UI wage record data for the third quarter after exit, the minimum time lag is eleven months. In practical terms, this means that service providers contracted to Boards will not have access to their performance until the end of an entire year of performance. The implications for contract management are obvious and formidable.

Another issue associated with the use of UI wage record data is the difficulties involved in obtaining UI wage records from other states. The difficulties in obtaining out of state UI wage data can have a greater impact on some Boards and states than others. This difference in impact will make performance comparisons and incentive awards a challenge to implement. The current polices associated with the USDOL WRIS system significantly reduce the utility of wage data available in WRIS.

The TWC and the local Boards in Texas have established an outstanding foundation for the WIA in the state. The Boards have demonstrated that they have the capability to perform above standards in the WIA performance system. In addition, TWC has fully implemented a state of the art case management and performance data collection system in TWIST. Recently the TWC began testing a new automated system to improve implementation of the WIA training provider certification system and currently has over 6,000 registered training providers in the system.

The Commission looks forward to the challenge of continuing to improve the WIA program in the state of Texas. The continued improvement in the WIA systems will be demonstrated in the performance the state will accomplish in the current and future program years. The Commission and its partners, including the local Boards and other WIA agencies, will continue to work with USDOL to make WIA a demonstrably successful employment and training system..

Workforce Investment Act

A N N U A L R E P O R T

P R O G R A M Y E A R 1 9 9 9

APPENDICES

Appendix 1: Special Populations Performance by Program

Summary of State Performance for Selected Groups

Performance Measure	Public Asistance Recipients			Veterans			Individuals with Disabilities			Older Individuals		
Adult Entered Employment		Num.	903		Num.	291		Num.	383		Num.	240
	79.3%	Den.	1,138	74.4%	Den.	391	72.8%	Den.	526	72.7%	Den.	330
Adult Employment Retention		Num.	760		Num.	286		Num.	315		Num.	219
	73.0%	Den.	1,041	68.8%	Den.	416	63.6%	Den.	495	67.2%	Den.	326
Adult Earnings Change		Num.	$14,862,995.06		Num.	$7,140,852.67		Num.	$7,279,460.53		Num.	$3,982,563.74
	$14,277.61	Den.	1,041	$17,165.51	Den.	416	$14,705.98	Den.	495	$12,216.45	Den.	326
Dislocated Worker Entered Employment		Num.	110		Num.	1139		Num.	322		Num.	907
	80.3%	Den.	137	75.5%	Den.	1508	73.5%	Den.	438	71.8%	Den.	1264
Dislocated Worker Employment Retention		Num.	91		Num.	886		Num.	257		Num.	686
	82.7%	Den.	110	77.8%	Den.	1139	79.8%	Den.	322	75.6%	Den.	907
Dislocated Worker Earnings Replacement		Num.	$2,573,052.11		Num.	$40,662,002.96		Num.	$10,635,492.13		Num.	$29,397,034.05
	223.7%	Den.	$1,150,166.68	144.8%	Den.	$28,088,319.64	161.4%	Den.	$6,589,615.72	103.9%	Den.	$28,296,270.70
Older Youth Entered Employment		Num.	107		Num.	1		Num.	33		Num.	
	68.6%	Den.	156	50.0%	Den.	2	63.5%	Den.	52	n.a.	Den.	
Older Youth Retention		Num.	83		Num.	5		Num.	31		Num.	
	68.0%	Den.	122	100.0%	Den.	5	67.4%	Den.	46	n.a.	Den.	
Older Youth Earnings Change		Num.	$1,444,110.16		Num.	$184,910.46		Num.	$706,082.38		Num.	
	$11,836.97	Den.	122	$36,982.09	Den.	5	$15,349.62	Den.	46	n.a.	Den.	

Performance Measure	Displaced Homemakers			Out of School Youth			Received Training Services			Received Core or Intensive Services Only		
Adult Entered Employment		Num.	109		Num.			Num.	1,733		Num.	3,026
	76.8%	Den.	142		Den.		76.0%	Den.	2,280	76.3%	Den.	3,968
Adult Employment Retention		Num.	105		Num.			Num.	1,863		Num.	3,269
	75.5%	Den.	139		Den.		71.3%	Den.	2,612	72.2%	Den.	4,528
Adult Earnings Change		Num.	$3,282,765.65		Num.			Num.	$44,312,334.05		Num.	$74,105,423.51
	$23,617.02	Den.	139		Den.		$16,964.91	Den.	2,612	$16,366.04	Den.	4,528
Dislocated Worker Entered Employment		Num.	90		Num.			Num.	2,735		Num.	3,112
	80.4%	Den.	112		Den.		79.7%	Den.	3,431	76.8%	Den.	4,052
Dislocated Worker Employment Retention		Num.	68		Num.			Num.	2,145		Num.	2,195
	75.6%	Den.	90		Den.		78.4%	Den.	2,735	48.5%	Den.	4,528
Dislocated Worker Earnings Replacement		Num.	$2,196,252.19		Num.			Num.	$83,206,594.80		Num.	$96,174,641.78
	225.3%	Den.	$974,916.58		Den.		145.6%	Den.	$57,130,876.29	152.5%	Den.	$63,076,754.92
Older Youth Entered Employment		Num.	6		Num.	865		Num.	361		Num.	412
	75.0%	Den.	8	73.2%	Den.	1,181	73.5%	Den.	491	72.2%	Den.	571
Older Youth Retention		Num.	6		Num.	930		Num.	372		Num.	503
	85.7%	Den.	7	74.4%	Den.	1,251	69.9%	Den.	532	77.9%	Den.	646
Older Youth Earnings Change		Num.	$231,074.22		Num.	$20,095,494.30		Num.	$7,699,986.15		Num.	$10,956,423.61
	$33,010.60	Den.	7	$16,063.54	Den.	1,251	$14,473.66	Den.	532	$16,960.41	Den.	646

