

Texas Workforce Commission *Workforce Investment Act*

Annual Report for Program Year 2004



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

TEXAS WORKFORCE COMMISSION

WORKFORCE INVESTMENT ACT

TITLE I-B

PROGRAM YEAR 2004

ANNUAL REPORT

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

— TEXAS —
WORKFORCE SOLUTIONS
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TEXAS WORKFORCE COMMISSION

WORKFORCE INVESTMENT ACT TITLE I-B PROGRAM YEAR 2004

TABLE OF CONTENTS

Part I: Texas Workforce System Overview	4
Part II: Statewide Performance	23
Part III: Local Performance	30

Texas Workforce System Overview

Mission

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

The Texas workforce system consists of the Texas Workforce Commission (TWC), 28 Local Workforce Development Boards (Boards), more than 280 one-stop Texas Workforce Centers and satellite offices, the Texas Workforce Investment Council (TWIC), and other workforce partners. To achieve its mission, the Texas workforce system continually seeks to:

- equip the workforce with the necessary skills for continued employment;
- maximize its financial and human resources;
- actively engage community partners by leveraging their talents and expertise;
- develop and market state-of-the-art tools and products that support business growth; and
- eliminate duplicative efforts and administrative waste.



Each of the 28 Boards represents business, labor, education, and others, ensuring that a strong, employer-driven entity will develop a model for service delivery that responds to the skill needs of employers, and job seekers in the community. In addition, every Board benefits from having at least one member who is actively engaged in veterans' activities and another with expertise in child care or early childhood development. No one understands an area better than the local leadership. They know their needs and their resources, and how best to deliver services.

Through these 28 local boards, new and strong bonds between business and the education and job training sectors can be formed, resulting in a strengthened economy to benefit everyone.

While targeted populations may receive intensive assistance to address barriers to employment, all Texans may benefit from the services offered by TWC and our network of workforce partners. The Texas workforce system provides services to more than 1.8 million Texans a year.

Out of a total budget of more than \$1 billion, the Commission annually allocates about \$800 million for local boards to deliver workforce services. Local flexibility with state oversight is the Texas model, and it is one we believe continues to serve Texans best.

Texas' Employer-Driven System

A trained workforce is critical to business success. The Texas Workforce Commission strengthens the Texas economy by providing the workforce development component of the state's economic development strategy. Texas boasts a large, young, and diverse workforce ready to attract enterprise to the Lone Star State. By focusing on the skill demands of employers, our workforce system gives Texas the competitive edge necessary to draw business here.

Our role in the Texas economy is clear: we are all about linking the businesses looking for qualified workers, with Texans looking for jobs.

In some cases, it is as simple as an employer posting a job opening or a job seeker posting a resume to our WorkInTexas.com job-matching system on the Internet. In others, it requires more extensive involvement, such as training or re-training a group of workers for a specific skill that a company needs, or helping people with limited work histories, such as ex-offenders and recipients of public assistance, begin their path to independence.

President George W. Bush has directed state workforce systems to target their training funds for jobs in high-growth, high-demand industries. If employers do not presently have the skilled workforce they need, then it is our job as a workforce system to equip people with the skills to work in those jobs. That obligates us to talk to employers to identify their needs, rather than simply to ask job seekers what they want to do, because what job seekers want may not be a viable opportunity in their locale.

Business services units

The Texas workforce system's goal is to be the first place employers go for workforce solutions. TWC uses Workforce Investment Act (WIA) funds, leverages other funds, and partners with other programs to target employers seeking to avert layoffs, expand their businesses, or locate within Texas.

Boards have established Business Services Units (BSUs) to reach out to employers. The Texas workforce system uses its network of local BSUs to reach out to specific employers, building relationships for long-term economic development. Matching job seekers' skills to employers requires that the BSUs know their local employers' workforce needs, prior to targeting and outreaching to their industry customer base.

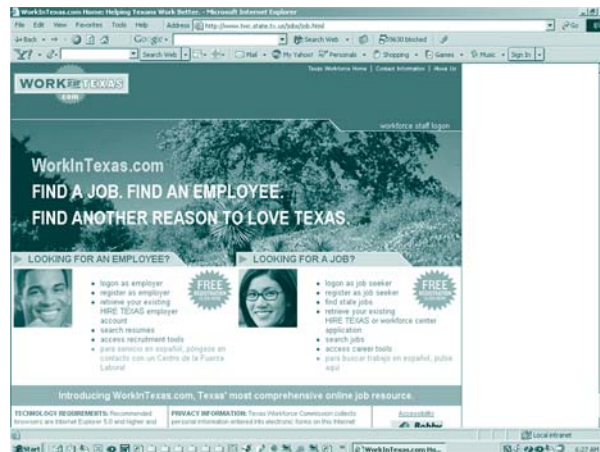




BSUs network with industry by participating in job fairs, sponsoring business or trade seminars, and collaborating extensively with community partners, chambers of commerce, and industry associations. Building business relationships in the same manner as a private enterprise, Boards define their scopes of service, calculate return on investment to the community, and use industry and customer trend analysis to make strategic changes in their BSU's plans. Effective employer engagement, careful industry selection, and ongoing business education help the BSUs affect key drivers of their local labor markets, producing long-term improvements in their local economies.

TWC is providing training to each Board to enhance the local BSU operations. TWC is using a peer-to-peer model, with the Central Texas and Gulf Coast Boards taking the lead to train their counterparts. Training focuses on marketing and communication strategies, quality job seeker referral strategies, customer relationship management, and funding strategies.

Web-Based Resources



WorkInTexas.com

The award-winning WorkInTexas.com, TWC's Internet-based employment access system, provides:

- extensive job-matching options based on skills and experience;
- links to labor market and career development information; and
- around-the-clock, year-round access.

WorkInTexas.com has expanded the Texas workforce system's capacity to serve employers. Between WorkInTexas.com's inception in June 2004 through June 2005, more than 100,000 Texas employers – roughly one-fourth of the state's total – registered on the site. Employers posted jobs to a receptive audience of 604,954 active job seekers, resulting in 211,667 hires, which included 67,336 UI claimants.

WorkInTexas.com received the first place award from the Center for Digital Government in its government-to-business category and has been highlighted in media outlets throughout Texas and across the United States. Workforce agencies in Florida, California, and other states are using WorkInTexas.com as a model for a successful job-matching Web site.

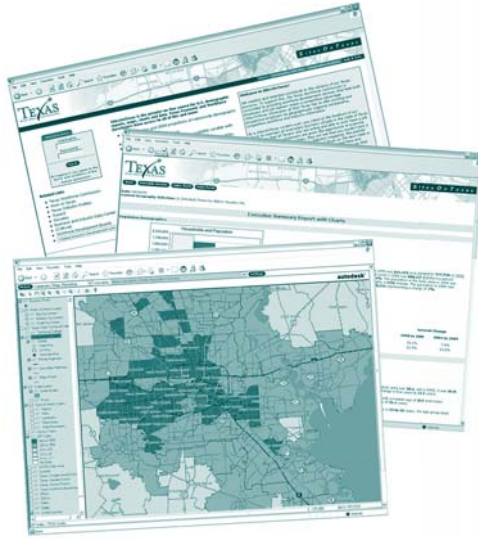


Texas Industry Profiles

Texas Industry Profiles is TWC's economic and workforce development tool that helps local areas retain and expand their existing businesses. The site is a database of employment and worker availability by occupation and wages that provides staffing patterns within local industries. Local planners use the database to identify skill sets required for each occupation and to match against the skill sets of individuals registered for employment in WorkInTexas.com. Texas Industry Profiles helps state and local workforce development staff gain a superior understanding of labor market hiring patterns, and allows them to better target employer outreach and job training activities. Examples of the multi-function modules of the Texas Industry Profiles system are as follows:

- TWC Dashboard Indicators (includes reporting on New Hires, UI Claimants, and Employer Measures, as well as data on contract training and program follow-up)
- Occupational Clusters
- Economic Base Analysis
- Industry Narrative Profiles
- Industry Clusters
- Workforce Supply (Labor Availability)
- Partners and Connections
- Geographic Information Systems (GIS) Business Mapping





Sites On Texas

Geographic Information Systems (GIS), a mapping technology, is helping Texas better hone in on its economic assets and advantages. TWC, in coordination with the Governor's Office, has launched SitesOnTexas, a recruitment tool to lure more business to Texas.

TWC developed SitesOnTexas to provide Boards and their economic development partners with comprehensive GIS-based information to answer inquiries about availability of workers and other resources in a specific region. SitesOnTexas presents this information on a map or graphic illustration based on layers of information about a city or region. Users' needs determine what layers of data are combined. The application can demonstrate the diversity and advantages of Texas and its regional communities as sites for business location and expansion projects.

For example, researchers may need to study the best location for a new store or analyze regional business climate conditions. Through the extensive data found on SitesOnTexas, users may generate reports, graphs, charts, and maps to convey complex statistical information in an easy to understand visual format.

In addition to existing data such as U.S. Census Bureau figures from 1970 through 2000, demographics, occupations and employment, and consumer expenditures, SitesOnTexas incorporates other tools into the reporting and mapping functions. One of these is TWC's Labor Market Information database, which contains Texas employment and occupational statistics and an assessment of academic programs and educational assets throughout the state.



Currently, there are 202 user licenses for SitesOnTexas. These licenses are available through Board staff and designated economic development partners who can research any location in the United States from any computer with Internet access.

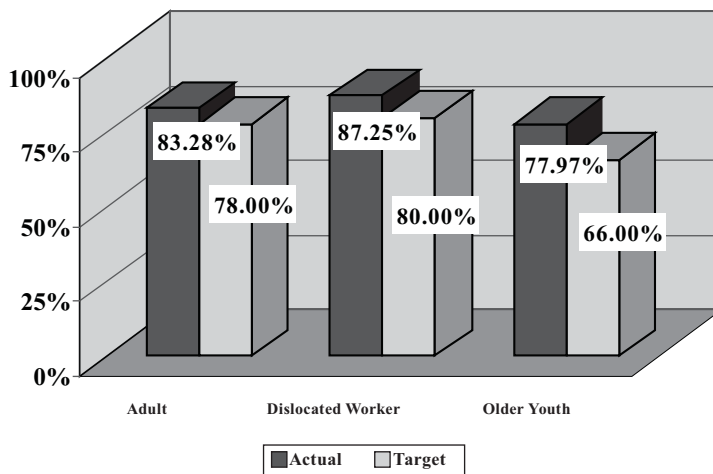
Texas' Success Story

Funding from the Workforce Investment Act has helped Texas to implement a workforce system that increasingly meets the needs of both employers and job seekers. Texas has consistently said that if it was given the funding and flexibility to meet the workforce needs of its employers, we would surpass the U.S. Department of Labor's expectations and solidify our standing as a role model for other states' workforce systems. As the results indicate, DOL has kept up its end of the bargain... and so has Texas.



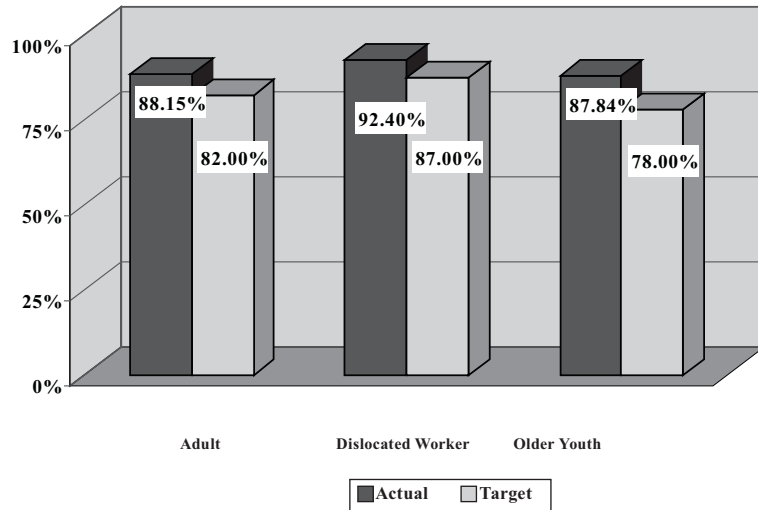
Performance Measures

Entered employment rates. For the fifth consecutive year, Texas surpassed its targets for the Adult, Dislocated Worker, and Older Youth categories. In PY 2004, Texas negotiated for higher targets because of its confidence in the integration and effectiveness of its workforce network. Texas exceeded those higher targets.

