





# TEXAS WORKFORCE COMMISSION

## WORKFORCE INVESTMENT ACT TITLE I-B

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*“One of my top priorities is job creation and economic development, the only sure path to future prosperity. As the Texas economy has greatly diversified, our workforce has kept pace. Recent job announcements in a variety of fields confirm that Texas has the labor pool – and the business climate – that businesses need.”*

**Governor Rick Perry**

## **HIGHLIGHTS FOR PROGRAM YEAR 2002**

- ★ Strengthened our partnership with the Boards to achieve impressive success for our customers
- ★ Maintained our employer-driven focus and role as a national leader in workforce development and performance
- ★ Responded to critical needs with workforce solutions through our locally based, demand-driven workforce development system
- ★ Improved the link between workforce investment and economic development
- ★ Continued building for the future





# PART I TEXAS WORKFORCE

## STAKEHOLDERS REPORT

### ★ STRENGTHENED OUR PARTNERSHIP WITH THE BOARDS TO ACHIEVE IMPRESSIVE SUCCESS FOR OUR CUSTOMERS



- ★ **Texas exceeded all 17 WIA performance measures. Further, Texas improved its performance in 12 of the 17 measures in PY02 over PY01.**
- ★ **The Texas workforce system saw an increase in its WIA employer satisfaction score for the second consecutive year.**
- ★ **As a result of improved program efficiency, 55 percent more Texans entered employment than in PY01.**

*“As a first generation college student in my own family, I understand the importance that getting a college education has meant to me and my own children in fulfilling our dreams for a better future.”*

Governor Rick Perry

Visionary leadership, focused on its customers – employers, job seekers, and communities – gave the Texas workforce system a head start in 1995 by developing strategies and an organizational structure that addressed our business community’s needs for a skilled workforce and jobs for Texans. Many of these approaches were later incorporated into the Workforce Investment Act of 1998 (WIA). Texas was at the forefront again when we became one of WIA’s six early implementers. Guided by WIA’s principles, the Texas Workforce Commission (TWC) has advanced that initial vision, and takes great pride in furthering the development of its innovative, integrated workforce system.

Large and small, rural and urban, each Local Workforce Development Board (Board) delivered its own unique solutions. By integrating services funded through WIA, Temporary Assistance for Needy Families (TANF), Child Care Services, Wagner-Peyser Employment Services, Welfare-to-Work (WtW), Food Stamp Employment and Training (FSE&T), and Veterans Employment programs, we were able to offer comprehensive and creative solutions to employers and job-seekers alike.

In these challenging times, Texans have demonstrated a dogged determination in finding solutions for difficult workforce issues. Looking back, we have amassed an impressive record of successes, and built a strong foundation for future growth and change. We call it **WIA, Texas-Style.**

Perhaps the best example of **WIA, Texas-Style** is Governor Rick Perry’s First Generation – Higher Education Initiative. The Governor’s vision to make higher education more accessible and affordable to a new generation of Texans – the first in their family to complete a college education – will guide and serve Texas’ dynamic workforce well in the 21st century.

The project combines the resources of the local Boards, school districts, and colleges in providing recruitment and retention services to these “first generation” students.

Continuous improvement is not possible without viable communication. Through our open dialogue with the Boards and contractors, TWC identified areas that needed improvement. **WIA, Texas-Style** generated a broad array of tools to support service delivery improvements and ultimately, performance. For example, technical assistance and Quarterly Workforce and Youth Forums focused energies on “best practices” to turn what was historically a summer youth program into a year-round program to build skills to assist youth in school as well as in the workplace.

In Program Year 2002 (PY02), as in the past, the Texas workforce system met our goals by continuing to strengthen the partnership between TWC and the Boards to successfully respond to our customers’ needs. Through 28 demand-driven and locally controlled Boards and more than 275 Texas workforce centers and satellite offices, we used our collective strengths to identify employers’ workforce needs, and recruit and train the Texas talent to meet them.

*The new Family Dollar Distribution Center in Odessa faced a recruiting and screening nightmare when it received 11,000 applications for 450 jobs. The Permian Basin Workforce Center helped Family Dollar avoid the mountain of paperwork by taking initial applications through a new interactive voice response system, providing initial screening services, and testing potential employees before Family Dollar began interviewing. The Odessa Workforce Center even served as Family Dollar’s home base until its offices were completed. Ultimately, the distribution center has had a multi-million dollar impact on the local economy.*

## **★ MAINTAINED OUR EMPLOYER-DRIVEN FOCUS AND ROLE AS A NATIONAL LEADER IN WORKFORCE DEVELOPMENT AND PERFORMANCE**

The Governor, Texas Legislature, TWC, and the Texas Workforce Investment Council (TWIC) establish state-level policies and direction for the workforce system. Boards have local control and the opportunity to define how service delivery strategies will be designed and implemented. As an

*“Texas continues to lead the nation in the implementation of WIA. Our efforts continue to reflect the State’s strong commitment to customer choice and accountability in workforce services.”*

Diane Rath, TWC Chair  
Commissioner Representing the Public

- ★ **Texas has received a total of \$9 million, earning a \$3 million Secretary’s WIA Incentive Award for three consecutive years.**
- ★ **Texas has earned a total of \$72.7 million in TANF high performance bonuses in the last four years, for outstanding job placement of TANF recipients and family formation.**



*“We are developing initiatives with higher education institutions that are responsive to the workforce needs of the state, especially in fields that experience shortages of highly skilled workers.”*

Governor Rick Perry

advocate for expanded local control and flexibility under WIA, TWC requested and was granted approval of five waivers by the U.S. Department of Labor (DOL). These waivers addressed the employer match required for customized training, elimination of the limit on fund transfers between adult and dislocated worker programs, eligibility of training providers, access to the eligible training provider list by older and out-of-school youth, and the use of formula funds for local activities similar to WIA Statewide Activity fund uses.

**WIA, Texas-Style** is a model other states may emulate. Distinguished by dynamic public, private, and labor partnerships, including many with faith-based and community-based organizations, the Texas workforce system is widely recognized for high quality. The Boards continue to demonstrate and deliver on their commitment to improve services and customer satisfaction by achieving results. Reward for that commitment came when Texas earned the Secretary’s Incentive Award for exceeding WIA performance goals for the third consecutive year. Additionally, Texas earned a total of \$72.7 million in TANF high performance bonuses in the previous four consecutive years for outstanding job placement of TANF recipients and family formation.

**★ RESPONDED TO CRITICAL NEEDS WITH WORKFORCE SOLUTIONS THROUGH OUR LOCALLY BASED, DEMAND-DRIVEN WORKFORCE DEVELOPMENT SYSTEM**

TWC believes that establishing effective measures is a crucial step toward success as a demand-driven workforce system. At the close of PY02, we designed five new measures that focus on results important to both employers and job seekers. TWC will follow the impact of these new measures throughout PY03 to determine how we can better serve our customers.





*The Aerospace Academy for Engineering and Teacher Education used \$598,068 of WIA Statewide Activity funds received from the Gulf Coast Workforce Development Board to develop curricula and train over 940 local math and science teachers – 234 more than contracted. The Academy, created to address the shortages of high technology practitioners, and math and science teachers, is a multi-partner education-industry-government collaboration located in the Johnson Space Center area of Houston. Using space exploration as the focus, the training included both discipline-specific and technology topics. Teachers have used information from this 18-month project to make students aware of mathematics and science courses that relate directly to aerospace jobs.*

Apprenticeship programs – another key to the state’s demand-driven system – expanded through the use of WIA Statewide Activity funds. Apprenticeships provide workers with workplace training, skills, jobs, reliable wages, and opportunities for advancement while providing employers with a qualified, experienced workforce. Collaborations between Boards, employers, trade associations, public and private education institutions, and community organizations continue to produce innovative apprenticeship proposals.

## **★ IMPROVED THE LINK BETWEEN WORKFORCE INVESTMENT AND ECONOMIC DEVELOPMENT**

**WIA, Texas-Style**, focusing on industry sectors, links employment, education, and economic development. Texas’ leadership has focused on economic development, and we are aware that the availability of a qualified workforce and the training necessary to support it, are critical factors in business’ decisions. TWC’s Office of Employer Initiatives and each local Board’s Business Service Units (BSU) seek and develop relationships with employers at all levels, supplying them with a skilled and educated workforce. By forging public- and private-sector collaborations, training programs within and among industry sectors have proliferated across the State.

*“The increase in workers entering employment demonstrates our commitment to Texans by providing training that leads to jobs.”*

Ronald G. Congleton  
TWC Commissioner Representing Labor



*“Local control and employer focus are critical components for ensuring greater workforce and economic development for Texas. I believe that the President’s emphasis on these factors will result in a larger, more qualified workforce pool for Texas’ employers.”*

Ron Lehman  
TWC Commissioner  
Representing Employers

*“We were very impressed with...the available workforce, the business-friendly nature of this community and this State.... The training aspect of this was very important. The training and the rail district were two items that were critical and really made a difference on the margin. Without these, we probably wouldn’t be here today.”*

Dennis Cuneo  
Senior Vice President  
Toyota Manufacturing of North America



*The Duro Bag Manufacturing Company, needing to expand its workforce by 100 percent, turned to the Cameron County Business Service Unit for help. The BSU toured the manufacturing plant to understand the company’s needs and developed the skills assessment tools needed to evaluate prospective employees. Duro Bag hired more than 120 production, warehouse, and administrative workers, and maintained a 92 percent retention rate among the company’s total workforce. The BSU also alerted the company to Work Opportunity Tax Credits as an added value – a triple win for the employer and another success for Texas.*

Texas is at the forefront of emerging markets and industries. Among numerous significant business expansions noted in *Texas: Wide Open for Business (Office of the Governor publication)*, Samsung and Texas Instruments recently announced plans to build new semiconductor wafer fabrication facilities in Texas, adding more than 1,000 new jobs. The State is also home to more than 400,000 small businesses and ranks fourth in the nation in venture capital investments. New employers are a highly regarded and welcome addition to our own homegrown businesses, and together form the backbone of the Texas economy.

*This year, Toyota considered several sites for its newest North America manufacturing plant. Despite being offered attractive incentive packages from other states that far exceeded the dollar value that Texas and the Alamo Workforce Development Board offered, the company decided to build in San Antonio – creating at least 3,800 new jobs for the state. This mirrored the Governor’s vision of economic development and connectivity to workforce services. Toyota cited the availability of workforce training as a critical factor in its decision.*

## ★ CONTINUED BUILDING FOR THE FUTURE

Strengthening ties with our partner agencies at both the state and local level, the Texas workforce system is poised to further impact the prosperity of the State’s businesses and residents. Texas Workforce Investment Council, designated by the Governor and charged by the Texas Legislature to carry out the federal and state duties and responsibilities of advisory councils required by federal law or regulation, serves as the State Workforce Investment Board under WIA. TWIC’s strategic planning and evaluation functions promote the development of a well-educated, highly skilled workforce for Texas. TWIC strives to ensure the value of every workforce investment dollar by enhancing communications and

program integration between the state agencies responsible for workforce development, economic development, and education.

The Commission's vision of a locally controlled, demand-driven workforce system, in concert with Board comments, was the impetus for distributing \$11,345,199 of WIA Statewide Activity funds directly to the Boards to better meet their local needs.

Seeking greater opportunities for Boards to meet emerging community needs, TWC requested a waiver allowing Boards the same flexibility using formula funds as the State is afforded for its WIA Statewide Activity funds. DOL approved the waiver, allowing Boards to designate up to 10 percent of their WIA allocation as "Local Activity" funds beginning in PY03.

*The Upper Rio Grande Workforce Development Board used \$369,000 of Statewide Activity funds to partner with El Paso area Community Colleges to address area shortages of nurses and medical field staff. The Community College hired five full-time nursing faculty members. Seventy-four students are enrolled in training with a projected 95 percent retention rate.*

On June 24, 2003, the Commission adopted new performance measures to assess the extent to which Boards provide services of value to employers. We are confident the measures will enhance relationships that are such a vital part of the State's future.

The pending WIA reauthorization should have a significant impact on the direction of workforce development. TWC endorses many of the proposed changes, which may enhance customer services through expanded state and local flexibility. We strongly encourage adoption of the following:

- ★ A consolidated adult funding stream;
- ★ Additional flexibility for the states; and
- ★ Transition to the common performance measures.

With a commitment to flexibility, local control, and integrated comprehensive statewide services, Texas continues to further our mission by promoting and supporting a workforce system that provides economic prosperity for our businesses, workers, and communities.

Challenges remain. We look forward to the opportunities ahead, welcoming them as inspiration for bold, flexible, and innovative solutions as we continue building for the future.

*"Workforce investment is an integral part of economic development, and a better trained workforce promotes greater economic growth."*

Elaine Chao  
Secretary of Labor

**TWC addressed employer needs in a number of innovative ways, including:**

- ★ **Establishing an Office of Employer Initiatives;**
- ★ **Collaborating with the Governor's economic development policy group;**
- ★ **Strengthening our relationship with the Business Service Units in local workforce development areas around the state; and**
- ★ **Co-sponsoring the first statewide *Joint Conference on Workforce and Economic Development* in June 2003 that attracted more than 500 workforce and economic development professionals.**





## **PART II TEXAS WORKFORCE**

### **PERFORMANCE OVERVIEW**

#### **WIA PERFORMANCE ACCOMPLISHMENTS**

Texas holds itself to high standards and is proud to report that it exceeded the negotiated performance levels for all 17 WIA measures in PY02. Those measures assist in monitoring the success of states and local Boards in satisfying their customers, helping people enter and retain employment, change or replace earnings, improve skills, and attain credentials.

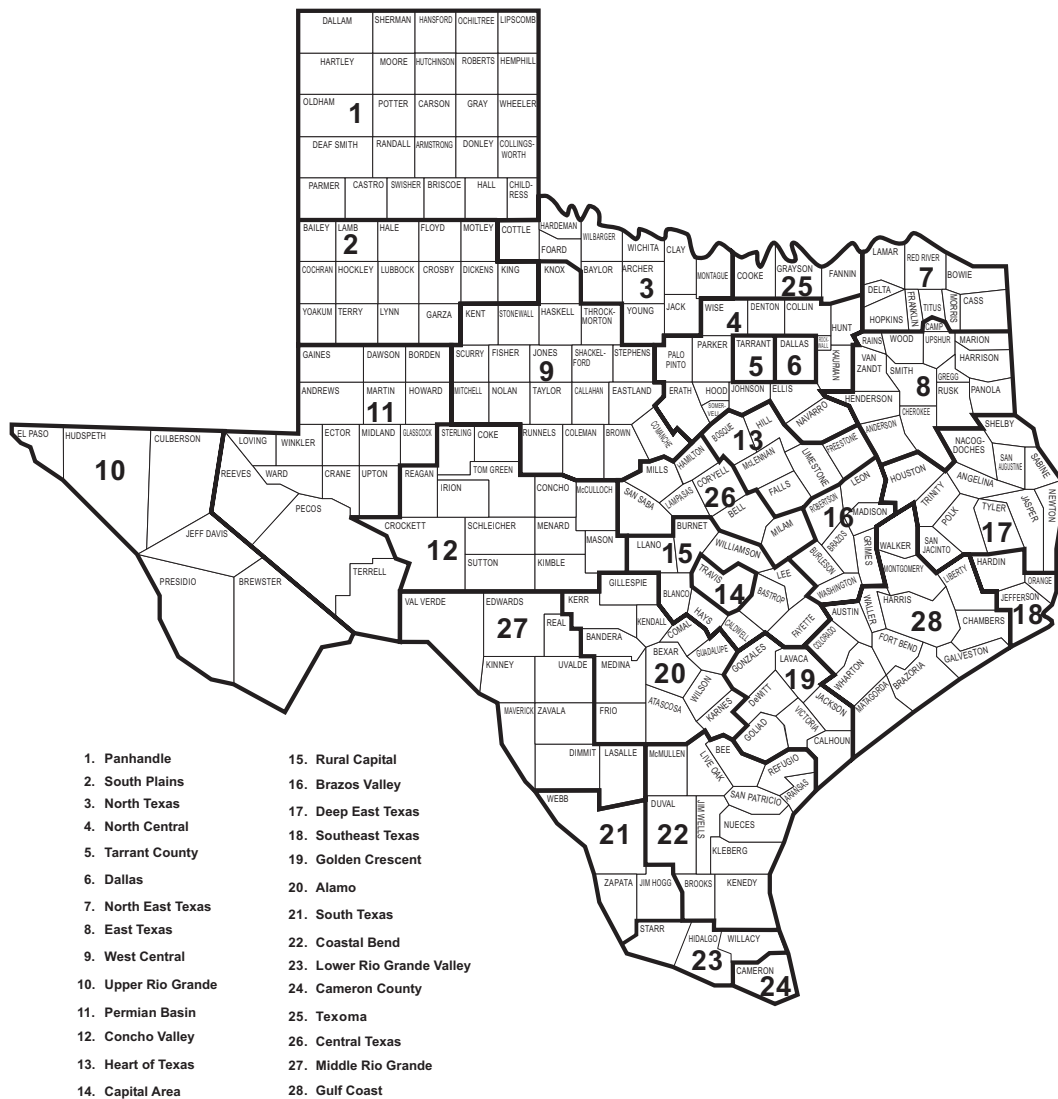
Texas achieved higher performance than last year for 12 of the 17 measures. Meeting these measures meant not only that more Texans got jobs but also that they gained the knowledge, skills and abilities to retain these jobs. We are especially proud of this achievement because PY02 presented particularly difficult economic challenges – challenges that only began to lessen at the very end of the program year.