Appendix 2: Local Board Performance

Summary of Local Performance

State Name: Texas
Local Area Name: Alamo
Program Year: PY99 (Performance October 1, 1998 - September 30, 1999)

Performance Measure	Negotiated Performance Level	Actual Performance Level		
Adult Entered Employment	62.37	72.93	Numerator	450
			Denominator	617
Adult Employment Retention	82.38	82.99	Numerator	517
			Denominator	623
Adult Earnings Change	$2,320.05	$4,658.97	Numerator	$2,902,538.45
			Denominator	623
Dislocated Worker Entered Employment	74.35	78.98	Numerator	387
			Denominator	490
Dislocated Worker Employment Retention	88.5	89.41	Numerator	346
			Denominator	387
Dislocated Worker Earnings Replacement	95.5	95.73	Numerator	$3,701,637.13
			Denominator	$3,866,913.21
Older Youth Entered Employment	58.36	64.94	Numerator	50
			Denominator	77
Older Youth Retention	82.66	86.49	Numerator	64
			Denominator	74
Older Youth Earnings Change	$2,336.99	$4,819.67	Numerator	$356,655.84
			Denominator	74

Program	Total Participants Served	Total Exiters
Adults	842	516
Dislocated Workers	758	339
Older Youth	67	56
Younger Youth	1,384	19

Summary of Local Performance

State Name: Texas
Local Area Name: Brazos Valley
Program Year: PY99 (Performance October 1, 1998 - September 30, 1999)

Performance Measure	Negotiated Performance Level	Actual Performance Level		
Adult Entered Employment	65.26	77.61	Numerator	52
			Denominator	67
Adult Employment Retention	88.74	75.9	Numerator	63
			Denominator	83
Adult Earnings Change	$2,623.64	$3,731.86	Numerator	$309,744.28
			Denominator	83
Dislocated Worker Entered Employment	69.65	88.24	Numerator	60
			Denominator	68
Dislocated Worker Employment Retention	87.92	93.33	Numerator	56
			Denominator	60
Dislocated Worker Earnings Replacement	95.5	113.97	Numerator	$664,560.95
			Denominator	$583,114.44
Older Youth Entered Employment	65.35	56.25	Numerator	9
			Denominator	16
Older Youth Retention	92.19	83.33	Numerator	10
			Denominator	12
Older Youth Earnings Change	$2,639.78	$4,097.60	Numerator	$49,171.25
			Denominator	12

Program	Total Participants Served	Total Exiters
Adults	251	150
Dislocated Workers	178	108
Older Youth	17	11
Younger Youth	46	37

Summary of Local Performance

State Name: Texas
Local Area Name: Cameron County
Program Year: PY99 (Performance October 1, 1998 - September 30, 1999)

Performance Measure	Negotiated Performance Level	Actual Performance Level		
Adult Entered Employment	56.67	63.96	Numerator	213
			Denominator	333
Adult Employment Retention	79.63	82.83	Numerator	275
			Denominator	332
Adult Earnings Change	$2,890.11	$5,247.80	Numerator	$1,742,270.11
			Denominator	332
Dislocated Worker Entered Employment	57.87	85.57	Numerator	249
			Denominator	291
Dislocated Worker Employment Retention	81.63	77.11	Numerator	192
			Denominator	249
Dislocated Worker Earnings Replacement	95.5	163.19	Numerator	$1,397,693.35
			Denominator	$856,502.96
Older Youth Entered Employment	56.48	63.38	Numerator	90
			Denominator	142
Older Youth Retention	84.68	80.95	Numerator	102
			Denominator	126
Older Youth Earnings Change	$3,848.53	$5,737.33	Numerator	$722,903.18
			Denominator	126

Program	Total Participants Served	Total Exiters
Adults	859	385
Dislocated Workers	445	157
Older Youth	231	117
Younger Youth	960	20

Summary of Local Performance

State Name: Texas
Local Area Name: Capital Area
Program Year: PY99 (Performance October 1, 1998 - September 30, 1999)

Performance Measure	Negotiated Performance Level	Actual Performance Level		
Adult Entered Employment	74.63	69.72	Numerator	76
			Denominator	109
Adult Employment Retention	94.91	82.08	Numerator	87
			Denominator	106
Adult Earnings Change	$4,857.12	$4,772.53	Numerator	$505,887.86
			Denominator	106
Dislocated Worker Entered Employment	74	81.67	Numerator	254
			Denominator	311
Dislocated Worker Employment Retention	88.46	89.76	Numerator	228
			Denominator	254
Dislocated Worker Earnings Replacement	95.5	112.51	Numerator	$4,235,869.83
			Denominator	$3,764,987.02
Older Youth Entered Employment	77.67	85.71	Numerator	12
			Denominator	14
Older Youth Retention	98.36	92.31	Numerator	12
			Denominator	13
Older Youth Earnings Change	$4,707.46	$7,319.62	Numerator	$95,155.05
			Denominator	13