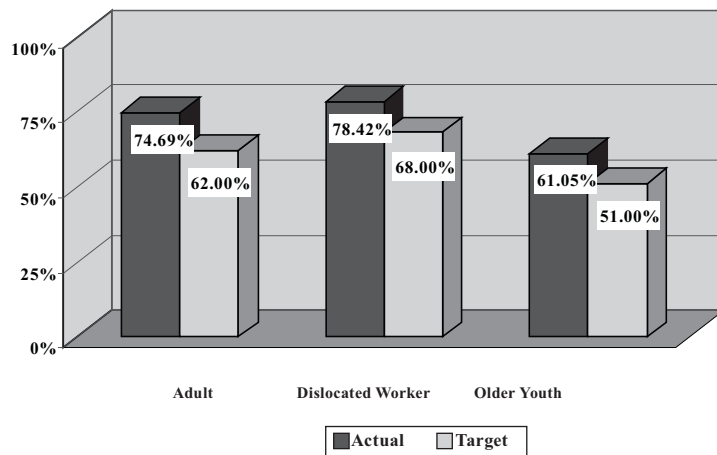




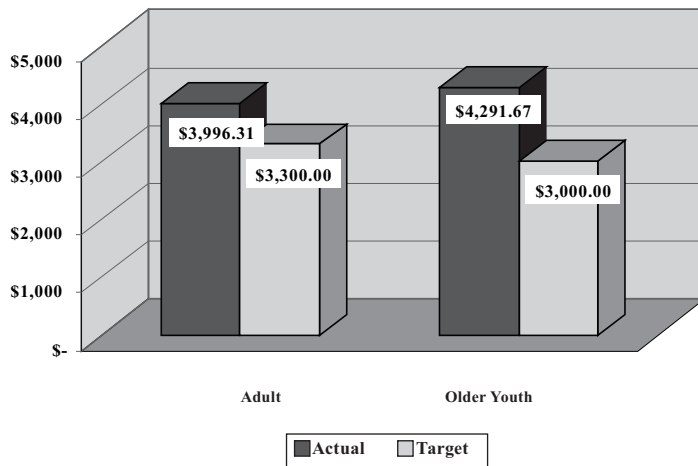
Employment retention rates. Texas exceeded its targets for the Adult, Dislocated Worker, and Older Youth categories. Continuous employment and employment retention are especially important to both employers and our WIA participants beginning new careers. Texas also negotiated for higher performance targets here, and its workforce network rose to the challenge, thanks to continued service improvement and innovation.



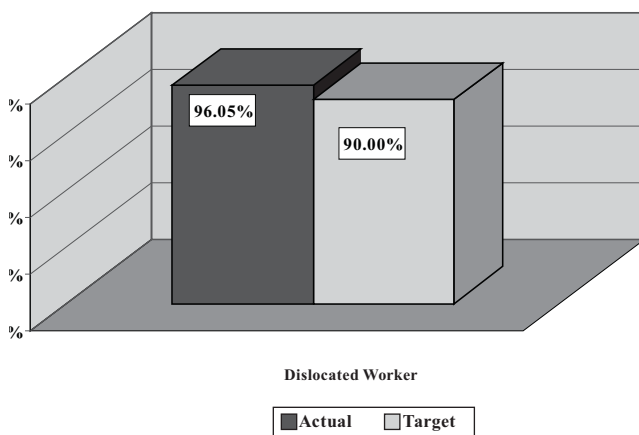
Employment and credential. Texas met its targets and produced gains of at least seven percentage points above last year's exceptional performance among each of the Adult, Dislocated Worker, and Older Youth categories. Texas had negotiated for 18 and 15 percentage point increases in its performance targets for Adults and Dislocated Workers, respectively.



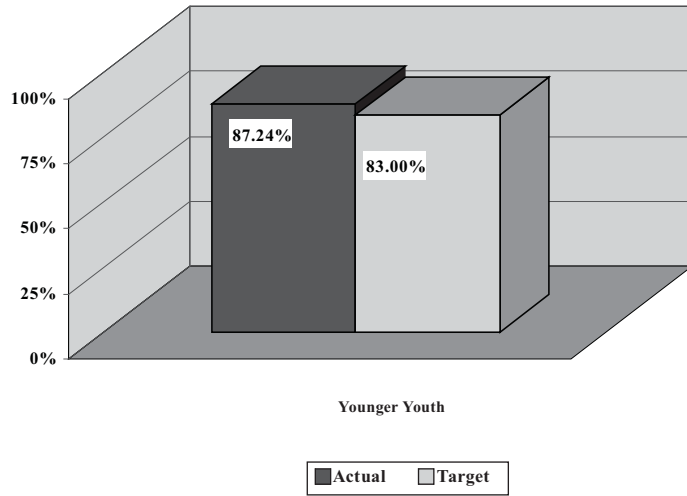
Earnings change. Helping Texans move quickly along the path to financial independence is a top priority of the Texas workforce system. Adult participants in WIA training programs exceeded the earnings change target by nearly twice the dollar amount as in PY 2003. The earnings change among Older Youth was even greater.



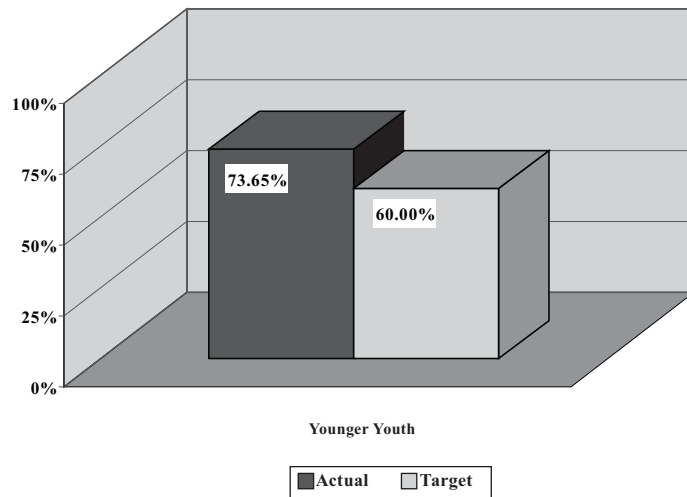
Dislocated worker earnings replacement rate. Dislocated Workers in Texas continue to adapt successfully in the face of technological changes, international trade, and heightened inter- and intra-state competition. As low-skill industries leave Texas, (such as the garment industry which has left Texas) and are replaced by high-skills industries such as advanced manufacturing, workers are challenged to learn new skills when many of them had never developed the foundation for those skills. Nevertheless, within six months of entering employment, Dislocated Workers are earning 96 percent of the wages they received prior to their dislocation.



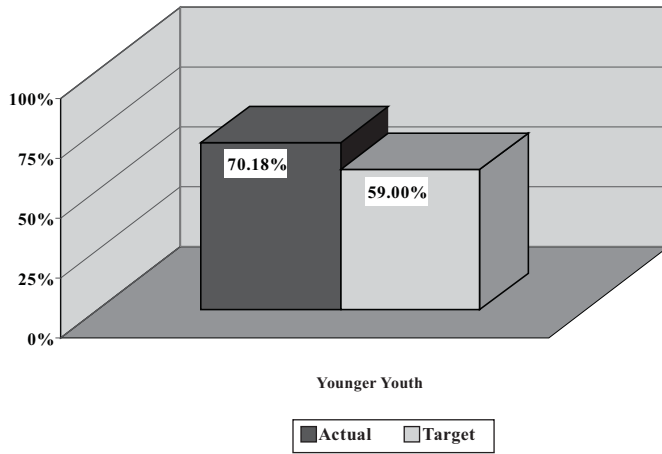
Younger Youth skill attainment. Texas increased its performance target for Younger Youth by 8 percentage points and still cleared the bar.



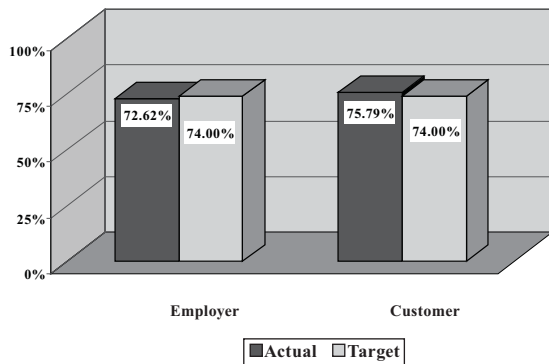
Younger Youth diploma or equivalent attainment. Texas has long recognized a high school diploma or educational equivalent as a prerequisite to enter the workforce, obtain further education and training opportunities in college and vocational schools, and achieve lifelong economic independence. Given its importance, Texas raised this performance target by 18 percentage points. Younger Youth exceeded the negotiated target by 13 percentage points, and the 74 percent result in PY 2004 represents a dramatic improvement from the 48 percent in PY 2001.



Younger Youth retention rate. Although Texas raised its performance target by 9 percentage points, Younger Youth exceeded this target by 11 percentage points, the fourth year in a row that Texas' performance has improved.



Customer satisfaction. Both WIA participants and employers continue to express greater satisfaction with the Texas workforce system. Texas met the performance target for WIA participants (which increased by two percentage points from the year before), but narrowly missed the target for employers (which increased by six percentage points). Had both PY 2004 targets increased commensurately, Texas would have also exceeded the employer target.



Statewide Economic Figures

But the true test of the effectiveness of the Texas workforce system is the vitality of Texas' economy. Texas has cause to be optimistic about the future. Economic development is increasing, business activity is on the rise, and our labor markets are showing job growth combined with falling unemployment. Some statistics of note:

- Initial claims for unemployment compensation have dropped 21.9 percent in the last two years.
- The statewide unemployment rate is at 5.1, percent, a four-year low.
- The unemployment rates in all 25 Metropolitan Statistical Areas in Texas have declined over the last year.
- Texas employers have created more than 240,000 jobs in the last 24 months.

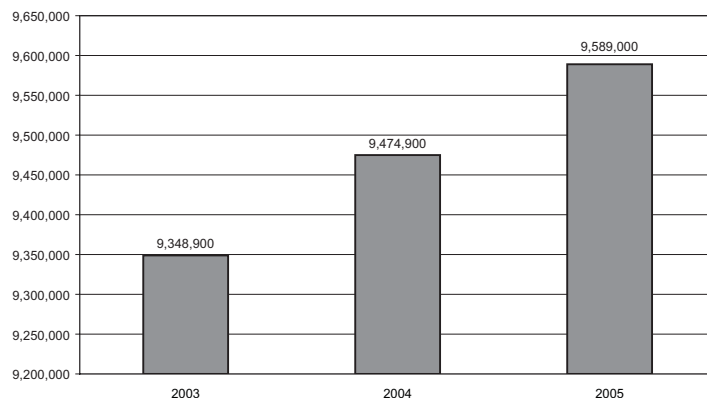


Metropolitan Statistical Area Unemployment Rates
(Not Seasonally Adjusted)

	June 2005	June 2004
State of Texas	5.4	6.5
Abilene	4.4	5.3
Amarillo	4.1	4.7
Austin-Round Rock	4.4	5.4
Beaumont-Port Arthur	7.4	9.0
Brownsville-Harlingen	7.7	9.2
College Station-Bryan	4.2	5.1
Corpus Christi	6.2	7.4
Dallas-Fort Worth-Arlington	5.2	6.3
Dallas-Plano-Irving MD*	5.3	6.4
Fort Worth-Arlington MD*	5.1	6.0
El Paso	7.3	8.3
Houston-Baytown-Sugar Land	5.5	6.8
Killeen-Temple-Fort Hood	5.5	6.3
Laredo	6.5	7.6
Longview	5.1	6.4
Lubbock	4.5	5.3
McAllen-Edinburg-Pharr	8.0	9.4
Midland	4.1	5.0
Odessa	5.1	6.6
San Angelo	4.4	5.4
San Antonio	5.1	6.1
Sherman-Denison	5.3	6.5
Texarkana	5.2	6.4
Tyler	5.0	5.5
Victoria	5.1	6.2
Waco	5.3	5.9
Wichita Falls	4.9	5.6

*Metropolitan Division

Texas Total Nonfarm Jobs for June: 2003-2005
(Seasonally Adjusted)



Case Studies

Texas' success with the WIA performance measures is testimony to the hard work and innovation of the Texas workforce system. We have entrusted local officials with the resources and the authority to develop projects that meet their local needs, and they have risen to the challenge. However, those strong results would not have been possible without the flexibility granted by DOL in the form of multiple waivers of WIA regulations.