Texas' success can be attributed to many factors. As one of six early implementing states, Texas established its WIA service delivery system as an employer-driven, customer-based, outcome-focused system based on local control and personal responsibility. We look for ways to step outside traditional practices and find innovative opportunities to provide continuous improvement. Texas has found that integration leads to higher efficiency, effectiveness and, ultimately, success for our customers. As noted, Texas now uses co-enrollment in multiple programs (Project Rio (Re-Integration of Offenders), TANF Choices, Welfare-to-Work, Trade Act services, and Food Stamp Employment and Training) to improve results. By working closely and cooperatively with the 28 Boards, we have encouraged them to achieve success, while continually looking for ways to improve service delivery and customer outcomes. To enhance performance outcomes, TWC contracted with School and Main Institute to provide support to all 28 Boards and help maximize the quality of services to youth. In fact, the State exceeded its targets for all of the Younger Youth performance measures.

**Figure 1** shows the local workforce development areas in Texas. The Texas workforce system provides services through more than 275 local one-stop centers, satellite offices, and mobile units throughout the State, in addition to Internet access. These multiple points of access allow TWC and the Boards to integrate and enhance the broad array of workforce programs and resources for employers and individuals, and expand services throughout all rural and urban areas in the State.



**Figure 1. Local Workforce Development Areas in Texas**



**WIA Performance Reporting**

TWC monitors and reports monthly on Board and statewide performance in two major reports – the Monthly Program Report (MPR) and the Monthly Financial Report (MFR).

The **MPR** provides WIA performance information for the 17 measures at both the State and Board level. Performance for the 13 Unemployment Insurance (UI) Wage Records-based WIA measures is reported for the performance year (October-September). Performance for the four non-UI wage-based measures is reported for the program year (July-June). A scorecard is also provided in the MPR, allowing Boards to compare their performance with other Boards throughout the State. The Workforce Information System of Texas (TWIST) is the mechanism that TWC implemented as central to its new business model – a centralized point of intake, case management, client tracking, and performance reporting. The



award-winning database enables Texas to streamline and accurately document State and Board performance reports.

The **MFR** analyzes expenditure data at both the State and Board levels to ensure timely and appropriate expenditure of funds. For the WIA program, costs are reported by the adult, dislocated worker, and youth funding streams.

Both reports are used by TWC to track and evaluate performance, and they are shared with the Boards each month. Using a common data set improves communication between the Boards and TWC. This allows management and front-line staff to stay apprised of performance and to assist in program development.

TWC helped the Boards and contractor staff to gain an in-depth understanding of the measures and to develop their skills in analyzing performance data through onsite technical assistance visits, Quarterly Workforce and Youth Forums, and statewide conference calls. Not only did these efforts succeed in improving Younger Youth performance, but also in setting the stage for the State to exceed the Older Youth performance measures.

For PY03, TWC is implementing a new MPR designed to provide much more detail, making it easier to track performance trends and compare performance among Boards. Innovation is key in Texas. Achievements are celebrated, but we don't stop there. We go on to identify what can be done better, and seek to implement those changes for continuous improvement.

### **WIA Research and Evaluation**

TWC conducts research and evaluation activities to examine the efficiency and effectiveness of the workforce system, enhance the competitiveness of employers, and assist Boards in tailoring the service delivery to best meet employer-identified skill needs. We believe that the lessons learned from these research initiatives can result in ongoing enhancements to the statewide workforce development system, leading to improved service delivery and administrative efficiencies at the local level, better services, and more satisfied customers.

Major research and evaluation results are highlighted below:

- ★ **Enhanced Accessibility and Infrastructure through Work Incentive Grants (WIGs) –**  
Texas successfully obtained a DOL grant to lay the groundwork for Texans with disabilities to gain increased access to one-stop services. The results of a 30-month pilot effort involving five Boards will have a far reaching, statewide impact on this population. Results thus far include:
  - ★ 8,449 people with disabilities served (a 20 percent increase in the number of individuals with disabilities served);



- ★ 643 people with disabilities entered employment or pursued educational goals;
  - ★ Six regional training sessions improved front-line staff's awareness of disability issues;
  - ★ 680 community meetings held across the state to engage and improve partnerships between employers and disability service providers; and
  - ★ Assistive Technology added to one-stop infrastructures to meet special needs.
- ★ **Systematic Approach to Enhance Quality and Continuous Improvement** – TWC is developing a model to assist Boards in conducting self-evaluation. The Boards use the Continuous Improvement Model as a tool to help them examine the quality and efficiencies of all administrative systems, policies, and service delivery methods to ensure that services and methods are analyzed and updated continuously and improvements are made to achieve the best results possible. Three Boards, aided by expert training, volunteered to participate in the pilot. The renowned Logic Model design served as the primary tool for helping the Boards identify key factors, and streamline and coordinate business practices. Local staff indicated that, "Logic Models help us to see the holes in the system, and how the problems can be addressed. This leads to more efficient service delivery to customers."
- ★ **Innovative, Comprehensive, and Systematic Information Sharing** – TWC demonstrated its commitment to internal and external communications by establishing and maintaining a sophisticated system of keeping state and local decision-makers, as well as front-line workers, apprised of all related workforce developments. To ensure the widest coordination, designated staff conduct daily reviews of the *Federal Register* and *Texas Register* publications, DOL web pages and other web sites, and disseminate relevant information by e-mail to the 28 Boards and other interested parties. The information covers a wide range, including workforce-related issues, DOL and other federal guidance, grant opportunities, education, disability-related, and economic development issues, and spotlights innovative and successful programs. Staff involved in this activity received a recognition award for excellence in the timely delivery of pertinent information from the Workforce Leadership of Texas Executive Directors' Council. One Board staff member stated, "I very much enjoy your e-mails and find them very informative." The customer satisfaction survey results are:
- ★ 100 percent believe notices are useful;
  - ★ 97 percent report at or above the general satisfaction level;
  - ★ 67 percent want to continue seeing all features;
  - ★ 59 percent report that the frequency of transmittals meets their needs; and
  - ★ 56 percent believe details in the notices are adequate.



- ★ **In-Home Learning System to Bridge Digital Divide** – To provide enhanced options for our customers, TWC and public and private partners developed a workplace-based curriculum designed as an in-home, online education and training community. This system’s goal is to meet the skill needs of employers by enhancing the skills of job seekers. DOL identified the In-Home Learning System as a promising Welfare-to-Work practice. Evaluations are currently being conducted on this project. Gene Humpal, manager of Employment Services for J.C. Penney Co., Inc. concludes, “The In-Home Learning System teaches independence, lifelong learning and fundamental computing skills valued by all employers.” While using the system, 95 percent of participants were employed or gained employment. Since its introduction, WIA funding has been used to develop a Spanish language version of the In-Home Learning System. More than 304 Spanish-speaking Texans have been connected to the Business Access community and can log on to over 300 Internet-based courses. One thousand individuals are projected to use it in the next year.
  
- ★ **Statistical Methodology to Enhance Service Delivery** – Texas has begun using Rapid Reemployment Services (RRS) to identify job seekers who can benefit the most from early intervention. Lessons learned from these activities may be used to study the applicability of priority services in other areas, for example, identifying the individuals who would most benefit from particular services, potentially reducing the amount of time they are unemployed.





**PART III  
TEXAS WORKFORCE**

**STATEWIDE PERFORMANCE**

**WIA PERFORMANCE**

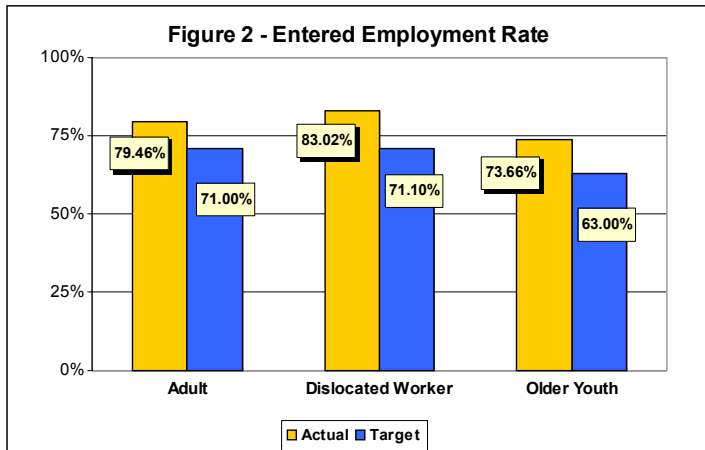
In PY02, Texas again exceeded the performance goals for all WIA performance measures. Texas' ability to exceed WIA performance targets for these measures for the second straight year illustrates the State's drive to improve performance continuously. Further, as noted, Texas improved its performance in 12 of 17 measures in PY02 over PY01.

The information provided below presents the Texas PY02 performance for each performance measure for adult, dislocated worker, and youth funding streams. In addition to improving performance, WIA in Texas had a greater impact, increasing the number of exiters by 16 percent.

**Table 1** presents an overall view of the State's performance for the 17 required WIA performance measures. Highlighting indicates improvements over PY01.

**Table 1. Summary of WIA Performance for Texas**

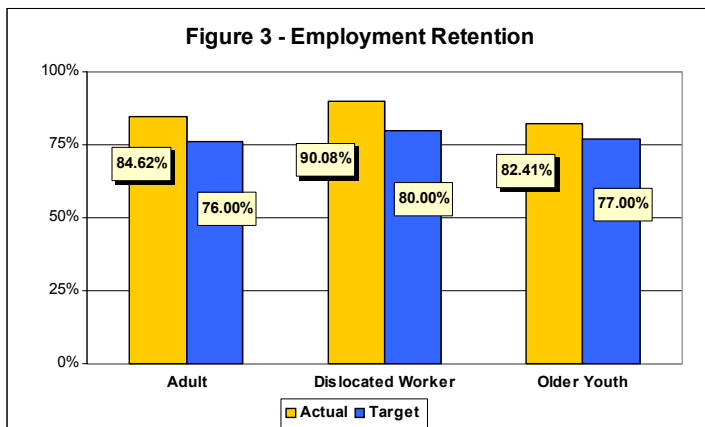
Performance Measure	Negotiated Performance Level	Actual Performance Level	Numerator	Denominator
Adult Entered Employment	71.00%	79.46%	11,062	13,922
Adult Employment Retention	76.00%	84.62%	11,121	13,142
Adult Earnings Change	\$3,600.00	\$4,014.50	\$50,779,378.75	12,649
Adult Employment And Credential Rate	47.00%	62.28%	5,027	8,072
Dislocated Worker Entered Employment	71.10%	83.02%	10,809	13,020
Dislocated Worker Employment Retention	80.00%	90.08%	9,737	10,809
Dislocated Worker Earnings Replacement	91.00%	93.13%	\$125,430,618	\$134,687,748
Dislocated Worker Employment And Credential Rate	50.00%	66.55%	2,437	3,662
Older Youth Entered Employment	63.00%	73.66%	1,555	2,111
Older Youth Retention	77.00%	82.41%	1,518	1,842
Older Youth Earnings Change	\$3,000.00	\$3,450.31	\$5,527,388.76	1,602
Older Youth Credential Rate	45.00%	52.59%	1,360	2,586
Younger Youth Retention Rate	50.00%	61.59%	2,256	3,663
Younger Youth Diploma or Equivalent Rate	42.00%	60.67%	1,831	3,018
Younger Youth Skill Attainment Rate	75.00%	87.81%	39,309	44,766
Employer Customer Satisfaction	68.00	75.09		
Participant Customer Satisfaction	72.00	73.25		



## Entered Employment Rate

The WIA program in Texas surpassed goals set for Adult, Dislocated Worker, and Older Youth Entered Employment Rates. **Figure 2** illustrates each WIA population's negotiated target and the performance achieved in PY02. Despite the challenging economy during most of the performance period, Texas has continued to place workers in employment. Indeed, Texas actually improved its performance in all three measures since PY01. This indicates that workers receiving WIA services are equipped with the skills local employers require.

Better still, the number of WIA exiters who entered employment increased substantially. The Adult Entered Employment numerator increased by more than 65 percent. There were similar increases of 42 percent and 90 percent for the Entered Employment numerators for dislocated workers and older youth, respectively.



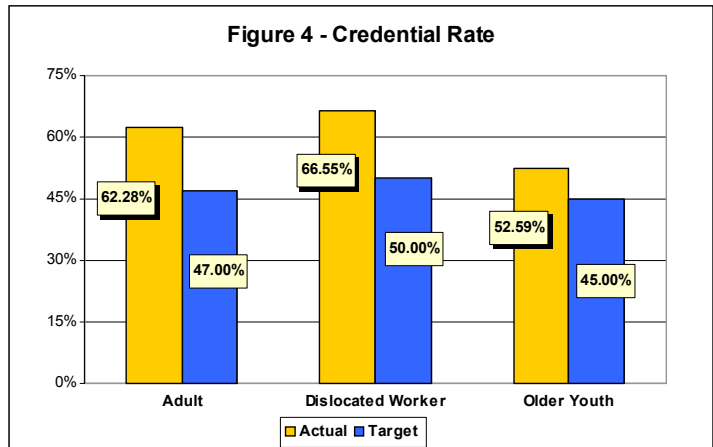
## Retention Rate

In addition to the entered employment rates, the State's WIA program also surpassed the goals set for Adult, Dislocated Worker and Older Youth Retention Rates. **Figure 3** compares the actual performance of the three populations to the DOL negotiated targets.

### Employment and Credential Rate

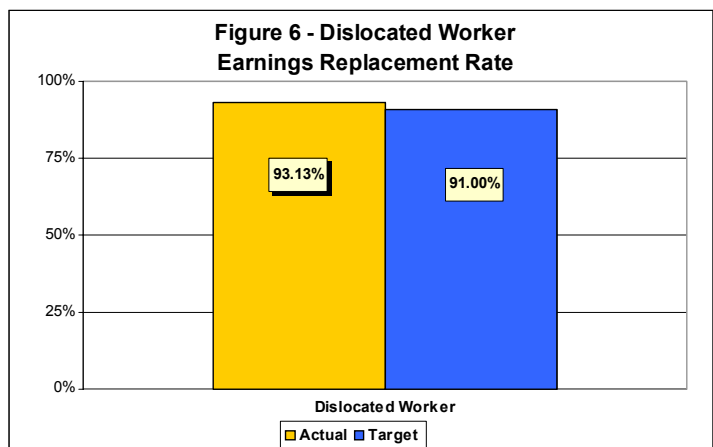
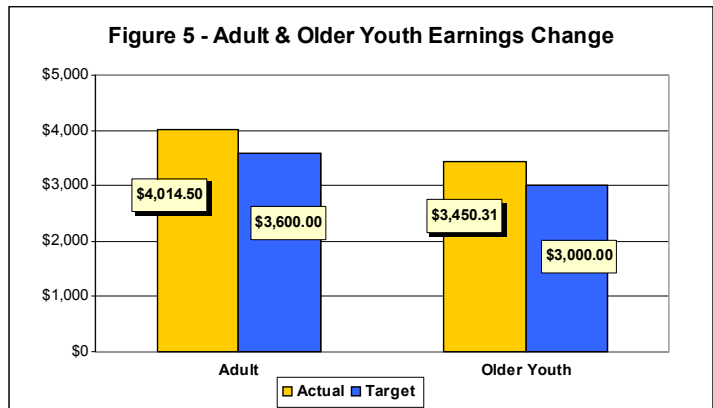
WIA allows Boards to establish credentials for certain jobs to ensure a consistent skill level. This adds a valuable assurance to employers hiring workers with these credentials. In turn, the credentials increase the likelihood that workers enter and retain employment.