Program	Total Participants Served	Total Exiters
Adults	449	87
Dislocated Workers	487	257
Older Youth	38	4
Younger Youth	227	51

Summary of Local Performance

State Name: Texas
Local Area Name: Central Texas
Program Year: PY99 (Performance October 1, 1998 - September 30, 1999)

Performance Measure	Negotiated Performance Level	Actual Performance Level		
Adult Entered Employment	66.39	77.08	Numerator	74
			Denominator	96
Adult Employment Retention	88.49	87.27	Numerator	96
			Denominator	110
Adult Earnings Change	$4,715.43	$5,868.54	Numerator	$592,722.45
			Denominator	101
Dislocated Worker Entered Employment	75.32	80	Numerator	160
			Denominator	200
Dislocated Worker Employment Retention	88.29	95	Numerator	152
			Denominator	160
Dislocated Worker Earnings Replacement	95.5	204.35	Numerator	$1,862,852.18
			Denominator	$911,612.22
Older Youth Entered Employment	38.75	60	Numerator	9
			Denominator	15
Older Youth Retention	76.49	85.71	Numerator	12
			Denominator	14
Older Youth Earnings Change	$1,546.80	$7,029.45	Numerator	$98,412.30
			Denominator	14

Program	Total Participants Served	Total Exiters
Adults	188	75
Dislocated Workers	289	162
Older Youth	45	14
Younger Youth	286	31

Summary of Local Performance

State Name: **Texas**
Local Area Name: **Coastal Bend**
Program Year: **PY99 (Performance October 1, 1998 - September 30, 1999)**

Performance Measure	Negotiated Performance Level	Actual Performance Level		
Adult Entered Employment	64.38	71.81	Numerator	163
			Denominator	227
Adult Employment Retention	84.75	86.12	Numerator	211
			Denominator	245
Adult Earnings Change	$4,510.96	$4,975.86	Numerator	$1,219,086.78
			Denominator	245
Dislocated Worker Entered Employment	72.74	78.93	Numerator	221
			Denominator	280
Dislocated Worker Employment Retention	87.38	86.88	Numerator	192
			Denominator	221
Dislocated Worker Earnings Replacement	95.5	118.47	Numerator	$2,031,332.20
			Denominator	$1,714,666.53
Older Youth Entered Employment	42.17	54.55	Numerator	48
			Denominator	88
Older Youth Retention	77.71	81.43	Numerator	57
			Denominator	70
Older Youth Earnings Change	$3,645.20	$4,638.66	Numerator	$324,706.54
			Denominator	70

Program	Total Participants Served	Total Exiters
Adults	703	326
Dislocated Workers	548	316
Older Youth	78	38
Younger Youth	293	22

Summary of Local Performance

State Name: Texas
Local Area Name: Concho Valley
Program Year: PY99 (Performance October 1, 1998 - September 30, 1999)

Performance Measure	Negotiated Performance Level	Actual Performance Level		
Adult Entered Employment	63.7	74	Numerator	37
			Denominator	50
Adult Employment Retention	85.5	86.67	Numerator	52
			Denominator	60
Adult Earnings Change	$4,649.37	$4,273.12	Numerator	$256,386.99
			Denominator	60
Dislocated Worker Entered Employment	74.62	82.61	Numerator	114
			Denominator	138
Dislocated Worker Employment Retention	88.6	92.11	Numerator	105
			Denominator	114
Dislocated Worker Earnings Replacement	95.5	96.17	Numerator	$1,105,454.16
			Denominator	$1,149,522.99
Older Youth Entered Employment	53.68	60	Numerator	9
			Denominator	15
Older Youth Retention	87.08	75	Numerator	9
			Denominator	12
Older Youth Earnings Change	$3,139.10	$3,968.85	Numerator	$47,626.23
			Denominator	12

Program	Total Participants Served	Total Exiters
Adults	213	135
Dislocated Workers	228	152
Older Youth	25	13
Younger Youth	48	7

Summary of Local Performance

State Name: Texas
Local Area Name: Dallas
Program Year: PY99 (Performance October 1, 1998 - September 30, 1999)

Performance Measure	Negotiated Performance Level	Actual Performance Level		
Adult Entered Employment	66.31	69.63	Numerator	502
			Denominator	721
Adult Employment Retention	82.46	79.84	Numerator	507
			Denominator	635
Adult Earnings Change	$3,704.21	$4,633.13	Numerator	$2,942,040.62
			Denominator	635
Dislocated Worker Entered Employment	76.97	73.84	Numerator	2467
			Denominator	3341
Dislocated Worker Employment Retention	88.3	88.93	Numerator	2,194
			Denominator	2,467
Dislocated Worker Earnings Replacement	95.5	143.6	Numerator	$31,138,236.94
			Denominator	$21,684,148.16
Older Youth Entered Employment	59.8	58.75	Numerator	47
			Denominator	80
Older Youth Retention	80.7	75.93	Numerator	41
			Denominator	54
Older Youth Earnings Change	$3,148.56	$3,579.05	Numerator	$193,268.69
			Denominator	54