• *Waivers*

Local Activity Funds. One critical waiver has allowed local Boards to designate up to 10 percent of each of their WIA formula funds as “Local Activity Funds.” Similar to WIA Statewide Activity Funds, Local Activity Funds give Boards more flexibility to serve employers and job seekers. “Since DOL approved Texas’ use of this waiver, 19 Boards have requested Local Activity Funds for projects tailored to meet the needs of their employers and residents. In PY 2004, 10 of these boards re-designated a total of \$2.65 million as Local Activity Funds. These funds upgraded the skills of 3,086 individuals, many of them incumbent workers or other non-income-eligible trainees. Eleven of the 16 current Local Activity Fund projects train individuals in high-growth, high-demand industries such as manufacturing, health care and information technology.

Eligible training provider certification. Another waiver that has proven critical to Texas’ success relates to the extension of the certification period for currently certified training programs. During the implementation of DOL’s subsequent eligibility process, Texas quickly found – as did many states – that many of our good training providers were dropping out of the system because that process was overly burdensome. Texas requested and received a waiver that has allowed currently certified training providers to be automatically extended, and we implore the U.S. Congress to follow through on its efforts to simplify the subsequent eligibility process, or better yet, to assign that authority to the governors of each state.

Other waivers that have provided Texas’ workforce system the flexibility to innovate:

Sliding scale employer match for customized training. Local Boards have been given the option to change the 50 percent flat rate employer contribution to a sliding scale of 10 to 50 percent. This increases flexibility at the local level to serve business and industry through a value-added approach to their specific needs.





Eligible Training Provider list for Older and Out-of-School Youth.

Texas is allowed to waive the competitive procurement for training providers for older and out-of-school youth. This has improved youth services through increased customer choice, increased the number of training providers available to older and out-of-school youth, provided Boards more flexibility in securing training providers, increased use of training providers in rural areas, and eliminated duplicate processes for training providers.

Transfers between Adult and Dislocated Worker programs. The WIA law allows Boards to transfer up to 30 percent of program allocations between these programs, but Texas has been granted a waiver allowing unlimited transferability. This allows Boards more flexibility in responding to local changes, increases program control at the local area, increases employer input concerning industry need and worker training, provides greater flexibility in program design and implementation at the local level, and increases accountability at all levels.

Shortly before this report was produced, DOL approved additional waivers for Texas that will help us continue these positive workforce trends during PY 2005. The most critical of these is an increase from 10 percent to 25 percent of the WIA formula funds that local Boards may designate as Local Activity Funds. Among the others:

Rapid Response funds. Texas may now designate five percent of the funds previously available for statewide Rapid Response funds as WIA Statewide Activity Funds. The waiver provides TWC more flexibility to meet the increasing need for incumbent worker training, which could be used to help employers avert layoffs.

Local performance measures. WIA provides that local performance measures for WIA shall consist of 17 specific core indicators of performance and customer satisfaction. TWC has adopted a set of integrated, system-wide performance measures for the local workforce boards, based on the federal Common Measures, that will be applied across all programs. The measures support integration, such as the federal Common Measures' definitions for entered employment and job retention, and fewer measures will focus attention on the state's goals.

Redistribution of unspent local funds. TWC received permission to base the redistribution of de-obligated WIA funds on the Commission's allocation rules, ensuring that financial reporting would be consistent with current DOL requirements and that federal funds would be effectively managed for maximum service provision and program performance. The approved waiver provides flexibility in reallocating



funds among local workforce development areas. Workforce areas that provide quality services will have access to additional resources to meet the needs of employers and job seekers. The waiver also gives TWC the opportunity to promote the cost benefits of improved administrative efficiencies, encourage the increased leveraging of resources within the workforce areas, and further workforce system integration.

• ***Statewide Activity Funds Devolved to Local Boards***

Texas has also been a leader in devolving a substantial percentage of its Statewide Activity Funds to the local Boards. Some of the projects that the local Boards have supported with these statewide funds:

Concho Valley (San Angelo). The Concho Valley Board has partnered with 12 local hospitals and medical facilities, the San Angelo Chamber of Commerce, and the Texas Hospital Association to form the Partnership for Development of the Healthcare Workforce. The Partnership has identified a need for 200 nursing positions annually over the next three years. WIA Statewide funds are currently supporting the training of 51 registered nurses, 10 licensed vocational nurses, 15 certified nurse aides, and 6 re-entry nurses. The Concho Valley Board serves as the Partnership's fiscal agent, provides technical assistance, assists in resource development, and provides local labor market information.

Dallas County (Dallas). The Dallas County Board has embarked on the Encouraging Employer Advancement (EEA) initiative, designed to help employers target dollars to training customized to their company's specific needs. This program was such an immediate success that its original goal of training 1,101 current workers was expanded to include more than 2,200 new and current workers. Employers have donated \$1.2 million in cash and in-kind match – 42 percent of the total contract – because they realize the benefits of a better-trained workforce, reduced employee turnover, and increased customer satisfaction. The workers, in turn, have received new jobs and/or promotions, salary increases, and job security, at an average wage of \$20.32 per hour.

Lower Rio Grande Valley (McAllen). In partnership with South Texas College (STC), the Lower Rio Grande Valley Board's Office for Business Partnership has worked directly with employers to identify first-time supervisors, managers, and emerging leaders who would be suitable for STC's Leadership Academy. Fifty-one employers have participated in the Academy since its inception, and 202 participants graduated from the Academy during PY 2004. The mission of the Leadership Academy is to transition great employees into great leaders by cultivating in them a variety of leadership skills in human resources, finance, management and personal development.



North Central Texas (D/FW Metroplex). The North Central Texas Board created the Employee Development Fund to advance not only employment, but also education and economic development in its 14-county area. The board's Business Development Unit identifies opportunities both to attract new businesses and to retain and upgrade existing jobs. Employers have received funds for a wide range of activities, from upgrading manufacturing skills, to improving warehouse management, to certifying nurse and medication aides, to training in proprietary database and computer modeling programs. To date, more than 1,200 employees have either obtained a new position, retained or upgraded their previous position, or received a wage increase, resulting in more than \$20 million in earnings retained within the area.



North East Texas (Texarkana). The North East Texas Board has implemented the Work Certified program, which was designed by local employers to improve the “soft skills” of incumbent workers in its region. To become Work Certified, participants must complete a 90-hour program, master 50 competencies, and score at least 80 percent on a comprehensive exam. The program curriculum includes Reading Comprehension, Business Tools (Computer Plus), Business Writing, Pre-Employment, Customer Service, two Job Skills modules, Work Maturity, Employability, Business Math, and General Business Knowledge.

Upper Rio Grande (El Paso). The Regional Economic Development Corporation, the City of El Paso, and the Upper Rio Grande Board have cooperated on a project to encourage businesses to locate or expand their businesses in that region. The program has already attracted a software unit of Electronic Data Solutions (EDS), which will bring a total of 300 jobs within the next two years. The Board has allocated \$163,000 to provide company-specific software training to EDS workers. The company is using the Upper Rio Grande @ Work system to meet all of its immediate workforce needs.

West Central (Abilene). The West Central Board created the Workforce Investment Fund to provide matching grants to small- and medium-sized businesses for use in training new workers, creating new training programs, or upgrading and re-training incumbent workers. Applicants are required to provide a 25 percent cash match. Through December 2004, this fund had trained 143 new workers and re-trained and upgraded the skills of 64 incumbent workers. All trainees received a wage equal or greater than the average weekly wage for the occupation in that county.

• *Statewide Projects*

While local Boards have used WIA funds for projects that met their local workforce needs, the Texas Workforce Commission has set aside WIA Statewide Activity Funds for two major projects that will transform the economic outlook of their respective regions.

Alamo (San Antonio). Toyota Motor Manufacturing announced in early 2003 that it would open a plant in 2006 to produce full-size Tundra pickup trucks in San Antonio. Texas, through a local workforce development board, will utilize up to \$55 million, split between WIA Statewide Activity Funds and Skills Development Funds (a state-funded job training initiative), to assist Toyota with recruitment, hiring. Customized job training will also be available for Toyota's employees. The Toyota project is divided into two phases. The first three-year phase will conclude with 1,800 trained employees, and production underway.

Toyota's presence in San Antonio has also produced a significant ripple effect through the regional economy. In December 2004, Governor Rick Perry announced that 18 Toyota suppliers would locate on the grounds of Toyota's plant, with 1,500 jobs and making a capital investment of \$150 million beyond Toyota's direct impact. The 1,500 jobs from Toyota's suppliers are 500 more than Toyota had originally projected. The San Antonio Economic Development Foundation predicts the total spinoff jobs from Toyota will total between 5,300 and 13,000.

Texoma (Sherman). In January 2005, Governor Rick Perry announced that Tyson Foods had agreed to expand its facility in Sherman, which would mean 1,600 jobs over a three-year period. To meet Tyson's employee training needs, the Texas Workforce Commission, through a local workforce development board, will use WIA Statewide Activity Funds, supplemented with the state Skills Development Fund.

Future Importance of WIA

Texas has been a good steward of its WIA funds, using them efficiently and effectively to meet the workforce needs of its employers and job seekers. Ongoing activities and challenges in Texas make it imperative that WIA be re-authorized and fully funded.



BRAC Response

The U.S. Department of Defense's Base Realignment and Closure (BRAC) Commission has submitted its final recommendations to President George W. Bush for domestic military installations to be closed or realigned. Since the U.S. military has long maintained a considerable presence in Texas, our state could not reasonably expect to be immunized against these cuts. The final BRAC list recommends the closure of 15 military installations and the realignment of six others in Texas.



The Texas Workforce Commission has identified four local workforce areas that face job losses as a result of BRAC: Alamo (San Antonio), North East Texas (Texarkana), North Texas (Wichita Falls) and Coastal Bend (Corpus Christi). Each Board is planning strategically with its local education and economic development partners for an effective response to workforce and community needs once closure or realignment occurs.

The U.S. Department of Labor has provided Texas with National Emergency Grant funds to plan for the outcomes of the BRAC recommendations. National Emergency Grant funds are WIA reserves, retained at the national level and made available in emergency situations to states and local communities. Texas has assigned these funds to the four Boards mentioned above for the development of locally driven, comprehensive plans, which are due in December. Based on these plans, additional emergency grant funds for direct services will be requested.

Once the final decision is made to realign or close a base, the U.S. Department of Defense will announce its schedule to implement the relevant actions. The Boards will respond with direct services to affected workers, which may include initial rapid response to determine immediate needs of the workforce and skills assessment, as well as workshops on job search and labor market information, stress management, and financial management. Additional intensive and training services may also be provided for those workers who require new or upgraded skills to compete for existing jobs or those that emerge as a part of local economic redevelopment efforts.