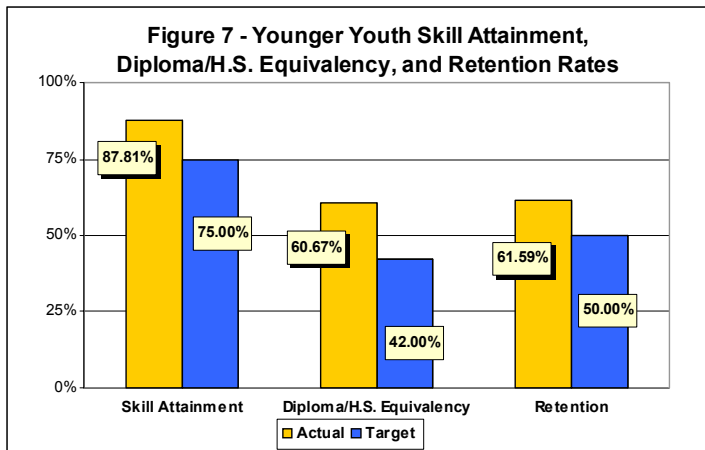
Texas has enjoyed significant success with these measures – exceeding both the negotiated targets and last year’s performance for each measure. The number of WIA adult and older youth exiters who achieved entered employment and a credential increased substantially over last year as well. The 5,027 adults and 1,360 older youth who entered employment and received a credential, represent 15.6 percent and nearly 97 percent increases, respectively. **Figure 4** illustrates Texas’ performance on the credential measures for the three WIA populations.



### Earnings Change and Earnings Replacement Rate

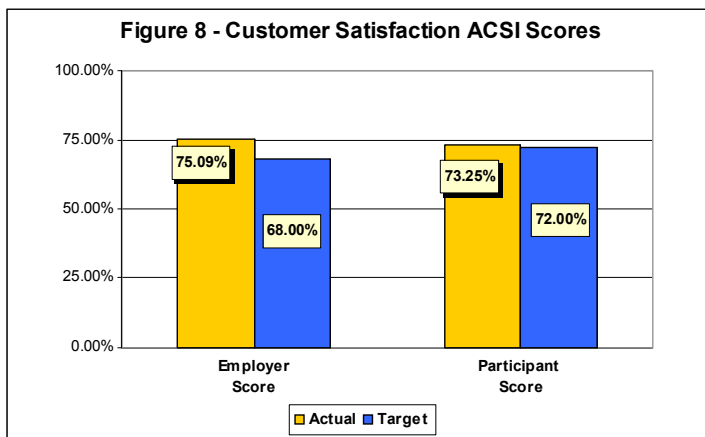
When WIA was first implemented, employers were competing fiercely against each other to hire and retain talented staff, which led to high performance on the earnings measures. Now, with fewer employers hiring, the competition for applicants lessened and early in PY02, TWC found that performance was much lower than target. However, because these problems were identified early, TWC and the Boards had enough time to enhance follow-up services and other activities. Though these types of efforts have helped Texas achieve high performance in the past, we were still pleasantly surprised to exceed each of the targets for these measures, given how low performance was early in the year. This success is illustrated in **Figures 5 and 6**.





## Younger Youth Attainment and Retention Rates

The quality of service provided to the younger youth population in Texas is evident in the performance levels for the three measures shown. Texas is most proud of its achievement in the Diploma or Equivalent Attainment Rate, which exceeded the target and greatly surpassed last year's performance of 48.13 percent. The State also saw a 53 percent increase in the number of younger youth attaining diplomas over the prior year (1,831 in PY02 vs. 1,194 in PY01). **Figure 7** illustrates Texas' performance on the Skill Attainment, Diploma or Equivalent Attainment and the Retention Rates.



## Customer Satisfaction

The slower economy affected both employers and program participants across Texas during PY02. In spite of this, Texas workforce centers garnered customer satisfaction scores from both groups that were above their respective targets for the third year in a row. This is more impressive when one realizes that the targets for both measures were raised for PY02. As Boards continued to enhance the services to employers through the Business Service Units, TWC created an Office of Employer Initiatives to build on that foundation, leading to improved employer customer satisfaction.

Additionally, improvements made in the customer satisfaction survey process have enhanced the surveys' response rates. PY02 results for the American Customer Satisfaction Index (ACSI) scores are shown in **Figure 8**.



## Program Cost

In Texas, continuous improvement does not just apply to improving outcomes on performance measures. Continuous improvement extends to program efficiency as well. In addition to improving outcomes on most measures, Texas was able to reduce the cost of service. **Table 2** provides cost per participant data. Texas was able to reduce its overall cost per participant from \$2,335 in PY01 to \$2,006 in PY02 – a 14 percent reduction. In fact, the average cost for each population was reduced.

Although Texas expended more than \$185 million in PY02 for the three WIA participant groups, including administrative costs (as shown in **Table 3**), increases in the number of exiters coupled with the continued high performance of the system shows that this money was well invested in Texas. Worth noting, however, is that the divergence in the period of time measured by the WIA performance year and the WIA program year limits the accuracy of the WIA cost-efficiency data.

**Table 2**

<b>Cost Effectiveness Analysis</b>	
	<b>Cost/Participant</b>
<b>Overall, All Program Strategies*</b>	\$2,006
Adult Programs	\$1,827
Dislocated Worker Program	\$1,540
Youth Program	\$2,000
*Overall Amounts include Local Administrative Funds	

**Table 3**

<b>Operating Results</b>			
	<b>Available</b>	<b>Expended</b>	<b>Percentage</b>
<b>Overall, All Program Strategies *</b>	\$225,265,797	\$185,506,347	82.3%
<b>Adult Program Funds</b>	\$70,600,823	\$60,981,189	86.4%
<b>Dislocated Worker Program Funds</b>	\$45,786,312	\$40,355,747	88.1%
<b>Youth Program Funds</b>	\$83,742,411	\$65,799,217	78.6%

\* Overall includes Local Administration Funds. Amounts Available, and Expended include the Program Year 2002 allocation as well as amounts carried forward from prior program years.

The following section, “Required Tables A-N,” presents the required statewide performance for the 17 performance indicators for the WIA adult, dislocated worker, and youth funding streams. Special populations for these funding streams are also addressed.



# REQUIRED TABLES A-N STATEWIDE PERFORMANCE

Table A - Workforce Investment Act Customer Satisfaction Results

Customer Satisfaction	Negotiated Performance Level	Actual Performance Level - American Customer Satisfaction Index	Number of Surveys Completed	Number of Customers Eligible for the Survey	Number of Customers Included in the Sample	Response Rate
Participants	72	73.3	565	39,210	734	77.0%
Employers	68	75.1	570	40,978	737	77.3%

Table B - Outcomes for Adults

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	71.0%	79.5%	11,062
			13,922
Employment Retention Rate	76.0%	84.6%	11,121
			13,142
Earnings Change in Six Months	\$3,600	\$4,014	\$50,779,379
			12,649
Employment and Credential Rate	47.0%	62.3%	5,027
			8,072

Table C - Outcomes for Adult Special Populations

Reported Information	Public Assistance Recipients Receiving Intensive or Training Services		Veterans		Individuals With Disabilities		Older Individuals	
Entered Employment Rate	76.7%	1,078	80.2%	490	71.8%	199	73.3%	370
		1,405		611		277		505
Employment Retention Rate	79.9%	989	82.2%	439	84.6%	187	84.6%	341
		1,238		534		221		403
Earnings Change in Six Months	\$4,108.87	\$4,856,689	\$3,926.75	\$1,998,718	\$4,451.75	\$930,416	\$2,637.93	\$1,010,327
		1,182		509		209		383
Employment and Credential Rate	48.4%	623	71.4%	187	61.1%	96	59.5%	69
		1,288		262		157		116

Table D - Other Outcome Information for the Adult Program

Reported Information	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services	
Entered Employment Rate	80.3%	5,110	78.8%	5,952
		6,366		7,556
Employment Retention Rate	84.0%	5,543	85.3%	5,578
		6,602		6,540
Earnings Change in Six Months	\$4,753	\$29,880,376	\$3,284.46	\$20,899,003
		6,286		6,363



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

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	71.1%	83.0%	10,809
			13,020
Employment Retention Rate	80.0%	90.1%	9,737
			10,809
Earnings Replacement in Six Months	91.0%	93.1%	\$125,430,618
			\$134,687,748
Employment and Credential Rate	50.0%	66.5%	2,437
			3,662

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

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	82.5%	808	76.5%	150	71.0%	949	82.6%	38
		979		196		1,337		46
Employment Retention Rate	86.9%	702	87.3%	131	88.0%	835	92.1%	35
		808		150		949		38
Earnings Replacement Rate	86.6%	\$10,767,831	93.9%	\$1,335,977	83.2%	\$11,034,405	210.6%	\$327,833
		\$12,427,552		\$1,422,987		\$13,255,759		\$155,639
Employment And Credential Rate	67.8%	221	66.7%	48	63.3%	152	40.0%	10
		326		72		240		25

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

Reported Information	Individuals Who Received Training Services		Individuals Who Received Only Core and Intensive Services	
Entered Employment Rate	86.3%	3,166	81.7%	7,643
		3,670		9,350
Employment Retention Rate	89.3%	2,826	90.5%	6,911
		3,166		7,643
Earnings Replacement Rate	96.5%	\$33,977,697	91.9%	\$91,452,921
		\$35,193,022		\$99,494,726

**Table H - Older Youth Results At-A-Glance**

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	63.0%	73.7%	1,555
			2,111
Employment Retention Rate	77.0%	82.4%	1,518
			1,842
Earnings Change in Six Months	\$3,000	\$3,450.31	\$5,527,389
			1,602
Credential Rate	45.0%	52.6%	1,360
			2,586



Table I - Outcomes for Older Youth Special Populations

Reported Information	Public Assistance Recipients		Veterans		Individuals With Disabilities		Out-of-School Youth	
	Entered Employment Rate	68.7%	226	100.0%	3	50.0%	46	75.7%
		329		3		92		1,687
Employment Retention Rate	79.5%	202	100.0%	2	80.8%	42	82.6%	1,254
		254		2		52		1,518
Earnings Change in Six Months	\$2,942.80	\$673,901	\$228.05	\$456	\$3,374.30	\$158,592	\$3,414.92	\$4,507,700
		229		2		47		1,320
Credential Rate	44.8%	168	66.7%	2	42.7%	47	53.6%	1,116
		375		3		110		2,081

Table J - Younger Youth Results At-A-Glance

	Negotiated Performance Level	Actual Performance Level
Skill Attainment Rate	75.0%	87.8%
		39,309
		44,766
Diploma or Equivalent Attainment Rate	42.0%	60.7%
		1,831
		3,018
Retention Rate	50.0%	61.6%
		2,256
		3,663

Table K - Outcomes for Younger Youth Special Populations

Reported Information	Public Assistance Recipients		Individuals With Disabilities		Out-of-School Youth	
	Skill Attainment Rate	90.4%	1,894	95.0%	1,374	86.0%
		2,095		1,446		3,258
Diploma or Equivalent Attainment Rate	52.1%	146	71.6%	141	45.5%	572
		280		197		1,257
Retention Rate	56.6%	207	55.2%	128	63.4%	966
		366		232		1,523

Table L - Other Reported Information

	12 Month Employment Retention Rate		12 Mo. Earnings Change (Adults and Older Youth) or 12 Mo. Earnings Replacement (Dislocated Workers)		Placements for Participants in Nontraditional Employment		Wages At Entry Into Employment For Those Individuals Who Entered Employment Unsubsidized Employment		Entry Into Unsubsidized Employment Related to the Training Received of Those Who Completed Training Services	
	Adults	76.3%	6,806	\$3,793	32,876,513	3.0%	332	\$4,231.13	\$45,501,539	82.1%
		8,923		8,667		11,101		10,754		3,876
Dislocated Workers	82.8%	6,368	92.7%	80,971,942	2.1%	230	\$6,065.05	\$64,180,408	79.2%	2,160
		7,693		87,351,651		10,812		10,582		2,727
Older Youth	74.5%	746	\$3,501	3,340,386	2.8%	44	\$2,601.68	\$3,814,064		
		1,002		954		1,556		1,466		





**Table M - Participation Levels**

	<b>Total Participants Served</b>	<b>Total Exiters</b>
<b>Adults</b>	33,382	20,184
<b>Dislocated Workers</b>	26,199	13,885
<b>Older Youth</b>	5,805	2,867
<b>Younger Youth</b>	27,100	12,668

**Table N - Cost of Program Activities**

<b>Program Activity</b>		<b>Total Federal Spending</b>
<b>Local Adults</b>		\$55,400,497
<b>Local Dislocated Workers</b>		\$36,382,579
<b>Local Youth</b>		\$67,939,466
<b>Rapid Response</b> (up to 25%) 134 (a) (2) (A)		\$5,585,796
<b>Statewide Required Activities</b> (up to 15%) 134 (a) (2) (B)		\$13,494,758
<b>Statewide Allowable Activities</b> 134 (a) (3)	<b>Program Activity Description</b> <b>Other Allowable Activities</b>	\$2,310,618
<b>Total of All Federal Spending Listed Above</b>		\$181,113,714

Includes current year expenditures and obligations for local programs, but expenditures only for the Rapid Response, Statewide Required and Allowable Activities.



# PART IV TEXAS WORKFORCE LOCAL PERFORMANCE

## LOCAL WORKFORCE BOARD PERFORMANCE

The performance of the twenty-eight local Boards is exhibited in **Tables 4 & 5**. **Table 4** presents results for the first nine measures, and **Table 5** presents the remaining eight measures. The tables allow comparison between the Boards, and provide evidence of the high level of performance reported by most of the Boards. Highlighting indicates performance that did not meet the targets.