Program	Total Participants Served	Total Exiters
Adults	980	601
Dislocated Workers	1261	931
Older Youth	71	70
Younger Youth	1175	250

Summary of Local Performance

State Name: Texas
Local Area Name: Deep East Texas
Program Year: PY99 (Performance October 1, 1998 - September 30, 1999)

Performance Measure	Negotiated Performance Level	Actual Performance Level		
Adult Entered Employment	66.16	86.89	Numerator	159
			Denominator	183
Adult Employment Retention	86.96	74.13	Numerator	192
			Denominator	259
Adult Earnings Change	$4,478.35	$4,790.94	Numerator	$1,101,916.04
			Denominator	230
Dislocated Worker Entered Employment	68.13	82.07	Numerator	119
			Denominator	145
Dislocated Worker Employment Retention	86	88.24	Numerator	105
			Denominator	119
Dislocated Worker Earnings Replacement	95.5	136.49	Numerator	$1,240,927.73
			Denominator	$909,201.80
Older Youth Entered Employment	62.71	88.46	Numerator	23
			Denominator	26
Older Youth Retention	86.27	88.1	Numerator	37
			Denominator	42
Older Youth Earnings Change	$4,345.12	$7,315.74	Numerator	$292,629.47
			Denominator	40

Program	Total Participants Served	Total Exiters
Adults	357	194
Dislocated Workers	184	109
Older Youth	57	23
Younger Youth	260	0

Summary of Local Performance

State Name: Texas
Local Area Name: East Texas
Program Year: PY99 (Performance October 1, 1998 - September 30, 1999)

Performance Measure	Negotiated Performance Level	Actual Performance Level		
Adult Entered Employment	63.49	73.89	Numerator	150
			Denominator	203
Adult Employment Retention	84.45	83.5	Numerator	253
			Denominator	303
Adult Earnings Change	$4,695.32	$5,489.58	Numerator	$1,663,342.87
			Denominator	303
Dislocated Worker Entered Employment	70.83	75.51	Numerator	148
			Denominator	196
Dislocated Worker Employment Retention	86.96	89.19	Numerator	132
			Denominator	148
Dislocated Worker Earnings Replacement	95.5	126.4	Numerator	$1,582,569.64
			Denominator	$1,252,045.60
Older Youth Entered Employment	55.71	65.91	Numerator	29
			Denominator	44
Older Youth Retention	84.46	77.59	Numerator	45
			Denominator	58
Older Youth Earnings Change	$2,217.47	$4,867.19	Numerator	$282,297.24
			Denominator	58

Program	Total Participants Served	Total Exiters
Adults	395	247
Dislocated Workers	224	121
Older Youth	81	46
Younger Youth	661	46

Summary of Local Performance

State Name: Texas
Local Area Name: Golden Crescent
Program Year: PY99 (Performance October 1, 1998 - September 30, 1999)

Performance Measure	Negotiated Performance Level	Actual Performance Level		
Adult Entered Employment	74.77	74.58	Numerator	44
			Denominator	59
Adult Employment Retention	89.3	87.69	Numerator	57
			Denominator	65
Adult Earnings Change	$2,839.24	$5,999.03	Numerator	$389,937.25
			Denominator	65
Dislocated Worker Entered Employment	74.01	75.34	Numerator	55
			Denominator	73
Dislocated Worker Employment Retention	87.16	90.91	Numerator	50
			Denominator	55
Dislocated Worker Earnings Replacement	95.5	102.57	Numerator	$483,195.18
			Denominator	$471,068.86
Older Youth Entered Employment	64	100	Numerator	6
			Denominator	6
Older Youth Retention	89.89	100	Numerator	12
			Denominator	12
Older Youth Earnings Change	$4,134.67	$7,384.40	Numerator	$88,612.79
			Denominator	12

Program	Total Participants Served	Total Exiters
Adults	216	99
Dislocated Workers	196	90
Older Youth	14	6
Younger Youth	155	3

Summary of Local Performance

State Name: Texas
Local Area Name: Gulf Coast
Program Year: PY99 (Performance October 1, 1998 - September 30, 1999)

Performance Measure	Negotiated Performance Level	Actual Performance Level		
Adult Entered Employment	65.07	75.77	Numerator	1276
			Denominator	1684
Adult Employment Retention	84.29	83.9	Numerator	1548
			Denominator	1845
Adult Earnings Change	$3,658.04	$5,237.82	Numerator	$9,616,641.06
			Denominator	1,836
Dislocated Worker Entered Employment	73.86	81.12	Numerator	2398
			Denominator	2956
Dislocated Worker Employment Retention	87.41	89.45	Numerator	2,145
			Denominator	2,398
Dislocated Worker Earnings Replacement	95.5	102.93	Numerator	$31,087,105.65
			Denominator	$30,202,415.33
Older Youth Entered Employment	60.43	75.44	Numerator	215
			Denominator	285
Older Youth Retention	86.64	85.21	Numerator	288
			Denominator	338
Older Youth Earnings Change	$3,208.77	$5,117.56	Numerator	$1,729,733.96
			Denominator	338