Hurricane Response

On August 29, 2005, Hurricane Katrina devastated a large swath of Alabama, Mississippi, and Louisiana, and forced the evacuation of one million residents from that region. As the largest adjacent state, Texas has absorbed the most evacuees of any state – as of September 27, more than 164,000 FEMA registrants and their families have located in Texas – and taken the lead on helping Louisiana process tens of thousands of

unemployment claims. On September 24, 2005, Hurricane Rita ravaged much of southeast Texas and southwest Louisiana, displacing hundreds of thousands more from their homes and livelihoods.

For the short term, the U.S. Department of Labor has provided the Texas Workforce Commission with a separate \$75 million National Emergency Grant, which was intended to help 37,500 hurricane evacuees. Because the number of FEMA registrants from Hurricane Katrina has swelled far beyond our initial estimates and will continue to increase due to Hurricane Rita, Texas has requested an additional \$247 million to assist with relief efforts for both natural disasters. TWC will use these funds to hire workers in temporary jobs providing food, clothing, shelter, and humanitarian assistance for victims. These funds will also be used to:

- Establish temporary transition centers in or near the greatest concentration of evacuees to help them find employment;
- Provide crisis and financial counseling;
- Make needs-related payments to individuals not qualified for Disaster Unemployment Assistance or unemployment compensation, or for those who have exhausted those benefits;
- Continue state and local efforts to disseminate information on how to access those benefits; and
- Provide training to evacuees.

A survey conducted by The Washington Post, the Henry J. Kaiser Foundation, and the Harvard School of Public Health found that 44 percent of Louisianans evacuated to Texas intend to relocate elsewhere, with the vast majority remaining in Texas. Extrapolated statewide, that means Texas will have to absorb an immediate influx of well over 100,000 new residents, many of whom may lack the skill sets to fill the existing jobs in the Texas economy. TWC and its local Boards have used WorkInTexas.com, conducted numerous job fairs, and posted more than 13,000 job orders from Texas employers to help evacuees find permanent employment.

While continuing to help its Louisiana neighbors, Texas now faces the challenge of helping its coastal residents get back on their feet and reconstruct their region. This will require, among many other things, intensive training so that the oilfield service and construction trades can fill their shortages of skilled workers and be able to rebuild southeast Texas as quickly as possible.

To successfully address both of these workforce challenges will require an ongoing commitment of the federal government to job training through the Workforce Investment Act.



PART II: STATEWIDE PERFORMANCE

TWC actively seeks to improve workforce services. TWC values performance measures as an integral part of improving and accounting for workforce delivery services. This has resulted in substantial achievements in meeting the State's performance goals.

Texas has improved its performance in 15 of the 17 measures in PY04 compared to PY03. In keeping with its commitment to continuous improvement, Texas has negotiated higher performance targets for 15 of the 17 measures in PY05.

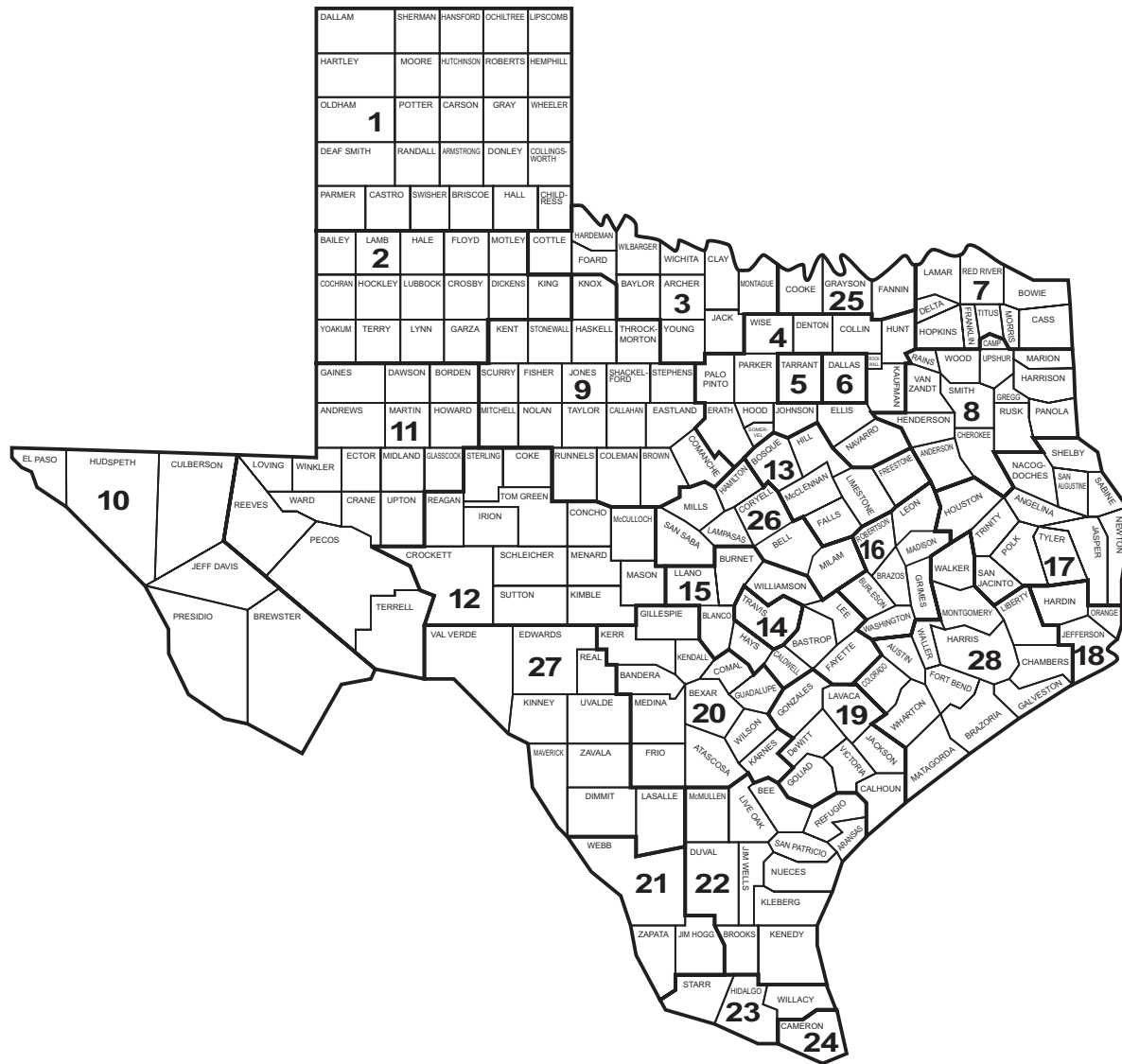
Table 1 presents an overall view of the State's performance for the 17 required WIA performance measures for Adult, Dislocated Worker, and Youth funding streams in PY04.

Table 1. Summary of WIA Performance for Texas

Performance Measure	Negotiated Performance Level	Actual Performance Level	Numerator	Denominator
Adult Entered Employment	78.00	83.28%	8,977	10,779
Adult Employment Retention	82.00	88.15%	10,293	11,677
Adult Earnings Change	\$3,300.00	\$3,996.31	\$44,582,815	11,156
Adult Employment And Credential Rate	62.00	74.69%	3,904	5,227
Dislocated Worker Entered Employment	80.00	87.25%	7,294	8,360
Dislocated Worker Employment Retention	87.00	92.40%	7,488	8,104
Dislocated Worker Earnings Replacement	90.00	96.05%	\$96,978,828	\$100,967,705
Dislocated Worker Employment And Credential Rate	68.00	78.42%	2,271	2,896
Older Youth Entered Employment	66.00	77.97%	1,055	1,353
Older Youth Retention	78.00	87.84%	1,344	1,530
Older Youth Earnings Change	\$3,000.00	\$4,291.67	\$5,909,635	1,377
Older Youth Credential Rate	51.00	61.05%	1,044	1,710
Younger Youth Retention Rate	59.00	70.18%	2,502	3,565
Younger Youth Diploma or Equivalent Rate	60.00	73.65%	1,839	2,497
Younger Youth Skill Attainment Rate	83.00	87.24%	29,062	33,314
Employer Customer Satisfaction	74.00	72.62%		
Participant Customer Satisfaction	74.00	75.79%		

In Table 1, the bolded and shaded cells indicate improvements from PY03.

Figure 1. Local Workforce Development Areas in Texas



- | | | | |
|------------------------|----------------------|------------------------|-----------------------------|
| 1. Panhandle | 8. East Texas | 15. Rural Capital Area | 22. Coastal Bend |
| 2. South Plains | 9. West Central | 16. Brazos Valley | 23. Lower Rio Grande Valley |
| 3. North Texas | 10. Upper Rio Grande | 17. Deep East Texas | 24. Cameron County |
| 4. North Central Texas | 11. Permian Basin | 18. Southeast Texas | 25. Texoma |
| 5. Tarrant County | 12. Concho Valley | 19. Golden Crescent | 26. Central Texas |
| 6. Dallas County | 13. Heart of Texas | 20. Alamo | 27. Middle Rio Grande |
| 7. North East Texas | 14. Capital Area | 21. South Texas | 28. Gulf Coast |

PROGRAM COST

The Texas workforce system spent an average of \$2,345 per participant enrolled in WIA services. Table 2 provides information about the cost per participant for all three programs.

Table 2. Cost Effectiveness Analysis

	Cost/Participant
Overall, All Program Strategies*	\$2,345
Adult Programs	\$1,892
Dislocated Worker Program	\$2,236
Youth Program	\$2,356

* Overall Amounts include Local Administrative Funds

Table 3. Operating Results

	Available	Expended	Percentage
Overall, All Program Strategies *	\$262,526,789	\$225,470,486	85.9%
Adult Program Funds	81,892,376	70,407,348	86.0%
Dislocated Worker Program Funds	76,729,862	68,038,216	88.7%
Youth Program Funds	75,834,363	67,224,797	88.6%

* Overall includes Local Administration Funds. Amounts Available and Expended include the Program Year 2004 allocation as well as amounts carried forward from prior program years.