**Table 4**

Measures 1 - 9	Adult Entered Employment Rate	Older Youth Entered Employment Rate	Dislocated Worker Entered Employment Rate	Adult Retention Rate	Older Youth Retention Rate	Dislocated Worker Retention Rate	Adult Average Earnings Change	Older Youth Average Earnings Change	Dislocated Worker Earnings Replacement Rate
Alamo	74.96%	80.98%	79.75%	84.70%	80.12%	90.17%	\$ 3,405.98	\$ 3,007.42	89.72%
Brazos Valley	77.42%	78.57%	88.73%	84.62%	84.62%	92.06%	\$ 4,466.20	\$ 1,584.65	90.82%
Cameron County	85.55%	79.20%	91.52%	84.40%	84.00%	92.05%	\$ 4,609.63	\$ 4,243.36	94.05%
Capital Area	75.76%	85.71%	90.55%	78.49%	91.67%	86.96%	\$ 4,292.96	\$ 3,742.36	75.95%
Central Texas	93.22%	82.35%	93.33%	87.69%	93.33%	100.00%	\$ 5,670.13	\$ 9,414.89	133.09%
Coastal Bend	76.29%	65.63%	82.27%	86.77%	80.95%	90.72%	\$ 5,590.47	\$ 3,552.00	105.97%
Concho Valley	83.33%	54.55%	90.00%	82.86%	75.00%	81.48%	\$ 1,205.54	\$ 886.66	95.17%
Dallas County	75.94%	70.80%	78.76%	76.75%	88.24%	95.47%	\$ 4,267.47	\$ 3,506.73	93.28%
Deep East Texas	72.04%	78.95%	91.18%	84.62%	77.27%	83.61%	\$ 6,004.34	\$ 2,135.15	66.57%
East Texas	76.82%	84.85%	81.02%	81.82%	83.33%	84.68%	\$ 3,611.50	\$ 4,753.78	110.52%
Golden Crescent	74.39%	92.31%	79.17%	85.71%	78.57%	90.79%	\$ 5,559.27	\$ 4,413.73	78.49%
Gulf Coast	80.32%	77.95%	84.43%	85.07%	85.05%	90.98%	\$ 3,647.59	\$ 3,650.57	94.09%
Heart of Texas	75.00%	62.96%	85.16%	77.63%	68.18%	88.07%	\$ 2,665.67	\$ 3,085.87	83.74%
Lower Rio Grande Valley	79.03%	73.00%	77.20%	84.95%	80.48%	89.47%	\$ 4,492.33	\$ 3,436.05	149.89%
Middle Rio Grande	77.05%	69.35%	82.84%	80.79%	78.43%	84.29%	\$ 3,605.01	\$ 3,755.73	92.79%
North Central	77.50%	69.64%	84.09%	85.59%	80.49%	88.03%	\$ 2,316.01	\$ 1,733.01	72.05%
North East Texas	80.65%	76.47%	79.17%	84.80%	84.38%	85.70%	\$ 2,587.56	\$ 4,781.88	88.50%
North Texas	83.16%	70.83%	86.60%	83.78%	94.29%	89.29%	\$ 3,883.96	\$ 3,660.08	102.37%
Panhandle	91.14%	80.00%	85.29%	90.15%	82.98%	93.10%	\$ 7,538.68	\$ 4,538.66	106.19%
Permian Basin	87.66%	86.67%	89.85%	87.50%	93.75%	93.79%	\$ 5,084.10	\$ 3,579.99	103.21%
Rural Capital	91.30%	82.35%	91.18%	83.78%	94.12%	94.12%	\$ 4,156.79	\$ 3,795.69	83.06%
South Plains	90.24%	80.77%	93.68%	90.91%	81.48%	90.15%	\$ 6,841.19	\$ 3,675.13	83.61%
South Texas	71.54%	66.67%	85.31%	78.71%	81.16%	82.79%	\$ 3,398.29	\$ 2,600.20	86.75%
Southeast Texas	87.39%	90.00%	86.96%	90.00%	85.19%	88.33%	\$ 5,022.48	\$ 3,393.14	96.38%
Tarrant County	86.91%	60.87%	82.78%	92.66%	91.67%	93.48%	\$ 4,718.98	\$ 3,432.21	107.79%
Texoma	88.46%	100.00%	96.15%	95.12%	88.89%	82.67%	\$ 7,407.19	\$ 12,705.04	80.84%
Upper Rio Grande	76.17%	66.92%	77.03%	82.95%	77.60%	89.76%	\$ 3,710.36	\$ 2,786.48	87.15%
West Central Texas	77.92%	86.67%	90.32%	80.95%	100.00%	85.71%	\$ 3,681.74	\$ 3,016.20	105.48%
# Meeting the measure	28	27	28	28	27	28	26	24	27
% Meeting the Measure	100.00%	96.43%	100.00%	100.00%	96.43%	100.00%	92.86%	85.71%	96.43%
Statewide Report	79.46%	73.66%	83.02%	84.62%	82.41%	90.17%	\$ 4,014.50	\$ 3,450.31	93.13%



**Table 5**

Measures 10 - 17	Adult Employment and Credential Rate	Older Youth Employment and Credential Rate	Dislocated Worker Employment and Credential Rate	Younger Youth Diploma or Equivalent Rate	Younger Youth Skill Attainment Rate	Younger Youth Retention Rate	Participant Customer Satisfaction	Employer Customer Satisfaction
Alamo	57.62%	49.02%	63.03%	43.18%	94.08%	58.24%	72.20	73.91
Brazos Valley	60.38%	56.25%	69.77%	72.73%	82.00%	65.00%	77.13	69.56
Cameron County	66.97%	57.32%	67.92%	70.59%	83.56%	72.95%	81.74	75.43
Capital Area	50.00%	73.33%	69.77%	76.00%	87.33%	70.21%	65.31	69.83
Central Texas	82.35%	77.27%	81.40%	94.12%	98.30%	79.07%	81.47	77.04
Coastal Bend	61.81%	49.45%	65.58%	48.51%	81.27%	57.76%	73.09	72.42
Concho Valley	68.75%	75.00%	77.27%	66.67%	90.49%	62.22%	80.37	75.82
Dallas County	67.84%	45.53%	62.67%	41.58%	80.66%	63.04%	73.67	73.94
Deep East Texas	67.57%	59.26%	64.71%	68.31%	89.64%	69.23%	77.68	75.97
East Texas	44.22%	68.29%	58.82%	78.05%	89.88%	63.57%	81.72	75.52
Golden Crescent	60.92%	80.00%	58.06%	52.70%	92.99%	68.42%	74.65	73.26
Gulf Coast	61.46%	54.95%	67.99%	51.20%	86.52%	60.18%	68.40	74.54
Heart of Texas	57.14%	51.43%	61.73%	59.18%	83.00%	46.88%	71.49	73.75
Lower Rio Grande Valley	63.23%	54.72%	75.65%	50.45%	88.65%	61.73%	77.71	73.26
Middle Rio Grande	62.50%	51.32%	78.91%	88.51%	98.61%	70.54%	81.63	79.32
North Central	57.65%	50.00%	66.18%	49.06%	81.62%	58.23%	70.02	75.03
North East Texas	65.47%	38.10%	73.81%	81.72%	95.59%	67.21%	72.96	77.11
North Texas	82.61%	48.08%	83.91%	53.85%	85.39%	53.09%	75.13	74.46
Panhandle	69.91%	57.14%	70.37%	93.33%	84.34%	81.08%	82.72	75.97
Permian Basin	77.67%	65.00%	81.32%	74.60%	92.55%	68.49%	82.32	76.89
Rural Capital	84.85%	71.43%	85.00%	65.38%	87.20%	86.67%	74.34	75.79
South Plains	69.23%	54.55%	72.88%	83.08%	92.79%	55.56%	81.53	72.74
South Texas	57.91%	48.57%	62.50%	71.88%	88.66%	62.62%	80.63	77.00
Southeast Texas	60.16%	86.05%	59.62%	50.00%	97.77%	78.95%	75.42	77.44
Tarrant County	58.47%	45.76%	57.89%	53.85%	78.33%	56.25%	65.23	76.42
Texoma	78.57%	100.00%	83.78%	76.92%	96.41%	44.44%	80.29	72.68
Upper Rio Grande	55.47%	43.45%	51.19%	54.03%	79.89%	57.85%	75.44	72.15
West Central Texas	67.86%	80.00%	81.58%	75.61%	92.39%	78.05%	76.77	74.06
# Meeting the measure	28	27	28	28	28	26	25	28
% Meeting the Measure	100.00%	96.43%	100.00%	100.00%	100.00%	92.86%	89.29%	100.00%
Statewide Report	62.28%	52.59%	66.55%	60.67%	87.81%	61.59%	73.25	75.09

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



Table O - Local Performance - Alamo

Local Area Name  Alamo	Total Participants Served  4,490	Adults	1,090	
		Dislocated Workers	1,162	
		Older Youth	258	
		Younger Youth	1,980	
WDA Assigned #  20	Total Exiters  1,258	Adults	352	
		Dislocated Workers	435	
		Older Youth	60	
		Younger Youth	411	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	72.20	
	Employer	68	73.91	
Entered Employment Rate	Adults	71.00%	74.96%	
	Dislocated Worker	71.10%	79.75%	
	Older Youth	63.00%	80.98%	
Retention Rate	Adults	76.00%	84.70%	
	Dislocated Worker	80.00%	90.17%	
	Older Youth	77.00%	80.12%	
	Younger Youth	50.00%	58.24%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,100	\$3,406	
	Dislocated Worker	87.00%	89.72%	
	Older Youth	\$2,600	\$3,007	
Credential/Diploma Rate	Adults	47.00%	57.62%	
	Dislocated Worker	50.00%	63.03%	
	Older Youth	45.00%	49.02%	
	Younger Youth	42.00%	43.18%	
Skill Attainment Rate	Younger Youth	75.00%	94.08%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	17	17

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



Table O - Local Performance - Brazos Valley

Local Area Name  Brazos Valley	Total Participants Served  521	Adults	155	
		Dislocated Workers	124	
		Older Youth	37	
		Younger Youth	205	
WDA Assigned #  16	Total Exiters  153	Adults	41	
		Dislocated Workers	29	
		Older Youth	15	
		Younger Youth	68	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	77.13	
	Employer	68	69.56	
Entered Employment Rate	Adults	67.00%	77.42%	
	Dislocated Worker	71.10%	88.73%	
	Older Youth	63.00%	78.57%	
Retention Rate	Adults	76.00%	84.62%	
	Dislocated Worker	80.00%	92.06%	
	Older Youth	77.00%	84.62%	
	Younger Youth	50.00%	65.00%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,100	\$4,466	
	Dislocated Worker	87.00%	90.82%	
	Older Youth	\$2,210	\$1,585	
Credential/Diploma Rate	Adults	47.00%	60.38%	
	Dislocated Worker	50.00%	69.77%	
	Older Youth	45.00%	56.25%	
	Younger Youth	42.00%	72.73%	
Skill Attainment Rate	Younger Youth	75.00%	82.00%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		1	16	16

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



Table O - Local Performance - Cameron County

Local Area Name  Cameron	Total Participants Served  2,104	Adults	770	
		Dislocated Workers	199	
		Older Youth	229	
		Younger Youth	906	
WDA Assigned #  24	Total Exiters  1,621	Adults	551	
		Dislocated Workers	134	
		Older Youth	176	
		Younger Youth	760	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	81.74	
	Employer	68	75.43	
Entered Employment Rate	Adults	71.00%	85.55%	
	Dislocated Worker	71.10%	91.52%	
	Older Youth	63.00%	79.20%	
Retention Rate	Adults	76.00%	84.40%	
	Dislocated Worker	80.00%	92.05%	
	Older Youth	77.00%	84.00%	
	Younger Youth	50.00%	72.95%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,100	\$4,610	
	Dislocated Worker	87.00%	94.05%	
	Older Youth	\$2,600	\$4,243	
Credential/Diploma Rate	Adults	47.00%	66.97%	
	Dislocated Worker	50.00%	67.92%	
	Older Youth	45.00%	57.32%	
	Younger Youth	42.00%	70.59%	
Skill Attainment Rate	Younger Youth	75.00%	83.56%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	17	17

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



Table O - Local Performance - Capital Area

Local Area Name	Total Participants Served	Adults	425	
		Capital Area	1,476	Dislocated Workers
Older Youth	51			
Younger Youth	380			
WDA Assigned #	Total Exiters			Adults
14	398	Dislocated Workers	176	
		Older Youth	9	
		Younger Youth	134	
				Negotiated Performance Level
Customer Satisfaction	Program Participants	72	65.31	
	Employer	68	69.83	
Entered Employment Rate	Adults	71.00%	75.76%	
	Dislocated Worker	71.10%	90.55%	
	Older Youth	63.00%	85.71%	
Retention Rate	Adults	76.00%	78.49%	
	Dislocated Worker	80.00%	86.96%	
	Older Youth	77.00%	91.67%	
	Younger Youth	50.00%	70.21%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,100	\$4,293	
	Dislocated Worker	76.00%	75.95%	
	Older Youth	\$2,600	\$3,742	
Credential/Diploma Rate	Adults	47.00%	50.00%	
	Dislocated Worker	50.00%	69.77%	
	Older Youth	45.00%	73.33%	
	Younger Youth	42.00%	76.00%	
Skill Attainment Rate	Younger Youth	75.00%	87.33%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		1	16	15

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



Table O - Local Performance - Central Texas

Local Area Name	Total Participants Served	Adults	223	
		Dislocated Workers	127	
Central Texas	839	Older Youth	64	
		Younger Youth	425	
WDA Assigned #	Total Exiters	Adults	100	
26	307	Dislocated Workers	47	
		Older Youth	19	
		Younger Youth	141	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	81.47	
	Employer	68	77.04	
Entered Employment Rate	Adults	71.00%	93.22%	
	Dislocated Worker	71.10%	93.33%	
	Older Youth	63.00%	82.35%	
Retention Rate	Adults	76.00%	87.69%	
	Dislocated Worker	80.00%	100.00%	
	Older Youth	77.00%	93.33%	
	Younger Youth	50.00%	79.07%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,100	\$5,670	
	Dislocated Worker	87.00%	133.09%	
	Older Youth	\$2,600	\$9,415	
Credential/Diploma Rate	Adults	47.00%	82.35%	
	Dislocated Worker	50.00%	81.40%	
	Older Youth	45.00%	77.27%	
	Younger Youth	42.00%	94.12%	
Skill Attainment Rate	Younger Youth	75.00%	98.30%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	17	17

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





**Table O - Local Performance - Coastal Bend**

Local Area Name  Coastal Bend	Total Participants Served  2,893	Adults	1,237	
		Dislocated Workers	533	
		Older Youth	259	
		Younger Youth	864	
WDA Assigned #  22	Total Exiters  1,187	Adults	676	
		Dislocated Workers	262	
		Older Youth	83	
		Younger Youth	166	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	73.09	
	Employer	68	72.42	
Entered Employment Rate	Adults	71.00%	76.29%	
	Dislocated Worker	71.10%	82.27%	
	Older Youth	63.00%	65.63%	
Retention Rate	Adults	76.00%	86.77%	
	Dislocated Worker	80.00%	90.72%	
	Older Youth	77.00%	80.95%	
	Younger Youth	50.00%	57.76%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,100	\$5,590	
	Dislocated Worker	87.00%	105.97%	
	Older Youth	\$2,600	\$3,552	
Credential/Diploma Rate	Adults	47.00%	61.81%	
	Dislocated Worker	50.00%	65.58%	
	Older Youth	45.00%	49.45%	
	Younger Youth	42.00%	48.51%	
Skill Attainment Rate	Younger Youth	75.00%	81.27%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	17	17

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



Table O - Local Performance - Concho Valley

Local Area Name  Concho Valley	Total Participants Served  424	Adults	142	
		Dislocated Workers	85	
		Older Youth	34	
		Younger Youth	163	
WDA Assigned #  12	Total Exiters  209	Adults	79	
		Dislocated Workers	51	
		Older Youth	26	
		Younger Youth	53	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	80.37	
	Employer	68	75.82	
Entered Employment Rate	Adults	71.00%	83.33%	
	Dislocated Worker	71.10%	90.00%	
	Older Youth	63.00%	54.55%	
Retention Rate	Adults	76.00%	82.86%	
	Dislocated Worker	80.00%	81.48%	
	Older Youth	77.00%	75.00%	
	Younger Youth	50.00%	62.22%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$2,480	\$1,206	
	Dislocated Worker	87.00%	95.17%	
	Older Youth	\$2,080	\$887	
Credential/Diploma Rate	Adults	47.00%	68.75%	
	Dislocated Worker	50.00%	77.27%	
	Older Youth	45.00%	75.00%	
	Younger Youth	42.00%	66.67%	
Skill Attainment Rate	Younger Youth	75.00%	90.49%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		3	14	13

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



Table O - Local Performance - Dallas County

Local Area Name	Total Participants Served	Adults	942	
		Dislocated Workers	1,126	
Dallas County	4,050	Older Youth	401	
		Younger Youth	1,581	
WDA Assigned #	Total Exitters	Adults	649	
6	2,029	Dislocated Workers	614	
		Older Youth	262	
		Younger Youth	504	
				Negotiated Performance Level
Customer Satisfaction	Program Participants	72	73.67	
	Employer	68	73.94	
Entered Employment Rate	Adults	71.00%	75.94%	
	Dislocated Worker	71.10%	78.76%	
	Older Youth	63.00%	70.80%	
Retention Rate	Adults	76.00%	76.75%	
	Dislocated Worker	80.00%	95.47%	
	Older Youth	77.00%	88.24%	
	Younger Youth	50.00%	63.04%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,100	\$4,267	
	Dislocated Worker	87.00%	93.28%	
	Older Youth	\$2,600	\$3,507	
Credential/Diploma Rate	Adults	47.00%	67.84%	
	Dislocated Worker	50.00%	62.67%	
	Older Youth	45.00%	45.53%	
	Younger Youth	42.00%	41.58%	
Skill Attainment Rate	Younger Youth	75.00%	80.66%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	17	16