Program	Total Participants Served	Total Exiters
Adults	5,469	2,381
Dislocated Workers	5,407	2,755
Older Youth	622	271
Younger Youth	5073	416

Summary of Local Performance

State Name: Texas
Local Area Name: Heart of Texas
Program Year: PY99 (Performance October 1, 1998 - September 30, 1999)

Performance Measure	Negotiated Performance Level	Actual Performance Level		
Adult Entered Employment	67.56	81.44	Numerator	79
			Denominator	97
Adult Employment Retention	86.19	84.21	Numerator	112
			Denominator	133
Adult Earnings Change	$3,757.36	$7,464.59	Numerator	$992,789.99
			Denominator	133
Dislocated Worker Entered Employment	75.43	77.05	Numerator	94
			Denominator	122
Dislocated Worker Employment Retention	88.38	92.55	Numerator	87
			Denominator	94
Dislocated Worker Earnings Replacement	95.5	145.45	Numerator	$1,016,428.70
			Denominator	$698,800.03
Older Youth Entered Employment	66.33	90	Numerator	9
			Denominator	10
Older Youth Retention	82.24	100	Numerator	17
			Denominator	17
Older Youth Earnings Change	$5,141.75	$8,042.67	Numerator	$136,725.32
			Denominator	17

Program	Total Participants Served	Total Exiters
Adults	183	108
Dislocated Workers	293	134
Older Youth	12	10
Younger Youth	0	0

Summary of Local Performance

State Name: Texas
Local Area Name: Lower Rio Grande Valley
Program Year: PY99 (Performance October 1, 1998 - September 30, 1999)

Performance Measure	Negotiated Performance Level	Actual Performance Level		
Adult Entered Employment	54.68	64.7	Numerator	766
			Denominator	1184
Adult Employment Retention	83.81	81.57	Numerator	956
			Denominator	1172
Adult Earnings Change	$3,756.32	$3,839.34	Numerator	$4,499,705.42
			Denominator	1,172
Dislocated Worker Entered Employment	67.47	65.2	Numerator	341
			Denominator	523
Dislocated Worker Employment Retention	80.03	83.58	Numerator	285
			Denominator	341
Dislocated Worker Earnings Replacement	95.5	176.41	Numerator	$2,522,692.89
			Denominator	$1,430,006.40
Older Youth Entered Employment	40.55	61.66	Numerator	230
			Denominator	373
Older Youth Retention	76.52	82.04	Numerator	274
			Denominator	334
Older Youth Earnings Change	$3,438.20	$4,594.67	Numerator	$1,534,619.71
			Denominator	334

Program	Total Participants Served	Total Exiters
Adults	1,285	526
Dislocated Workers	329	121
Older Youth	487	146
Younger Youth	$2,286.00	467

Summary of Local Performance

State Name: Texas
Local Area Name: Middle Rio Grande
Program Year: PY99 (Performance October 1, 1998 - September 30, 1999)

Performance Measure	Negotiated Performance Level	Actual Performance Level		
Adult Entered Employment	54.63	78.29	Numerator	137
			Denominator	175
Adult Employment Retention	79.98	79.75	Numerator	189
			Denominator	237
Adult Earnings Change	$2,309.13	$3,806.91	Numerator	$902,238.67
			Denominator	237
Dislocated Worker Entered Employment	65.83	81.62	Numerator	151
			Denominator	185
Dislocated Worker Employment Retention	84.65	84.11	Numerator	127
			Denominator	151
Dislocated Worker Earnings Replacement	95.5	117.16	Numerator	$1,296,288.72
			Denominator	$1,106,455.72
Older Youth Entered Employment	43.97	66.67	Numerator	44
			Denominator	66
Older Youth Retention	83.24	76.27	Numerator	45
			Denominator	59
Older Youth Earnings Change	$3,408.88	$3,653.25	Numerator	$215,541.59
			Denominator	59

Program	Total Participants Served	Total Exiters
Adults	696	389
Dislocated Workers	225	137
Older Youth	153	61
Younger Youth	673	41

Summary of Local Performance

State Name: Texas
Local Area Name: North Central
Program Year: PY99 (Performance October 1, 1998 - September 30, 1999)

Performance Measure	Negotiated Performance Level	Actual Performance Level		
Adult Entered Employment	68.43	73.51	Numerator	136
			Denominator	185
Adult Employment Retention	88.53	80.38	Numerator	168
			Denominator	209
Adult Earnings Change	$5,124.87	$6,275.57	Numerator	$1,311,595.08
			Denominator	209
Dislocated Worker Entered Employment	75.55	86.13	Numerator	329
			Denominator	382
Dislocated Worker Employment Retention	88.08	93.92	Numerator	309
			Denominator	329
Dislocated Worker Earnings Replacement	95.5	125.08	Numerator	$4,461,357.90
			Denominator	$3,566,855.15
Older Youth Entered Employment	72.4	91.67	Numerator	22
			Denominator	24
Older Youth Retention	80.67	81.82	Numerator	27
			Denominator	33
Older Youth Earnings Change	$3,573.30	$6,938.73	Numerator	$228,978.15
			Denominator	33