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

REQUIRED TABLES A-N

STATEWIDE PERFORMANCE

Table A - Workforce Investment Act Customer Satisfaction Results

Customer Satisfaction	Negotiated Performance Level	Actual Performance Level - American Customer Satisfaction Index	Number of Surveys Completed	Number of Customers Eligible for the Survey	Number of Customers Included in the Sample	Response Rate
Participants	74	75.8	500	20,944	639	78.2%
Employers	74	72.6	608	29,950	734	82.8%

Table B - Outcomes for Adults

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	78.0%	83.3%	8,977
			10,779
Employment Retention Rate	82.0%	88.1%	10,293
			11,677
Earnings Change in Six Months	\$3,300	\$3,996	44,582,815
			11,156
Employment and Credential Rate	62.0%	74.7%	3,904
			5,227

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	78.7%	822	85.2%	436	72.7%	112	79.8%	340
		1,044		512		154		426
Employment Retention Rate	86.2%	753	86.7%	481	86.1%	105	86.5%	360
		874		555		122		416
Earnings Change in Six Months	\$4,206.70	\$3,415,843	\$3,580.55	\$1,879,787	\$6,169.29	\$727,976	\$2,484.16	\$976,274
		812		525		118		393
Employment and Credential Rate	60.4%	394	82.1%	170	69.0%	60	74.8%	77
		652		207		87		103

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	85.3%	3,428	82.1%	5,549
		4,018		6,761
Employment Retention Rate	89.3%	3,932	87.5%	6,361
		4,404		7,273
Earnings Change in Six Months	\$5,286	21,739,412	\$3,243	22,843,403
		4,113		7,043

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

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	80.0%	87.2%	7,294
			8,360
Employment Retention Rate	87.0%	92.4%	7,488
			8,104
Earnings Replacement in Six Months	90.0%	96.0%	\$96,978,828
			\$100,967,705
Employment and Credential Rate	68.0%	78.4%	2,271
			2,896

Table F - Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
	Entered Employment Rate	88.3%	586	82.4%	103	80.1%	662	88.9%
		664		125		826		27
Employment Retention Rate	92.6%	604	90.4%	85	90.3%	633	75.0%	15
		652		94		701		20
Earnings Replacement Rate	90.9%	\$8,930,091	94.0%	\$1,047,949	85.7%	\$8,899,419	374.3%	\$177,645
		\$9,825,347		\$1,114,268		\$10,383,857		\$47,456
Employment And Credential Rate	78.8%	256	69.1%	38	68.9%	166	87.5%	7
		325		55		241		8

Table G - Other Outcome Information for the Dislocated Worker Program

Reported Information	Individuals Who Received Training Services		Individuals Who Received Only Core and Intensive Services	
	Entered Employment Rate	87.8%	2,568	87.0%
		2,926		5,434
Employment Retention Rate	93.9%	2,832	91.5%	4,656
		3,017		5,087
Earnings Replacement Rate	98.5%	\$35,900,638	94.7%	\$61,078,191
		\$36,439,544		\$64,528,161

Table H - Older Youth Results At-A-Glance

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	66.0%	78.0%	1,055
			1,353
Employment Retention Rate	78.0%	87.8%	1,344
			1,530
Earnings Change in Six Months	\$3,000	\$4,291.67	\$5,909,635
			1,377
Credential Rate	51.0%	61.1%	1,044
			1,710

Table I - Outcomes for Older Youth Special Populations

Reported Information	Public Assistance Recipients		Veterans		Individuals With Disabilities		Out-of-School Youth	
	Entered Employment Rate	75.4%	156	75.0%	3	62.0%	31	78.4%
	207		4		50		1,173	
Employment Retention Rate	85.4%	182	100%	3	89.5%	34	88.1%	1,159
		213		3		38		1,316
Earnings Change in Six Months	\$4,492.37	\$871,520	\$(649)	-\$1,948	\$3,119	\$99,795	\$4,298	\$5,080,109
		194		3		32		1,182
Credential Rate	51.4%	125	80%	4	50.0%	31	62.5%	928
		243		5		62		1,485

Table J - Younger Youth Results At-A-Glance

	Negotiated Performance Level	Actual Performance Level	
Skill Attainment Rate	83.0%	87.2%	29,062
			33,314
Diploma or Equivalent Attainment Rate	60.0%	73.6%	1,839
			2,497
Retention Rate	59.0%	70.2%	2,502
			3,565

Table K - Outcomes for Younger Youth Special Populations

Reported Information	Public Assistance Recipients Individuals With Disabilities		Individuals With Disabilities		Out-of-School Youth	
	Skill Attainment Rate	91.8%	1,017	96.3%	891	85.9%
	1,108		925		3,058	
Diploma or Equivalent Attainment Rate	66.7%	144	83.8%	171	58.0%	470
		216		204		810
Retention Rate	67.4%	230	65.0%	169	68.5%	989
		341		260		1,444

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		Entry Into Unsubsidized Employment Related to the Training Received of Those Who Completed Training Services	
	Adults	79.4%	11,158	\$3,198.52	43,272,827	2.4	168	\$4,480.41	\$30,121,804	83.7%
	14,051		13,529		7020		6,723		2,626	
Dislocated Workers	85.5%	8,613	96.8%	\$117,704,852	2.7	160	\$5,770.07	\$32,629,724	76.9%	1,214
		10,078		\$121,605,577		5881		5,655		1,578
Older Youth	74.1%	1,364	\$3,544.68	5,884,175	3.0	32	\$3,084.68	\$2,233,311		
		1,841		1,660		1055		724		

Table M - Participation

	Total Participants Served	Total Exiters
Adults	37,210	14,401
Dislocated Workers	18,796	9,490
Older Youth	5,580	1,823
Younger Youth	22,955	6,911

Table N - Cost of Program Activities

Program Activity	Total Federal Spending
Local Adults	\$68,400,444
Local Dislocated Workers	\$62,029,382
Local Youth	\$62,450,158
Rapid Response (up to 25%) 134 (a) (2) (A)	\$1,314,371
Statewide Required Activities (up to 15%) 134 (a) (2) (b)	\$13,449,772
*Statewide Allowable Activities 134 (a) (3)	\$3,091,988
Total of All Federal Spending Listed Above	\$210,736,115

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

PART III: LOCAL PERFORMANCE

WORKFORCE BOARD PERFORMANCE

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

Table 4. Measures 1 - 9

MEASURES 1-9	Adult Entered Employment Rate	Older Youth Entered Employment Rate	Dislocated Workers Entered Employment Rate	Adult Retention Rate	Older Youth Retention Rate	Dislocated Workers Retention Rate	Adult Average Earnings Change	Older Youth Average Earnings Change	Dislocated Workers Earnings Replacement Rate
Alamo	82.69%	83.18%	89.40%	86.69%	88.79%	92.01%	\$3,910.40	\$3,949.05	92.09%
Brazos Valley	84.91%	78.57%	92.31%	89.74%	100.00%	95.24%	\$5,542.33	\$4,485.37	95.59%
Cameron County	83.33%	79.41%	86.79%	90.17%	95.12%	88.89%	\$6,394.51	\$7,815.91	127.80%
Capital Area	89.52%	93.33%	92.79%	89.55%	100.00%	91.76%	\$6,391.67	\$4,901.84	79.91%
Central Texas	95.52%	93.33%	98.04%	91.49%	90.00%	94.44%	\$6,437.28	\$5,039.15	124.80%
Coastal Bend	75.99%	75.41%	80.14%	86.47%	96.92%	89.05%	\$5,770.09	\$6,880.39	87.41%
Concho Valley	94.44%	83.33%	85.71%	96.30%	81.82%	100.00%	\$4,836.48	\$1,994.78	108.02%
Dallas	77.07%	67.57%	86.32%	83.66%	84.91%	94.38%	\$5,056.02	\$2,634.44	90.33%
Deep East Texas	84.81%	79.31%	87.98%	87.85%	78.57%	94.27%	\$3,926.56	\$3,850.63	100.92%
East Texas	83.98%	80.00%	96.55%	86.75%	92.59%	87.76%	\$3,338.54	\$2,827.73	117.29%
Golden Crescent	88.89%	77.78%	94.29%	91.23%	100.00%	94.00%	\$6,063.72	\$4,255.61	105.12%
Gulf Coast	83.58%	78.38%	86.41%	88.01%	85.15%	91.45%	\$3,299.09	\$3,537.50	96.61%
Heart Of Texas	80.00%	100.00%	82.26%	83.51%	100.00%	90.20%	\$5,440.00	\$6,330.00	84.94%
Lower Rio Grande	82.39%	76.33%	82.82%	89.58%	85.35%	92.41%	\$4,204.24	\$5,284.65	96.01%
Middle Rio Grande	82.39%	87.50%	88.06%	93.78%	86.36%	94.20%	\$3,736.53	\$5,570.45	108.21%
North Central	81.37%	70.00%	88.83%	85.81%	90.00%	95.02%	\$4,271.89	\$4,644.14	87.12%
North East Texas	79.61%	83.33%	68.84%	86.76%	92.00%	88.85%	\$5,010.10	\$2,854.81	89.45%
North Texas	82.10%	75.00%	84.56%	85.95%	91.67%	99.13%	\$5,518.73	\$4,380.14	99.45%
Panhandle	87.50%	86.21%	96.61%	96.19%	82.61%	94.55%	\$9,663.71	\$7,405.13	127.77%
Permian Basin	90.36%	70.59%	89.66%	92.38%	94.74%	92.71%	\$7,192.25	\$6,584.82	102.24%
Rural Capital	82.67%	100.00%	84.17%	88.71%	90.00%	92.93%	\$3,901.58	\$2,680.80	91.33%
Southeast Texas	86.16%	84.00%	91.42%	86.99%	100.00%	94.38%	\$4,566.49	\$4,995.77	96.37%
South Plains	91.53%	91.67%	85.71%	95.92%	91.30%	95.15%	\$8,392.66	\$6,230.56	93.17%
South Texas	78.54%	75.00%	79.31%	94.87%	100.00%	100.00%	\$8,395.69	\$4,004.83	106.51%
Tarrant County	82.88%	74.07%	86.38%	84.42%	94.74%	93.50%	\$3,622.82	\$2,871.65	115.33%
Texoma	100.00%	100.00%	98.81%	100.00%	100.00%	94.85%	\$8,416.49	\$8,057.53	89.21%
Upper Rio Grande	88.83%	78.00%	90.89%	88.56%	87.80%	93.34%	\$2,897.74	\$2,933.36	92.97%
West Central	94.00%	90.91%	93.65%	87.90%	90.91%	93.24%	\$4,113.73	\$2,090.91	88.73%
# Meeting the measure	28	28	28	28	28	28	27	27	28
% Meeting the measure	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	96.4%	96.4%	100.0%
Texas Performance	83.28%	77.97%	87.25%	88.15%	87.84%	92.40%	\$3,996.31	\$4,291.67	96.05%

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

Table 5. Measures 10 - 17

MEASURES 10-17	Adult Employment and Credential Rate	Older Youth 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	75.16%	55.32%	74.21%	77.46%	87.71%	64.40%	70.53	72.71
Brazos Valley	70.45%	71.43%	76.67%	73.68%	87.79%	72.92%	75.32	67.18
Cameron County	86.67%	75.00%	80.49%	75.93%	81.17%	86.24%	83.59	75.24
Capital Area	78.49%	84.21%	84.62%	59.38%	83.51%	73.68%	71.30	71.56
Central Texas	83.64%	75.00%	88.00%	90.00%	97.16%	83.56%	84.99	77.43
Coastal Bend	69.00%	65.31%	67.88%	65.48%	79.60%	68.42%	74.57	74.60
Concho Valley	85.71%	57.14%	84.21%	85.00%	86.70%	78.26%	82.34	73.96
Dallas	70.25%	56.57%	76.23%	66.97%	80.86%	62.99%	69.78	70.44
Deep East Texas	66.67%	55.00%	77.91%	78.75%	87.02%	61.22%	71.97	77.26
East Texas	77.36%	53.85%	87.27%	84.52%	88.45%	69.70%	77.76	76.38
Golden Crescent	75.86%	63.64%	84.21%	72.22%	91.93%	66.67%	79.16	72.82
Gulf Coast	75.37%	56.88%	76.23%	65.38%	87.27%	70.73%	73.28	72.48
Heart Of Texas	58.97%	100.00%	71.43%	77.78%	88.46%	88.89%	71.81	71.61
Lower Rio Grande	77.64%	52.92%	82.05%	64.29%	85.64%	70.11%	80.17	74.88
Middle Rio Grande	78.82%	77.27%	84.00%	87.50%	96.56%	78.82%	82.68	79.82
North Central	77.78%	76.00%	80.13%	70.00%	84.03%	63.29%	71.59	73.45
North East Texas	72.62%	50.00%	75.68%	82.61%	90.68%	75.41%	73.86	76.87
North Texas	67.31%	75.00%	73.08%	81.82%	87.77%	78.38%	80.77	75.58
Panhandle	81.37%	62.50%	89.09%	79.41%	92.05%	81.25%	85.38	77.18
Permian Basin	82.84%	68.18%	83.75%	82.50%	89.69%	73.49%	85.18	73.88
Rural Capital	76.92%	90.00%	71.43%	72.00%	83.82%	67.65%	76.92	72.90
Southeast Texas	69.31%	83.87%	79.17%	81.33%	83.87%	90.91%	72.11	77.09
South Plains	77.66%	75.00%	89.04%	97.83%	97.24%	80.39%	77.11	71.04
South Texas	63.14%	60.61%	84.62%	74.58%	96.28%	78.95%	82.92	74.27
Tarrant County	66.67%	55.17%	77.48%	68.54%	85.53%	74.07%	72.05	69.76
Texoma	82.61%	77.78%	86.76%	81.82%	87.73%	75.00%	80.27	78.31
Upper Rio Grande	73.16%	71.43%	79.38%	84.62%	88.95%	67.48%	75.81	69.87
West Central	84.06%	69.23%	89.47%	72.73%	92.45%	63.08%	76.42	73.98
# Meeting the measure	28	28	28	28	28	28	27	25
% Meeting the measure	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	96.4%	89.3%
Texas Performance	74.69%	61.05%	78.42%	73.65%	87.24%	70.18%	75.79	72.62