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



Table O - Local Performance - Deep East Texas

Local Area Name  Deep East Texas	Total Participants Served  1,523	Adults	427	
		Dislocated Workers	373	
		Older Youth	78	
		Younger Youth	645	
WDA Assigned #  17	Total Exiters  556	Adults	177	
		Dislocated Workers	118	
		Older Youth	26	
		Younger Youth	235	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	77.68	
	Employer	68	75.97	
Entered Employment Rate	Adults	71.00%	72.04%	
	Dislocated Worker	71.10%	91.18%	
	Older Youth	63.00%	78.95%	
Retention Rate	Adults	76.00%	84.62%	
	Dislocated Worker	80.00%	83.61%	
	Older Youth	77.00%	77.27%	
	Younger Youth	50.00%	69.23%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,100	\$6,004	
	Dislocated Worker	74.00%	66.57%	
	Older Youth	\$2,210	\$2,135	
Credential/Diploma Rate	Adults	47.00%	67.57%	
	Dislocated Worker	50.00%	64.71%	
	Older Youth	45.00%	59.26%	
	Younger Youth	42.00%	68.31%	
Skill Attainment Rate	Younger Youth	75.00%	89.64%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		2	15	15

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



Table O - Local Performance - East Texas

Local Area Name  East Texas	Total Participants Served  1,553	Adults	792	
		Dislocated Workers	207	
		Older Youth	106	
		Younger Youth	448	
WDA Assigned #  8	Total Exiters  670	Adults	385	
		Dislocated Workers	108	
		Older Youth	43	
		Younger Youth	134	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	81.72	
	Employer	68	75.52	
Entered Employment Rate	Adults	71.00%	76.82%	
	Dislocated Worker	71.10%	81.02%	
	Older Youth	63.00%	84.85%	
Retention Rate	Adults	76.00%	81.82%	
	Dislocated Worker	80.00%	84.68%	
	Older Youth	77.00%	83.33%	
	Younger Youth	50.00%	63.57%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,100	\$3,611	
	Dislocated Worker	87.00%	110.52%	
	Older Youth	\$2,600	\$4,754	
Credential/Diploma Rate	Adults	47.00%	44.22%	
	Dislocated Worker	50.00%	58.82%	
	Older Youth	45.00%	68.29%	
	Younger Youth	42.00%	78.05%	
Skill Attainment Rate	Younger Youth	75.00%	89.88%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	17	16

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



Table O - Local Performance - Golden Crescent

Local Area Name  Golden Crescent	Total Participants Served  907	Adults	263	
		Dislocated Workers	259	
		Older Youth	34	
		Younger Youth	351	
WDA Assigned #  19	Total Exiters  559	Adults	181	
		Dislocated Workers	176	
		Older Youth	22	
		Younger Youth	180	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	74.65	
	Employer	68	73.26	
Entered Employment Rate	Adults	71.00%	74.39%	
	Dislocated Worker	71.10%	79.17%	
	Older Youth	63.00%	92.31%	
Retention Rate	Adults	76.00%	85.71%	
	Dislocated Worker	80.00%	90.79%	
	Older Youth	77.00%	78.57%	
	Younger Youth	50.00%	68.42%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,100	\$5,559	
	Dislocated Worker	78.00%	78.49%	
	Older Youth	\$2,600	\$4,414	
Credential/Diploma Rate	Adults	47.00%	60.92%	
	Dislocated Worker	50.00%	58.06%	
	Older Youth	45.00%	80.00%	
	Younger Youth	42.00%	52.70%	
Skill Attainment Rate	Younger Youth	75.00%	92.99%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	17	17

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



Table O - Local Performance - Gulf Coast

Local Area Name  Gulf Coast	Total Participants Served  34,512	Adults	17,289	
		Dislocated Workers	10,351	
		Older Youth	1,381	
		Younger Youth	5,491	
WDA Assigned #  28	Total Exiters  21,023	Adults	11,388	
		Dislocated Workers	6,618	
		Older Youth	538	
		Younger Youth	2,479	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	68.40	
	Employer	68	74.54	
Entered Employment Rate	Adults	71.00%	80.32%	
	Dislocated Worker	71.10%	84.43%	
	Older Youth	63.00%	77.95%	
Retention Rate	Adults	76.00%	85.07%	
	Dislocated Worker	80.00%	90.98%	
	Older Youth	77.00%	85.05%	
	Younger Youth	50.00%	60.18%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,100	\$3,648	
	Dislocated Worker	87.00%	94.09%	
	Older Youth	\$2,600	\$3,651	
Credential/Diploma Rate	Adults	47.00%	61.46%	
	Dislocated Worker	50.00%	67.99%	
	Older Youth	45.00%	54.95%	
	Younger Youth	42.00%	51.20%	
Skill Attainment Rate	Younger Youth	75.00%	86.52%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		1	16	16

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



Table O - Local Performance - Heart of Texas

Local Area Name  Heart of Texas	Total Participants Served  879	Adults	282	
		Dislocated Workers	317	
		Older Youth	22	
		Younger Youth	258	
WDA Assigned #  13	Total Exiters  193	Adults	56	
		Dislocated Workers	50	
		Older Youth	4	
		Younger Youth	83	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	71.49	
	Employer	68	73.75	
Entered Employment Rate	Adults	71.00%	75.00%	
	Dislocated Worker	71.10%	85.16%	
	Older Youth	63.00%	62.96%	
Retention Rate	Adults	76.00%	77.63%	
	Dislocated Worker	80.00%	88.07%	
	Older Youth	77.00%	68.18%	
	Younger Youth	50.00%	46.88%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$2,666	\$2,666	
	Dislocated Worker	84.00%	83.74%	
	Older Youth	\$2,600	\$3,086	
Credential/Diploma Rate	Adults	47.00%	57.14%	
	Dislocated Worker	50.00%	61.73%	
	Older Youth	45.00%	51.43%	
	Younger Youth	42.00%	59.18%	
Skill Attainment Rate	Younger Youth	75.00%	83.00%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		2	15	11

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





Table O - Local Performance - Lower Rio Grande Valley

Local Area Name  Lower Rio Grande Valley	Total Participants Served  7,754	Adults	2,418	
		Dislocated Workers	646	
		Older Youth	856	
		Younger Youth	3,834	
WDA Assigned #  23	Total Exiters  4,728	Adults	1,284	
		Dislocated Workers	363	
		Older Youth	492	
		Younger Youth	2,589	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	77.71	
	Employer	68	73.26	
Entered Employment Rate	Adults	71.00%	79.03%	
	Dislocated Worker	71.10%	77.20%	
	Older Youth	63.00%	73.00%	
Retention Rate	Adults	76.00%	84.95%	
	Dislocated Worker	80.00%	89.47%	
	Older Youth	77.00%	80.48%	
	Younger Youth	50.00%	61.73%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,100	\$4,492	
	Dislocated Worker	87.00%	149.89%	
	Older Youth	\$2,600	\$3,436	
Credential/Diploma Rate	Adults	47.00%	63.23%	
	Dislocated Worker	50.00%	75.65%	
	Older Youth	45.00%	54.72%	
	Younger Youth	42.00%	50.45%	
Skill Attainment Rate	Younger Youth	75.00%	88.65%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	17	17

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



Table O - Local Performance - Middle Rio Grande

Local Area Name	Total Participants Served	Adults	597		
		Dislocated Workers	219		
Middle Rio Grande	2,144	Older Youth	100		
		Younger Youth	1,228		
		WDA Assigned #	Total Exitters	Adults	441
		27	1,241	Dislocated Workers	162
Older Youth	73				
Younger Youth	565				
				Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	72	81.63		
	Employer	68	79.32		
Entered Employment Rate	Adults	71.00%	77.05%		
	Dislocated Worker	71.10%	82.84%		
	Older Youth	63.00%	69.35%		
Retention Rate	Adults	76.00%	80.79%		
	Dislocated Worker	80.00%	84.29%		
	Older Youth	77.00%	78.43%		
	Younger Youth	50.00%	70.54%		
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,100	\$3,605		
	Dislocated Worker	87.00%	92.79%		
	Older Youth	\$2,600	\$3,756		
Credential/Diploma Rate	Adults	47.00%	62.50%		
	Dislocated Worker	50.00%	78.91%		
	Older Youth	45.00%	51.32%		
	Younger Youth	42.00%	88.51%		
Skill Attainment Rate	Younger Youth	75.00%	98.61%		
Description of Other State Indicators of Performance					
Overall Status of Local Performance		Not Met	Met	Exceeded	
		0	17	17	

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



Table O - Local Performance - North Central Texas

Local Area Name  North Central	Total Participants Served  1,449	Adults	237	
		Dislocated Workers	602	
		Older Youth	81	
		Younger Youth	529	
WDA Assigned #  4	Total Exiters  700	Adults	135	
		Dislocated Workers	325	
		Older Youth	53	
		Younger Youth	187	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	70.02	
	Employer	68	75.03	
Entered Employment Rate	Adults	71.00%	77.50%	
	Dislocated Worker	71.10%	84.09%	
	Older Youth	63.00%	69.64%	
Retention Rate	Adults	76.00%	85.59%	
	Dislocated Worker	80.00%	88.03%	
	Older Youth	77.00%	80.49%	
	Younger Youth	50.00%	58.23%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$2,480	\$2,316	
	Dislocated Worker	72.00%	72.05%	
	Older Youth	\$2,080	\$1,733	
Credential/Diploma Rate	Adults	47.00%	57.65%	
	Dislocated Worker	50.00%	66.18%	
	Older Youth	45.00%	50.00%	
	Younger Youth	42.00%	49.06%	
Skill Attainment Rate	Younger Youth	75.00%	81.62%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		2	15	14

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



Table O - Local Performance - North East Texas

Local Area Name  North East Texas	Total Participants Served  2,295	Adults	645	
		Dislocated Workers	1,048	
		Older Youth	80	
		Younger Youth	522	
WDA Assigned #  7	Total Exiters  1,634	Adults	483	
		Dislocated Workers	807	
		Older Youth	53	
		Younger Youth	291	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	72.96	
	Employer	68	77.11	
Entered Employment Rate	Adults	71.00%	80.65%	
	Dislocated Worker	71.10%	79.17%	
	Older Youth	63.00%	76.47%	
Retention Rate	Adults	76.00%	84.80%	
	Dislocated Worker	80.00%	85.70%	
	Older Youth	77.00%	84.38%	
	Younger Youth	50.00%	67.21%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$2,588	\$2,588	
	Dislocated Worker	87.00%	88.50%	
	Older Youth	\$2,600	\$4,782	
Credential/Diploma Rate	Adults	47.00%	65.47%	
	Dislocated Worker	50.00%	73.81%	
	Older Youth	45.00%	38.10%	
	Younger Youth	42.00%	81.72%	
Skill Attainment Rate	Younger Youth	75.00%	95.59%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		1	16	15

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



Table O - Local Performance - North Texas

Local Area Name  North Texas	Total Participants Served  729	Adults	247	
		Dislocated Workers	293	
		Older Youth	42	
		Younger Youth	147	
WDA Assigned #  3	Total Exiters  411	Adults	159	
		Dislocated Workers	144	
		Older Youth	25	
		Younger Youth	83	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	75.13	
	Employer	68	74.46	
Entered Employment Rate	Adults	71.00%	83.16%	
	Dislocated Worker	71.10%	86.60%	
	Older Youth	63.00%	70.83%	
Retention Rate	Adults	76.00%	83.78%	
	Dislocated Worker	80.00%	89.29%	
	Older Youth	77.00%	94.29%	
	Younger Youth	50.00%	53.09%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,100	\$3,884	
	Dislocated Worker	87.00%	102.37%	
	Older Youth	\$2,600	\$3,660	
Credential/Diploma Rate	Adults	47.00%	82.61%	
	Dislocated Worker	50.00%	83.91%	
	Older Youth	45.00%	48.08%	
	Younger Youth	42.00%	53.85%	
Skill Attainment Rate	Younger Youth	75.00%	85.39%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	17	17

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



Table O - Local Performance - Panhandle

Local Area Name  Panhandle	Total Participants Served  706	Adults	256	
		Dislocated Workers	163	
		Older Youth	127	
		Younger Youth	160	
WDA Assigned #  1	Total Exiters  231	Adults	88	
		Dislocated Workers	52	
		Older Youth	44	
		Younger Youth	47	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	82.72	
	Employer	68	75.97	
Entered Employment Rate	Adults	71.00%	91.14%	
	Dislocated Worker	71.10%	85.29%	
	Older Youth	63.00%	80.00%	
Retention Rate	Adults	76.00%	90.15%	
	Dislocated Worker	80.00%	93.10%	
	Older Youth	77.00%	82.98%	
	Younger Youth	50.00%	81.08%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,100	\$7,539	
	Dislocated Worker	87.00%	106.19%	
	Older Youth	\$2,600	\$4,539	
Credential/Diploma Rate	Adults	47.00%	69.91%	
	Dislocated Worker	50.00%	70.37%	
	Older Youth	45.00%	57.14%	
	Younger Youth	42.00%	93.33%	
Skill Attainment Rate	Younger Youth	75.00%	84.34%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	17	17

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



Table O - Local Performance - Permian Basin

Local Area Name  Permian Basin	Total Participants Served  1,270	Adults	363	
		Dislocated Workers	349	
		Older Youth	85	
		Younger Youth	473	
WDA Assigned #  11	Total Exiters  580	Adults	221	
		Dislocated Workers	220	
		Older Youth	36	
		Younger Youth	103	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	82.32	
	Employer	68	76.89	
Entered Employment Rate	Adults	71.00%	87.66%	
	Dislocated Worker	71.10%	89.85%	
	Older Youth	63.00%	86.67%	
Retention Rate	Adults	76.00%	87.50%	
	Dislocated Worker	80.00%	93.79%	
	Older Youth	77.00%	93.75%	
	Younger Youth	50.00%	68.49%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,100	\$5,084	
	Dislocated Worker	87.00%	103.21%	
	Older Youth	\$2,600	\$3,580	
Credential/Diploma Rate	Adults	47.00%	77.67%	
	Dislocated Worker	50.00%	81.32%	
	Older Youth	45.00%	65.00%	
	Younger Youth	42.00%	74.60%	
Skill Attainment Rate	Younger Youth	75.00%	92.55%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	17	17

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



Table O - Local Performance - Rural Capital

Local Area Name  Rural Capital	Total Participants Served  830	Adults	260	
		Dislocated Workers	303	
		Older Youth	52	
		Younger Youth	215	
WDA Assigned #  15	Total Exiters  363	Adults	144	
		Dislocated Workers	152	
		Older Youth	26	
		Younger Youth	41	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	74.34	
	Employer	68	75.79	
Entered Employment Rate	Adults	71.00%	91.30%	
	Dislocated Worker	71.10%	91.18%	
	Older Youth	63.00%	82.35%	
Retention Rate	Adults	76.00%	83.78%	
	Dislocated Worker	80.00%	94.12%	
	Older Youth	77.00%	94.12%	
	Younger Youth	50.00%	86.67%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,100	\$4,157	
	Dislocated Worker	83.00%	83.06%	
	Older Youth	\$2,600	\$3,796	
Credential/Diploma Rate	Adults	47.00%	84.85%	
	Dislocated Worker	50.00%	85.00%	
	Older Youth	45.00%	71.43%	
	Younger Youth	42.00%	65.38%	
Skill Attainment Rate	Younger Youth	75.00%	87.20%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	17	17

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





Table O - Local Performance - South Plains

Local Area Name	Total Participants Served	Adults	252			
		Dislocated Workers	326			
South Plains	1,045	Older Youth	63			
		Younger Youth	404			
		WDA Assigned #	Total Exitors	Adults	134	
		2	504	Dislocated Workers	173	
Older Youth	34					
Younger Youth	163					
				Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	81.53			
	Employer	68	72.74			
Entered Employment Rate	Adults	71.00%	90.24%			
	Dislocated Worker	71.10%	93.68%			
	Older Youth	63.00%	80.77%			
Retention Rate	Adults	76.00%	90.91%			
	Dislocated Worker	80.00%	90.15%			
	Older Youth	77.00%	81.48%			
	Younger Youth	50.00%	55.56%			
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,100	\$6,841			
	Dislocated Worker	84.00%	83.61%			
	Older Youth	\$2,600	\$3,675			
Credential/Diploma Rate	Adults	47.00%	69.23%			
	Dislocated Worker	50.00%	72.88%			
	Older Youth	45.00%	54.55%			
	Younger Youth	42.00%	83.08%			
Skill Attainment Rate	Younger Youth	75.00%	92.79%			
Description of Other State Indicators of Performance						
Overall Status of Local Performance		Not Met	Met	Exceeded		
		0	17	16		