Program	Total Participants Served	Total Exiters
Adults	297	191
Dislocated Workers	457	299
Older Youth	34	24
Younger Youth	305	16

Summary of Local Performance

State Name: **Texas**
Local Area Name: **North East Texas**
Program Year: **PY99 (Performance October 1, 1998 - September 30, 1999)**

Performance Measure	Negotiated Performance Level	Actual Performance Level		
Adult Entered Employment	62.12	64.98	Numerator	206
			Denominator	317
Adult Employment Retention	85.52	80.39	Numerator	291
			Denominator	362
Adult Earnings Change	$4,363.39	$3,791.58	Numerator	$1,372,553.54
			Denominator	362
Dislocated Worker Entered Employment	67.54	72.83	Numerator	461
			Denominator	633
Dislocated Worker Employment Retention	86.4	93.71	Numerator	432
			Denominator	461
Dislocated Worker Earnings Replacement	95.5	103.6	Numerator	$5,804,686.80
			Denominator	$5,603,010.92
Older Youth Entered Employment	64.02	52.83	Numerator	28
			Denominator	53
Older Youth Retention	83.13	81.82	Numerator	45
			Denominator	55
Older Youth Earnings Change	$2,756.99	$3,704.06	Numerator	$203,723.49
			Denominator	55

Program	Total Participants Served	Total Exiters
Adults	336	61
Dislocated Workers	271	102
Older Youth	66	16
Younger Youth	368	6

Summary of Local Performance

State Name: Texas
Local Area Name: North Texas
Program Year: PY99 (Performance October 1, 1998 - September 30, 1999)

Performance Measure	Negotiated Performance Level	Actual Performance Level		
Adult Entered Employment	48.92	57.02	Numerator	65
			Denominator	114
Adult Employment Retention	82.43	82.57	Numerator	90
			Denominator	109
Adult Earnings Change	$3,748.59	$4,997.89	Numerator	$544,769.89
			Denominator	109
Dislocated Worker Entered Employment	73.91	76.56	Numerator	98
			Denominator	128
Dislocated Worker Employment Retention	87.61	88.78	Numerator	87
			Denominator	98
Dislocated Worker Earnings Replacement	95.5	206.39	Numerator	$937,437.90
			Denominator	$454,202.29
Older Youth Entered Employment	61.77	46.15	Numerator	12
			Denominator	26
Older Youth Retention	80.72	70	Numerator	14
			Denominator	20
Older Youth Earnings Change	$3,046.79	$4,199.55	Numerator	$83,990.92
			Denominator	20

Program	Total Participants Served	Total Exiters
Adults	200	100
Dislocated Workers	382	184
Older Youth	14	12
Younger Youth	71	5

Summary of Local Performance

State Name: Texas
Local Area Name: Panhandle
Program Year: PY99 (Performance October 1, 1998 - September 30, 1999)

Performance Measure	Negotiated Performance Level	Actual Performance Level		
Adult Entered Employment	65.71	75.64	Numerator	59
			Denominator	78
Adult Employment Retention	85.54	88.89	Numerator	104
			Denominator	117
Adult Earnings Change	$5,695.14	$8,208.84	Numerator	$960,434.26
			Denominator	117
Dislocated Worker Entered Employment	76.89	83.67	Numerator	82
			Denominator	98
Dislocated Worker Employment Retention	86.67	91.46	Numerator	75
			Denominator	82
Dislocated Worker Earnings Replacement	95.5	124.54	Numerator	$914,220.20
			Denominator	$734,097.43
Older Youth Entered Employment	64.57	33.33	Numerator	3
			Denominator	9
Older Youth Retention	90.9	81.82	Numerator	9
			Denominator	11
Older Youth Earnings Change	$4,426.98	$7,921.28	Numerator	$87,134.13
			Denominator	11

Program	Total Participants Served	Total Exiters
Adults	413	167
Dislocated Workers	412	118
Older Youth	51	21
Younger Youth	7	5

Summary of Local Performance

State Name: Texas
Local Area Name: Permian Basin
Program Year: PY99 (Performance October 1, 1998 - September 30, 1999)

Performance Measure	Negotiated Performance Level	Actual Performance Level		
Adult Entered Employment	65.82	70.25	Numerator	85
			Denominator	121
Adult Employment Retention	83.69	78.67	Numerator	118
			Denominator	150
Adult Earnings Change	$3,923.24	$4,580.07	Numerator	$687,010.03
			Denominator	150
Dislocated Worker Entered Employment	74.6	67.25	Numerator	154
			Denominator	229
Dislocated Worker Employment Retention	86.52	83.77	Numerator	129
			Denominator	154
Dislocated Worker Earnings Replacement	95.5	119.44	Numerator	$1,340,535.86
			Denominator	$1,122,363.51
Older Youth Entered Employment	61.48	77.78	Numerator	21
			Denominator	27
Older Youth Retention	88.24	88.89	Numerator	40
			Denominator	45
Older Youth Earnings Change	$3,217.14	$7,422.76	Numerator	$334,024.42
			Denominator	45