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

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

Table O - Local Performance - Alamo

Local Area Name Alamo	Total Participants Served 6,063	Adults	1,706	
		Dislocated Workers	2,124	
		Older Youth	249	
		Younger Youth	1,984	
WDA Assigned # 20	Total Exiters 2,108	Adults	513	
		Dislocated Workers	762	
		Older Youth	107	
		Younger Youth	726	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	74	70.53	
	Employer	74	72.71	
Entered Employment Rate	Adults	78.00%	82.69%	
	Dislocated Worker	80.00%	89.40%	
	Older Youth	66.00%	83.18%	
Retention Rate	Adults	82.00%	86.69%	
	Dislocated Worker	87.00%	92.01%	
	Older Youth	78.00%	88.79%	
	Younger Youth	59.00%	64.40%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,300	\$3,910	
	Dislocated Worker	90.00%	92.09%	
	Older Youth	\$3,000	\$3,949	
Credential/Diploma Rate	Adults	62.00%	75.16%	
	Dislocated Worker	68.00%	74.21%	
	Older Youth	51.00%	55.32%	
	Younger Youth	60.00%	77.46%	
Skill Attainment Rate	Younger Youth	83.00%	87.71%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	3	14

* Note - Boards are given a 5% variance in the determination of meeting status.

Table O - Local Performance - Brazos Valley

Local Area Name Brazos Valley	Total Participants Served 618	Adults	222	
		Dislocated Workers	137	
		Older Youth	50	
		Younger Youth	209	
WDA Assigned # 16	Total Exiters 245	Adults	88	
		Dislocated Workers	55	
		Older Youth	17	
		Younger Youth	85	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	74	75.32	
	Employer	74	67.18	
Entered Employment Rate	Adults	78.00%	84.91%	
	Dislocated Worker	80.00%	92.31%	
	Older Youth	66.00%	78.57%	
Retention Rate	Adults	82.00%	89.74%	
	Dislocated Worker	87.00%	95.24%	
	Older Youth	78.00%	100.00%	
	Younger Youth	59.00%	72.92%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,300	\$5,542	
	Dislocated Worker	90.00%	95.59%	
	Older Youth	\$3,000	\$4,485	
Credential/Diploma Rate	Adults	62.00%	70.45%	
	Dislocated Worker	68.00%	76.67%	
	Older Youth	51.00%	71.43%	
	Younger Youth	60.00%	73.68%	
Skill Attainment Rate	Younger Youth	83.00%	87.79%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		1	1	15

* Note - Boards are given a 5% variance in the determination of meeting status.

Table O - Local Performance - Cameron County

Local Area Name Cameron	Total Participants Served 2,030	Adults	654	
		Dislocated Workers	510	
		Older Youth	109	
		Younger Youth	757	
WDA Assigned # 24	Total Exiters 584	Adults	244	
		Dislocated Workers	119	
		Older Youth	47	
		Younger Youth	174	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	74	83.59	
	Employer	74	75.24	
Entered Employment Rate	Adults	78.00%	83.33%	
	Dislocated Worker	80.00%	86.79%	
	Older Youth	66.00%	79.41%	
Retention Rate	Adults	82.00%	90.17%	
	Dislocated Worker	87.00%	88.89%	
	Older Youth	78.00%	95.12%	
	Younger Youth	59.00%	86.24%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,300	\$6,395	
	Dislocated Worker	90.00%	127.80%	
	Older Youth	\$3,000	\$7,816	
Credential/Diploma Rate	Adults	62.00%	86.67%	
	Dislocated Worker	68.00%	80.49%	
	Older Youth	51.00%	75.00%	
	Younger Youth	60.00%	75.93%	
Skill Attainment Rate	Younger Youth	83.00%	81.17%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met		Met
		0		3
				Exceeded
				14

* Note - Boards are given a 5% variance in the determination of meeting status.

Table O - Local Performance - Capital Area

Local Area Name Capital Area	Total Participants Served 2,233	Adults	1,150	
		Dislocated Workers	640	
		Older Youth	101	
		Younger Youth	342	
WDA Assigned # 14	Total Exiters 660	Adults	237	
		Dislocated Workers	254	
		Older Youth	42	
		Younger Youth	127	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	74	71.30	
	Employer	74	71.56	
Entered Employment Rate	Adults	78.00%	89.52%	
	Dislocated Worker	80.00%	92.79%	
	Older Youth	66.00%	93.33%	
Retention Rate	Adults	82.00%	89.55%	
	Dislocated Worker	87.00%	91.76%	
	Older Youth	78.00%	100.00%	
	Younger Youth	59.00%	73.68%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,300	\$6,392	
	Dislocated Worker	83.70%	79.91%	
	Older Youth	\$3,000	\$4,902	
Credential/Diploma Rate	Adults	62.00%	78.49%	
	Dislocated Worker	68.00%	84.62%	
	Older Youth	51.00%	84.21%	
	Younger Youth	60.00%	59.38%	
Skill Attainment Rate	Younger Youth	83.00%	83.51%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	5	12

* Note - Boards are given a 5% variance in the determination of meeting status.

Table O - Local Performance - Central Texas

Local Area Name Central Texas	Total Participants Served 721	Adults	268	
		Dislocated Workers	85	
		Older Youth	54	
		Younger Youth	314	
WDA Assigned # 26	Total Exiters 352	Adults	132	
		Dislocated Workers	47	
		Older Youth	21	
		Younger Youth	152	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	74	84.99	
	Employer	74	77.43	
Entered Employment Rate	Adults	78.00%	95.52%	
	Dislocated Worker	80.00%	98.04%	
	Older Youth	66.00%	93.33%	
Retention Rate	Adults	82.00%	91.49%	
	Dislocated Worker	87.00%	94.44%	
	Older Youth	78.00%	90.00%	
	Younger Youth	59.00%	83.56%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,300	\$6,437	
	Dislocated Worker	90.00%	124.80%	
	Older Youth	\$3,000	\$5,039	
Credential/Diploma Rate	Adults	62.00%	83.64%	
	Dislocated Worker	68.00%	88.00%	
	Older Youth	51.00%	75.00%	
	Younger Youth	60.00%	90.00%	
Skill Attainment Rate	Younger Youth	83.00%	97.16%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	1	16

* Note - Boards are given a 5% variance in the determination of meeting status.

Table O - Local Performance - Coastal Bend

Local Area Name Coastal Bend	Total Participants Served 2,738	Adults	973	
		Dislocated Workers	458	
		Older Youth	292	
		Younger Youth	1,015	
WDA Assigned # 22	Total Exiters 881	Adults	319	
		Dislocated Workers	304	
		Older Youth	67	
		Younger Youth	191	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	74	74.57	
	Employer	74	74.60	
Entered Employment Rate	Adults	78.00%	75.99%	
	Dislocated Worker	80.00%	80.14%	
	Older Youth	66.00%	75.41%	
Retention Rate	Adults	82.00%	86.47%	
	Dislocated Worker	87.00%	89.05%	
	Older Youth	78.00%	96.92%	
	Younger Youth	59.00%	68.42%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,300	\$5,770	
	Dislocated Worker	90.00%	87.41%	
	Older Youth	\$3,000	\$6,880	
Credential/Diploma Rate	Adults	62.00%	69.00%	
	Dislocated Worker	68.00%	67.88%	
	Older Youth	51.00%	65.31%	
	Younger Youth	60.00%	65.48%	
Skill Attainment Rate	Younger Youth	83.00%	79.60%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	8	9

* Note - Boards are given a 5% variance in the determination of meeting status.

Table O - Local Performance - Concho Valley

Local Area Name Concho Valley	Total Participants Served 386	Adults	131	
		Dislocated Workers	48	
		Older Youth	37	
		Younger Youth	170	
WDA Assigned # 12	Total Exiters 168	Adults	56	
		Dislocated Workers	28	
		Older Youth	10	
		Younger Youth	74	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	74	82.34	
	Employer	74	73.96	
Entered Employment Rate	Adults	78.00%	94.44%	
	Dislocated Worker	80.00%	85.71%	
	Older Youth	66.00%	83.33%	
Retention Rate	Adults	82.00%	96.30%	
	Dislocated Worker	87.00%	100.00%	
	Older Youth	78.00%	81.82%	
	Younger Youth	59.00%	78.26%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,300	\$4,836	
	Dislocated Worker	90.00%	108.02%	
	Older Youth	\$2,100	\$1,995	
Credential/Diploma Rate	Adults	62.00%	85.71%	
	Dislocated Worker	68.00%	84.21%	
	Older Youth	51.00%	57.14%	
	Younger Youth	60.00%	85.00%	
Skill Attainment Rate	Younger Youth	83.00%	86.70%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	4	13

* Note - Boards are given a 5% variance in the determination of meeting status.

Table O - Local Performance - Dallas County

Local Area Name Dallas County	Total Participants Served 9,504	Adults	5,321	
		Dislocated Workers	1,520	
		Older Youth	719	
		Younger Youth	1,944	
WDA Assigned # 6	Total Exiters 3,153	Adults	1,665	
		Dislocated Workers	695	
		Older Youth	205	
		Younger Youth	588	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	74	69.78	
	Employer	74	70.44	
Entered Employment Rate	Adults	78.00%	77.07%	
	Dislocated Worker	80.00%	86.32%	
	Older Youth	66.00%	67.57%	
Retention Rate	Adults	82.00%	83.66%	
	Dislocated Worker	87.00%	94.38%	
	Older Youth	78.00%	84.91%	
	Younger Youth	59.00%	62.99%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,300	\$5,056	
	Dislocated Worker	90.00%	90.33%	
	Older Youth	\$2,770	\$2,634	
Credential/Diploma Rate	Adults	62.00%	70.25%	
	Dislocated Worker	68.00%	76.23%	
	Older Youth	51.00%	56.57%	
	Younger Youth	60.00%	66.97%	
Skill Attainment Rate	Younger Youth	83.00%	80.86%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		1	7	9

* Note - Boards are given a 5% variance in the determination of meeting status.

Table O - Local Performance - Deep East Texas

Local Area Name Deep East Texas	Total Participants Served 1,153	Adults	461	
		Dislocated Workers	314	
		Older Youth	100	
		Younger Youth	278	
WDA Assigned # 17	Total Exiters 501	Adults	181	
		Dislocated Workers	179	
		Older Youth	34	
		Younger Youth	107	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	74	71.97	
	Employer	74	77.26	
Entered Employment Rate	Adults	78.00%	84.81%	
	Dislocated Worker	80.00%	87.98%	
	Older Youth	66.00%	79.31%	
Retention Rate	Adults	82.00%	87.85%	
	Dislocated Worker	87.00%	94.27%	
	Older Youth	78.00%	78.57%	
	Younger Youth	59.00%	61.22%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,300	\$3,927	
	Dislocated Worker	90.00%	100.92%	
	Older Youth	\$3,000	\$3,851	
Credential/Diploma Rate	Adults	62.00%	66.67%	
	Dislocated Worker	68.00%	77.91%	
	Older Youth	51.00%	55.00%	
	Younger Youth	60.00%	78.75%	
Skill Attainment Rate	Younger Youth	83.00%	87.02%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	5	12

* Note - Boards are given a 5% variance in the determination of meeting status.