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



Table O - Local Performance - South Texas

Local Area Name	Total Participants Served	Adults	644	
		Dislocated Workers	69	
South Texas	1,724	Older Youth	102	
		Younger Youth	909	
WDA Assigned #	Total Exiters	Adults	494	
21	1,309	Dislocated Workers	62	
		Older Youth	56	
		Younger Youth	697	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	80.63	
	Employer	68	77.00	
Entered Employment Rate	Adults	71.00%	71.54%	
	Dislocated Worker	71.10%	85.31%	
	Older Youth	63.00%	66.67%	
Retention Rate	Adults	76.00%	78.71%	
	Dislocated Worker	80.00%	82.79%	
	Older Youth	77.00%	81.16%	
	Younger Youth	50.00%	62.62%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,100	\$3,398	
	Dislocated Worker	87.00%	86.75%	
	Older Youth	\$2,600	\$2,600	
Credential/Diploma Rate	Adults	47.00%	57.91%	
	Dislocated Worker	50.00%	62.50%	
	Older Youth	45.00%	48.57%	
	Younger Youth	42.00%	71.88%	
Skill Attainment Rate	Younger Youth	75.00%	88.66%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	17	16

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



Table O - Local Performance - Southeast Texas

Local Area Name  Southeast Texas	Total Participants Served  2,040	Adults	466	
		Dislocated Workers	414	
		Older Youth	137	
		Younger Youth	1,023	
WDA Assigned #  18	Total Exiters  766	Adults	173	
		Dislocated Workers	112	
		Older Youth	23	
		Younger Youth	458	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	75.42	
	Employer	68	77.44	
Entered Employment Rate	Adults	71.00%	87.39%	
	Dislocated Worker	71.10%	86.96%	
	Older Youth	63.00%	90.00%	
Retention Rate	Adults	76.00%	90.00%	
	Dislocated Worker	80.00%	88.33%	
	Older Youth	77.00%	85.19%	
	Younger Youth	50.00%	78.95%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,100	\$5,022	
	Dislocated Worker	87.00%	96.38%	
	Older Youth	\$2,600	\$3,393	
Credential/Diploma Rate	Adults	47.00%	60.16%	
	Dislocated Worker	50.00%	59.62%	
	Older Youth	45.00%	86.05%	
	Younger Youth	42.00%	50.00%	
Skill Attainment Rate	Younger Youth	75.00%	97.77%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	17	17

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



Table O - Local Performance - Tarrant County

Local Area Name	Total Participants Served	Adults	1,083		
		Dislocated Workers	2,777		
Tarrant County	4,635	Older Youth	133		
		Younger Youth	642		
		WDA Assigned #	Total Exiters	Adults	783
		5	2,226	Dislocated Workers	1,254
Older Youth	37				
Younger Youth	152				
				Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	72	65.23		
	Employer	68	76.42		
Entered Employment Rate	Adults	71.00%	86.91%		
	Dislocated Worker	71.10%	82.78%		
	Older Youth	63.00%	60.87%		
Retention Rate	Adults	76.00%	92.66%		
	Dislocated Worker	80.00%	93.48%		
	Older Youth	77.00%	91.67%		
	Younger Youth	50.00%	56.25%		
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,100	\$4,719		
	Dislocated Worker	87.00%	107.79%		
	Older Youth	\$2,600	\$3,432		
Credential/Diploma Rate	Adults	47.00%	58.47%		
	Dislocated Worker	50.00%	57.89%		
	Older Youth	45.00%	45.76%		
	Younger Youth	42.00%	53.85%		
Skill Attainment Rate	Younger Youth	75.00%	78.33%		
Description of Other State Indicators of Performance					
Overall Status of Local Performance		Not Met	Met	Exceeded	
		1	16	15	

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



Table O - Local Performance - Texoma

Local Area Name  Texoma	Total Participants Served  485	Adults	80	
		Dislocated Workers	266	
		Older Youth	26	
		Younger Youth	113	
WDA Assigned #  25	Total Exiters  207	Adults	52	
		Dislocated Workers	120	
		Older Youth	9	
		Younger Youth	26	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	80.29	
	Employer	68	72.68	
Entered Employment Rate	Adults	71.00%	88.46%	
	Dislocated Worker	71.10%	96.15%	
	Older Youth	63.00%	100.00%	
Retention Rate	Adults	76.00%	95.12%	
	Dislocated Worker	80.00%	82.67%	
	Older Youth	77.00%	88.89%	
	Younger Youth	50.00%	44.44%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,100	\$7,407	
	Dislocated Worker	81.00%	80.84%	
	Older Youth	\$2,600	\$12,705	
Credential/Diploma Rate	Adults	47.00%	78.57%	
	Dislocated Worker	50.00%	83.78%	
	Older Youth	45.00%	100.00%	
	Younger Youth	42.00%	76.92%	
Skill Attainment Rate	Younger Youth	75.00%	96.41%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		1	13	13

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



**Table O - Local Performance - Upper Rio Grande**

Local Area Name  Upper Rio Grande	Total Participants Served  8,333	Adults	1,499	
		Dislocated Workers	3,109	
		Older Youth	899	
		Younger Youth	2,826	
WDA Assigned #  10	Total Exiters  4,045	Adults	697	
		Dislocated Workers	1,036	
		Older Youth	577	
		Younger Youth	1,735	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	75.44	
	Employer	68	72.15	
Entered Employment Rate	Adults	71.00%	76.17%	
	Dislocated Worker	71.10%	77.03%	
	Older Youth	63.00%	66.92%	
Retention Rate	Adults	76.00%	82.95%	
	Dislocated Worker	80.00%	89.76%	
	Older Youth	77.00%	77.60%	
	Younger Youth	50.00%	57.85%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,100	\$3,710	
	Dislocated Worker	87.00%	87.15%	
	Older Youth	\$2,600	\$2,786	
Credential/Diploma Rate	Adults	47.00%	55.47%	
	Dislocated Worker	50.00%	51.19%	
	Older Youth	45.00%	43.45%	
	Younger Youth	42.00%	54.03%	
Skill Attainment Rate	Younger Youth	75.00%	79.89%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	17	16

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



Table O - Local Performance - West Central

Local Area Name	Total Participants Served	Adults	298			
		Dislocated Workers	132			
West Central	876	Older Youth	68			
		Younger Youth	378			
		WDA Assigned #	Total Exiters	Adults	182	
		9	496	Dislocated Workers	85	
Older Youth	46					
Younger Youth	183					
				Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	76.77			
	Employer	68	74.06			
Entered Employment Rate	Adults	71.00%	77.92%			
	Dislocated Worker	71.10%	90.32%			
	Older Youth	63.00%	86.67%			
Retention Rate	Adults	76.00%	80.95%			
	Dislocated Worker	80.00%	85.71%			
	Older Youth	77.00%	100.00%			
	Younger Youth	50.00%	78.05%			
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,100	\$3,682			
	Dislocated Worker	87.00%	105.48%			
	Older Youth	\$2,600	\$3,016			
Credential/Diploma Rate	Adults	47.00%	67.86%			
	Dislocated Worker	50.00%	81.58%			
	Older Youth	45.00%	80.00%			
	Younger Youth	42.00%	75.61%			
Skill Attainment Rate	Younger Youth	75.00%	92.39%			
Description of Other State Indicators of Performance						
Overall Status of Local Performance		Not Met	Met	Exceeded		
		0	17	17		

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

## WIA Annual Report Data

State Name: TX

Program Year: 2002

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

Customer Satisfaction	Negotiated Performance Level	Actual Performance - Level - American Customer Satisfaction Index	Number of Surveys Completed	Number of Customers Eligible for the Survey	Number of Customers Included in the Sample	Response Rate
Participants	72	73.3	565	39,210	734	77
Employers	68	75.1	570	40,978	737	77.3

**Table B: Adult Program Results At-A-Glan**

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	71	79.5	11,062
			13,922
Employment Retention Rate	76	84.6	11,121
			13,142
Earnings Change in Six Month	3,600	4,014	50,779,379
			12,649
Employment and Credential Rate	47	62.3	5,027
			8,072



**Table C: Outcomes for Adult Special Populations**

Reported Information	Public Assistance Recipients Receiving Intensive or Training Services		Veterans		Individuals With Disabilities		Older Individuals	
Entered Employment Rate	76.7	1,078	80.2	490	71.8	199	73.3	370
		1,405		611		277		505
Employment Retention Rate	79.9	989	82.2	439	84.6	187	84.6	341
		1,238		534		221		403
Earnings Change in Six Months	4,109	4,856,689	3,927	1,998,718	4,452	930,416	2,638	1,010,327
		1,182		509		209		383
Employment and Credential Rate	48.4	623	71.4	187	61.1	96	59.5	69
		1,288		262		157		116

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

Reported Information	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services	
Entered Employment Rate	80.3	5,110	78.8	5,952
		6,366		7,556
Employment Retention Rate	84	5,543	85.3	5,578
		6,602		6,540
Earnings Change in Six Months	4,753	29,880,376	3,284	20,899,003
		6,286		6,363

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

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	71.1	83	10,809
			13,020
Employment Retention Rate	80	90.1	9,737
			10,809
Earnings Replacement in Six Months	91	93.1	125,430,618
			134,687,748
Employment and Credential Rate	50	66.5	2,437
			3,662

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

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	82.5	808	76.5	150	71	949	82.6	38
		979		196		1,337		46
Employment Retention Rate	86.9	702	87.3	131	88	835	92.1	35
		808		150		949		38
Earnings Replacement Rate	86.6	10,767,831	93.9	1,335,977	83.2	11,034,405	210.6	327,833
		12,427,552		1,422,987		13,255,759		155,639
Employment And Credential Rate	67.8	221	66.7	48	63.3	152	40	10
		326		72		240		25

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

Reported Information	Individuals Who Received Training Services		Individuals Who Received Core and Intensive Services	
	Entered Employment Rate	86.3	3,166	81.7
3,670			9,350	
Employment Retention Rate	89.3	2,826	90.4	6,911
		3,166		7,643
Earnings Replacement Rate	96.5	33,977,697	91.9	91,452,921
		35,193,022		99,494,726

**Table H: Older Youth Results At-A-Glance**

	Negotiated Performance Level	Actual Performance Level	
		Entered Employment Rate	63
Employment Retention Rate	77	82.4	2,111
			1,518
Earnings Change in Six Months	3,000	3,450	1,842
			5,527,389
Credential Rate	45	52.6	1,602
			1,360
			2,586

**Table I: Outcomes for Older Youth Special Populations**

Reported Information	Public Assistance Recipients		Veterans		Individuals With Disabilities		Out-of-School Youth	
Entered Employment Rate	68.7	226	100	3	50	46	75.7	1,277
		329		3		92		1,687
Employment Retention Rate	79.5	202	100	2	80.8	42	82.6	1,254
		254		2		52		1,518
Earnings Change in Six Months	2,943	673,901	228	456	3,374	158,592	3,415	4,507,700
		229		2		47		1,320
Credential Rate	44.8	168	66.7	2	42.7	47	53.6	1,116
		375		3		110		2,081

**Table J: Younger Youth Results At-A-Glance**

	Negotiated Performance Level	Actual Performance Level	
Skill Attainment Rate	75	87.8	39,309
			44,766
Diploma or Equivalent Attainment Rate	42	60.7	1,831
			3,018
Retention Rate	50	61.6	2,256
			3,663

**Table K: Outcomes for Younger Youth Special Populations**

Reported Information	Public Assistance Recipients		Individuals Disabilities		Out-of-School Youth	
Skill Attainment Rate	90.4	1,894	95	1,374	86	2,803
		2,095		1,446		3,258
Diploma or Equivalent Attainment Rate	52.1	146	71.6	141	45.5	572
		280		197		1,257
Retention Rate	56.6	207	55.2	128	63.4	966
		366		232		1,523

**Table L: Other Reported Information**

	12 Month Employment Retention Rate		12 Mo. Earnings Change (Adults and Older Youth) or 12 Mo. Earnings Replacement (Dislocated Workers)		Placements for Participants in Nontraditional Employment		Wages At Entry Into Employment For Those Individuals Who Entered Employment Unsubsidized Employment		Entry Into Unsubsidized Employment Related to the Training Received of Those Who Completed Training Services	
Adults	76.3	6,806	3,793	32,876,513	3	332	4,231	45,501,539	82.1	3,183
		8,923		8,667		11,062		10,754		3,876
Dislocated Workers	82.8	6,368	92.7	80,971,942	2.1	230	6,065	64,180,408	79.2	2,160
		7,693		87,351,651		10,809		10,582		2,727
Older Youth	74.5	746	3,501	3,340,386	2.8	44	2,602	3,814,064		
		1,002		954		1,555		1,466		

**Table M: Participation Levels**

	<b>Total Participants Served</b>	<b>Total Exiters</b>
<b>Adults</b>	<b>33,382</b>	<b>20,184</b>
<b>Dislocated Workers</b>	<b>26,199</b>	<b>13,885</b>
<b>Older Youth</b>	<b>5,805</b>	<b>2,867</b>
<b>Younger Youth</b>	<b>27,100</b>	<b>12,688</b>

**Table N: Cost of Program Activities**

<b>Program Activity</b>		<b>Total Federal Spending</b>
<b>Local Adults</b>		<b>\$55,400,497.00</b>
<b>Local Dislocated Workers</b>		<b>\$36,382,579.00</b>
<b>Local Youth</b>		<b>\$67,939,466.00</b>
<b>Rapid Response</b> (up to 25%) 134 (a) (2) (A)		<b>\$5,585,796.00</b>
<b>Statewide Required Activities</b> (up to 25%) 134 (a) (2) (B)		<b>\$13,494,758.00</b>
<b>Statewide Allowable Activities</b> 134 (a) (3)	Other Allowable Activities (<10%)	<b>\$2,310,618.00</b>
	N/A	<b>\$0.00</b>
	N/A	<b>\$0.00</b>
	N/A	<b>\$0.00</b>
	N/A	<b>\$0.00</b>
	N/A	<b>\$0.00</b>
	N/A	<b>\$0.00</b>
	N/A	<b>\$0.00</b>
	N/A	<b>\$0.00</b>
	N/A	<b>\$0.00</b>
	N/A	<b>\$0.00</b>
<b>Total of All Federal Spending Listed Above</b>		<b>\$181,113,714.00</b>

# WIA Annual Report Data

State Name: TX

Program Year: 2002

**Table O: Summary of Participants**

<b>Local Area Name:</b> Alamo Workforce Development Inc.	<b>Total Participants Served</b>	Adults	1,090
		Dislocated Workers	1,162
		Older Youth	258
		Younger Youth	1,980
	<b>Total Exiters</b>	Adults	352
		Dislocated Workers	435
		Older Youth	60
		Younger Youth	411

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	72.2	
	Employers	68	73.9	
Entered Employment Rate	Adults	71	75	
	Dislocated Workers	71.1	79.8	
	Older Youth	63	81	
Retention Rate	Adults	76	84.7	
	Dislocated Workers	80	90.2	
	Older Youth	77	80.1	
	Younger Youth	50	58.2	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,100	3,406	
	Dislocated Workers	87	89.7	
	Older Youth (\$)	2,600	3,007	
Credential / Diploma Rate	Adults	47	57.6	
	Dislocated Workers	50	63	
	Older Youth	45	49	
	Younger Youth	42	43.2	
Skill Attainment Rate	Younger Youth	75	94.1	
Description of Other State Indicators of Performance				
N/A		0	0	
N/A		0	0	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	17	17

# WIA Annual Report Data

State Name: TX

Program Year: 2002

**Table O: Summary of Participants**

<b>Local Area Name:</b> Brazos Valley Workforce Development Board	<b>Total Participants Served</b>	Adults	155
		Dislocated Workers	124
		Older Youth	37
		Younger Youth	205
	<b>Total Exiters</b>	Adults	41
		Dislocated Workers	29
		Older Youth	15
		Younger Youth	68