Program	Total Participants Served	Total Exiters
Adults	263	144
Dislocated Workers	338	210
Older Youth	79	31
Younger Youth	345	6

Summary of Local Performance

State Name: Texas
Local Area Name: Rural Capital
Program Year: PY99 (Performance October 1, 1998 - September 30, 1999)

Performance Measure	Negotiated Performance Level	Actual Performance Level		
Adult Entered Employment	60.76	81.4	Numerator	35
			Denominator	43
Adult Employment Retention	85.5	74.55	Numerator	41
			Denominator	55
Adult Earnings Change	$29,119.19	$4,770.51	Numerator	$257,607.61
			Denominator	54
Dislocated Worker Entered Employment	75.52	87.66	Numerator	135
			Denominator	154
Dislocated Worker Employment Retention	89.8	92.59	Numerator	125
			Denominator	135
Dislocated Worker Earnings Replacement	95.5	114.38	Numerator	$2,482,456.99
			Denominator	$2,170,328.95
Older Youth Entered Employment	57.14	80	Numerator	4
			Denominator	5
Older Youth Retention	80.4	70	Numerator	7
			Denominator	10
Older Youth Earnings Change	$1,546.76	$6,543.16	Numerator	$65,431.58
			Denominator	10

Program	Total Participants Served	Total Exiters
Adults	166	85
Dislocated Workers	356	191
Older Youth	12	1
Younger Youth	88	5

Summary of Local Performance

State Name: Texas
Local Area Name: South East Texas
Program Year: PY99 (Performance October 1, 1998 - September 30, 1999)

Performance Measure	Negotiated Performance Level	Actual Performance Level		
Adult Entered Employment	59.34	73.68	Numerator	84
			Denominator	114
Adult Employment Retention	83.15	89.93	Numerator	134
			Denominator	149
Adult Earnings Change	$2,960.32	$5,914.33	Numerator	$881,235.35
			Denominator	149
Dislocated Worker Entered Employment	71.59	83.66	Numerator	128
			Denominator	153
Dislocated Worker Employment Retention	88.27	94.53	Numerator	121
			Denominator	128
Dislocated Worker Earnings Replacement	95.5	96.95	Numerator	$1,589,967.33
			Denominator	$1,639,976.22
Older Youth Entered Employment	62.12	76.47	Numerator	13
			Denominator	17
Older Youth Retention	90.79	90	Numerator	27
			Denominator	30
Older Youth Earnings Change	$2,808.08	$8,662.54	Numerator	$259,876.06
			Denominator	30

Program	Total Participants Served	Total Exiters
Adults	516	185
Dislocated Workers	494	160
Older Youth	68	19
Younger Youth	278	7

Summary of Local Performance

State Name: Texas
Local Area Name: South Plains
Program Year: PY99 (Performance October 1, 1998 - September 30, 1999)

Performance Measure	Negotiated Performance Level	Actual Performance Level		
Adult Entered Employment	62.27	75.93	Numerator	82
			Denominator	108
Adult Employment Retention	81.73	83.19	Numerator	99
			Denominator	119
Adult Earnings Change	$2,494.08	$5,553.98	Numerator	$655,369.48
			Denominator	118
Dislocated Worker Entered Employment	73.72	81.44	Numerator	158
			Denominator	194
Dislocated Worker Employment Retention	90.19	91.77	Numerator	145
			Denominator	158
Dislocated Worker Earnings Replacement	95.5	117.91	Numerator	$1,689,912.03
			Denominator	$1,433,201.53
Older Youth Entered Employment	50.84	73.08	Numerator	19
			Denominator	26
Older Youth Retention	85.44	85.71	Numerator	24
			Denominator	28
Older Youth Earnings Change	$2,374.35	$6,810.82	Numerator	$190,703.05
			Denominator	28

Program	Total Participants Served	Total Exiters
Adults	245	79
Dislocated Workers	292	172
Older Youth	59	22
Younger Youth	424	5

Summary of Local Performance

State Name: **Texas**
Local Area Name: **South Texas**
Program Year: **PY99 (Performance October 1, 1998 - September 30, 1999)**

Performance Measure	Negotiated Performance Level	Actual Performance Level		
Adult Entered Employment	56.09	59.01	Numerator	167
			Denominator	283
Adult Employment Retention	82.92	84.65	Numerator	204
			Denominator	241
Adult Earnings Change	$3,594.72	$4,132.41	Numerator	$995,911.50
			Denominator	241
Dislocated Worker Entered Employment	66.06	76.13	Numerator	169
			Denominator	222
Dislocated Worker Employment Retention	83.13	89.94	Numerator	152
			Denominator	169
Dislocated Worker Earnings Replacement	95.5	184.63	Numerator	$1,779,763.54
			Denominator	$963,965.77
Older Youth Entered Employment	47	67.42	Numerator	89
			Denominator	132
Older Youth Retention	82.62	83.04	Numerator	93
			Denominator	112
Older Youth Earnings Change	$3,533.44	$5,445.25	Numerator	$609,867.44
			Denominator	112