Table O - Local Performance - East Texas

Local Area Name East Texas	Total Participants Served 3,308	Adults	1,758	
		Dislocated Workers	842	
		Older Youth	149	
		Younger Youth	559	
WDA Assigned # 8	Total Exiters 920	Adults	356	
		Dislocated Workers	398	
		Older Youth	32	
		Younger Youth	134	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	74	77.76	
	Employer	74	76.38	
Entered Employment Rate	Adults	78.00%	83.98%	
	Dislocated Worker	80.00%	96.55%	
	Older Youth	66.00%	80.00%	
Retention Rate	Adults	82.00%	86.75%	
	Dislocated Worker	87.00%	87.76%	
	Older Youth	78.00%	92.59%	
	Younger Youth	59.00%	69.70%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,300	\$3,339	
	Dislocated Worker	90.00%	117.29%	
	Older Youth	\$2,975	\$2,828	
Credential/Diploma Rate	Adults	62.00%	77.36%	
	Dislocated Worker	68.00%	87.27%	
	Older Youth	51.00%	53.85%	
	Younger Youth	60.00%	84.52%	
Skill Attainment Rate	Younger Youth	83.00%	88.45%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	4	13

* Note - Boards are given a 5% variance in the determination of meeting status.

Table O - Local Performance - Golden Crescent

Local Area Name Golden Crescent	Total Participants Served 936	Adults	538	
		Dislocated Workers	158	
		Older Youth	47	
		Younger Youth	193	
WDA Assigned # 19	Total Exiters 279	Adults	125	
		Dislocated Workers	74	
		Older Youth	20	
		Younger Youth	60	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	74	79.16	
	Employer	74	72.82	
Entered Employment Rate	Adults	78.00%	88.89%	
	Dislocated Worker	80.00%	94.29%	
	Older Youth	66.00%	77.78%	
Retention Rate	Adults	82.00%	91.23%	
	Dislocated Worker	87.00%	94.00%	
	Older Youth	78.00%	100.00%	
	Younger Youth	59.00%	66.67%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,300	\$6,064	
	Dislocated Worker	90.00%	105.12%	
	Older Youth	\$3,000	\$4,256	
Credential/Diploma Rate	Adults	62.00%	75.86%	
	Dislocated Worker	68.00%	84.21%	
	Older Youth	51.00%	63.64%	
	Younger Youth	60.00%	72.22%	
Skill Attainment Rate	Younger Youth	83.00%	91.93%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	1	16

* Note - Boards are given a 5% variance in the determination of meeting status.

Table O - Local Performance - Gulf Coast

Local Area Name Gulf Coast	Total Participants Served 22,328	Adults	11,717	
		Dislocated Workers	3,757	
		Older Youth	1,435	
		Younger Youth	5,419	
WDA Assigned # 28	Total Exiters 9,370	Adults	5,120	
		Dislocated Workers	2,210	
		Older Youth	505	
		Younger Youth	1,535	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	74	73.28	
	Employer	74	72.48	
Entered Employment Rate	Adults	78.00%	83.58%	
	Dislocated Worker	80.00%	86.41%	
	Older Youth	66.00%	78.38%	
Retention Rate	Adults	82.00%	88.01%	
	Dislocated Worker	87.00%	91.45%	
	Older Youth	78.00%	85.15%	
	Younger Youth	59.00%	70.73%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,300	\$3,299	
	Dislocated Worker	90.00%	96.61%	
	Older Youth	\$3,000	\$3,538	
Credential/Diploma Rate	Adults	62.00%	75.37%	
	Dislocated Worker	68.00%	76.23%	
	Older Youth	51.00%	56.88%	
	Younger Youth	60.00%	65.38%	
Skill Attainment Rate	Younger Youth	83.00%	87.27%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	3	14

* Note - Boards are given a 5% variance in the determination of meeting status.

Table O - Local Performance - Heart of Texas

Local Area Name Heart of Texas	Total Participants Served 726	Adults	237	
		Dislocated Workers	252	
		Older Youth	50	
		Younger Youth	187	
WDA Assigned # 13	Total Exiters 430	Adults	150	
		Dislocated Workers	159	
		Older Youth	22	
		Younger Youth	99	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	74	71.81	
	Employer	74	71.61	
Entered Employment Rate	Adults	78.00%	80.00%	
	Dislocated Worker	80.00%	82.26%	
	Older Youth	66.00%	100.00%	
Retention Rate	Adults	82.00%	83.51%	
	Dislocated Worker	87.00%	90.20%	
	Older Youth	78.00%	100.00%	
	Younger Youth	59.00%	88.89%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,300	\$5,440	
	Dislocated Worker	89.30%	84.94%	
	Older Youth	\$3,000	\$6,330	
Credential/Diploma Rate	Adults	62.00%	58.97%	
	Dislocated Worker	68.00%	71.43%	
	Older Youth	51.00%	100.00%	
	Younger Youth	60.00%	77.78%	
Skill Attainment Rate	Younger Youth	83.00%	88.46%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	8	9

* Note - Boards are given a 5% variance in the determination of meeting status.

Table O - Local Performance - Lower Rio Grande Valley

Local Area Name Lower Rio Grande	Total Participants Served 6,860	Adults	3,333	
		Dislocated Workers	420	
		Older Youth	613	
		Younger Youth	2,494	
WDA Assigned # 23	Total Exiters 2,606	Adults	1,483	
		Dislocated Workers	252	
		Older Youth	178	
		Younger Youth	693	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	74	80.17	
	Employer	74	74.88	
Entered Employment Rate	Adults	78.00%	82.39%	
	Dislocated Worker	80.00%	82.82%	
	Older Youth	66.00%	76.33%	
Retention Rate	Adults	82.00%	89.58%	
	Dislocated Worker	87.00%	92.41%	
	Older Youth	78.00%	85.35%	
	Younger Youth	59.00%	70.11%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,300	\$4,204	
	Dislocated Worker	90.00%	96.01%	
	Older Youth	\$3,000	\$5,285	
Credential/Diploma Rate	Adults	62.00%	77.64%	
	Dislocated Worker	68.00%	82.05%	
	Older Youth	51.00%	52.92%	
	Younger Youth	60.00%	64.29%	
Skill Attainment Rate	Younger Youth	83.00%	85.64%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	4	13

* Note - Boards are given a 5% variance in the determination of meeting status.

Table O - Local Performance - Middle Rio Grande Valley

Local Area Name Middle Rio Grande	Total Participants Served 1,065	Adults	303	
		Dislocated Workers	66	
		Older Youth	38	
		Younger Youth	658	
WDA Assigned # 27	Total Exiters 571	Adults	184	
		Dislocated Workers	43	
		Older Youth	20	
		Younger Youth	324	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	74	82.68	
	Employer	74	79.82	
Entered Employment Rate	Adults	74.00%	82.39%	
	Dislocated Worker	80.00%	88.06%	
	Older Youth	66.00%	87.50%	
Retention Rate	Adults	82.00%	93.78%	
	Dislocated Worker	87.00%	94.20%	
	Older Youth	78.00%	86.36%	
	Younger Youth	59.00%	78.82%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,300	\$3,737	
	Dislocated Worker	90.00%	108.21%	
	Older Youth	\$3,000	\$5,570	
Credential/Diploma Rate	Adults	62.00%	78.82%	
	Dislocated Worker	68.00%	84.00%	
	Older Youth	51.00%	77.27%	
	Younger Youth	60.00%	87.50%	
Skill Attainment Rate	Younger Youth	83.00%	96.56%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	0	17

* Note - Boards are given a 5% variance in the determination of meeting status.

Table O - Local Performance - North Central Texas

Local Area Name North Central	Total Participants Served 3,732	Adults	2,046	
		Dislocated Workers	831	
		Older Youth	148	
		Younger Youth	707	
WDA Assigned # 4	Total Exiters 1,097	Adults	349	
		Dislocated Workers	436	
		Older Youth	65	
		Younger Youth	247	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	74	71.59	
	Employer	74	73.45	
Entered Employment Rate	Adults	78.00%	81.37%	
	Dislocated Worker	80.00%	88.83%	
	Older Youth	66.00%	70.00%	
Retention Rate	Adults	82.00%	85.81%	
	Dislocated Worker	87.00%	95.02%	
	Older Youth	78.00%	90.00%	
	Younger Youth	59.00%	63.29%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,300	\$4,272	
	Dislocated Worker	90.00%	87.12%	
	Older Youth	\$3,000	\$4,644	
Credential/Diploma Rate	Adults	62.00%	77.78%	
	Dislocated Worker	68.00%	80.13%	
	Older Youth	51.00%	76.00%	
	Younger Youth	60.00%	70.00%	
Skill Attainment Rate	Younger Youth	83.00%	84.03%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	6	11

* Note - Boards are given a 5% variance in the determination of meeting status.

Table O - Local Performance - North East Texas

Local Area Name North East Texas	Total Participants Served 563	Adults	226	
		Dislocated Workers	76	
		Older Youth	21	
		Younger Youth	240	
WDA Assigned # 7	Total Exiters 477	Adults	128	
		Dislocated Workers	174	
		Older Youth	9	
		Younger Youth	166	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	74	73.86	
	Employer	74	76.87	
Entered Employment Rate	Adults	78.00%	79.61%	
	Dislocated Worker	72.40%	68.84%	
	Older Youth	66.00%	83.33%	
Retention Rate	Adults	82.00%	86.76%	
	Dislocated Worker	87.00%	88.85%	
	Older Youth	78.00%	92.00%	
	Younger Youth	59.00%	75.41%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,300	\$5,010	
	Dislocated Worker	90.00%	89.45%	
	Older Youth	\$3,000	\$2,855	
Credential/Diploma Rate	Adults	62.00%	72.62%	
	Dislocated Worker	68.00%	75.68%	
	Older Youth	51.00%	50.00%	
	Younger Youth	60.00%	82.61%	
Skill Attainment Rate	Younger Youth	83.00%	90.68%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	8	9

* Note - Boards are given a 5% variance in the determination of meeting status.

Table O - Local Performance - North Texas

Local Area Name North Texas	Total Participants Served 620	Adults	284	
		Dislocated Workers	215	
		Older Youth	51	
		Younger Youth	70	
WDA Assigned # 3	Total Exiters 404	Adults	191	
		Dislocated Workers	135	
		Older Youth	19	
		Younger Youth	59	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	74	80.77	
	Employer	74	75.58	
Entered Employment Rate	Adults	78.00%	82.10%	
	Dislocated Worker	80.00%	84.56%	
	Older Youth	66.00%	75.00%	
Retention Rate	Adults	82.00%	85.95%	
	Dislocated Worker	87.00%	99.13%	
	Older Youth	78.00%	91.67%	
	Younger Youth	59.00%	78.38%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,300	\$5,519	
	Dislocated Worker	90.00%	99.45%	
	Older Youth	\$3,000	\$4,380	
Credential/Diploma Rate	Adults	62.00%	67.31%	
	Dislocated Worker	68.00%	73.08%	
	Older Youth	51.00%	75.00%	
	Younger Youth	60.00%	81.82%	
Skill Attainment Rate	Younger Youth	83.00%	87.77%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	2	15

* Note - Boards are given a 5% variance in the determination of meeting status.