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	77.1	
	Employers	68	69.6	
Entered Employment Rate	Adults	67	77.4	
	Dislocated Workers	71.1	88.7	
	Older Youth	63	78.6	
Retention Rate	Adults	76	84.6	
	Dislocated Workers	80	92.1	
	Older Youth	77	84.6	
	Younger Youth	50	65	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,100	4,466	
	Dislocated Workers	87	90.8	
	Older Youth (\$)	2,210	1,585	
Credential / Diploma Rate	Adults	47	60.4	
	Dislocated Workers	50	69.8	
	Older Youth	45	56.3	
	Younger Youth	42	72.7	
Skill Attainment Rate	Younger Youth	75	82	
Description of Other State Indicators of Performance				
N/A		0	0	
N/A		0	0	
Overall Status of Local Performance		<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
		1	16	16



# WIA Annual Report Data

State Name: TX

Program Year: 2002

**Table O: Summary of Participants**

<b>Local Area Name:</b> Cameron County Workforce Development Board	<b>Total Participants                  Served</b>	Adults	770
		Dislocated Workers	199
		Older Youth	229
		Younger Youth	906
	<b>Total Exiters</b>	Adults	551
		Dislocated Workers	134
		Older Youth	176
		Younger Youth	760

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	81.7	
	Employers	68	75.4	
Entered Employment Rate	Adults	71	85.5	
	Dislocated Workers	71.1	91.5	
	Older Youth	63	79.2	
Retention Rate	Adults	76	84.4	
	Dislocated Workers	80	92.1	
	Older Youth	77	84	
	Younger Youth	50	73	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,100	4,610	
	Dislocated Workers	87	94.1	
	Older Youth (\$)	2,600	4,243	
Credential / Diploma Rate	Adults	47	67	
	Dislocated Workers	50	67.9	
	Older Youth	45	57.3	
	Younger Youth	42	70.6	
Skill Attainment Rate	Younger Youth	75	83.6	
<b>Description of Other State Indicators of Performance</b>				
N/A		0	0	
N/A		0	0	
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
		0	17	17

# WIA Annual Report Data

State Name: TX

Program Year: 2002

**Table O: Summary of Participants**

<b>Local Area Name:</b> Capital Area Workforce Development Board Area	<b>Total Participants Served</b>	Adults	425
		Dislocated Workers	620
		Older Youth	51
		Younger Youth	380
	<b>Total Exiters</b>	Adults	79
		Dislocated Workers	176
		Older Youth	9
		Younger Youth	134

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	65.3	
	Employers	68	69.8	
Entered Employment Rate	Adults	71	75.8	
	Dislocated Workers	71.1	90.6	
	Older Youth	63	85.7	
Retention Rate	Adults	76	78.5	
	Dislocated Workers	80	87	
	Older Youth	77	91.7	
	Younger Youth	50	70.2	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,100	4,293	
	Dislocated Workers	76	75.9	
	Older Youth (\$)	2,600	3,742	
Credential / Diploma Rate	Adults	47	50	
	Dislocated Workers	50	69.8	
	Older Youth	45	73.3	
	Younger Youth	42	76	
Skill Attainment Rate	Younger Youth	75	87.3	
Description of Other State Indicators of Performance				
N/A		0	0	
N/A		0	0	
Overall Status of Local Performance		<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
		1	16	15

# WIA Annual Report Data

State Name: TX

Program Year: 2002

**Table O: Summary of Participants**

<b>Local Area Name:</b> Central Texas Workforce Development Board	<b>Total Participants Served</b>	Adults	223
		Dislocated Workers	127
		Older Youth	64
		Younger Youth	425
	<b>Total Exiters</b>	Adults	100
		Dislocated Workers	47
		Older Youth	19
		Younger Youth	141

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	81.5	
	Employers	68	77	
Entered Employment Rate	Adults	71	93.2	
	Dislocated Workers	71.1	93.3	
	Older Youth	63	82.4	
Retention Rate	Adults	76	87.7	
	Dislocated Workers	80	100	
	Older Youth	77	93.3	
	Younger Youth	50	79.1	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,100	5,670	
	Dislocated Workers	87	133.1	
	Older Youth (\$)	2,600	9,415	
Credential / Diploma Rate	Adults	47	82.4	
	Dislocated Workers	50	81.4	
	Older Youth	45	77.3	
	Younger Youth	42	94.1	
Skill Attainment Rate	Younger Youth	75	98.3	
Description of Other State Indicators of Performance				
N/A		0	0	
N/A		0	0	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	17	17

# WIA Annual Report Data

State Name: TX

Program Year: 2002

**Table O: Summary of Participants**

<b>Local Area Name:</b> Coastal Bend Workforce Development Board	<b>Total Participants Served</b>	Adults	1,237
		Dislocated Workers	533
		Older Youth	259
		Younger Youth	864
	<b>Total Exiters</b>	Adults	676
		Dislocated Workers	262
		Older Youth	83
		Younger Youth	166

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	73.1	
	Employers	68	72.4	
Entered Employment Rate	Adults	71	76.3	
	Dislocated Workers	71.1	82.3	
	Older Youth	63	65.6	
Retention Rate	Adults	76	86.8	
	Dislocated Workers	80	90.7	
	Older Youth	77	81	
	Younger Youth	50	57.8	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,100	5,590	
	Dislocated Workers	87	106	
	Older Youth (\$)	2,600	3,552	
Credential / Diploma Rate	Adults	47	61.8	
	Dislocated Workers	50	65.6	
	Older Youth	45	49.5	
	Younger Youth	42	48.5	
Skill Attainment Rate	Younger Youth	75	81.3	
Description of Other State Indicators of Performance				
N/A		0	0	
N/A		0	0	
Overall Status of Local Performance		<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
		0	17	17

# WIA Annual Report Data

State Name: TX

Program Year: 2002

**Table O: Summary of Participants**

<b>Local Area Name:</b> Concho Valley Workforce Development Board	<b>Total Participants Served</b>	Adults	142
		Dislocated Workers	85
		Older Youth	34
		Younger Youth	163
	<b>Total Exiters</b>	Adults	79
		Dislocated Workers	51
		Older Youth	26
		Younger Youth	53

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	80.4	
	Employers	68	75.8	
Entered Employment Rate	Adults	71	83.3	
	Dislocated Workers	71.1	90	
	Older Youth	63	54.5	
Retention Rate	Adults	76	82.9	
	Dislocated Workers	80	81.5	
	Older Youth	77	75	
	Younger Youth	50	62.2	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	2,480	1,206	
	Dislocated Workers	87	95.2	
	Older Youth (\$)	2,080	887	
Credential / Diploma Rate	Adults	47	68.8	
	Dislocated Workers	50	77.3	
	Older Youth	45	75	
	Younger Youth	42	66.7	
Skill Attainment Rate	Younger Youth	75	90.5	
Description of Other State Indicators of Performance				
N/A		0	0	
N/A		0	0	
Overall Status of Local Performance		<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
		3	14	13

# WIA Annual Report Data

State Name: TX

Program Year: 2002

**Table O: Summary of Participants**

<b>Local Area Name:</b> Dallas-WorkSource for Dallas County	<b>Total Participants Served</b>	Adults	942
		Dislocated Workers	1,126
		Older Youth	401
		Younger Youth	1,581
	<b>Total Exiters</b>	Adults	649
		Dislocated Workers	614
		Older Youth	262
		Younger Youth	504

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	73.7	
	Employers	68	73.9	
Entered Employment Rate	Adults	71	75.9	
	Dislocated Workers	71.1	78.8	
	Older Youth	63	70.8	
Retention Rate	Adults	76	76.7	
	Dislocated Workers	80	95.5	
	Older Youth	77	88.2	
	Younger Youth	50	63	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,100	4,267	
	Dislocated Workers	87	93.3	
	Older Youth (\$)	2,600	3,507	
Credential / Diploma Rate	Adults	47	67.8	
	Dislocated Workers	50	62.7	
	Older Youth	45	45.5	
	Younger Youth	42	41.6	
Skill Attainment Rate	Younger Youth	75	80.7	
Description of Other State Indicators of Performance				
N/A		0	0	
N/A		0	0	
Overall Status of Local Performance		<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
		0	17	16

# WIA Annual Report Data

State Name: TX

Program Year: 2002

**Table O: Summary of Participants**

<b>Local Area Name:</b> Deep East Texas Workforce Development Board	<b>Total Participants                  Served</b>	Adults	427
		Dislocated Workers	373
		Older Youth	78
		Younger Youth	645
	<b>Total Exiters</b>	Adults	177
		Dislocated Workers	118
		Older Youth	26
		Younger Youth	235

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	77.7	
	Employers	68	76	
Entered Employment Rate	Adults	71	72	
	Dislocated Workers	71.1	91.2	
	Older Youth	63	78.9	
Retention Rate	Adults	76	84.6	
	Dislocated Workers	80	83.6	
	Older Youth	77	77.3	
	Younger Youth	50	69.2	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,100	6,004	
	Dislocated Workers	74	66.6	
	Older Youth (\$)	2,210	2,135	
Credential / Diploma Rate	Adults	47	67.6	
	Dislocated Workers	50	64.7	
	Older Youth	45	59.3	
	Younger Youth	42	68.3	
Skill Attainment Rate	Younger Youth	75	89.6	
Description of Other State Indicators of Performance				
N/A		0	0	
N/A		0	0	
Overall Status of Local Performance		<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
		2	15	15

# WIA Annual Report Data

State Name: TX

Program Year: 2002

**Table O: Summary of Participants**

<b>Local Area Name:</b> East Texas Workforce Development Board	<b>Total Participants Served</b>	Adults	792
		Dislocated Workers	207
		Older Youth	106
		Younger Youth	448
	<b>Total Exiters</b>	Adults	385
		Dislocated Workers	108
		Older Youth	43
		Younger Youth	134

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	81.7	
	Employers	68	75.5	
Entered Employment Rate	Adults	71	76.8	
	Dislocated Workers	71.1	81	
	Older Youth	63	84.8	
Retention Rate	Adults	76	81.8	
	Dislocated Workers	80	84.7	
	Older Youth	77	83.3	
	Younger Youth	50	63.6	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,100	3,611	
	Dislocated Workers	87	110.5	
	Older Youth (\$)	2,600	4,754	
Credential / Diploma Rate	Adults	47	44.2	
	Dislocated Workers	50	58.8	
	Older Youth	45	68.3	
	Younger Youth	42	78	
Skill Attainment Rate	Younger Youth	75	89.9	
Description of Other State Indicators of Performance				
N/A		0	0	
N/A		0	0	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	17	16



# WIA Annual Report Data

State Name: TX

Program Year: 2002

**Table O: Summary of Participants**

<b>Local Area Name:</b> Golden Crescent Workforce Development Board	<b>Total Participants Served</b>	Adults	263
		Dislocated Workers	259
		Older Youth	34
		Younger Youth	351
	<b>Total Exiters</b>	Adults	181
		Dislocated Workers	176
		Older Youth	22
		Younger Youth	180

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	74.7	
	Employers	68	73.3	
Entered Employment Rate	Adults	71	74.4	
	Dislocated Workers	71.1	79.2	
	Older Youth	63	92.3	
Retention Rate	Adults	76	85.7	
	Dislocated Workers	80	90.8	
	Older Youth	77	78.6	
	Younger Youth	50	68.4	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,100	5,559	
	Dislocated Workers	78	78.5	
	Older Youth (\$)	2,600	4,414	
Credential / Diploma Rate	Adults	47	60.9	
	Dislocated Workers	50	58.1	
	Older Youth	45	80	
	Younger Youth	42	52.7	
Skill Attainment Rate	Younger Youth	75	93	
Description of Other State Indicators of Performance				
N/A		0	0	
N/A		0	0	
Overall Status of Local Performance		<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
		0	17	17

# WIA Annual Report Data

State Name: TX

Program Year: 2002

**Table O: Summary of Participants**

<b>Local Area Name:</b> The WorkSource-Gulf Coast Workforce Board	<b>Total Participants Served</b>	Adults	17,289
		Dislocated Workers	10,351
		Older Youth	1,381
		Younger Youth	5,491
	<b>Total Exiters</b>	Adults	11,388
		Dislocated Workers	6,618
		Older Youth	538
		Younger Youth	2,479

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	68.4	
	Employers	68	74.5	
Entered Employment Rate	Adults	71	80.3	
	Dislocated Workers	71.1	84.4	
	Older Youth	63	78	
Retention Rate	Adults	76	85.1	
	Dislocated Workers	80	91	
	Older Youth	77	85	
	Younger Youth	50	60.2	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,100	3,648	
	Dislocated Workers	87	94.1	
	Older Youth (\$)	2,600	3,651	
Credential / Diploma Rate	Adults	47	61.5	
	Dislocated Workers	50	68	
	Older Youth	45	54.9	
	Younger Youth	42	51.2	
Skill Attainment Rate	Younger Youth	75	86.5	
Description of Other State Indicators of Performance				
N/A		0	0	
N/A		0	0	
Overall Status of Local Performance		<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
		1	16	16

# WIA Annual Report Data

State Name: TX

Program Year: 2002

**Table O: Summary of Participants**

<b>Local Area Name:</b> Heart of Texas Workforce Development Board	<b>Total Participants Served</b>	Adults	282
		Dislocated Workers	317
		Older Youth	22
		Younger Youth	258
	<b>Total Exiters</b>	Adults	56
		Dislocated Workers	50
		Older Youth	4
		Younger Youth	83

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	71.5	
	Employers	68	73.8	
Entered Employment Rate	Adults	71	75	
	Dislocated Workers	71.1	85.2	
	Older Youth	63	63	
Retention Rate	Adults	76	77.6	
	Dislocated Workers	80	88.1	
	Older Youth	77	68.2	
	Younger Youth	50	46.9	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	2,666	2,666	
	Dislocated Workers	84	83.7	
	Older Youth (\$)	2,600	3,086	
Credential / Diploma Rate	Adults	47	57.1	
	Dislocated Workers	50	61.7	
	Older Youth	45	51.4	
	Younger Youth	42	59.2	
Skill Attainment Rate	Younger Youth	75	83	
Description of Other State Indicators of Performance				
N/A		0	0	
N/A		0	0	
Overall Status of Local Performance		<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
		2	15	11

# WIA Annual Report Data

State Name: TX

Program Year: 2002

**Table O: Summary of Participants**

<b>Local Area Name:</b> Lower Rio Grande Valley Workforce Development Board	<b>Total Participants Served</b>	Adults	2,418
		Dislocated Workers	646
		Older Youth	856
		Younger Youth	3,834
	<b>Total Exiters</b>	Adults	1,284
		Dislocated Workers	363
		Older Youth	492
		Younger Youth	2,589

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	77.7	
	Employers	68	73.3	
Entered Employment Rate	Adults	71	79	
	Dislocated Workers	71.1	77.2	
	Older Youth	63	73	
Retention Rate	Adults	76	85	
	Dislocated Workers	80	89.5	
	Older Youth	77	80.5	
	Younger Youth	50	61.7	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,100	4,492	
	Dislocated Workers	87	149.9	
	Older Youth (\$)	2,600	3,436	
Credential / Diploma Rate	Adults	47	63.2	
	Dislocated Workers	50	75.6	
	Older Youth	45	54.7	
	Younger Youth	42	50.5	
Skill Attainment Rate	Younger Youth	75	88.6	
Description of Other State Indicators of Performance				
N/A		0	0	
N/A		0	0	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	17	17

# WIA Annual Report Data

State Name: TX

Program Year: 2002

**Table O: Summary of Participants**

<b>Local Area Name:</b> Middle Rio Grande Workforce Development Board	<b>Total Participants                  Served</b>	Adults	597
		Dislocated Workers	219
		Older Youth	100
		Younger Youth	1,228
	<b>Total Exiters</b>	Adults	441
		Dislocated Workers	162
		Older Youth	73
		Younger Youth	565