Program	Total Participants Served	Total Exiters
Adults	738	387
Dislocated Workers	304	210
Older Youth	165	139
Younger Youth	39	23

Summary of Local Performance

State Name: Texas
Local Area Name: Tarrant County
Program Year: PY99 (Performance October 1, 1998 - September 30, 1999)

Performance Measure	Negotiated Performance Level	Actual Performance Level		
Adult Entered Employment	67.31	76.03	Numerator	203
			Denominator	267
Adult Employment Retention	83.73	83.9	Numerator	245
			Denominator	292
Adult Earnings Change	$3,392.77	$6,278.50	Numerator	$1,833,320.55
			Denominator	292
Dislocated Worker Entered Employment	78.35	76.34	Numerator	952
			Denominator	1247
Dislocated Worker Employment Retention	89.43	91.07	Numerator	867
			Denominator	952
Dislocated Worker Earnings Replacement	95.5	114.68	Numerator	$12,164,267.89
			Denominator	$10,607,137.56
Older Youth Entered Employment	64.08	75.71	Numerator	53
			Denominator	70
Older Youth Retention	85.53	82.43	Numerator	61
			Denominator	74
Older Youth Earnings Change	$2,239.31	$5,461.79	Numerator	$404,172.70
			Denominator	74

Program	Total Participants Served	Total Exiters
Adults	1,140	210
Dislocated Workers	994	402
Older Youth	70	43
Younger Youth	567	103

Summary of Local Performance

State Name: Texas
Local Area Name: Texoma
Program Year: PY99 (Performance October 1, 1998 - September 30, 1999)

Performance Measure	Negotiated Performance Level	Actual Performance Level		
Adult Entered Employment	61.97	65	Numerator	13
			Denominator	20
Adult Employment Retention	86.03	76.67	Numerator	23
			Denominator	30
Adult Earnings Change	$5,641.36	$9,937.50	Numerator	$298,125.04
			Denominator	30
Dislocated Worker Entered Employment	70.91	77.32	Numerator	75
			Denominator	97
Dislocated Worker Employment Retention	85.88	93.33	Numerator	70
			Denominator	75
Dislocated Worker Earnings Replacement	95.5	125.78	Numerator	$1,016,857.08
			Denominator	$808,441.45
Older Youth Entered Employment	68.55	83.33	Numerator	5
			Denominator	6
Older Youth Retention	90.35	87.5	Numerator	7
			Denominator	8
Older Youth Earnings Change	$3,099.34	$9,553.78	Numerator	$76,430.24
			Denominator	8

Program	Total Participants Served	Total Exiters
Adults	93	60
Dislocated Workers	161	112
Older Youth	16	8
Younger Youth	115	5

Summary of Local Performance

State Name: Texas
Local Area Name: Upper Rio Grande
Program Year: PY99 (Performance October 1, 1998 - September 30, 1999)

Performance Measure	Negotiated Performance Level	Actual Performance Level		
Adult Entered Employment	57.13	61.96	Numerator	443
			Denominator	715
Adult Employment Retention	84.36	79.69	Numerator	561
			Denominator	704
Adult Earnings Change	$3,983.00	$4,216.75	Numerator	$2,968,595.33
			Denominator	704
Dislocated Worker Entered Employment	74.94	70.88	Numerator	494
			Denominator	697
Dislocated Worker Employment Retention	86.25	89.05	Numerator	439
			Denominator	493
Dislocated Worker Earnings Replacement	95.5	134.94	Numerator	$4,041,979.12
			Denominator	$2,995,298.40
Older Youth Entered Employment	51	59.85	Numerator	158
			Denominator	264
Older Youth Retention	80.92	74.56	Numerator	170
			Denominator	228
Older Youth Earnings Change	$2,641.15	$3,474.48	Numerator	$792,182.17
			Denominator	228

Program	Total Participants Served	Total Exiters
Adults	2,320	994
Dislocated Workers	5,919	1,672
Older Youth	443	208
Younger Youth	1,334	98

Summary of Local Performance

State Name: Texas
Local Area Name: West Central
Program Year: PY99 (Performance October 1, 1998 - September 30, 1999)

Performance Measure	Negotiated Performance Level	Actual Performance Level		
Adult Entered Employment	64.24	79.55	Numerator	70
			Denominator	88
Adult Employment Retention	86.67	85.34	Numerator	99
			Denominator	116
Adult Earnings Change	$2,919.64	$6,275.51	Numerator	$727,959.33
			Denominator	116
Dislocated Worker Entered Employment	72.5	70.59	Numerator	36
			Denominator	51
Dislocated Worker Employment Retention	88.91	91.67	Numerator	33
			Denominator	36
Dislocated Worker Earnings Replacement	95.5	114.46	Numerator	$398,009.00
			Denominator	$347,725.06
Older Youth Entered Employment	62.58	71.43	Numerator	10
			Denominator	14
Older Youth Retention	86.4	66.67	Numerator	8
			Denominator	12
Older Youth Earnings Change	$1,754.94	$2,111.95	Numerator	$25,343.37
			Denominator	12

Program	Total Participants Served	Total Exiters
Adults	174	123
Dislocated Workers	56	44
Older Youth	2	0
Younger Youth	62	3