Table O - Local Performance - Panhandle

Local Area Name Panhandle	Total Participants Served 917	Adults	423	
		Dislocated Workers	138	
		Older Youth	116	
		Younger Youth	240	
WDA Assigned # 1	Total Exiters 250	Adults	97	
		Dislocated Workers	55	
		Older Youth	38	
		Younger Youth	60	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	74	85.38	
	Employer	74	77.18	
Entered Employment Rate	Adults	78.00%	87.50%	
	Dislocated Worker	80.00%	96.61%	
	Older Youth	66.00%	86.21%	
Retention Rate	Adults	82.00%	96.19%	
	Dislocated Worker	87.00%	94.55%	
	Older Youth	78.00%	82.61%	
	Younger Youth	59.00%	81.25%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,300	\$9,664	
	Dislocated Worker	90.00%	127.77%	
	Older Youth	\$3,000	\$7,405	
Credential/Diploma Rate	Adults	62.00%	81.37%	
	Dislocated Worker	68.00%	89.09%	
	Older Youth	51.00%	62.50%	
	Younger Youth	60.00%	79.41%	
Skill Attainment Rate	Younger Youth	83.00%	92.05%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	1	16

* Note - Boards are given a 5% variance in the determination of meeting status.

Table O - Local Performance - Permian Basin

Local Area Name Permian Basin	Total Participants Served 1,049	Adults	295	
		Dislocated Workers	197	
		Older Youth	72	
		Younger Youth	485	
WDA Assigned # 11	Total Exiters 420	Adults	153	
		Dislocated Workers	113	
		Older Youth	21	
		Younger Youth	133	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	74	85.18	
	Employer	74	73.88	
Entered Employment Rate	Adults	78.00%	90.36%	
	Dislocated Worker	80.00%	89.66%	
	Older Youth	66.00%	70.59%	
Retention Rate	Adults	82.00%	92.38%	
	Dislocated Worker	87.00%	92.71%	
	Older Youth	78.00%	94.74%	
	Younger Youth	59.00%	73.49%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,300	\$7,192	
	Dislocated Worker	90.00%	102.24%	
	Older Youth	\$3,000	\$6,585	
Credential/Diploma Rate	Adults	62.00%	82.84%	
	Dislocated Worker	68.00%	83.75%	
	Older Youth	51.00%	68.18%	
	Younger Youth	60.00%	82.50%	
Skill Attainment Rate	Younger Youth	83.00%	89.69%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	1	16

* Note - Boards are given a 5% variance in the determination of meeting status.

Table O - Local Performance - Rural Capital

Local Area Name Rural Capital	Total Participants Served 839	Adults	318	
		Dislocated Workers	296	
		Older Youth	46	
		Younger Youth	179	
WDA Assigned # 15	Total Exiters 299	Adults	108	
		Dislocated Workers	140	
		Older Youth	12	
		Younger Youth	39	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	74	76.92	
	Employer	74	72.90	
Entered Employment Rate	Adults	78.00%	82.67%	
	Dislocated Worker	80.00%	84.17%	
	Older Youth	66.00%	100.00%	
Retention Rate	Adults	82.00%	88.71%	
	Dislocated Worker	87.00%	92.93%	
	Older Youth	78.00%	90.00%	
	Younger Youth	59.00%	67.65%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,300	\$3,902	
	Dislocated Worker	90.00%	91.33%	
	Older Youth	\$2,994	\$2,681	
Credential/Diploma Rate	Adults	62.00%	76.92%	
	Dislocated Worker	68.00%	71.43%	
	Older Youth	51.00%	90.00%	
	Younger Youth	60.00%	72.00%	
Skill Attainment Rate	Younger Youth	83.00%	83.82%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		1	4	12

* Note - Boards are given a 5% variance in the determination of meeting status.

Table O - Local Performance - Southeast Texas

Local Area Name Southeast Texas	Total Participants Served 2,028	Adults	620	
		Dislocated Workers	628	
		Older Youth	222	
		Younger Youth	558	
WDA Assigned # 18	Total Exiters 1,000	Adults	293	
		Dislocated Workers	341	
		Older Youth	85	
		Younger Youth	281	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	74	72.11	
	Employer	74	77.09	
Entered Employment Rate	Adults	78.00%	86.16%	
	Dislocated Worker	80.00%	91.42%	
	Older Youth	66.00%	84.00%	
Retention Rate	Adults	82.00%	86.99%	
	Dislocated Worker	87.00%	94.38%	
	Older Youth	78.00%	100.00%	
	Younger Youth	59.00%	90.91%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,300	\$4,566	
	Dislocated Worker	90.00%	96.37%	
	Older Youth	\$3,000	\$4,996	
Credential/Diploma Rate	Adults	62.00%	69.31%	
	Dislocated Worker	68.00%	79.17%	
	Older Youth	51.00%	83.87%	
	Younger Youth	60.00%	81.33%	
Skill Attainment Rate	Younger Youth	83.00%	83.87%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	3	14

* Note - Boards are given a 5% variance in the determination of meeting status.

Table O - Local Performance - South Plains

Local Area Name South Plains	Total Participants Served 641	Adults	172	
		Dislocated Workers	159	
		Older Youth	37	
		Younger Youth	273	
WDA Assigned # 2	Total Exiters 278	Adults	76	
		Dislocated Workers	103	
		Older Youth	25	
		Younger Youth	74	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	74	77.11	
	Employer	74	71.04	
Entered Employment Rate	Adults	78.00%	91.53%	
	Dislocated Worker	80.00%	85.71%	
	Older Youth	66.00%	91.67%	
Retention Rate	Adults	82.00%	95.92%	
	Dislocated Worker	87.00%	95.15%	
	Older Youth	78.00%	91.30%	
	Younger Youth	59.00%	80.39%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,300	\$8,393	
	Dislocated Worker	90.00%	93.17%	
	Older Youth	\$3,000	\$6,231	
Credential/Diploma Rate	Adults	62.00%	77.66%	
	Dislocated Worker	68.00%	89.04%	
	Older Youth	51.00%	75.00%	
	Younger Youth	60.00%	97.83%	
Skill Attainment Rate	Younger Youth	83.00%	97.24%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	3	14

* Note - Boards are given a 5% variance in the determination of meeting status.

Table O - Local Performance - South Texas

Local Area Name South Texas	Total Participants Served 1,143	Adults	576	
		Dislocated Workers	86	
		Older Youth	54	
		Younger Youth	427	
WDA Assigned # 21	Total Exiters 640	Adults	324	
		Dislocated Workers	56	
		Older Youth	37	
		Younger Youth	223	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	74	82.92	
	Employer	74	74.27	
Entered Employment Rate	Adults	78.00%	78.54%	
	Dislocated Worker	80.00%	79.31%	
	Older Youth	66.00%	75.00%	
Retention Rate	Adults	82.00%	94.87%	
	Dislocated Worker	87.00%	100.00%	
	Older Youth	78.00%	100.00%	
	Younger Youth	59.00%	78.95%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,300	\$8,396	
	Dislocated Worker	90.00%	106.51%	
	Older Youth	\$3,000	\$4,005	
Credential/Diploma Rate	Adults	62.00%	63.14%	
	Dislocated Worker	68.00%	84.62%	
	Older Youth	51.00%	60.61%	
	Younger Youth	60.00%	74.58%	
Skill Attainment Rate	Younger Youth	83.00%	96.28%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	4	13

* Note - Boards are given a 5% variance in the determination of meeting status.

Table O - Local Performance - Tarrant County

Local Area Name Tarrant County	Total Participants Served 3,514	Adults	1,366	
		Dislocated Workers	1,284	
		Older Youth	249	
		Younger Youth	615	
WDA Assigned # 5	Total Exiters 1,568	Adults	656	
		Dislocated Workers	612	
		Older Youth	73	
		Younger Youth	227	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	74	72.05	
	Employer	74	69.76	
Entered Employment Rate	Adults	78.00%	82.88%	
	Dislocated Worker	80.00%	86.38%	
	Older Youth	66.00%	74.07%	
Retention Rate	Adults	82.00%	84.42%	
	Dislocated Worker	87.00%	93.50%	
	Older Youth	78.00%	94.74%	
	Younger Youth	59.00%	74.07%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,300	\$3,623	
	Dislocated Worker	90.00%	115.33%	
	Older Youth	\$3,000	\$2,872	
Credential/Diploma Rate	Adults	62.00%	66.67%	
	Dislocated Worker	68.00%	77.48%	
	Older Youth	51.00%	55.17%	
	Younger Youth	60.00%	68.54%	
Skill Attainment Rate	Younger Youth	83.00%	85.53%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		1	4	12

* Note - Boards are given a 5% variance in the determination of meeting status.

Table O - Local Performance - Texoma

Local Area Name Texoma	Total Participants Served 829	Adults	371	
		Dislocated Workers	247	
		Older Youth	27	
		Younger Youth	184	
WDA Assigned # 25	Total Exiters 198	Adults	25	
		Dislocated Workers	100	
		Older Youth	9	
		Younger Youth	64	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	74	80.27	
	Employer	74	78.31	
Entered Employment Rate	Adults	78.00%	100.00%	
	Dislocated Worker	80.00%	98.81%	
	Older Youth	66.00%	100.00%	
Retention Rate	Adults	82.00%	100.00%	
	Dislocated Worker	87.00%	94.85%	
	Older Youth **	78.00%	100.00%	
	Younger Youth	59.00%	75.00%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,300	\$8,416	
	Dislocated Worker	90.00%	89.21%	
	Older Youth **	\$3,000	\$8,058	
Credential/Diploma Rate	Adults	62.00%	82.61%	
	Dislocated Worker	68.00%	86.76%	
	Older Youth	51.00%	77.78%	
	Younger Youth	60.00%	81.82%	
Skill Attainment Rate	Younger Youth	83.00%	87.73%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	1	16

* Note - Boards are given a 5% variance in the determination of meeting status.

Table O - Local Performance - Upper Rio Grande Valley

Local Area Name Upper Rio Grande	Total Participants Served 7,502	Adults	1,520	
		Dislocated Workers	3,242	
		Older Youth	442	
		Younger Youth	2,298	
WDA Assigned # 10	Total Exiters 2,931	Adults	1,076	
		Dislocated Workers	1,599	
		Older Youth	77	
		Younger Youth	179	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	74	75.81	
	Employer	74	69.87	
Entered Employment Rate	Adults	78.00%	88.83%	
	Dislocated Worker	80.00%	90.89%	
	Older Youth	66.00%	78.00%	
Retention Rate	Adults	82.00%	88.56%	
	Dislocated Worker	87.00%	93.34%	
	Older Youth	78.00%	87.80%	
	Younger Youth	59.00%	67.48%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,275	\$2,898	
	Dislocated Worker	90.00%	92.97%	
	Older Youth	\$3,000	\$2,933	
Credential/Diploma Rate	Adults	62.00%	73.16%	
	Dislocated Worker	68.00%	79.38%	
	Older Youth	51.00%	71.43%	
	Younger Youth	60.00%	84.62%	
Skill Attainment Rate	Younger Youth	83.00%	88.95%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		2	3	12

* Note - Boards are given a 5% variance in the determination of meeting status.

Table O - Local Performance - West Central

Local Area Name West Central	Total Participants Served 558	Adults	254	
		Dislocated Workers	76	
		Older Youth	54	
		Younger Youth	174	
WDA Assigned # 9	Total Exiters 243	Adults	77	
		Dislocated Workers	49	
		Older Youth	26	
		Younger Youth	91	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	74	76.42	
	Employer	74	73.98	
Entered Employment Rate	Adults	78.00%	94.00%	
	Dislocated Worker	80.00%	93.65%	
	Older Youth	66.00%	90.91%	
Retention Rate	Adults	82.00%	87.90%	
	Dislocated Worker	87.00%	93.24%	
	Older Youth	78.00%	90.91%	
	Younger Youth	59.00%	63.08%	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,300	\$4,114	
	Dislocated Worker	90.00%	88.73%	
	Older Youth	\$2,200	\$2,091	
Credential/Diploma Rate	Adults	62.00%	84.06%	
	Dislocated Worker	68.00%	89.47%	
	Older Youth	51.00%	69.23%	
	Younger Youth	60.00%	72.73%	
Skill Attainment Rate	Younger Youth	83.00%	92.45%	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	4	13

* Note - Boards are given a 5% variance in the determination of meeting status.