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	81.6	
	Employers	68	79.3	
Entered Employment Rate	Adults	71	77.1	
	Dislocated Workers	71.1	82.8	
	Older Youth	63	69.4	
Retention Rate	Adults	76	80.8	
	Dislocated Workers	80	84.3	
	Older Youth	77	78.4	
	Younger Youth	50	70.5	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,100	3,605	
	Dislocated Workers	87	92.8	
	Older Youth (\$)	2,600	3,756	
Credential / Diploma Rate	Adults	47	62.5	
	Dislocated Workers	50	78.9	
	Older Youth	45	51.3	
	Younger Youth	42	88.5	
Skill Attainment Rate	Younger Youth	75	98.6	
Description of Other State Indicators of Performance				
N/A		0	0	
N/A		0	0	
Overall Status of Local Performance		<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
		0	17	17

# WIA Annual Report Data

State Name: TX

Program Year: 2002

**Table O: Summary of Participants**

<b>Local Area Name:</b> North Central Texas Workforce Development Board	<b>Total Participants                  Served</b>	Adults	237
		Dislocated Workers	602
		Older Youth	81
		Younger Youth	529
	<b>Total Exitters</b>	Adults	135
		Dislocated Workers	325
		Older Youth	53
		Younger Youth	187

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	70	
	Employers	68	75	
Entered Employment Rate	Adults	71	77.5	
	Dislocated Workers	71.1	84.1	
	Older Youth	63	69.6	
Retention Rate	Adults	76	85.6	
	Dislocated Workers	80	88	
	Older Youth	77	80.5	
	Younger Youth	50	58.2	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	2,480	2,316	
	Dislocated Workers	72	72	
	Older Youth (\$)	2,080	1,733	
Credential / Diploma Rate	Adults	47	57.6	
	Dislocated Workers	50	66.2	
	Older Youth	45	50	
	Younger Youth	42	49.1	
Skill Attainment Rate	Younger Youth	75	81.6	
Description of Other State Indicators of Performance				
N/A		0	0	
N/A		0	0	
Overall Status of Local Performance		<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
		2	15	14

# WIA Annual Report Data

State Name: TX

Program Year: 2002

**Table O: Summary of Participants**

<b>Local Area Name:</b> North East Texas Workforce Development Board	<b>Total Participants                  Served</b>	Adults	645
		Dislocated Workers	1,048
		Older Youth	80
		Younger Youth	522
	<b>Total Exiters</b>	Adults	483
		Dislocated Workers	807
		Older Youth	53
		Younger Youth	291

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	73	
	Employers	68	77.1	
Entered Employment Rate	Adults	71	80.7	
	Dislocated Workers	71.1	79.2	
	Older Youth	63	76.5	
Retention Rate	Adults	76	84.8	
	Dislocated Workers	80	85.7	
	Older Youth	77	84.4	
	Younger Youth	50	67.2	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	2,588	2,588	
	Dislocated Workers	87	88.5	
	Older Youth (\$)	2,600	4,782	
Credential / Diploma Rate	Adults	47	65.5	
	Dislocated Workers	50	73.8	
	Older Youth	45	38.1	
	Younger Youth	42	81.7	
Skill Attainment Rate	Younger Youth	75	95.6	
Description of Other State Indicators of Performance				
N/A		0	0	
N/A		0	0	
Overall Status of Local Performance		<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
		1	16	15

# WIA Annual Report Data

State Name: TX

Program Year: 2002

**Table O: Summary of Participants**

<b>Local Area Name:</b> North Texas Workforce Development Board	<b>Total Participants Served</b>	Adults	247
		Dislocated Workers	293
		Older Youth	42
		Younger Youth	147
	<b>Total Exiters</b>	Adults	159
		Dislocated Workers	144
		Older Youth	25
		Younger Youth	83

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	72	75.1
	Employers	68	74.5
Entered Employment Rate	Adults	71	83.2
	Dislocated Workers	71.1	86.6
	Older Youth	63	70.8
Retention Rate	Adults	76	83.8
	Dislocated Workers	80	89.3
	Older Youth	77	94.3
	Younger Youth	50	53.1
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,100	3,884
	Dislocated Workers	87	102.4
	Older Youth (\$)	2,600	3,660
Credential / Diploma Rate	Adults	47	82.6
	Dislocated Workers	50	83.9
	Older Youth	45	48.1
	Younger Youth	42	53.8
Skill Attainment Rate	Younger Youth	75	85.4
<b>Description of Other State Indicators of Performance</b>			
N/A		0	0
N/A		0	0
<b>Overall Status of Local Performance</b>		<b>Not Met</b>	<b>Met</b>
		0	17
		<b>Exceeded</b>	17



# WIA Annual Report Data

State Name: TX

Program Year: 2002

**Table O: Summary of Participants**

Local Area Name: Panhandle Workforce Development Board	Total Participants Served	Adults	256
		Dislocated Workers	163
		Older Youth	127
		Younger Youth	160
	Total Exiters	Adults	88
		Dislocated Workers	52
		Older Youth	44
		Younger Youth	47

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	82.7	
	Employers	68	76	
Entered Employment Rate	Adults	71	91.1	
	Dislocated Workers	71.1	85.3	
	Older Youth	63	80	
Retention Rate	Adults	76	90.2	
	Dislocated Workers	80	93.1	
	Older Youth	77	83	
	Younger Youth	50	81.1	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,100	7,539	
	Dislocated Workers	87	106.2	
	Older Youth (\$)	2,600	4,539	
Credential / Diploma Rate	Adults	47	69.9	
	Dislocated Workers	50	70.4	
	Older Youth	45	57.1	
	Younger Youth	42	93.3	
Skill Attainment Rate	Younger Youth	75	84.3	
Description of Other State Indicators of Performance				
N/A		0	0	
N/A		0	0	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	17	17

# WIA Annual Report Data

State Name: TX

Program Year: 2002

**Table O: Summary of Participants**

<b>Local Area Name:</b> Permian Basin Workforce Development Board	<b>Total Participants Served</b>	Adults	363
		Dislocated Workers	349
		Older Youth	85
		Younger Youth	473
	<b>Total Exiters</b>	Adults	221
		Dislocated Workers	220
		Older Youth	36
		Younger Youth	103

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	82.3	
	Employers	68	76.9	
Entered Employment Rate	Adults	71	87.7	
	Dislocated Workers	71.1	89.8	
	Older Youth	63	86.7	
Retention Rate	Adults	76	87.5	
	Dislocated Workers	80	93.8	
	Older Youth	77	93.8	
	Younger Youth	50	68.5	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,100	5,084	
	Dislocated Workers	87	103.2	
	Older Youth (\$)	2,600	3,580	
Credential / Diploma Rate	Adults	47	77.7	
	Dislocated Workers	50	81.3	
	Older Youth	45	65	
	Younger Youth	42	74.6	
Skill Attainment Rate	Younger Youth	75	92.5	
Description of Other State Indicators of Performance				
N/A		0	0	
N/A		0	0	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	17	17

# WIA Annual Report Data

State Name: TX

Program Year: 2002

**Table O: Summary of Participants**

<b>Local Area Name:</b> Rural Capital Area Workforce Development Board Inc.	<b>Total Participants                  Served</b>	Adults	260
		Dislocated Workers	303
		Older Youth	52
		Younger Youth	215
	<b>Total Exiters</b>	Adults	144
		Dislocated Workers	152
		Older Youth	26
		Younger Youth	41

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	74.3	
	Employers	68	75.8	
Entered Employment Rate	Adults	71	91.3	
	Dislocated Workers	71.1	91.2	
	Older Youth	63	82.4	
Retention Rate	Adults	76	83.8	
	Dislocated Workers	80	94.1	
	Older Youth	77	94.1	
	Younger Youth	50	86.7	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,100	4,157	
	Dislocated Workers	83	83.1	
	Older Youth (\$)	2,600	3,796	
Credential / Diploma Rate	Adults	47	84.8	
	Dislocated Workers	50	85	
	Older Youth	45	71.4	
	Younger Youth	42	65.4	
Skill Attainment Rate	Younger Youth	75	87.2	
Description of Other State Indicators of Performance				
N/A		0	0	
N/A		0	0	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	17	17

# WIA Annual Report Data

State Name: TX

Program Year: 2002

**Table O: Summary of Participants**

<b>Local Area Name:</b> South East Texas Workforce Development Board	<b>Total Participants                  Served</b>	Adults	466
		Dislocated Workers	414
		Older Youth	137
		Younger Youth	1,023
	<b>Total Exiters</b>	Adults	173
		Dislocated Workers	112
		Older Youth	23
		Younger Youth	458

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	75.4	
	Employers	68	77.4	
Entered Employment Rate	Adults	71	87.4	
	Dislocated Workers	71.1	87	
	Older Youth	63	90	
Retention Rate	Adults	76	90	
	Dislocated Workers	80	88.3	
	Older Youth	77	85.2	
	Younger Youth	50	78.9	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,100	5,022	
	Dislocated Workers	87	96.4	
	Older Youth (\$)	2,600	3,393	
Credential / Diploma Rate	Adults	47	60.2	
	Dislocated Workers	50	59.6	
	Older Youth	45	86	
	Younger Youth	42	50	
Skill Attainment Rate	Younger Youth	75	97.8	
Description of Other State Indicators of Performance				
N/A		0	0	
N/A		0	0	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	17	17

# WIA Annual Report Data

State Name: TX

Program Year: 2002

**Table O: Summary of Participants**

<b>Local Area Name:</b> South Plains Workforce Development Board	<b>Total Participants Served</b>	Adults	252
		Dislocated Workers	326
		Older Youth	63
		Younger Youth	404
	<b>Total Exiters</b>	Adults	134
		Dislocated Workers	173
		Older Youth	34
		Younger Youth	163

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	81.5	
	Employers	68	72.7	
Entered Employment Rate	Adults	71	90.2	
	Dislocated Workers	71.1	93.7	
	Older Youth	63	80.8	
Retention Rate	Adults	76	90.9	
	Dislocated Workers	80	90.2	
	Older Youth	77	81.5	
	Younger Youth	50	55.6	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,100	6,841	
	Dislocated Workers	84	83.6	
	Older Youth (\$)	2,600	3,675	
Credential / Diploma Rate	Adults	47	69.2	
	Dislocated Workers	50	72.9	
	Older Youth	45	54.5	
	Younger Youth	42	83.1	
Skill Attainment Rate	Younger Youth	75	92.8	
Description of Other State Indicators of Performance				
N/A		0	0	
N/A		0	0	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	17	16

# WIA Annual Report Data

State Name: TX

Program Year: 2002

**Table O: Summary of Participants**

<b>Local Area Name:</b> South Texas Workforce Development Board	<b>Total Participants Served</b>	Adults	644
		Dislocated Workers	69
		Older Youth	102
		Younger Youth	909
	<b>Total Exiters</b>	Adults	494
		Dislocated Workers	62
		Older Youth	56
		Younger Youth	697

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	80.6	
	Employers	68	77	
Entered Employment Rate	Adults	71	71.5	
	Dislocated Workers	71.1	85.3	
	Older Youth	63	66.7	
Retention Rate	Adults	76	78.7	
	Dislocated Workers	80	82.8	
	Older Youth	77	81.2	
	Younger Youth	50	62.6	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,100	3,398	
	Dislocated Workers	87	86.7	
	Older Youth (\$)	2,600	2,600	
Credential / Diploma Rate	Adults	47	57.9	
	Dislocated Workers	50	62.5	
	Older Youth	45	48.6	
	Younger Youth	42	71.9	
Skill Attainment Rate	Younger Youth	75	88.7	
Description of Other State Indicators of Performance				
N/A		0	0	
N/A		0	0	
Overall Status of Local Performance		<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
		0	17	16

# WIA Annual Report Data

State Name: TX

Program Year: 2002

**Table O: Summary of Participants**

<b>Local Area Name:</b> Tarrant County Local Workforce Development Board	<b>Total Participants                  Served</b>	Adults	80
		Dislocated Workers	266
		Older Youth	26
		Younger Youth	113
	<b>Total Exiters</b>	Adults	52
		Dislocated Workers	120
		Older Youth	9
		Younger Youth	26

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	72	65.2
	Employers	68	76.4
Entered Employment Rate	Adults	71	86.9
	Dislocated Workers	71.1	82.8
	Older Youth	63	60.9
Retention Rate	Adults	76	92.7
	Dislocated Workers	80	93.5
	Older Youth	77	91.7
	Younger Youth	50	56.3
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,100	4,719
	Dislocated Workers	87	107.8
	Older Youth (\$)	2,600	3,432
Credential / Diploma Rate	Adults	47	58.5
	Dislocated Workers	50	57.9
	Older Youth	45	45.8
	Younger Youth	42	53.8
Skill Attainment Rate	Younger Youth	75	78.3
Description of Other State Indicators of Performance			
N/A		0	0
N/A		0	0
Overall Status of Local Performance		<b>Not Met</b>	<b>Met</b>
		1	16
		<b>Exceeded</b>	15

# WIA Annual Report Data

State Name: TX

Program Year: 2002

**Table O: Summary of Participants**

<b>Local Area Name:</b> Texoma Workforce Development Board	<b>Total Participants Served</b>	Adults	1,499
		Dislocated Workers	3,109
		Older Youth	899
		Younger Youth	2,826
	<b>Total Exiters</b>	Adults	697
		Dislocated Workers	1,036
		Older Youth	577
		Younger Youth	1,735

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	80.3	
	Employers	68	72.7	
Entered Employment Rate	Adults	71	88.5	
	Dislocated Workers	71.1	96.2	
	Older Youth	63	100	
Retention Rate	Adults	76	95.1	
	Dislocated Workers	80	82.7	
	Older Youth	77	88.9	
	Younger Youth	50	44.4	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,100	7,407	
	Dislocated Workers	81	80.8	
	Older Youth (\$)	2,600	12,705	
Credential / Diploma Rate	Adults	47	78.6	
	Dislocated Workers	50	83.8	
	Older Youth	45	100	
	Younger Youth	42	76.9	
Skill Attainment Rate	Younger Youth	75	96.4	
Description of Other State Indicators of Performance				
N/A		0	0	
N/A		0	0	
Overall Status of Local Performance		<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
		1	13	13



# WIA Annual Report Data

State Name: TX

Program Year: 2002

**Table O: Summary of Participants**

<b>Local Area Name:</b> Upper Rio Grande Workforce Development Board	<b>Total Participants                  Served</b>	Adults	1,083
		Dislocated Workers	2,777
		Older Youth	133
		Younger Youth	642
	<b>Total Exiters</b>	Adults	783
		Dislocated Workers	1,254
		Older Youth	37
		Younger Youth	152

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	75.4	
	Employers	68	72.2	
Entered Employment Rate	Adults	71	76.2	
	Dislocated Workers	71.1	77	
	Older Youth	63	66.9	
Retention Rate	Adults	76	82.9	
	Dislocated Workers	80	89.8	
	Older Youth	77	77.6	
	Younger Youth	50	57.8	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,100	3,710	
	Dislocated Workers	87	87.1	
	Older Youth (\$)	2,600	2,786	
Credential / Diploma Rate	Adults	47	55.5	
	Dislocated Workers	50	51.2	
	Older Youth	45	43.5	
	Younger Youth	42	54	
Skill Attainment Rate	Younger Youth	75	79.9	
Description of Other State Indicators of Performance				
N/A		0	0	
N/A		0	0	
Overall Status of Local Performance		<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
		0	17	16

# WIA Annual Report Data

State Name: TX

Program Year: 2002

**Table O: Summary of Participants**

<b>Local Area Name:</b> West Central Workforce Development Board	<b>Total Participants Served</b>	Adults	298
		Dislocated Workers	132
		Older Youth	68
		Younger Youth	378
	<b>Total Exiters</b>	Adults	182
		Dislocated Workers	85
		Older Youth	46
		Younger Youth	183

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	72	76.8	
	Employers	68	74.1	
Entered Employment Rate	Adults	71	77.9	
	Dislocated Workers	71.1	90.3	
	Older Youth	63	86.7	
Retention Rate	Adults	76	81	
	Dislocated Workers	80	85.7	
	Older Youth	77	100	
	Younger Youth	50	78	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,100	3,682	
	Dislocated Workers	87	105.5	
	Older Youth (\$)	2,600	3,016	
Credential / Diploma Rate	Adults	47	67.9	
	Dislocated Workers	50	81.6	
	Older Youth	45	80	
	Younger Youth	42	75.6	
Skill Attainment Rate	Younger Youth	75	92.4	
Description of Other State Indicators of Performance				
N/A		0	0	
N/A		0	0	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	17	17